



QUEEN'S GAZETTE



Lessons from Obama P7

Capturing climate change on camera P8



Student lands Rhodes Scholarship

By ALISSA CLARK

Second-year honours medical student Raed Joundi has been awarded a Rhodes Scholarship to study at Oxford University in England for three years starting this fall.

"Initially I was shocked when I found out - especially after meeting all the other amazing candidates in the final round, says Mr. Joundi. "But shock quickly turned to excitement and anticipation for what's to come. It's an amazing opportunity."

Mr. Joundi is one of 10 students across Canada to receive the prestigious award this year in recognition of his outstanding academic achievement, community service, and leadership. With a strong interest in neurosciences, he plans to pursue a post-graduate degree in neurophysiology, studying movement disorders such as Parkinson's disease and cerebral palsy.

Using electrical recording and imaging techniques, Mr. Joundi plans to study the circuitry of the brain in normal and diseased states looking at how the brain controls movement, what goes wrong in diseased states as well as possible treatments.

As vice-president of the National Health Sciences Students' Association, Mr. Joundi advocates teamwork and collaboration among health care students and is passionate about interprofessional education. He strongly believes it translates into better patient care. He is also helping to plan the association's interprofessional conference taking place at the university in March.

"I am very grateful to Queen's for providing such a great atmosphere to learn and grow as a student, both in the medical school and the larger university," he says. "There is so much energy and enthusiasm on campus, which encourages involvement not only in one's studies, but also within the university in March."

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At your service

QUEEN'S-LED PROJECT WILL HELP UNIVERSITIES BUILD CUSTOMER SERVICE SKILLS

By CELIA RUSSELL

Queen's has been awarded funding to develop a web application that will help faculty, staff and administrators at all Ontario universities improve their customer service skills.

The project is part of a provincial government plan to build tools to achieve compliance with new customer service legislation under the Accessibility for Ontarians with Disabilities Act, 2005 (AODA).

Queen's applied, in partnership with the Council of Ontario Universities (COU), to the Ministry of Community and Social Services' EnAbling Change program and was awarded \$78,000 to build the e-learning application by October.

"The training isn't intended to make people experts in accessibility," says Jeanette Parsons, accessibility and equity coordinator in the Equity Office. "It's about helping

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STUDENTS MAKING A DIFFERENCE



COURTESY OF KATE DICKSON

Kate Dickson of Queen's Project on International Development (QPID) serves food on banana leaves to children at a bush cook-up at Wakapoa, Guyana, a predominantly Amerindian village, on the QPID group's last day on the island. For a story on the latest activities of the student-run, non-profit organization and another photo, see page 11.

Food for thought

THEME NIGHTS BROADEN PERSPECTIVES ON HOW FOOD CONNECTS WITH CULTURE

By KAY LANGMUIR

There's more than just food being served up as Queen's many dining halls host an increasing number of culturally focused events that offer nourishment with a side dish of knowledge.

"What's happening on campus with respect to Hospitality Services is just magic," says Joli Manson, general manager of Queen's Hospitality Services (QHS).

The events range from all-out celebrations with food, music and dance to more integrated activities honoring the rich cultural and religious heritage of the university's diverse student body.

A student entering a dining hall one evening might find a Maritime theme night in full swing, complete with a seafood buffet and fiddler. Or, as happened during the recent fasting period of Ramadan, dates were the first food offered to all students, in keeping with the tradition of breaking the fast with a date, as the Prophet Mohammed was said to have done.

The staff at QHS is a boiling kettle of enthusiasm for, as Ms. Manson puts it, blurring the lines a little between dining hall and classroom.

"It's not just about getting a bite to eat anymore. It's about experiencing another culture and getting an education," says Ms. Manson.

QHS supports fasting students

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Administrative systems renewal moves forward

After many months of planning, a transformative project to replace the university's administrative systems over the next three years is moving forward, following final approval in December by the Board of Trustees.

Known as QUASR, the Queen's University Administrative Systems Replacement project will improve service delivery, reduce operational and financial risks, and bring the university's systems up to leading standards for Student Administration, Human Resources, Finance and Research.

A high level of activity is now under way to establish the project team office, bring Queen's staff and other team members on board this month, launch training and communications plans, and begin detailed technical work outlined step by step in the QUASR project work plan, says QUASR Program Manager Jim Carse.

QUASR's presentation to the board noted that academic experiences at Queen's depend on the administrative systems that enable

stakeholders to effectively plan, deliver, support and fully participate in those experiences. Existing systems, however, are at the end of

their life cycle.

