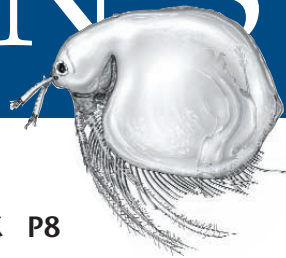




QUEEN'S GAZETTE



Lakes at risk P8

Academic integrity and you P10



'TIS THE SEASON TO CELEBRATE STAFF EXCELLENCE



GREG BLACK

Principal Tom Williams (standing, third from right) presented the following staff members with 2008 Special Recognition for Staff Awards at the Principal's Holiday Reception Dec. 2 at Grant Hall. Seated, from left: Christine Berga (Office of the Principal), Peggy Watkin (University Secretariat), Anne Richards (School of Medicine). Standing from left: Richard Hunt (Anatomy and Cell Biology), Heather Brennan (Residences), the Geography team of Joan Knox, Kathy Hoover, Sharon Mohammed, Mark Publicover, John Bond (holding award) and Sheila MacDonald, Cathy Hitchins (School of Medicine). Award winner Maureen Yearsley (Queen's Libraries) was unable to attend the ceremony.

It's official: Queen's greets largest entering class ever

By CELIA RUSSELL

This fall, the university welcomed the largest undergraduate entering class in its 167-year history – 3,692.

University Registrar Jo-Anne Brady delivered the news at the Nov. 27 Senate meeting, where the previous discussion had centred on the financial challenges facing the university.

"Although the focus of talk has been on declines and reductions, that isn't the case with enrolment," said Ms. Brady, as she presented highlights of the annual enrolment report. "We met or exceeded every

one of our targets."

She credited the work of staff, faculty and current students and Queen's strong presence at university fairs with the achievement.

The report is based on the actual number of students, or head count, consistent with the approved enrolment plan.

Students hailed from every Canadian province and an impressive 7.3 per cent came from outside of Canada (including Canadian citizens and foreign nationals).

As of Nov. 1, total full-time enrolment is almost 800 more stu-

dents than in 2007. It represents a net increase in undergraduate and professional enrolment of about 665 students (a five-per-cent increase), with increases in graduate enrolment in the School of Graduate Studies and Research (+91) and the School of Business (+40).

The total full-time enrolment of 17,367 is relative to a planned range of 17,161-17,349. Overall enrolment as of Nov. 1, including all part-time, Theological College, and Post-Graduate Medical students, was 21,468, compared to 20,515 in 2007.

The average entering grade was 87.3 per cent, with marks ranging upward from 80 per cent (students are admitted based on academic performance and supplementary information such as personal statements of experience, auditions and portfolio reviews). Those with the strongest overall qualifications are selected for offers of admission.

A combination of higher first-year intake targets, increased demand for science and engineering, and a less-conservative approach to managing offers of admission resulted in an increase in the con-

version ratio for students accepting offers of admission, particularly in Arts, Engineering, and Commerce, Ms. Brady said. The gender balance in these programs is entirely consistent with experience.

Other highlights included:

- A diverse enrolment of full-time students, across all years in all direct-entry undergraduate and second-entry professional programs, representing every Canadian province and territory, with 36.68 per cent originally from the Greater Toronto Area, more than 40 per

See UNDERGRADUATE CLASS: Page 4

Mystery manuscript gets a makeover

By KAY LANGMUIR

Representatives of Beth Israel Synagogue were amazed and delighted recently to see a fragile century-old religious scroll repaired and preserved by Queen's Art Conservation.

But that wasn't exactly the reaction of student conservationist Seth Irwin when he first peered into the

cramped wooden box that held the 19.5-foot document, crumbling from age and ill use.

"I was a little horrified really," says Mr. Irwin, in his second year of a master's in Art Conservation during a viewing of the scroll at the Art Conservation labs.

For decades, the scroll had been rolled and unrolled tightly around

a thin wooden dowel. As a Yahrzeit, or Remembrance scroll, the Hebrew document listed the months and days of the year, and recorded the names of the dead so that anniversaries of death could be remembered with prayers. But since no actual years of death were recorded, the exact age of the scroll remains elusive. It is believed to date from

the 1910 founding of Beth Israel Synagogue.

The scroll was donated to the Queen's University Archives last summer along with 100 other boxes of documents from the synagogue, one of the oldest Jewish congregations in Canada. The boxes originally came from its first site at 146 Queen St. It moved to its

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www.queensu.ca/newscentre

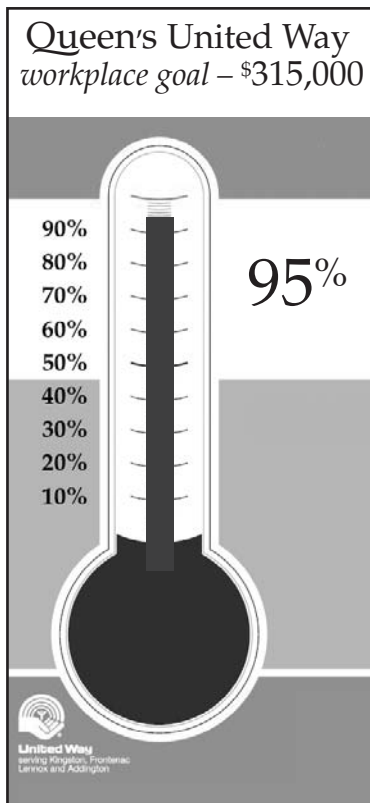
Queen's News Centre

IN BRIEF

Show your support: Get on the court

A volleyball tournament to raise funds for Easter Seals Kids will take place on Saturday, Dec. 13. The all-day tournament for competitive and recreational teams starts at 9 am at the Physical Education Centre on Union Street. The tournament is open to teams of six. The cost is \$150 per team.

Proceeds go to help children and youth with physical disabilities and their families. Easter Seals helps kids with physical disabilities succeed, and funds disability solutions through financial assistance, summer camps, education, and advocacy. Details: Rebecca Pero 613-547-4126 ext. 224 (toll free: 1-866-460-5009), rpero@easterseals.org or Megan Coughlin, mcoughlin@easterseals.org



Still time to donate to United Way

The final big push is on for the Queen's United Way Campaign as it nears the record-setting goal of \$315,000.

The generosity of faculty, staff, students and retirees has been overwhelming, says faculty co-chair Bob Crawford.

"Everyone realizes that the difficulties in the economy are placing some members of our community under tremendous strain, particularly those in need of the services and programs provided by United Way. The Queen's community is responding to the need with a tremendous spirit of giving," he says.

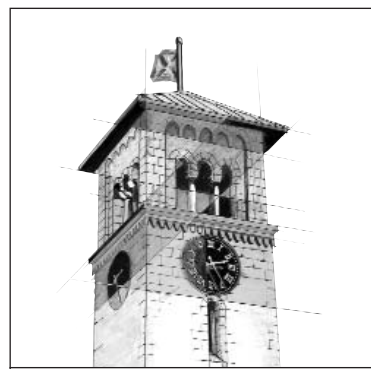
The campaign has raised \$300,000 to date. People are

encouraged to complete their pledge cards or send their United Way donations to Financial Services for processing, says Dr. Crawford.

Employee and corporate donations make up more than 80 per cent of the total raised locally by United Way with Queen's University being the single largest workplace campaign in Kingston, Frontenac, Lennox & Addington.

The committee that organizes the Queen's campaign is appointed by the Principal.

Other members include AMS Chair Jacqueline Woo, Staff Co-Chair Shelley Aylesworth-Spink, CUPE Co-Chair Sherri Ferris and Retiree Co-Chair Carl Hamacher.



QUEEN'S GAZETTE

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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, Jan. 12
Ad booking deadline: Dec. 12 (revised)
Ad artwork deadline: Dec. 19 (revised)
Noon editorial deadline: Jan. 5

Issue date: Monday, Jan. 26
Ad booking deadline: Jan. 9
Ad artwork deadline: Jan. 14
Noon editorial deadline: Jan. 19

ADVERTISING POLICY

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

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

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

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

Students present Shakespearian tragedy

By LINDSAY ALEXANDER

A dark tale of gore and revenge takes to stage in one of Shakespeare's earliest tragedies, Titus Andronicus, presented by Blue Canoe Productions.

"Titus Andronicus gave us a chance to put on a rarely performed play by William Shakespeare," says Mike Sheppard, artistic director, Blue Canoe Productions. "It was a chance to get away from the typical Shakespeare shows seen today in the Kingston area."

It runs from Thursday, Jan. 8 to Saturday, Jan. 17 at the Wellington

Street Theatre. Curtain time is 8 pm with 2-pm matinee performances on Jan. 10, 11 and 17.

Blue Canoe Productions offers youth between the ages of 13-25 from the university and Kingston communities the opportunity to participate in community theatre. The group has recently received AMS status.

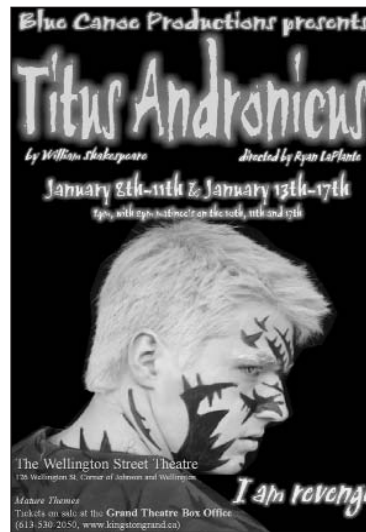
Directed by student Ryan LaPlante, Titus Andronicus is the macabre story of a Roman general who returns from 10 years of war with only four surviving sons. He has captured Tamora, Queen of the Goths, her three sons, and Aaron

the Moor. In obedience to Roman rituals, Titus sacrifices her eldest son to honour the death of his own, an act that garners Tamora's unending hatred and her promise of revenge.

Established in 2006, this is the fifth production for Blue Canoe, and is its first Shakespearean play.

Tickets are available at the Grand Theatre Box Office and at Destinations, located in the John Deutsch University Centre. They will also be sold at the door. Adults \$16, students/senior \$13.

For more information, visit www.bluecanoeproductions.info



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Happy Holidays!

The staff at the *Queen's Gazette* wish everyone all the best for the holiday season and the New Year.

The first issue of 2009 appears Monday, Jan. 12.

Due to the dates of this year's university holiday closing, the paid advertising deadlines for this issue have been revised.

Ad booking deadline: Dec. 12
Ad artwork deadline: Dec. 19

Email paid advertising submissions to Jennifer Barbosa, advert@queensu.ca
For advertising inquiries, call 613-533-6000 ext. 75464.

The submission deadline for editorial copy is at **noon on Monday, Jan. 5.**
Email submissions to Celia Russell, gazette@queensu.ca
For editorial inquiries, call 613-533-6000 ext. 74498

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Parking garage now open for business

CONSTRUCTION UPDATE

Two more capital construction projects on Queen's main campus are on the verge of completion.

After more than a year under construction, the Tindall Field underground parking garage is now open to permit holders. The garage, which officially opened on Dec. 1, consists of two levels providing a total of 580 parking spaces (including seven barrier-free stalls) for

Queen's faculty, staff (part-time, permanent or casual) and students. The garage has six stairwells, including two with elevators. Vehicles enter the lot off Union Street.

Construction began on the Tindall Field underground parking facility project in July 2007. The garage was originally scheduled to open in October, but completion was delayed due to inclement weather.

Permits are available from Dec. 1 to July 1 for \$85 per month. The permit is only for use in the underground garage and does not pro-

vide access to surface lots. The paved surface lot at the corner of Lower Albert and Union streets next to the garage with 205 spaces will remain open. Overall, the project created an additional 381 spaces on the site.

The combined parking and artificial field project addresses the need for improved sports fields and also meets the demand for parking on the main campus.

Richardson Hall
Renovations to Richardson Hall on University Avenue are nearing

completion. The following departments have begun relocating to the building:

- Office of the Vice-Principal (Academic) has moved to the third floor.
- Office of Research Services has moved to the second floor.
- Office of the Principal and the Vice-Principal (Human Resources) will move to the third floor during the week of Dec. 8.
- The Office of the Vice-Principal (Operations and Finance) will move to the third floor during the week of Dec. 15.
- Institutional Planning, Risk

Management, some members of the Finance group and the Office of the University Secretariat will be located on the lower level.