The initiative has been described as "part of the solution" in helping Queen's realize its academic mission. The project will provide a focus for the university's effort to renew its processes, tools and systems. In that way, Queen's can make the best use of its human and financial resources, improve service levels and speed up improvements that will provide students with an improved learning experience.

The renewed administrative systems will enable system users to provide enhanced service delivery through:

- improved administrative processes
- integrated solutions across departments
- increased system functionality
- reduced and better managed risks, and
- ongoing support capacities.

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

Queen's News Centre

Principal search process on track

By CELIA RUSSELL

The Joint Board-Senate Committee charged with the search for the next principal expects to make a recommendation to the Board of Trustees in time for an announcement about the appointment by this spring.

"We are in the candidate phase," says University Secretary Georgina Moore, secretary of the Joint Board-Senate Committee. "We have an outstanding pool of candidates, and the committee is now in the process of narrowing it down."

Queen's, like all universities is facing a lot of complex challenges, thanks to the recent global economic fallout, says Ms. Moore.

"As the committee reviews the candidates, the current economic environment adds an extra focus to the search. This is a complex institution and the job of principal has

always been a challenging one."

Chaired by University Chancellor David Dodge, the joint committee is comprised of nine representatives from the Board of Trustees and nine from the Senate.

The appointment would likely take effect in the summer - depending on the individual's current responsibilities.

In case of a delay, Principal Tom Williams has indicated that he is willing to continue in the position for as long as is necessary, says Ms. Moore.

The position was advertised nationally and internationally last fall in the *Globe and Mail*, *University Affairs*, *La Presse*, the *Chronicle of Higher Education* and the *Economist*.

www.queensu.ca/secretariat/search/index.html

Joint Board/Senate Advisory Committee to Select the Principal

David Dodge, Chancellor, Chair
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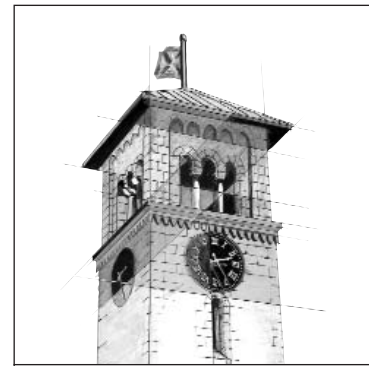
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Adnan Husain, faculty senator, History
Alistair MacLean, Dean, Faculty of Arts and Science
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Patrick Oosthuizen, faculty senator, Mechanical and Materials Engineering
Talia Radcliffe, President, Alma Mater Society
Jeff Welsh, President, Society of Graduate and Professional Students

Secretary of the committee:
University Secretary Georgina Moore



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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. 26**
Ad booking deadline: **Jan. 9**
Ad artwork deadline: **Jan. 14**
Noon editorial deadline: **Jan. 19**

Issue date: **Monday, Feb. 9**
Ad booking deadline: **Jan. 23**
Ad artwork deadline: **Jan. 28**
Noon editorial deadline: **Feb. 2**

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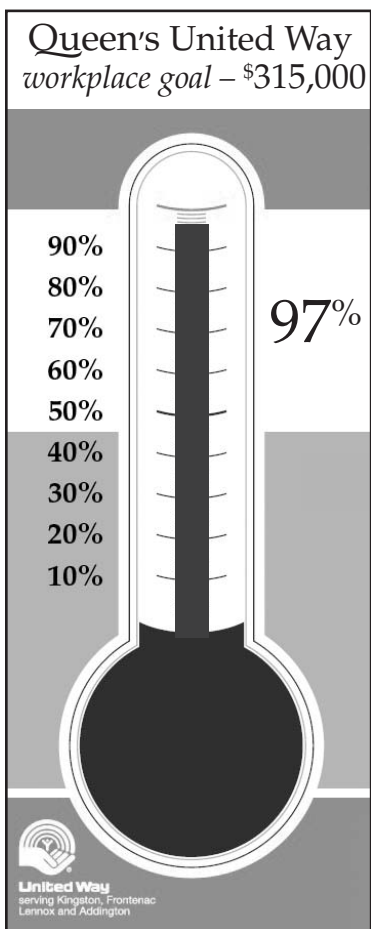
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QUASR

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The project will include a wide range of campus stakeholders: current and prospective students, faculty, staff, principal investigators and other researchers, departmental administrators and academic advisors, executive administration and internal/external auditors, among others.

Led by Mr. Carse, the project team will work closely with university stakeholders during the design and implementation of the project. The transition will be phased in

over three years, with the first major milestones being implementations in the Finance and Research Administration systems over the next 12 months, followed by modules for Human Resources, Research and Student Administration in 2010 and 2011.

Over the past six months, more than 300 staff, students, faculty and interface users have been involved in assessing the university's technical needs and how the new systems will support improved

administrative processes.

"We have really appreciated the contributions so many in the campus community have made to help ensure we have the best solution to help the university move forward," says Mr. Carse. "We anticipate continuing to work closely with them in the months ahead."

For details on the project, timelines and contacts, visit the website at www.queensu.ca/quasr

Queries and comments are welcome at quasr@queensu.ca

Service

continued from page 1

people to respond appropriately to other people's needs. At the very minimum, we want to get people to start asking questions, specifically, 'Are there any accessibility considerations that I need to think about?'"

For example, someone who helps a person with a vision disability to fill out a confidential form could offer the use of a private room. Departments planning conferences and other events also need to ensure that they are accessible to all participants as part of

their planning. For example, if a participant requires an American Sign Language/English interpreter, the budget needs to incorporate this cost.

"Until now, there has been no system of getting this sort of information out there, and this is what we hope this training will do," says Ms. Parsons.

The training will enable university staff and faculty go online and complete a 45-minute module to learn about accessibility and also about barriers that some people encounter, explains Ms. Parsons.

There will be a core program, as well as some additional modules, for faculty members based on their interaction with students. Department and unit heads and above will also receive personal training to familiarize themselves with the provincial legislation because they have a specific responsibility to ensure their university is in compliance, says Ms. Parsons.

"They will also be integral in helping us roll out the online training program."

The training itself has to be accessible to people with disabilities and will be offered using alternate formats.

The Queen's customer service working group chaired by Vice-Principal (Human Resources) Rod Morrison is drafting the content for the training program. It will also be sent to the COU for consideration as well as the Inter-University Disability Issues Association (IDIA), a provincial association of units that work with students with disabilities.

"It's very natural for some people to fear being awkward when assisting a person with a disability," says Ms. Parsons. "We want to lessen that kind of awkwardness or fear. It's as simple as asking, 'May I be of assistance to you?' That's what the term customer service is all about."

Office of Research Services still in Fleming-Jemmett

The Office of Research Services is not moving to the second floor of Richardson Hall, as reported in the Dec. 8 Gazette construction update. It is still located in Fleming Hall, Jemmett Wing. The Office of the Vice-Principal (Research) only has moved to the second floor of Richardson Hall.

In addition, the parking garage under Tindall Field is now known as the Union Street Parking Garage, according to Physical Plant Services.

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Board approves funds for projects

The Board of Trustees approved funding to replace the university's core administrative information systems that support human resources, student administration, finance and research administration.

The Queen's University Administrative Systems Replacement project (QUASR) is expected to take three years and will enable improved functionality, support administrative process improvements and replace outdated technology infrastructure.

The project will cost \$33.5 million and will be paid out of the university's operating budget, amortized over the next 12 years.

Also at its Dec. 5 meeting, the board approved planning funds of \$500,000 for Phases 2 and 3 of the Queen's Centre project and

\$100,000 for site plan work for the West Campus Fields project. Funding for both projects will be provided by the university and through fundraising.

The board also approved:

- \$750,000 in additional planning funds for a new medical school building, to be provided by the Faculty of Health Sciences;
- \$50,000 in planning funds for the redevelopment of Gordon-Brockington Hall, to be provided by Residences;
- A new name for the International Study Centre: Queen's International Study Centre at Herstmonceux Castle has been renamed The Bader International Study Centre, Queen's University. It recognizes Queen's philanthropist and alum-

nus Alfred Bader, who with his wife Isabel donated the British castle to Queen's in 1993.

- KPMG LLP as external auditor for the year ending April 30, 2009;
- Revised 2009-10 tuition fees in several programs, averaging between 4.3. to 4.8 per cent, adding about \$800,000 to operation budget (under the provincial Reaching Higher Plan, total fee increases across the institution must not exceed five per cent);
- Policy statements on environmental management and environmental health and safety;
- A delegation policy giving authority for the university to borrow from Infrastructure Ontario;
- The Performing Arts Centre siting, massing and façade: \$950,000 for site zoning, testing, approvals

and building remediation (provided from fundraising); \$1.05 million for design development (subject to receiving full funding from external sources to allow the project to be completed within the university's financial requirements).