Queen's Centre Project
Construction of Phase 1 of the Queen's Centre project continues on schedule; it is set to open in September 2009. Phase 1 includes three gyms, changing facilities, fitness area, an indoor running track and a 37.5 by 25-metre pool. The new School of Kinesiology and Health Studies is expected to be completed by January 2010.

JUMPING SHIP!



TIM FORT

Students and teachers from Art, Drama, Film and Music collaborated with Kingston's Marine Museum of the Great Lakes recently to present a unique, inter-media performance event on board the unheated Alexander Henry ship, moored next to the Ontario Street museum. Called Jumping Ship!, the production's theme was "embarking on life's journey" and included live performances, sculpture installations, video projections, and audio creations, often combined in one location. Thirty-one students from IDIS 410 Contemporary Cultural Performance, an interdisciplinary course instigated with funding from the Capstone Program, created the unusual performance/show under the watchful eyes of instructors Matt Rogalsky (Music), Kathleen Sellars (Art), Kim Renders (Drama), and Clarke Mackey (Film and Media).

Queen's, college address technology

Queen's and St. Lawrence College have created a one-of-a-kind educational partnership that will help fill the shortfall in technology teachers for school boards across the province.

St. Lawrence College graduates with appropriate work experience in skilled trades and technology can earn their Technological Education Diploma in one year at Queen's Faculty of Education.

Expected to start in January, the Queen's University Faculty of Education/St. Lawrence College concurrent program in technological education will help students transition from the workforce back to college and university on the path to becoming high-school teachers.

"This is a step forward in our efforts to link the Faculty of Education to the community and its needs within the framework of our mission," says Rosa Bruno-Jofré, dean of Queen's Faculty of Education. "Technological education has a central place in the faculty and I am delighted to announce the partnership with St. Lawrence College

and the new program."

The Conference Board of Canada estimates that Ontario will face a shortage of more than 360,000 skilled employees by 2025, mostly due to retirement of baby boomers. This demand has already had an impact on the teaching profession in Ontario, specifically in the area of technological education.

"Training teachers for careers in technological education will ensure our province continues to meet the growing need for skilled workers," says Chris Whitaker, president and CEO of St. Lawrence College.

The program will accept students with a variety of backgrounds, depending on their individual level of post-secondary education and work experience. Laid-off workers who are journeypersons, or who have a combination of five years of post-secondary technology education and work experience will be able to access the program under Ontario's Second Career Strategy launched last year.

Walking for dollars

Queen's students raised more than \$1,500 for P.R.O. Kids, a Kingston-based charity at Walkhome's annual Walk-a-Thon fundraiser.

The event, which took place last month, recorded a grand total of 245 walks – the most ever.

"This initiative is yet another example of how students give back to their community," says Colin McLeod of Walkhome. "To break it down, every time someone took a walk with us, \$6.12 went to P.R.O. Kids."

The Walk-a-Thon raised funds based on the number of walks logged that night. Staff members

have the opportunity to donate their hours for charity, while the head manager also contributes \$1 for every walk that night.

P.R.O. Kids (Positive Recreation Opportunities for Kids) provides recreational opportunities for children and youth in the community who lack the financial resources to partake in recreational programs. Located in the John Deutsch University Centre, student-run Walkhome provides free walks to and from campus and the surrounding area. It is open all year-round, 7 days a week.

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Senate supports Muslim students' association

By CELIA RUSSELL

Senate has come to the support of the Queen's Muslim Students' Association (QUMSA) by endorsing the group's Anti-Islamophobia campaign.

In answer to a question by faculty senator Ariel Salzmann at the Nov. 27 Senate meeting, the university has pledged to support initiatives that will raise awareness about racism and Islamophobia on campus.

Vice-Principal (Academic) Patrick Deane said that increased resources will go to the office of Barrington Walker in his role as Diversity Advisor. Campus Security and the Kingston Police are coordinating an effort to address the recent incidents; a joint University and City of Kingston committee to address racism and Islamophobia, including senior Muslim academics, Muslim students and members of the Kingston community will be created; ongoing discussions about initiating an Islamic studies program will also continue.

Senators agreed that the university could have acted more swiftly in response to a recent rash of Islamophobic incidents on campus, after listening to an emotional speech by Qutaiba Al-Bluwi, a PhD

candidate in the School of Computing and senior advisor to QUMSA.

Mr. Al-Bluwi described several recent incidents against Muslim students, which have caused them to fear for their safety.

In a written report to Senate, Mr. Al-Bluwi listed incidents recorded by the Human Rights Office, QUMSA, Kingston Police and other concerned organizations from 2005 through Nov. 1. Two September incidents, where the QUMSA office was broken into and \$1,000 in funds earmarked for charity was stolen, and the defacing of a sign outside the prayer room calling for violence against Muslims, prompted Principal Tom Williams to issue a statement condemning anti-Islamic behaviour.

Queen's still has a long way to go in making the community accepting for all, Principal Williams said.

"If one member of our community experiences pain because of a racial incident, than all members of the community bear the shame."

Dean of the Faculty of Health Sciences David Walker apologized on behalf of his faculty for not acting in response to the recent rash of incidents. He agreed with AMS President Talia Radcliffe that one

way to fight racism is in daily interactions in the classroom.

The campaign statement reads in part: "When hatred of Muslims and other minority groups is allowed to flourish, our collective human rights are called into question. Racism in any form is an affront to the dignity of all humankind. We call upon all members of the Queen's community including faculty, staff, and students to combat ignorance and hatred through education and open dialogue."

The QUMSA campaign strives not only for a Muslim-friendly campus, but also for other minorities who have been through similar or worse experiences, the QUMSA report states.

Other news from the Nov. 27 meeting:

Matthew V. Price read a tribute to the late Bakhytzhan (Baha) Bekenov, (2006-07), a fourth-year Commerce student and former senator.

Financial update: Principal Williams said that a set of budget targets has been sent to deans and the heads of operating units. Based on a three-year plan, the university will operate with a deficit in Years 1 and 2 and be at a break-even

point in Year 3. "It is not a pretty picture," he said, pointing out that the "pain is shared" by universities across North America. "Harvard, M.I.T. and Princeton are in the same predicament as we are."

It is also hard to get a fix on the effect the current market meltdown is having on the university's endowment fund. To date, the loss value of Queen's endowment fund ranges between \$80 and \$100 million. The principal said he plans to have firmer details on this by the Dec. 5 Board of Trustees meeting. (Coverage of this meeting will appear in the Jan. 12 Gazette, since the meeting takes place after press time for the Dec. 8 Gazette.)

"We are trying our utmost to avoid staff layoffs – this is the reason why we opted for a multiple-year model to take advantage of attrition." The university continues to look at opportunities to save, particularly in the area of procurement.

Program assessment: The rector, a senior faculty member and an alumnus will review the Intergroup Dialogue Program, a pilot program integrated into Residences this fall to contribute a culture of mutual respect and dialogue, Vice-Principal (Academic) Deane said. The pro-

gram has been portrayed by the media as invasive and muzzling free speech. Dr. Deane expects the assessment team to complete its report by mid-January.

Senate approved:

- a proposal to establish a combined MA and JD program in Economics and Law;
 - a report on degrees, diplomas and certificates from 2008 Convocations;
 - elections of the following to Senate committees: B. Benn (undergraduate) to Agenda; D. Andrews (staff) to Campus Planning and Development; J. Welsh (graduate) to Operations Review; E. Fay, L. Wilson (undergraduates) to Orientation Activities Review Board; H. Boyd (undergraduate) to QUESSI; R. Dawes, P. Oosthuizen and C. Pulling (faculty) to University Dispute Resolution Advisors.
 - revisions to the governance structure of the university council on athletics
 - a recommendation to continue operation of the Monieson Centre for five more years
 - endorsement of the Queen's University Muslim Students' Association Anti-Islamophobia Campaign.
- www.queensu.ca/secretariat/senate

Busting myths about international exchanges

By CELIA RUSSELL

If you are a student, the staff at the International Programs Office (IPO) would like you to go away – and come back again. And they will help you to make it happen.

Part of the Faculty of Arts and Science, the office is pushing more aggressively to get students not only to think about exchanges but also to consider other opportunities to go abroad – whether it's a semester away or a summer working overseas.

An international experience can be life-changing for a student, says Associate Dean (International) Patrick O'Neill, who heads the IPO. "You learn a huge amount about yourself and about the country you visit; you're a different person

when you come back."

The trend is increasing, says Dr. O'Neill. "By the time they graduate, approximately 14 per cent of Arts and Science students will have had an international experience. I'd like to push that up to 20 per cent."

This year, 125 Queen's students are away, compared to 112 last year and 80 the year before that. Currently, 102 students are on exchange at Queen's from other universities, compared to 70 last year and 70 the year before.

Success also translates into more work for his five-person unit, which helps to coordinate outgoing exchanges as well as helping to coordinate programs for incoming exchange students and returning

Queen's students. The effort is well worth it, says Dr. O'Neill, as it is a visible example of how the office helps the institution in its strategy to engage the world.

When the office presents information sessions, some of their best salespeople participate.

"We always ask three or four returning students to talk about their experiences – because they positively glow with enthusiasm," says Dr. O'Neill.

This year, the office distributed a "myth-busters" list to counter some of the misconceptions about international exchanges and other study abroad opportunities.

"There is a lot of misinformation out there," he says. For example, many science students think their programs preclude them from going on exchange, which is false. Students can ensure that their courses transfer properly and that they meet their prerequisites by researching the partner institution and speaking with their undergraduate chair before applying.

All faculties with the exception of Health Sciences, have exchange components, says Dr. O'Neill.

With exchanges, a student continues to pay Queen's fees for that year, while an incoming student will pay his or her home fees.

The International Programs Office spends most of its time coordinating exchanges, but there are other ways to gain an international experience while at Queen's.

"There are a huge number of opportunities for a reasonably adventurous student," says Dr. O'Neill.

The Department of Global Development Studies offers a semester

at Fudan University in China. Several departments and schools offer field studies – the Department of Art runs the long-standing Venice Summer School and the Department of Classics runs architectural digs in Italy and Jordan. Students in those departments have priority, but there are often spaces for others to join in.

With its small classes, Queen's International Study Centre at Herstmonceux Castle in Great Britain is a wonderful way to start

a university career, says Dr. O'Neill. And it won't stop students from going away again in their third year.

"Many are bitten by the international bug – it's perfectly acceptable."


Scottish and Australian exchanges are popular due to Queen's long-established formal ties with universities in both countries. Established in 1948, the St. Andrews Scotland exchange program is the oldest.

www.queensu.ca/ipo




COURTESY OF BENJAMIN ADELSON

Politics major Benjamin Adelson studied with Queen's partner, the National University of Singapore for the full academic year 2007-08. Mr. Adelson made the most of his travel opportunities.




December 2008



I would like to take this opportunity to offer Season's Greetings to all members of the Queen's community.

Please accept my best wishes to you and your families for a happy and safe holiday season and a happy New Year.

Tom Williams
Principal and
Vice-Chancellor



Undergraduate class

continued from page 1

cent from Ontario outside the GTA (including 6.5 per cent from Kingston), 2.5 per cent from the United States, and a further 4.99 per cent from 82 other international countries.

• Enrolment in professional programs (Law and Medicine) is on target with planned enrolment and past experience (about 865 full-time students) while Education

faced challenges meeting the planned target with a softening of demand experienced across the province. Total 2008 professional enrolment is 1,522 compared to 1,551 in 2007.

• Enrolment in the School of Graduate Studies and Research meets the projection for the total number of Doctoral students but falls short of planned growth in Master's

programs, according to the Senate plan as well as the projected growth in domestic eligible students as defined and reported to the MTCU for graduate expansion funding.

For details on the report, including historical summaries and breakdowns by age, citizenship and program, visit www.queensu.ca/secretariat/senate and select the Nov. 27 agenda.

THE YEAR IN PICTURES



Some campus highlights from 2008, brought to you by the Queen's Gazette

Photos by
Greg Black
Alissa Clark
Karen Richardson
Celia Russell
Stephen Wild



QUEEN'S FLASHBACK: 1969-71



WALLACE R. BERRY, COURTESY OF QUEEN'S ALUMNI REVIEW

Queen's University staff members curl at the Catarauqui Golf and Curling Club (now the Catarauqui Golf and Country Club) on King Street West. Those with more information about the photo are encouraged to email the details to gazette@queensu.ca

Letters

Homecoming cancelled?

The page 1 headline in the Nov. 24 issue, Homecoming moves to May, should have read, Homecoming cancelled.

The Gazette has bought into the spin put on this decision by the Queen's administration. This is not a move. It is the cancellation of Homecoming. The proposed Spring Reunion is a completely different event.

Principal Williams has decided to punish the innocent (alumni) and apply no sanctions against the guilty (student troublemakers).

Just another nail in the coffin of the rapidly diminishing Queen's spirit.

Gregor Caldwell Com'64
Wolfe Island, Ont.

Fair process; good relations

Following Christine Overall's Viewpoint column, Staff and unionization (Nov. 24), many in the Queen's community anticipate hearing from the principal and vice-principal (human resources) in these pages about the administration's regulations regarding staff members and their rights/privileges to communicate with each other about unionization at the university.

Professor Overall's argument that these policies should mirror those that characterized the faculty unionization drive is compelling. Not only will this contribute to an

equitable working environment but such fairness will also contribute to good-faith university-staff relations – regardless of the outcome of the certification vote.

Roberta Hamilton
Professor Emerita
Sociology/Women's Studies

Race and faith are different

In her letter (Zero tolerance for racists, Nov. 24), Dorit Naaman calls on Queen's administration to commit itself to measures to "ensure the safety of Muslims (and other racial minorities) on campus."

Professor Naaman's characterization alerts all of us to one of the hidden dangers of anti-racist politics at Queen's, and the current campaign to fight the "Culture of Whiteness" at this institution.

I strongly suspect Professor Naaman has enough knowledge of history and life experience to be well aware of the 20th-century consequences of thinking of Jews as a "race." Muslims are not a "race," in part because Islam is a universal faith, not a racial category, and in part because there is no such thing as "race." Instead of riding off in all directions to tilt at the windmill of "race," Professor Naaman might think about the dangers of fighting racism with racialism. Members of the Queen's Coalition of Anti-Racist Faculty might spend a bit more time reading letters to the editor written in their names.

Peter Campbell
History

Learning (about) outcomes

OBJECTIVES, OUTPUTS,
GOALS NOT ALWAYS
EASY TO DEFINE

Some years ago, I had the opportunity to participate in an online certificate program on distance education.

The participants discussed a wide range of pedagogical issues, but we regularly returned to an issue about which we all had strong, though conflicting, ideas and opinions. We disagreed on the distinction between course "goals" and "objectives" and how these may or may not be distinguished from "learning outcomes," the latter being a growing movement within higher education. Although I regularly use such designations (and am sometimes required to do so), I am not yet convinced that I am clear on their meaning, particularly given the slipperiness of the terms. Many course "objectives" that I have seen on syllabi (my own included) remain vague and non-measurable. In order to sort through these issues, I delved into the literature and came across a helpful distinction between three separate types of course intentions: objectives, outputs, and outcomes.

"Objectives" are what the instructor is responsible to do in the course. Such input should be linked to one's teaching philosophy and is manifest in one's teaching style. From my own perspective, objectives are linked to the constructivist learning principles that inform how I design and deliver courses, principles such as focusing on subject-centered learning, encouraging deep learning, facilitating interactive learning, teaching to a variety of learning styles, and



RICHARD ASCOUGH

Teaching and Learning Issues

modeling high expectations.

"Outputs" are concerned with what the student is responsible for doing in the course, including the "product" that will be required for the course assessment. Students need clear directions to prepare for and participate in regular learning experiences, and they deserve unambiguous descriptions of course assignments and assessment criteria. Assignments provide the occasion for students to demonstrate how they interact with course material while presenting them with opportunities to demonstrate the connections and extensions they have made. To help them understand my expectations, I provide to them at the beginning of the course my grading rubric, which I have developed with input from Bloom's "Taxonomy of Educational Objectives," along with the helpful ICE (Ideas, Connections, Extensions) approach to assessment and learning created by Queen's own Susan Fostaty Young along with Robert J. Wilson.

"Outcomes" encompass the deeper learning that the objectives and outputs are intended to produce – the overall impact of the course. The outcomes define the attitudes and abilities that should

result from the learning but are not necessarily measurable in the short term. For example, I name as an outcome of my New Testament Introduction course (RELS 214) "respect for a diversity of interpretations of ancient religious texts," but the notion of "respect" is not easily measured by typical course assessment techniques.

It is something I hope to instill in my students, but not something I can grade them on through a typical essay or exam format (I cannot know whether or not they truly have embraced respect for diversity as a virtue even if they demonstrate a diverse number of interpretive methods in their outputs).

The separation of "outputs" and "outcomes" is drawn from the business world, not a particularly popular place for academic metaphors among many faculty members. Nevertheless, I do think it is a helpful distinction to use as accrediting agencies and administrative bodies lead (push?) our institutions more and more towards demonstrating our "deliverables."

As faculty members, we need not bristle at the introduction of initiatives such as The Guidelines for Undergraduate Degree Level Expectations (UDLES), which were adopted by the Council of Ontario Universities (Dec. 2005) and are now being implemented at Queen's through the Internal Academic Review procedure (Senate minutes, May 21, 2008). Rather, as faculty members we can embrace these proposals as opportunities to assess our own teaching effectiveness and, if necessary, determine how we can improve upon it.

Richard S. Ascough is a professor in the Department of Religious Studies and Queen's Theological College. rsa@queensu.ca

Letters Policy

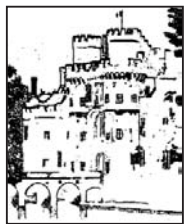
The Queen's Gazette welcomes letters to the editor from members of the university community and other readers about matters related to content in the Gazette, the university or higher education in general. Letters must be original and addressed to the editor. Opinions expressed are those of the writer. 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.

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.

International vision grows into reality for castle

NEW PARTNERSHIPS,
NEW STUDENTS,
AUGMENT ISC
EXPERIENCE



DAVID BEVAN

Notes From Herstonceux

– it is almost impossible to reach such a target, as the relatively compressed Canadian school year is almost unique across the world in finishing in April and thereby allowing a Spring Term to begin on May 1 of any year; most other countries have a part of their main, regular academic period still in session at that time.

However, Fall 2008 has delighted, in a number of ways, all who have been working towards the further internationalization of the ISC, but most of all in this important area of the country distribution of upper-year students. For the first time, not only are there more than 30 per cent non-Canadians, there are more than 30 per cent non-North Americans – from university partners in China, Japan, Korea, Mexico, Russia etc. – thus stretching still more the cultural range of the Castle experience. With new, recently-signed MOUs, continuing and additional recruitment outreach, and the ambassadorial assistance of ISC alumni returning to their home universities, there is every reason to believe

that benefactors Alfred and Isabel Bader's original "international" vision for Herstonceux is now, definitely, a reality.

And, of course, the evidence transcends mere(!?) numbers. The last three months have also seen a host of related programmatic international activities: study visits to Paris and Vimy; a Musicians-in-Residence lecture/recital on German *lieder*; Dr. Alfred Bader himself speaking on Dutch Baroque painting; a student-led International Evening awash in Chinese tea, calligraphy, origami, tortillas, samosas, flamenco, line-dancing, safari photography, world costume (including baseball and hockey!) and much, much more.

All of this extending and enriching the now-established curriculum of international and comparative classes, perhaps best crystallized in the INTS courses, unique to the Castle.

Nevertheless, in a study abroad program which by necessity has pretty well to start anew, with a new cohort, in each of the four terms that are run annually, there is clearly no room for complacency... But, at the same time, how important it is, for all involved since the inception of the centre, to take a moment to celebrate and enjoy the attainment – at least for now! – of one of the most important markers that was set for measuring progress at the castle!

David Bevan is executive director of Queen's International Study Centre at Herstonceux Castle in East Sussex, Great Britain.

Although yet another term at the castle has just flashed past, it seems particularly important to draw out from Fall 2008 what a landmark three months it has been... in one very particular way.

Some six years ago when I started in my position of executive director here at the International Study Centre (ISC), the one constant on the regular end-of-term student evaluations of the institution – apart from the already compelling endorsement of the overall experience – was the accompanying lament, especially among upper-years, of just how "Canadian" rather than "international" was in fact the ISC community they discovered.

Since that time, one of the highest strategic priorities has been to develop partnerships with universities across the world with a view to ensuring a steady stream of culturally diverse students, whose presence will enhance the centre appropriately, to the benefit not only of themselves, but also to that of the Queen's and other Canadian students.

With a target of at least 30 per cent international (non-Canadian) students, comprised of one third U.S. and two thirds non-North American, this has been and will remain quite a challenge.

In some terms – Spring, notably

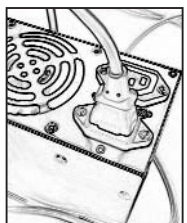
Some straight talk on buying electronics

So you've decided that this is the year to buy some new electronics. Problem is, you don't know where to begin. Contrast ratio? Real-time video capture? What does it all mean? Does it even matter? Read on to learn more about buying a flat-screen TV or a camcorder.

If you're looking for a new TV, the most popular type is LCD, which is probably your best buy. Almost all LCDs are high-definition, which you want. To make sure, check that the model you're considering has a display resolution of either 720p or 1080p.

Many manufacturers are now pushing 1080p TVs. Although 1080p is a much higher resolution than 720p, the reality is that you probably won't notice the difference between them when you are sitting at a comfortable viewing distance. For instance, the optimal viewing distance for a 720p 42-inch LCD is eight feet, but at 1080p, that drops to five feet. Since most people aren't likely to sit that close to a 42" television, spending extra money for 1080p is probably not money well spent.

Resolution isn't the only specification to consider, though. Contrast ratio is the maximum difference in contrast between black and white. In theory, this means that the higher the contrast ratio, the blacker the blacks appear and the brighter the whites appear. This number can be misleading because the starting point for black can vary greatly between televisions. One TV may have a very high contrast ratio because it is



NANCY SIMON

Plugged In

extremely bright, but in a dark scene the TV may not appear very dark. Your best bet is to compare brands and models by looking at demo units as opposed to comparing numbers.

Another hot-ticket item these days is camcorders, also known as video cameras. Virtually all camcorders on the market now are digital, but the media they record to fall into two distinct categories: digital tape or media card/hard drive. Video recorded on tape offers the best picture quality. The downside, however, is that the time it takes to transfer that video to your computer is equal to the length of the recording. This is known as real-time video capture. For example, if your recording is 60 minutes long, it will take 60 minutes to transfer it to your computer.

Camcorders that use hard drives or memory cards to record video can be accessed by your computer virtually instantaneously. However, your video will have been captured in a highly compressed MP4

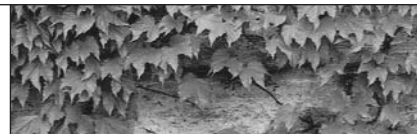
format, which can diminish video quality.

Another question to address is whether you want to purchase a standard or high-definition video camera. Standard resolution camcorders can be had for as little as \$250; however, this format is likely to become obsolete in a few short years. At the moment, high-def camcorders start at around \$800, which is a significantly greater investment. The real question is, how will you be using the video you record? If you intend to shoot short clips that will be viewed on your computer or the Internet, the benefits of high definition will be lost. However, if your plan is to view your videos on your 60" high-definition flat-screen TV at home, you will no doubt miss the improved video quality that HD will provide.

Still have questions? You can learn more at the Campus Computer Store in G25 Dupuis Hall, 613-533-2058 and at the Emerging Technology Centre (ETC) in B109 Mackintosh-Corry, 613-533-6000 ext. 74047. ITServices staff members at both locations can provide information and guidance in making your purchasing decisions, as well as showing you demonstration units of TVs, camcorders, and many more consumer electronics. The ETC even offers free loans of some equipment for evaluation purposes. To learn more, visit www.queensu.ca/its

Nancy Simon is a technical communications analyst with ITServices.