Despite the current financial outlook, the university plans to meet its financial targets to the best of its ability, Principal Tom Williams told board members.

"The heads of every unit are planning on a 15-per cent budget cut over the next three years. This won't be solved overnight; hence we are doing this on a three-year basis."

www.queensu.ca/secretariat/trustees

IN BRIEF

Financial update on web

A new Financial Update has been posted to the Principal's website to keep the community informed about the university's challenges and other budgetary issues.

Preliminary recommendations from task forces examining cost reduction, revenue generation, university space, technology, communications, enrolment and employee departures can also be found on this page, located at www.queensu.ca/principal/financialupdate.html

Suggestions on how the university can save money or increase revenue may be sent to financialchallenge@queensu.ca

TVO on campus

On Sunday, Jan. 18 and Monday Jan. 19, TVO's The Agenda with Steve Paikin will be on campus for an interactive event examining Ontario's agrarian economy.

TVO seeks participation from community members for a daylong workshop in Ban Righ Hall on Jan. 18 and audience members for the live broadcast in Grant Hall airing Monday Jan. 19 at 8 pm. To register, visit www.tvo.org/agendacamp.

A wider online audience will be able to follow and contribute to the AgendaCamp at www.tvo.org/agendacamp. Content will be used on the broadcast of The Agenda with Steve Paikin: On the Road the next day.

Queen's hosts national chess challenge

Some of Canada's strongest young chess players will compete in the 2009 Canadian Post-Secondary Chess Championship on Jan. 16-18 at Wallace Hall in the John Deutsch University Centre. Hosted by the Queen's University Chess Club, the event involves about 20 student teams from universities across Canada, including McGill, Carleton, Western and Montreal. The University of British Columbia may also participate via the internet, if the club is able to arrange it.

Admission is free and spectators are encouraged to attend. The opening ceremony takes place at 7 pm on Friday, Jan. 16.

Rounds will take place at 10 am and 4 pm on Jan. 17 and 18. Rounds typically take about five hours to complete.

For details, contact Tyler Longo at 71t3@queensu.ca

Humanities scholar to deliver Brockington Lecture

A specialist in postmodernist culture, described as one of the most prolific thinkers of our time and whose work garners universal appeal, is the 2009 Brockington Visitor.

Linda Hutcheon of the Centre for Comparative Literature, Department of English, University of Toronto, will deliver a lecture entitled Ethics and Politics of Reviewing in the 21st Century on Thursday, Jan. 15 at 5 pm in Dunning Hall Auditorium.

Professor Hutcheon will also speak on Adaptations Across the Media: Page to Stage to Screen(s) on Friday, Jan. 16, at 1 pm in room 14 Dunning Hall.

Her interdisciplinary work in the humanities has centred Canadian literature, Postmodern theory, Parody, Feminism and Opera.

"Her research appeals to academics and non-academics alike, and encompasses all of the arts,"

says Jill Scott, associate professor in the Department of German, who is also a former graduate student. The complex interrelations of theory with artistic practice form the common thread in her academic work.

Dr. Hutcheon's visit is sponsored by the Department of German with support from the departments of English, Film and Media Studies, French and Spanish and Italian and the School of Music.

The visitorship was established in 1968 by Colonel R.S. McLaughlin for a five-year trial period in honour of Leonard Brockington, who was rector of Queen's for 17 years. In 1974, permanent funding was received from the R.S. McLaughlin Foundation.

For details on Dr. Hutcheon's visit, contact Dr. Scott at jill.scott@queensu.ca

individual.utoronto.ca/lindahutcheon



Linda Hutcheon

COURTESY OF LINDA HUTCHEON

Job evaluation project enters analysis stage

The university continues to move ahead with the review of its job evaluation system for general support and research staff categories. The review has the support of the Queen's University Staff Association.

The job evaluation system needs to reflect the changing work environment, while balancing the requirements for internal equity and compliance, and be competitive with the external market place, says Vice-Principal (Human Resources) Rod Morrison.

Over the past six weeks, a total of 70 staff from across the university took part in 14 workshops facilitated by Aon Consulting. They provided detailed information about the work performed in their areas, types of career progression, and associated skills and accountabilities.

Aon Consulting will then analyze the information, and a job framework will begin to take shape. Key themes and areas for discussion will be reviewed with the Job Evaluation (JE) Committee

and project Steering Committee in early 2009.