UNIVERSITY ROUNDUP



Christmas makes a comeback

There may be a war against Christmas, but the holiday is holding its own at public universities. After facing widespread criticism, the president of Florida Gulf Coast University reversed a ban on religious holiday decorations on the campus. This is the second year in a row that a public university has initially called off Christmas decorations but then abruptly changed course following criticism. When issues of holiday displays are raised, they frequently happen at public institutions, since they must respect the separation of church and state. But legal experts generally say that – within some limits – Christmas displays are unlikely to result in litigation at public colleges and universities. If displays aren't permanent, and state funds aren't used, these displays are probably legal.

Insidehighered.com, Dec. 1

More than a mossy idea

A green roof at Lambton College featuring moss from the Gobi Desert is the first of its kind in Canada. The 2,900-square-foot roof covering the cafeteria was installed in September after the Canadian Food Inspection Agency granted clearance for the unique system manufactured in Japan. "I've never seen anything like it before," says Paul Mantle, director of the college's facilities management. "Most green roofs would use soil and plants that would require your roof to be reinforced. This one doesn't. It should reduce our heating and cooling costs by far. It's just amazing." The school looked at "going green" when it became necessary to replace the cafeteria's leaking roof.

The Sarnia Observer, Nov. 10

Feeling better through self-help

Feeling stressed, depressed or anxious? Dalhousie's Counselling Services is trialing a new program called Feeling Better to help students with these problems. The online self-help program takes a cognitive behavioural therapy approach. Through the program, students will learn to clarify their worst thoughts, then examine and change them. They can also learn methods of relaxation and work on gradual exposure to whatever is causing their anxiety, which will eventually eliminate that anxiety. Feeling Better takes about two months to complete, with weekly telephone or email monitoring and program assistance from a project coach. It is not intended for those with more serious psychological problems such as addiction, eating disorders and manic depression.

dalnews.dal.ca, Nov. 21

The ugly truth

A new study sheds light on an invisible prejudice that is becoming more prevalent in society: Uglyism. Coined by a Canadian sociologist, the term describes the subtle but widespread discrimination experienced by people whose appearances lie south of the beauty equator mapped out by art, literature and film. "We don't realize the level of discrimination that we exercise against people who are less attractive than the norm," says Anthony Synnott, a professor at Concordia University. His paper on uglyism, recently published in the interdisciplinary journal *Glimpse*, is one of a growing number that examine the causes and consequences of discrimination based on physical appearance – a form of prejudice he suggests is more pervasive today than either sexism or racism.

CanWest News Service, November

The ultimate cash and carry

University of Guelph president Alastair Summerlee recently mused to a local newspaper about the possibility of putting four on-campus brick houses up for sale for a dollar apiece. The catch is that the purchasers would have to physically move the fixer-uppers elsewhere. This innovative attempt to recycle campus housing has proved successful in the past. Mount Allison University's MacGregor House was sold in the summer of 2007 and the new owner successfully moved it about two city blocks down the street. (Queen's floated a similar scheme in 2006, offering 24 red-brick Victorian era homes for a dollar each, however the complexity and cost of moving the homes proved too much, and they were demolished that fall.)

University Affairs, Dec. 1

Highest-paid presidents give back

"When you see a cluster like this it seems like sort of belated recognition that this presidential pay thing has gotten out of hand. People are getting tuition increases, some faculty are facing layoffs, it just doesn't look too good for presidents, no matter how capable they are, to be getting so much money. Americans have had a touching faith in higher education; it's losing its good image with the public."

So says Pat Callan, president of the National Center for Public Policy and Higher Education, a week after the Chronicle of Higher Education published its annual survey of university presidents' pay. During a week in which the nation's economic troubles worsened, several of the highest-paid presidents in the U.S. said that they would give back part of their pay or forego their raises. Mr. Callan says he had never heard of such a wave of givebacks.

New York Times, Nov. 22

Compiled by Lindsay Alexander

IN BRIEF

QSB announces research awards

Two professors of Management Science are recipients of 2008 School of Business research awards.



McGill

Jeff McGill receives the Award for Research Achievement, which recognizes a faculty member whose research is acknowledged internationally as outstanding.

Dr. McGill focuses on revenue management in the service industries and statistical methods for market demand forecasting. A frequent contributor to leading academic journals, he has also received the Queen's-wide Award for Excellence in Graduate Supervision. "Dr. McGill has revitalized the school's MSc and PhD programs in Management Science," says Dean David Saunders.



Nediak

The New Research Achievement Award has been presented to Mikhail Nediak. It recognizes faculty members for outstanding research in the seven years since receiving their doctorate. Dr. Nediak's research focuses on new models in revenue management and dynamic pricing.

"At this early stage in his career, Mikhail has already had fruitful research collaboration with scholars from the U.S., the UK and here at Queen's, as well as articles published in top-tier journals," says Dr. Saunders.

A committee of the winners' peers, either previous award winners or senior researchers at the school, selects the award recipients.

Sociologist advises Palestinian university



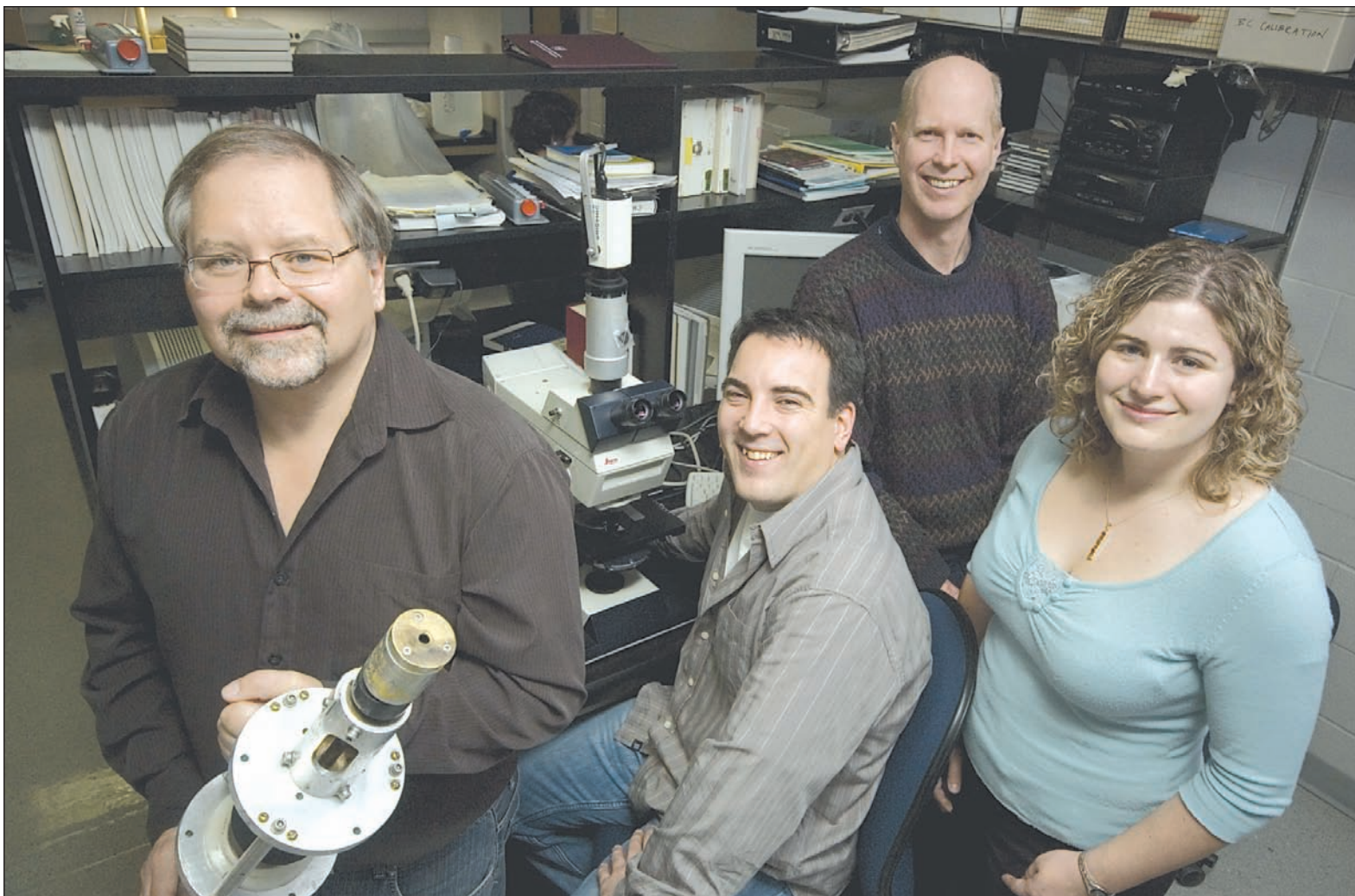
Zureik

Elia Zureik, emeritus professor in Sociology, is currently advising Birzeit University in Palestine on developing the teaching curricula for a new graduate program in Forced Migration and Refugee Studies. The work is supported by a grant from the International Development Research Centre in Ottawa.

The first institution of higher education to be established in Palestine, Birzeit is expanding to meet the growing needs of higher education in the Palestinian society.

It is located on the outskirts of the West Bank town of Birzeit, about 20 kilometers north of Jerusalem.

These Discovery @ Queen's pages highlighting Queen's research news and developments are electronically distributed to our major research funding agencies and others upon request.



STEPHEN WILD

Biology professor John Smol (left) with research team members Adam Jeziorski, Brian Cumming and Kristina Arseneau.

Biologists diagnose boreal lakes with "aquatic osteoporosis"

LOW CALCIUM LEVELS CAUSING LAKE SPECIES TO DIE, SAY PEARL RESEARCHERS

By NANCY DORRANCE

A new and insidious environmental threat has been detected in North American lakes by researchers from the Paleoecological Environmental Assessment and Research Laboratory (PEARL).

Working with scientists from York University and several Canadian government laboratories, the team has documented biological damage caused by declining levels

of calcium in many temperate, soft-water lakes.

Queen's PhD candidate Adam Jeziorski, lead author of the study, has coined the term "aquatic osteoporosis" to describe this phenomenon. Noting that calcium is an essential nutrient for many lake-dwelling organisms, he says, "Once calcium declines below a certain threshold, some keystone species can no longer reproduce. These species and other organisms that feed on them are endangered."

The researchers examined a water flea, *Daphnia*, known to be a key component of many aquatic foodwebs. Having identified the calcium levels that would damage *Daphnia* in a laboratory setting,

they worked with government scientists to assemble hundreds of "water quality time series" from across the province, explains Biology professor Norman Yan from York University, the Canadian research lead on the threat to aquatic life of calcium decline. "Our hope was to determine if damage was already occurring at key sites, and then see how common these conditions were across the province," he says.

However, calcium decline occurred in many lakes before people knew about the problem and monitoring programs had been put in place. By studying tiny fossils and other indicators in sediment accumulated at the bottom of each lake, Biology professor John Smol, Canada Research Chair in Environmental Change, and his colleagues were able to reconstruct environmental trends over the past 200 years. The researchers found that key invertebrate species were disappearing in the lakes with declining calcium levels, often starting in the 1970s.

Linking the problem to the long-term effects of acid rain on forest soils, as well as to logging and forest re-growth, the researchers note that, despite signs of chemical recovery from recent reductions in sulphur dioxide emissions, lower calcium levels may delay the biological recovery of lakes from acidification. "This has important management implications," says Queen's adjunct professor Andrew Paterson, of the Ontario Ministry of the Environment. "It was a combination of experimental work, paleoecological research and long-term monitoring that helped to identify this emerging threat," he adds.

The authors conclude that the phenomenon of calcium decline is causing widespread transformation of aquatic food webs in boreal lakes in North America, and in other acid-sensitive regions of the globe.

While their work focuses on the water flea *Daphnia*, they note that all life in lakes requires calcium, and many creatures including crayfish, mollusks and fish have quite high calcium demands. They are all at risk, say the researchers, but we don't yet know if calcium levels have fallen to the point of damage.

"This is all very worrisome," says Dr. Smol. "The good news is that we have found the 'miner's canary' in the form of these water fleas that track the decline in calcium levels. The bad news is that many lakes have already passed these critical thresholds."

The research was supported primarily by grants from the Natural Sciences and Engineering Research Council of Canada, as well as funding from the Ontario Ministry of the Environment, Environment Canada and Fisheries and Oceans Canada.

Also on the team are: Anna DeSellas, Kyle McIver, Kristina Arseneau, Brian Ginn and Brian Cumming (Queen's); Michelle Palmer (York); Michael Turner (Fisheries and Oceans Canada); Dean Jeffries (Environment Canada, National Water Research Institute); Bill Keller (Ontario Ministry of the Environment); and Russ Weeber and Don McNicol (Environment Canada).



JOHN SMOL

Rock Basin Lake, on Ellesmere Island, site of the first detailed paleolimnological study from the circumpolar region.



SHELLEY ARNOTT

The water flea, *Daphnia*, is a key component of many aquatic foodwebs.

Portal promotes pandemic preparedness

By ALISSA CLARK

A Queen's-led research group has launched a new web portal in response to worldwide concerns about the threat of an influenza pandemic.

According to the Canadian Pandemic Influenza Plan, Canada could expect approximately 18,000 deaths, 46,000 hospitalizations, two million people seeking outpatient care, and another 2.4 million falling ill.

Called P5, the Being Prepared Is Being Protected Pandemic Portal Project is led by professor of Community Health and Epidemiology Dick Zoutman, who is also director of Infection Control Services at Kingston General Hospital. It may be viewed at www.pandemicportal.ca

The new initiative offers a widely accessible web portal with information and education for hospital managers, clinical leaders and front-line healthcare workers on how to protect themselves and how to help hospitals plan effectively for a pandemic. The web site is dedicated to hospitals, with special attention paid to the unique

challenges often faced by smaller hospitals in rural areas.

"This is really the ultimate planning exercise," says Dr. Zoutman. "Hospitals need to be aware of the potential impact of a pandemic on their local healthcare delivery system and on their own facility. Planning for a future pandemic of infectious disease means grappling with a multitude of uncertainties for a hospital."

Co-investigator with Dr. Zoutman is Dr. Brian Schwartz from Sunnybrook Health Sciences Centre. Also on the team from Queen's are senior researcher Douglas Ford (Infection Control Research Unit) and P5 web master and content production associate Callie Gunn. Consultant Matt Melinyshyn is project manager.

The project was funded by The Change Foundation (TCF), an independent charitable foundation established by the Ontario Hospital Association. It involved a 2007 survey whose results supported the need for a comprehensive program to educate health-care workers and help hospitals develop pandemic influenza plans.



Dick Zoutman

COURTESY OF KINGSTON GENERAL HOSPITAL

IN BRIEF

Innovation Park first to join ORION

Innovation Park at Queen's University is the first research park to connect to the Ontario Research and Innovation Optical Network (ORION).

Researchers, academics and industry partners at the park can now access the super speed of Ontario's fibre optic network for research and education, tapping into a pool of more than one million researchers, scientists, faculty and students across the province, and connecting to the grid of advanced research networks around the world.

Officially opened last June, Innovation Park is becoming a hub for scientific collaboration and business development efforts in the Kingston and Eastern Ontario region. Through co-location of academic and industry researchers, service providers and commercialization experts, the park is helping Ontario researchers and entrepreneurs to create, develop and market their innovations. Made possible by a \$21-million grant from the Ontario government and through collaboration with Novelis Inc., the park seeks to foster an environment of discovery that accelerates and supports the growth of new businesses.

Queen's joins neuroscience network

GROUP AIMS TO LEAD THE WORLD IN ACTION AND PERCEPTION RESEARCH

By NANCY DORRANCE

Neuroscientists from Queen's, York University and the University of Western Ontario are joining forces to better understand how the brain works, especially in human



Flanagan

Munoz



Scott

aims to be the leading action and perception group in the world, and one of the world's top neuroscience groups.

On the CAPnet steering committee from Queen's are professors

Randy Flanagan, Douglas Munoz and Stephen Scott. Doug Crawford, Laurence Harris and Hugh Wilson represent York University, while Jody Culham, Mel Goodale and Ravi Menon are from Western.

A number of outstanding Queen's scientists are CAPnet members, including Gunnar Blohm, Monica Castelhana, Mike Dorris, Ingrid Johnsrude, Susan Lederman, Kevin Munhall, Martin Paré, Pat Stroman, and Niko Troje.

Recognized international leaders, the steering committee members include four Tier 1 Canada Research Chairs, one Ontario Research Development Challenge Fund recipient, one Fellow of the Royal Society of Canada and one Steacie Prize recipient. They will have access to major research infra-

structures for modern brain imaging and recording, sophisticated behavioural assessment tools, and various patient populations.

CAPnet's research goal is to understand how the brain uses sensory information to construct an internal perceptual representation of the world, and guide purposeful movements, both in health and in sickness.

This will be achieved by:

- bringing together different teams of expertise within its membership
- sharing knowledge, technology, and infrastructure
- creating interdisciplinary training opportunities for graduate students and post-doctoral fellows
- developing new medical technologies
- expanding opportunities for translation of knowledge from "the bench to the bedside" and
- pursuing joint funding opportunities.

The group held its first science and business meeting earlier this month, involving neuroscience faculty members, distinguished international advisors, guests from government agencies and private industry.

www.cap-net.ca



Paresh Sen

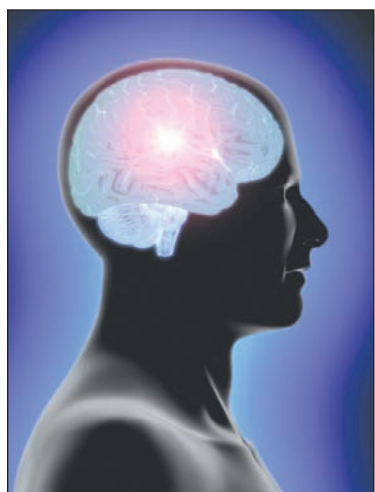
Paresh Sen receives IEEE award

Emeritus professor Paresh Sen (Electrical and Computer Engineering) has been selected as the 2008 recipient of the IEEE Industry Applications Society (IAS) Outstanding Achievement Award.

Presented annually by the international Institute for Electrical and Electronics Engineers (IEEE), the award honours an individual who has made an outstanding contribution in the application of electricity to industry in accordance with the scope of the IAS.

The author of two internationally acclaimed textbooks, Dr. Sen is globally recognized as an authority in the field of electric motor drives and power electronics. Throughout his career, he has received numerous prestigious awards for his achievements, including the IEEE-Canada Outstanding Engineering Educator Award in 2006. He has consistently been rated as a top professor at the university.

With more than 375,000 members in 160 countries, the IEEE is one of the world's leading professional associations for the advancement of technology.



COURTESY OF CAPNET

Making weighty judgments an important adaptation

By NANCY DORRANCE

Psychologist Randy Flanagan has shown that the classic "size-weight illusion" – where we tend to judge the smaller of two equally weighted objects to be heavier – can be radically changed through experience.

"This demonstrates an important human adaptation that helps us to interact with objects in our environment," says Dr. Flanagan, a member of the university's Centre for Neuroscience Studies who specializes in eye/hand movement.

The new findings show that this illusion can be completely inverted

with training. Over a 10-day period of practice lifting a specially constructed set of objects, whose weights varied inversely with volume, the participants' illusion gradually weakened and then inverted such that the larger of two equally weighted objects was judged to be heavier.

This finding demonstrates that people judge weight, relative to expected weight based on size, and that these expectations can be altered by experience. Thus, people normally judge a small cube to be heavier than an equally weighted large cube because it is heavier than

expected, for its size. However, when these expectations change, so do our weight judgments.

Also on the research team are Jennifer Bittner, from Queen's, and Roland Johansson from Umeå University in Sweden.

"Our fundamental expectation that weight should increase with size can be altered when the statistics of the world change," says Dr. Flanagan. The researchers conclude that this tendency is neither "hard wired" (genetically determined as opposed to learned behavior) nor does it become crystallized during development.

Predictions about weight are not just used in guiding our actions, Dr. Flanagan continues. They also enable us to judge whether an object is heavier or lighter than expected, and to communicate this information to others. Whereas weight predictions used in manipulatory action are updated rapidly, predictions used in weight perception adapt far more slowly.

Funding for the study came from the Natural Sciences and Engineering Research Council of Canada, the Canadian Institutes of Health Research, and the Swedish Research Council.

What does academic integrity have to do with it?

GAZETTE INTRODUCES NEW SERIES

In this issue, the Gazette introduces a new, ongoing series – Academic Integrity and You.

With December exams under way and assignment deadlines looming, the topic is top of mind at this time of year.

However, Jim Lee and Charles Sumbler would like to see academic integrity (AI) as a university priority year round, and not just something that students need to be aware of at exam time.

“Our primary goal is to raise and promote the profile of academic integrity among all members of the Queen’s community,” says Dr. Lee, who was appointed last year as the university’s first Academic Integrity Advisor to the Vice-Principal (Academic).

He and his assistant, Mr. Sumbler, have undertaken several initiatives so far, including the creation of an academic-integrity website, which centralizes existing AI policies for the university as well as faculties and schools.

It also features information about the topic in the university context, provides links to tools and resources and also offers a venue for students to post their thoughts on AI at Queen’s.

An AI working group of academic administrators from all Faculties and Schools and representatives from the Alma Mater Society and the Society of Graduate and Professional Students has also been created to work together to promote academic integrity.

Senate has also recently approved a new policy to provide guidelines for faculties and schools in developing procedures to handle issues of academic integrity.

Academic Integrity and You will appear throughout the school year on a bimonthly basis.

www.queensu.ca/academicintegrity



JIM LEE

Academic Integrity and You

from family or friends; appropriate academic standing to obtain financial aid, a job, or get into graduate school; poor time management and/or organizational skills; extracurricular activities or part-time jobs; or simple laziness. However, there are also many classroom-related reasons, such as ambiguous course expectations, inadequate supervision of tests/exams, unreasonable course workloads, perceptions of unfairness in course evaluations, inadequate explanation/understanding of course materials, the use of identical test questions or assignment problems year after year, and a perception that AI issues are not taken seriously.

Although we, as educators, have no control over the personal factors which may affect students, do we have the ability to address the classroom-related reasons? And thinking beyond the classroom, have our students been taught how AI is a fundamental basis of our academic

community and how maintaining one’s integrity is fundamental to being a respected individual in society?

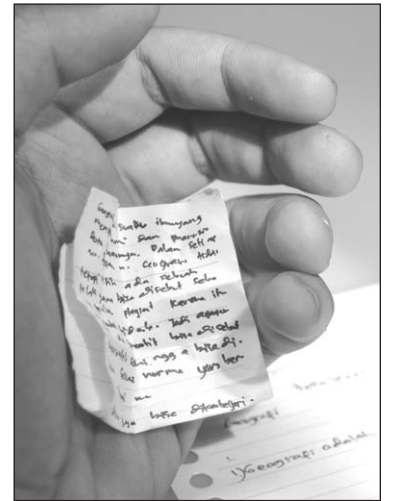
I am confident the answer to these questions is yes, but I am equally confident that there is room for improvement. In addition to contemplating and addressing the classroom-related issues above, instructors can spend more time talking to students about the principles of AI in their courses and why or how they are relevant in their field of study. There is also a need for the university to link the core values of academic integrity – honesty, trust, fairness, respect, and responsibility – with not only the academic mission of the university but the student’s greater role in society. In other words, while the core values of AI are important in order to succeed at Queen’s, they also form the foundation upon which our society is built. Thus, we must demonstrate to students why AI is essential in the shared pursuit of knowledge and exchange of ideas. Clearly, this is a message which is just as important to state at the end of term leading into exams as it is to state at the beginning of classes.

As the Academic Integrity Advisor, I will be doing my best to raise the profile of AI on campus to achieve these goals. I would like to support students, instructors, and the university in learning about and promoting a culture of academic integrity to ensure that it is

at the core of our academic mission and is central to our achievements. We have already launched some initiatives to do just that, and in the coming months, I will be writing to you through this column about some of these initiatives with the hope of stimulating further conversation and discussion.