"It is critical that the university's job evaluation system is attuned to the skills and expertise people are bringing to the workplace," says Mr. Morrison.

"Along with increased transparency, the system will be designed to ensure clarity with respect to accountabilities."

"In a workplace as multifaceted and decentralized as Queen's, efforts are made to ensure we have a system in place that is consistent

and that has the confidence of our employees," says Mr. Morrison. "It is important that people are able to understand how the responsibilities of their position at the university fit with and complements that of others, and that their role is being assessed and valued accordingly."

For more information about the process, visit www.hr.queensu.ca/compben/jescope.php or contact Laurie Gee, Manager, Compensation, Laurie.Gee@queensu.ca or at extension 74179.

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IN BRIEF

Course boosts student ties with community

Kingston man donates \$500,000

Kingston philanthropist Larry Gibson will donate \$500,000 to Hospice Kingston and Queen's to build a new home for Hospice Kingston at 36 Barrie St. to benefit Hospice Kingston, Queen's and patients in the Kingston community.

The new facility will provide support for medical education initiatives and fellowships, as well as support for volunteers. Mr. Gibson's gift also will help further the education of undergraduate and post-graduate students and practitioners of medicine and nursing in the palliative care field. Hospice Kingston's new home will also include education space for Queen's Palliative Care Medicine and offices for community palliative care physicians and nurses.

"Palliative care is a labour of love for me," says Mr. Gibson, who retired in May 2008 after 42 years as a long-term care administrator. "This is my way of creating a living legacy while giving back to the community."

"We are delighted with Mr. Gibson's vision and generosity," says Alan Grant, chair of the Hospice Kingston Board. As a not-for-profit organization, Hospice Kingston aims to provide comfort and support to persons living with a life-threatening or terminal illness and their families.

By CATHERINE DALE

An innovative writing course offered through the Writing Centre for the first time last fall is a unique opportunity to strengthen ties between students and the greater Kingston community.

By introducing students to a broad range of writing genres relevant to community organizations – from public relations writing to grant applications – Writing in the Community offers much-needed writing services to community organizations.

The students in the course are very aware that they are contributing to relations between Queen's and the community in a positive way, says course co-instructor Lori Vos.

Jill Holland-Reilly, director of Volunteer Services at Kingston General Hospital, where two students are completing their placements, agrees that the course provides an excellent opportunity for student-community interaction.

"Because approximately 350 Queen's students volunteer at KGH every year, I already know there are lots of wonderful students," she says. "But this program is a good way for other organizations and individuals to meet these students."

It also serves to remind students how their achievements at the local level can be applied to the global

level, says course creator and co-instructor Martina Hardwick

"For instance, if a student does a placement at the Food Bank in Kingston they need to reflect on how that translates to working on world hunger."

One of the course's basic principles is action in the community, reflection at home. "Students naturally enjoy reflecting on what they are doing, and recording those reflections in a journal becomes part of the criteria for course completion," says Dr. Hardwick. "Students self-educate by realizing what they have learned from what they have done."

Organizers spent much of last summer arranging partnerships with community organizations.

The need for writing services is huge, observes Ms. Vos. "A lot of organizations just don't have the staff to devote to writing projects. It's been a real eye-opener."

Community placements based on the principles of service learning theory are increasingly popular at Canadian universities, and provide an invaluable hands-on learning experience.

"The interaction between people creates a learning environment that students just wouldn't get in the classroom," says Community Service Learning Coordinator Matthew Ascah.

"I think a lot of students are

sceptical about the practical value of their education, and they wonder how they'll use it in the future," says third-year biology student Matthew Ponsford, who is completing his placement at KGH. "The idea of volunteer placements could be used effectively in other courses to show students the practical uses of their skills."

Dina Ali says that her volunteer community placement at H'art School of Smiles, which offers education and employment training for people with special needs, taught her things that she wouldn't normally learn. "It really brings you back to earth," says the second-year commerce student.

The challenge for organizers is to find appropriate placements where each student's unique skills are in demand," says Mr. Ascah.

Even organizations with writing staff benefit from the student placements.

"When you've presented information a certain way for a number of years, it's good to get a fresh viewpoint," says Ms Holland-Reilly. "For example, when the students were working on the volunteer recruitment brochure, they reminded me that it is important to determine what appeals to the volunteers you're trying to recruit."

During their placements, students must complete a 2,500-word writing project, which may consist

of one large undertaking or several smaller assignments such as brochures and fundraising letters.

However, many students are finding that there is so much work to be done they can't say everything in 2,500 words.