Moreover, I would also like to challenge you to think about how we can better engage students and instructors as a community in promoting the values of AI; your thoughts and ideas are always welcome.

So what does academic integrity have to do with it? The answer is simple – everything – but stay tuned for more details.



WIKIMEDIA.ORG

We have all heard the stories – test answers written on the back of a calculator, study sheets hidden in a washroom stall, or more recently, the use of cell phones to text answers among peers inside and outside the exam hall. While we hope these extreme actions are limited to

the desperate few, it does raise the question of what role academic integrity (AI) plays during exam time to prevent or inhibit this type of behaviour.

A student may decide to cheat for several reasons. Personal reasons include external pressures

Pat Sheahan named national coach of the year

PEOPLE

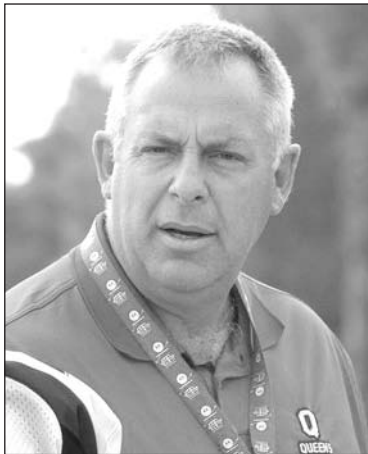
Capping his 20th season as a CIS football head coach, **Pat Sheahan** is the 2008 recipient of the Frank Tindall Trophy as CIS coach of the year.

A first-time winner, Mr. Sheahan was honoured recently at the CIS Coach of the Year Breakfast at the Hamilton Convention Centre. He is the second Queen’s coach to capture the prestigious award since its inception in 1969, following Doug Hargreaves in 1983. The trophy is named in honour of long-time Queen’s football head coach Frank Tindall (1939, 1948-1975).

“It’s a tremendous honour and obviously an award like this means a lot, especially given its connection to Queen’s,” Mr. Sheahan says.

The honour is bittersweet, however.

“I appreciate the acknowledgement for the program and the hard



Pat Sheahan

JEFF CHAN

work our staff undertake. Underlying all that... I would trade it all in to still be on the field this week.”

In his ninth season at the helm, the Gaels spent five weeks at No. 2 in the national Top 10 media poll and finished 8-0 in conference play

for the first time in team history. It marked Queen’s first unblemished regular season since a 7-0 campaign in 1989, and the eighth in the program’s storied history that dates back to 1882.

The team also claimed its first regular season title since a first-place finish in the defunct OQIFC in 1997, before suffering a heartbreaking 23-13 loss to Ottawa in the semi-final round of the OUA playoffs. The Gaels led the nation with 374 points scored and finishing first in Ontario and third in the country with 116 points allowed.

Running back **Mike Giffin** (MVP), linebacker **Thaine Carter** (defensive player of the year) and defensive end **Osie Ukwoma** (outstanding down lineman) captured individual awards in the OUA, with Mr. Carter winning the President’s Trophy as the CIS top defensive player.

Sixteen Queen’s players were named OUA all-stars and eight of them achieved all-Canadian status,



Lehoux



Morgan

including six as members of the first CIS team.

The Public Affairs Association of Canada has recognized the lifelong contribution of **Tom Axworthy** (Centre for the Study of Democracy/ Policy Studies) to the practice of public affairs by presenting him with the Ninth-Annual PAAC Award of Distinction at a recent luncheon, sponsored by CNW Group. The luncheon was part of a recent event that brought public affairs professionals from across Canada together to learn and network.

Arthur Milnes (Centre for the Study of Democracy/ Policy Studies) has received a prestigious research travel grant from the Gerald R. Ford Foundation. The award will enable him to do on-site archival research in the collections of the Gerald R. Ford Presidential Library in Ann Arbor, Michigan in 2009.

Daryn Lehoux (Classics) has won the Derek Price/Rod Webster Award for his article *Observers, Objects, and the Embedded Eye: or, Seeing and Knowing in Ptolemy and Galen*. The \$1,000-prize recognizes the best work published in the History of Science Society’s journal *Isis*. He received the award at the society’s annual meeting in Pittsburgh. With more than 3,000 members, the History of Science Society is the world’s largest society dedicated to understanding science, technology, medicine, and their interactions with society in historical context.

The College of Family Physicians of Canada (CFPC) has honoured **Kate Morgan** (Meds ’09) with a 2008 CFPC Medical Student Scholarship. Working with Kingston Frontenac Lennox and Addington Public Health, she helped to develop information for high school students educating them about the Pap test and pelvic exam. She is one of 17 top medical students pursuing a career in family medicine to receive the college’s highest scholastic award this year.

One student from each Canadian medical school is awarded a \$10,000 scholarship plus travel and expenses to attend the 2008 Family Medicine Forum. The scholarships are supported by Scotiabank and the CFPC’s Research & Education Foundation.

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

CANADIAN CLUB OF KINGSTON



Luncheon meeting: Noon on upcoming Thursdays
Dec. 11: Dr. Art McDonald, Gray Chair in Particle Astrophysics, Queen’s and Director SNO Institute
“Observing our Universe from 2km underground”
Jan. 8: Katherine Barber, former Director, Oxford Canadian Dictionary (CBC’s Word Lady) *“Bachelor for rent”*

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Friends in hard times

THESE ARE DARK DAYS, BUT AS IN THE PAST, CANADA AND THE UNITED STATES HAVE OPPORTUNITIES TO WORK TOGETHER TOWARD A BRIGHTER FUTURE

In this time of economic peril and foreign policy threat it is possible that too many of us are overwhelmed by doubt or immobilized by fear. But we cannot allow ourselves to become prisoners of our fears. History shows that humankind has always alternated between cycles of pessimism and cycles of optimism. Writing in 1851 about the loss of religious faith, Victorian poet Matthew Arnold gloomily concluded:

"And we are here as on a darkling plain,

Swept with confused alarms of struggles and flight,

Where ignorant armies clash by night."

The Victorian age, however, soon recovered its equipoise and went on with stunning confidence to build an array of enduring institutions such as public health, public education and the modern political party.

Today we are also in a "darkling plain" as we do not know how toxic and how far-reaching the

financial crisis will be in North America. But the recent election of Barack Obama is a shaft of light that has the potential to lift our heads from the gloom.

Mr. Obama faces a fearsome agenda of economic distress and conflict in Afghanistan and Iraq. But his display of character during the course of his successful election campaign gives the world grounds for hope. Mr. Obama's actions since being elected follow the same high road as his campaign. He met with his former rival John McCain to discuss how they could co-operate in the future to address the crucial issues facing the United States. He has reached out to strong figures, such as Hillary Clinton. As president-elect he said he had consulted with all living former presidents. In short, he has sought to engage all the talents. Here, there are lessons for Canada.

In contrast to Mr. Obama's high road, the 2008 Canadian election campaign was a dirty ditch. The Parliament that preceded it was one of the worst in living memory. We do not use the experience and expertise of former prime ministers in promoting the national interest. Brian Mulroney has an expert knowledge of the Republican Party and the Bush family – were his insights and contacts ever used? Jean Chrétien similarly knows the Clintons and a host of senior Democrats. Will his advice be sought as the Harper government adjusts to a new administration?

Will the upcoming Liberal leadership race be another round of



TOM AXWORTHY
Expert Outlook

tired Harper bashing? Or will the party actually try to think about ideas to help Canada overcome the emerging crisis? Will the talents and ideas of all parties in the House of Commons be encouraged, and partisanship put aside as we cope with recession or even depression? Mr. Obama's high road is a route that Canadian politicians desperately need to discover.

Seventy years ago, in another time of crisis, another president gave Canadians hope. On Aug. 18, 1938, President Franklin Delano Roosevelt visited Queen's and gave the most important speech ever by an American president on Canadian soil. With Nazism ascendant, President Roosevelt declared: "I give to you assurance that the people of the United States will not stand idly by if domination of Canadian soil is threatened by any other Empire."

That famous undertaking has remained a pillar of Canadian security policy ever since. But President Roosevelt had some other things to

say about the Canadian-American relationship that should endure. He spoke about the necessity of new ideas and mutual learning. "Thought is not anchored in any land," he said. "And the profit of education redounds to the equal benefit of the whole world. That is one form of free trade to which the leaders of every opposing party can subscribe."

So in that spirit of mutual learning and co-operation for the common good, let me suggest two ideas that Canada should promote with the new Obama administration.

First, Mr. Obama spoke in the primaries about the need for new labour and environmental standards in NAFTA. If Canada wants to preclude reopening the NAFTA agreement by congressional pressure on the new administration, we should get ahead of the curve by creating an Eminent Persons Group composed of notables such as former Prime Minister Kim Campbell, former premier of Quebec Pierre-Marc Johnson and former MP Peggy Nash, to suggest an agenda of improvement. Most Canadians would agree with Mr. Obama that labour and environmental standards should be improved, so let us be proactive rather than reactive on this file.

This is not the first time a Canadian prime minister could assist a new president on NAFTA. In 1993, when Bill Clinton was fighting to get NAFTA passed by Congress and facing very stiff opposition, had the newly elected Jean Chrétien even uttered the word "renegotiate,"

NAFTA's opponents in the United States would have used Canada to defeat the legislation. Mr. Chrétien settled for side agreements rather than renegotiating the treaty itself, and this is exactly the strategy we should propose to Mr. Obama.

Secondly, Mr. Obama has talked eloquently about a new multi-lateral approach to human rights and democracy. He wrote in Foreign Affairs, "I will strengthen our common security by investing in our common humanity." The Harper government has also recognized this truth by announcing in the speech from the throne the creation of a new non-partisan democracy promotion agency. Parliament should quickly approve this initiative and the new body should make Afghanistan its first priority, thus contributing to the major foreign policy priority of the new administration.

In 1938 Franklin Roosevelt suggested to his Kingston audience that to overcome the extreme crises of that era we needed to "cultivate three qualities to keep our foothold in the shifting sands of the present – humility, humanity and humour." In that spirit he lit the "darkling plain" of the 1930s. As with President Roosevelt, Mr. Obama too offers "change we can believe in."

Thomas S. Axworthy is chair of the Centre for the Study of Democracy. This piece was recently published in the Ottawa Citizen and is based on a speech he gave after receiving the Public Affairs Association of Canada's (PAAC) 2008 Award of Distinction.

Experts address calcium in lakes, federal politics

QUEEN'S IN THE NEWS

Highlights of Queen's experts in the media

■ Nov. 18 - Dec. 1

Globe and Mail

John Smol (Biology) and **Adam Jeziorski** (Biology) – Calcium in Canadian lakes, also in the National Post, Toronto Star, Ottawa Citizen, Montreal Gazette, Edmonton Journal, Calgary Herald, Vancouver Sun, Toronto Sun, London Free Press, Windsor Star, and on cbc.ca

Ken Wong (Business) – Maple Leaf Foods crisis; and on the promotional strategy for GOT JUNK?; Conference Board of Canada's re-

port on consumer confidence on CBC-Radio syndicate in Vancouver, Victoria, Thunder Bay, Whitehorse, Edmonton, and Winnipeg.

Ned Franks (Political Studies) – Non-confidence vote, also in the Ottawa Citizen, London Free Press, Vancouver Sun and Hamilton Spectator; public financing of political parties, also in the New York Times; and Speaker of the House on CBC-Radio News (Toronto).

Gloria Saccon (Business) – Women and the MBA degree.

Bill Blake (Business) – Cost of an MBA.

Nick Bala (Law) – Young offenders and mental health.

Heather Stuart (Community Health and Epidemiology) – Marginalization and stigmatization of mentally ill people.

Doug Bland (Policy Studies) – Canada's mission in Afghanistan.

Ana Siljak (History) – Her book,



Bala



Bland



Duffin



Franks



Gagnon



Siljak

Angel of Vengeance.

Bryne Purchase (Policy Studies) – Nuclear reactor bidding.

Scott Carson (Business) – Financial crisis and management education, also in the National Post.

Toronto Star

Drew Griffith (Classics) – Ancient humour and culture.

Gregor Smith (Economics) – Deflation in Canada.

David Eaves (Policy Studies) – Liberal party renewal.

Ottawa Citizen

Tom Axworthy (Policy Studies) – Opinion piece on economic policy; also an opinion piece on Canadian election campaign in the Edmonton Journal; Speaker of the House in the Kingston Whig-Standard.

CBC

Houchang Hassan-Yari (History) – Attacks in Mumbai, India on CBC-Radio's Ontario Morning.

Louis Gagnon (Business) – Canadian economy on CBC-Radio's Ontario Morning and on CKNW-Radio, also Canadian banks on BNN's Headline and CKNW-Radio.

TV

Arthur Milnes (Policy Studies) – Former U.S. president Carter on TVO's The Agenda; also on an award from the Gerald R. Ford Foundation in the Hill Times; and former prime minister John Turner in Embassy Magazine.

Kingston Whig-Standard

Linda Campbell (Environmental Studies) – Statistics Canada report on lead levels in Canadians.

Steven Moore (Business), **Stephen Brown** (Chemistry) and **David McDonald** (Global Development Studies) – Bottled water and the environment.

Other

Jackie Duffin (History of Medicine) – Her new book, *Medical Miracles: Doctors, Saints and Healing in the Modern World* in the New York Times.

Mike Condra (Psychiatry) and **Wayne Myles** (International Centre) – Mental health and international students in University World News.

Merv Daub (Economics) – Economic forecasting in the Montreal Gazette, Calgary Herald, and Vancouver Sun.

Peter Hodson (Biology) and **John Casselman** (Biology) – Life of the eel in Walrus magazine.

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A Footnote on Health

Coping with the holidays



With the holiday season rapidly approaching it is common for many of us to have different expectations for what's in store this year. On the one hand, you are expected to be joyous and festive and in the holiday spirit. But what if for you, feelings of being alone, overwhelmed, harried or pressured begin to surface? Discover new ways to beat the blues and revel in the festivities (flaws and all) with the following holiday hints.

Step outside. If you're feeling more melancholy than merry, you might benefit from getting outdoors and exercising. For many people, indoor 'hibernation'

during the winter months – and the lack of sunlight exposure that goes with it – can drag your mood and spirits down. Launch a double offensive on the winter blahs by getting out and getting physically active. Bundle up, brave the outdoors and get moving by taking a walk on your lunch break, ice skating at an outside rink or hitting the ski or snowshoe trails at the weekend. Exercise not only helps your body stay healthy and trim, but, studies suggest, can also be as effective in easing some symptoms of mild to moderate depression.

Keep it real. Unrealistic expectations of a perfect holiday season full of family harmony and bliss are truly a dream for most people. Chances are your troublesome teen, or being on your own this year, won't magically change overnight. Avoid disappointment by accepting the imperfections of your family, friends or current personal situation and try to stay focused on the positive aspects of your life.

Consider volunteering. Sometimes the giving aspect of helping those less fortunate can provide a different and positive focus from the pressures and occasional loneliness of holiday expectations.

Get some sleep. Amidst the parties, shopping and preparations, sleep may be taking a back seat. But burning the candle at both ends can cause you to overindulge on those high-calorie hors d'oeuvres (resulting in a thicker waistline), and may leave you stressed and too tired to effectively handle the physical and emotional demands of the holiday season. Try getting seven to eight hours of sleep nightly. Impossible? Become an expert in the fine art of napping – which can boost brain function, mood and performance – with a quick 20-30 minute snooze during the day.

Ease up on the alcohol. The 'seasonal sauce' is not only loaded with empty calories, but can interfere with the quality of your sleep and, as a well-known depressant, can drag your mood down too. If you do indulge at a party or dinner, limit your alcohol intake and then switch to water – which will also help you stay hydrated.

Stick to your budget. A holiday spending spree you can't afford can lead to stressful financial hangovers in January (also known as post-party blues month). Set a realistic budget for gifts, entertainment, etc. and then stick to it. And when you get the urge to overspend, remind yourself that the holidays are about the thought, not material gifts.

For most people, the fantasy of a picture-perfect holiday is just that: fantasy. The reality is a lot more complicated than everyone happily gathering round the dinner table or partying merrily until the wee hours. Though it's not always possible to have a 'flawless' holiday, by staying active, rested and realistic, you can do your best to enjoy a perfectly imperfect season.

Contact your Employee Assistance Program (EAP) for more strategies on how to cope with the holiday season.

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



GREG BLACK

Attendees at the Principal's Holiday Reception in Grant Hall last Tuesday enjoy the perennially popular chocolate fountain.

Queen's experts on holiday rituals

How to avoid depression, stress

"Stress and depression can intensify over the holidays for three main reasons: relationships, finances, and the physical strain of preparing for the 'perfect' Hallmark holiday," says Kate Harkness (Psychology), an expert in depression and mood disorders. "The current financial crisis may also make this year especially difficult for some families as they struggle to meet the expectations of past years."

She suggests three ways to manage stress: Be realistic in terms of what you can achieve for the holidays; set family grievances aside and stick to your budget.

Traditions in tough times

Many symbols that we associate with Christmas have great staying power, especially in a world experiencing political and economic turmoil, says Pam Dickey Young (Religious Studies), who teaches courses in religion and culture.

"Christmas and its symbols, such as angels, lights and trees, continue to be popular in a secularized culture because of their association with more general themes like peace and love, and because they evoke a nostalgic idealism for 'better' times."

Staying healthy

Packing on pounds doesn't have to

be a holiday tradition, says Amy Latimer (Kinesiology and Health Studies), whose research centres on healthy lifestyles and motivation.

Strategies to better enjoy the holiday feasts and festivities while maintaining a healthy lifestyle include planning ahead. Just as you schedule in holiday parties, make plans to be more active over the holidays, says Dr. Latimer. It's equally important to remember that every day is a new day. A momentary lapse from healthy habits does not have to lead to complete abandonment of positive lifestyle practices over the holidays.

The meaning of Christmas

Christmas is coming; the geese are getting fat... Core traditions, however, are rooted in events that may or may not have happened some 2,000 years ago, says Richard Ascough (Religious Studies), a professor of New Testament and Greek whose research centres on the historical issues and biblical texts concerning the birth of Jesus.

As crèche scenes pop up around households and debate arises over their public display, historians and biblical scholars weigh in on the veracity of the stories recorded about the birth of Jesus and those in the Bible.

Buyers becoming more responsible

Buying more environmentally friendly products is part of the trend towards buying more "meaningful" holiday gifts, says Jay Handelman (Business), an expert in social responsibility, about trends in holiday buying and marketing. "It builds on the idea of the past three years or so of seeing more holiday gifts around social responsibility issues in general, such as buying a goat for a family in Africa."

Dr. Handelman's research and teaching centre on ways corporations integrate emotional, social and cultural dimensions into their marketing strategies.

Compiled by Lindsay Alexander and Molly Kehoe

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STEPHEN WILD

Margaret Bignell, paper conservator for Queen's University Archives, helps Master's of Art Conservation student Seth Irwin as he unrolls a fragile religious scroll he recently repaired and preserved. The Beth Israel Synagogue donated the scroll and other documents last summer to the Archives. Below is a closeup of the scroll with its original wooden rod and box.



STEPHEN WILD

Scroll

continued from page 1

current Centre Street location in 1961.

"We are very much a regional archive, a national archive, even an international archive," says Queen's archivist Paul Banfield. "You name it - we've probably got something in there. But we're always looking to expand our holdings, particularly when it comes to documenting the history of ethnic communities."

The preservation of the scroll has been a wonderful occurrence, says Vivien Ludwin, a member of Beth Israel's archives committee.

"The Queen's Archives has the expertise to not only take care of documents, but to fix things that need to be fixed."

John O'Neill, assistant professor in the Art Conservation program, says the students in his program often borrow items from the Archives to work on as teaching examples. This scroll was particularly interesting because of its size and the fact it's rolled, he says.

"It was something that was meant to be used," he says. "But by

the time Seth got it, it was in a number of pieces."

The scroll is comprised of wood-pulp paper of questionable quality, and its holding box was too narrow, so that the sides of the scroll were abraded every time it was removed.

"We just took one look at it and we knew it was going to be a very big project," says Margaret Bignell, paper conservator for the Queen's Archives.

"It was something that was meant to be used."

John O'Neill

Mr. Irwin, who estimates he spent about 30 hours working on the scroll, used a wheat-starch paste and Japanese tissue to make repairs. He further strengthened the document by applying a backing of Japanese tissue. The tricky part was

applying an adhesive without using too much water, which could have damaged the scroll's water-soluble inks.

Mr. Irwin chose a tissue-like methyl cellulose adhesive, applied with a fine misting of water at the last minute.

The scroll is now kept in an acid-free archival box, carefully rolled on a large cylinder.

"It's been fun and interesting," says Mr. Irwin, who is specializing in paper conservation. "Good for learning to work on a massive document."

Beth Israel plans to display the document as part of its 100th anniversary celebrations in 2010. In the meantime, armed with an English translation of the scroll's contents, the synagogue has some sleuthing to do.

"We don't know the years (of death) yet," says Ms. Ludwin. "And is every person on this scroll a member of the congregation, or someone just passing through, or a relative of someone in the congregation? We don't know."

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Submission information

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

Appointments

Staff Appointments

Posted at www.hr.queensu.ca

Nov. 28

Program Assistant, Master of Management Program
School of Business, 2008-191
Jenna Berndt

Awards and Grants

Community Service Learning Engagement Grants

Deadline for the third round of funding: Monday, Jan. 12. For details, visit www.queensu.ca/ctl/scholarship/awards/cslgrants.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 for 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.

Human Resources

December holiday closing

Normal university operations for most (but not all) departments, will close at noon, Wednesday, Dec. 24. Regular university operations resume Monday, Jan. 5, 2009.

December dates to remember

Monday, Dec. 1
Deadline for changes to the December monthly payroll. This includes salary requisitions for monthly paid employees.

Thursday, Dec. 11
Salary advice statements for monthly paid employees will be mailed.

Thursday, Dec. 18
Deadline for emergency salary advances. Contact Lisa Cruise (79011) or Lynne Gaudet (36460). Please note, any advances issued will not show on the 2008 T4 slip.

Tuesday, Dec. 23
Final 2008 pay-date for casual and bi-weekly paid employees.

Wednesday, 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.

PhD Examinations

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

Tuesday, Dec. 9

Amy Elizabeth Mark, School of Kinesiology & Health Studies. Physical Activity, Sedentary Behaviour and Health in Children and Youth. Supervisor: I.M. Janssen, 1102 BioSciences Complex, 9 am.

Jessica Erin Riddell, Department of English. A Mirror of Men: Sovereignty, Performance and Textuality in Tudor England, 1501-1559. Supervisor: M.A. Pappano, 406 Watson, 2 pm.

Monday, Dec. 15

Abduladhim Mabruk Ashtaiwi, Department of Electrical & Computer Engineering. MIMO-Based Medium Access Control with QoS Differentiation in Wireless Mesh Networks. Supervisor: H.S. Hassanein, 302 Walter Light, 9:30 am.

Luc Stephane Poirier, Department of Biology. Inducible Gene Expression Systems for Aging Studies in Drosophila Melanogaster. Supervisor: L. Seroude, 3110 BioSciences Complex, 1:30 pm.

Wednesday, Dec. 17

Kyle Lepage, Department of Mathematics & Statistics. Some Advances in the Spectral Analysis of Time Series. Supervisor: D.J. Thomson, 521 Jeffrey, 1:30 pm.

Thursday, Dec. 18

Michelle Love Crane, School of Computing. Slicing UML's Three-Layer Architecture: A Semantic Foundation for Behavioural Specification. Supervisor: J.U. Dingel, 524 Goodwin, 9 am.

Jason Allen Scott, Department of Biology. The Mechanism of Retene Toxicity in the Early Life Stages of Fish. Supervisor: P.V. Hodson, 3112 BioSciences Complex, 9 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 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 success! 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.

Hearing study

The Department of Psychology is conducting a study to investigate the effects aging has on the ability to hear speech in a noisy environment. The department is looking for participants between the ages of 55-75 who are fluent in English and have good hearing. Participants will be required to give 1.5 hours of their time in January and February and will be

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

reimbursed \$15 for taking part in the study. Interested? Contact 613-533-6000 ext 79367, conchlab@yahoo.ca

Calendar

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

Submission information

The deadline for the Monday, Jan. 12 issue is at noon on Monday, Jan. 5. 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 should include details when they submit an event for publication.**

For news and information between issues, visit www.queensu.ca/newscentre.

Lectures and Events

Wednesday, Dec. 10

School of Business
Maj. James Denford, Queen's, Royal Military College of Canada. The



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May 17-20	Aug 3-6
May 28-31	Aug 13-16
June 4-7 GG*	Aug 27-30
June 11-14	

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Sept 3-6	Oct 18-21
Sept 10-13	Oct 22-25
Sept 17-20	Nov 12-15 GG*
Sept 24-27 GG*	Nov 19-22
Oct 1-4	Nov 23-26
Oct 8-11	Dec 29-Jan 1
Oct 15-18	

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(* GIRLS' GETAWAY)

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• Talladega	• Pocono
• Bristol (August)	• Pennsylvania
• Dover	• Charlotte
	• Indianapolis

Hockey! OTTAWA SENATORS

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Apr 4	vs Philadelphia Flyers

WORLD JUNIOR CHAMPIONSHIPS

Dec 30	Czech vs. Germany & USA vs. Kazakhstan	\$129
Jan 2	Quarter Finals	\$169
Jan 3	Semi-Finals	\$199

DAY TOURS

Dec 27	Chitty Chitty Bang Bang	\$159
Dec 28	MAMMA MIA!!	\$169
Jan 17	Toronto Intl Boat Show	\$65
Jan 28	The Sound of Music	\$189/\$149
Feb 14	DIRTY DANCING	\$189
Feb 11 & 14	HAPPY DAYS! The musical	\$129/\$149
Feb 19 & 20	International Auto Show	\$65
Feb 27	Motorhome and Trailer Show	\$65
Mar 18,29,20,21	CANADA BLOOMS	\$65
Mar 19 & 21	Sportsmen Show	\$65
Apr 24 & 25	Creative Sewing & Needlework Show	\$65

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Thursday, Jan. 15

Art Matters: Alicia Boutilier, curator of Canadian Historical Art: Inhabited Landscape: Selections from the Canadian Historical Collection. 12:15 pm.
www.aeac.ca

Monieson Centre Knowledge Exchange Seminar: The Alignment of Business and Knowledge Strategies and Structures. All are welcome. Lunch is provided free of charge. 411 Goodes, 12-1 pm.

Saturday, Dec. 13

Volleyball tournament

Fundraising volleyball tournament for competitive and recreational teams. \$150 per team. Physical Education Centre, 9 am. Presented by

Easter Seals. Details: Rebecca Pero, 613-547-4126 ext. 224; toll free 1-866-460-5009, rpero@easterseals.org; Megan Coughlin, mcoughlin@easterseals.org

Wednesday, Dec. 17

The Kingston Symphony Candlelight Christmas featuring Queen's concerto/aria competition winner soprano Erica Warder. St. Georges Cathedral, 8 pm. Tickets: \$10 - \$30, available from the Grand Theatre Box Office, 613-530-2050, www.kingstongrand.ca

Friday, Jan. 9

Music
Tokai String Quartet, performing Dvorak's String Quartet No 12 in F Major, Op 96, The American. 120 Harrison-LeCaine, 12:30 pm. 613-533-2066, music@queensu.ca

Saturday, Jan. 10

Music
2009 Faculty Artist Series
Tokai String Quartet, with guests Eileen Beaudette (viola), Gisèle Dalbec (violin), Karma Tomm (violin) and Jill Vitols (cello). Admission: \$10 adults; \$8 seniors; \$5 students. Grant Hall, 8 pm. 613-533-2558.

Friday, Jan. 16

Music
Karen Frederickson, Queen's. Education or Edutainment? Symphony Programs for Kids. 124 Harrison-LeCaine, 12:30 pm. 613-533-2066.

HELP LINES

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Emergency Report Centre
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Human Rights Office

613-533-6886
Irène Bujara, Director

Sexual Harassment Complainant Advisors

Margot Coulter, Coordinator
613-533-6629

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

Anti-Racism Complainant Advisors

Stephanie Simpson, Coordinator
613-533-6886

Audrey Kobayashi - Geography,
613-533-3035

Anti-Heterosexism/Transphobia Complainant Advisors

Jean Pfliederer, Coordinator
613-533-6886

Eleanor MacDonald, Politics
613-533-6631

Coordinator of Dispute Resolution Mechanisms

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

Sexual Harassment Respondent Advisors

Paul Banfield - Archives
ext. 74460

Greg Wanless - Drama
ext. 74330

Anti-Racism Respondent Advisor

Ellie Deir - Education
ext. 77673

Internal Dispute Resolution

SGPS Student Advisor Program
613-533-3169

University Dispute Resolution Advisors - Students

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

University Staff Advisors

Janet Cowperthwaite
University Secretariat
ext. 77927

Bob Burge - Faculty of Education
ext. 77235

Freedom of Information and Protection of Privacy

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

Accommodation and Wellness

Shannon Casteels, Workplace Advisor
ext. 77818

Employee Assistance Program

1-800-387-4765

University Chaplain

Brian Yealland
613-533-2186

Rector

Leora Jackson
613-533-2733

Health, Counselling and Disability Services

613-533-2506

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Queen's Musical Theatre makes a Grand return

By OLIVIA ROBINSON

Jekyll & Hyde is sure to be another great success for Queen's Musical Theatre (QMT) – and that's no split decision.

The student-run theatre company returns to the Grand Theatre next month with a new take on the popular story.

Back in the 1880s, little was known about multiple personality disorders. Interest in the subject was pushed into the limelight by Robert Louis Stevenson's 1886 novella, *The Strange Case of Dr. Jekyll and Mr. Hyde*. The story examines the destruction that can be caused by two conflicting personal-

ities. *Jekyll & Hyde*, the musical, opened on Broadway in 1997, under the vision of Steve Cuden and Frank Wildhorn, with music by Mr. Wildhorn and lyrics by Leslie Briscusse. The musical differs slightly from the original novella. Several new characters are introduced, and Dr. Jekyll's alter-ego Mr.

Hyde, is interpreted slightly differently. The story begins with a different tone: Dr. Jekyll fails to cure his mentally ill father, which leads him to experiment with a formula to get rid of his inner evil.

Adapting any well-known piece of literature into film or theatre offers its challenges, but Queen's Musical Theatre (QMT) is up to the test says director Alain Richer.

"It's a well-known story, so definitely one of the biggest challenges is making it your own," he says.

Jekyll & Hyde is Mr. Richer's directorial debut for a big musical, but he has been actively involved with QMT, the student-run organization, for years.

"The community has supported us for so long, and it feels nice to give back to the Kingston community with our return to the Grand."

Emily Herczeg

The production stars Jon Bell as Dr. Jekyll and Mr. Hyde, Will Sawkiw as John Utterson, and Michael Ceci as Sir Danvers Carew. The show runs Tuesday, Jan. 13 through Sunday, Jan. 18. Curtain time is 8 pm with matinees at 2 pm on Jan. 17 and 18. Tickets are \$25 for general admission, \$22 for seniors (60 and over) and \$17 for students (with valid high-school,

university or ISIC card).

Jekyll & Hyde is QMT's 55th production. Other greats include *The Music Man*, *Grease*, and *Guys and Dolls*. This year also marks another milestone for QMT.

"Being that it's the 40th anniversary, it's an exciting year," says QMT Publicity & Sponsorship representative Emily Herczeg. "It's a reason to celebrate."

Even the city of Kingston is joining in on the celebrations. After being closed for more than two years for major renovations, the newly renovated Grand Theatre on Princess Street is once again home to a QMT production.

"There is continued support from campus with the show's return to the Grand Theatre," adds Ms. Herczeg.

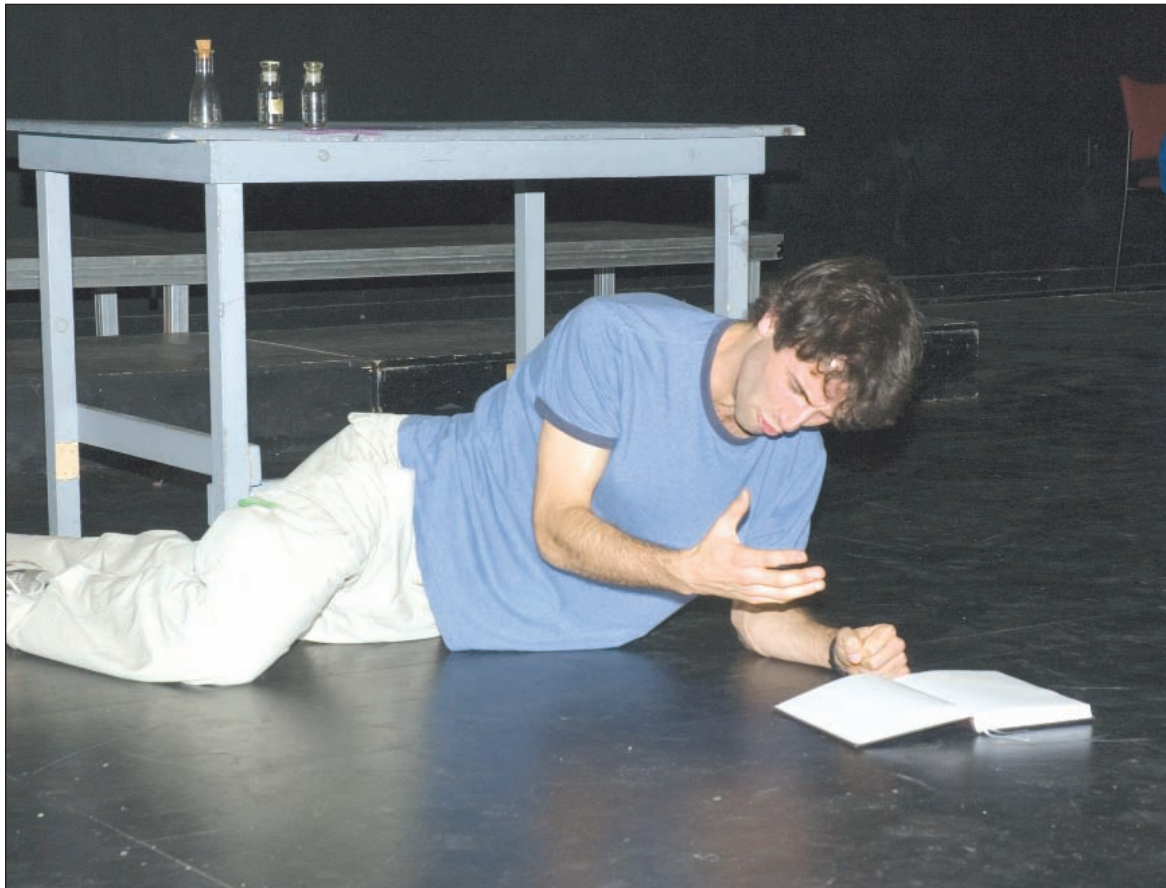
"The community has supported us for so long, and it feels nice to give back to the Kingston community with our return to the Grand."

The renovations include better acoustics, which coincide well with the musical numbers in the production.

"Our choreographer Beth [Turcon] did an amazing job," says Mr. Richer. "My favourite scene is 'Alive,' which is Hyde's first appearance. It's incredible."

So what's next for QMT? The group's next production of the year is *Man of La Mancha*, inspired by Miguel de Cervantes's 1605 novel, *Don Quixote*. The venue has yet to be determined, but casting is under way.

To purchase tickets, visit Destinations in the John Deutsch University Centre, the Grand Theatre Box Office, or www.whatsonkingston.com/thegrand



STEPHEN WILD

After injecting himself, Dr. Jekyll (Jon Bell) transforms into Mr. Hyde in the Queen's Musical Theatre production of *Jekyll & Hyde*. The musical runs Jan. 13 through 18 at the Grand Theatre.

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