"The need is so huge that a lot of placement hosts want students to continue beyond the original commitment – and many students are choosing to volunteer their own time because they're having so much fun, and they're so engaged," says Ms. Vos.

Mr. Ponsford agrees that the hardest part of the placement is knowing when to stop. "There is always more that could be done," he says.

This semester, the students will focus on sharing their placement experiences, starting with presentations to their classmates for peer feedback.

However, it is already apparent that the course is a resounding success, and Ms. Vos and Ms. Hardwick plan to run it again next year. "It's such a win-win situation," says Ms Vos. "The students feel like they're learning something valuable and making a difference, and the community organizations clearly benefit too."

Ms. Ali agrees. "I can't think of one single negative thing about the course. It's been such a great and positive experience."

Anatomy prof to co-chair conference

Professor of Anatomy and Cell Biology Anne Croy has been elected co-vice chair of the Reproductive Tract Biology Gordon Conference in 2010. In 2012, she will co-chair the conference with Francesco Demayo of Baylor College of Medicine.

Dr. Croy, Canada Research Chair in Reproduction, Development and Sexual Function, is an immunologist whose research focuses on the role of immune cells at the maternal-fetal interface during pregnancy, with the goal of improving the health of both mother and fetus.

Established in the late 1920s by Neil Gordon of Johns Hopkins University, the Gordon Research Conferences provide a forum for discussion of recent advances and discoveries in various scientific fields. Currently, a range of Gordon Research Conferences are held in both the eastern and western U.S., as well as internationally.



COURTESY OF QUEEN'S SCHOOL OF BUSINESS

Thomas Cromwell is the first Queen's Law graduate to sit on Canada's highest court.

Law alumnus appointed to Supreme Court

Thomas Cromwell (Mus '73, Law '76) has been appointed by Prime Minister Stephen Harper to the Supreme Court of Canada. A highly respected jurist who has served on the Nova Scotia Court of Appeal since 1997, he is the first Queen's Law graduate to sit on Canada's highest court.

"Justice Cromwell has long been a tremendous friend and supporter of Queen's Law," says Dean Bill Flanagan. "All of us at the faculty are simply thrilled with this appointment, our first graduate to be appointed to the Supreme Court of Canada. A distinguished academic and jurist, whose writings are widely admired throughout the country for their balance, clarity and intelligence, Justice Cromwell will make great contributions to the work of the Court."

Justice Cromwell's appointment restores the Supreme Court to its full complement of nine judges after an eight-month vacancy. He replaces Justice Michel Bastarache,

who retired at the end of the court's spring session this year.

After graduating from Queen's Law, Justice Cromwell, a Kingston native, went on to Oxford University, where he received a B.C.L. in 1977. He taught Civil Procedure as a sessional instructor at Queen's Law from 1980 to 1982 and served as a University Council member at Queen's from 1990 to 1993.

A former faculty member at Dalhousie Law School and practitioner, Justice Cromwell has also served on numerous national and provincial committees.

His service includes terms as chair of the Canadian Forum for Civil Justice and as president of the Canadian Institute for the Administration of Justice, the Canadian Association of Law Teachers and the Continuing Legal Education Society of Nova Scotia. For three years, Justice Cromwell served as the executive legal officer in the Supreme Court for former chief justice Antonio Lamer.

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Challenging year for area: experts say

IN BRIEF

Kingston's economy is not immune to the ongoing global financial crisis, but Queen's School of Business (QSB) experts have identified some growth opportunities for the city.

A panel of faculty made their predictions for the new year at the 27th-annual Business Forecast Lunch held last month. The sold-out event links the school and the city's business community.

Results of recent research into how to keep more graduates in town were also presented.

A Queen's team worked with the Kingston Economic Development Corporation (KEDCO) on how to help improve the retention of knowledge workers, specifically Queen's graduates, in the greater Kingston area.

Yolande Chan, director of the Monieson Centre at the business school outlined the findings of an online survey of 900 third- and fourth-year undergrads and 3,000 Queen's alumni.

The study examined how information about local job opportunities and student availability is circulated and looked at the talent-based or creative economy opportunities available for Queen's graduates. It also explored knowledge worker recruitment and retention, including the motivation of the Net or Millennial Generation employees and what matters to Queen's graduates.

Dr. Chan found that employ-

ment prospects are critical to retaining students locally because they are the most important factor in deciding where to live after graduation, but both students and alumni expressed strong dissatisfaction with Kingston's employment opportunities.

As part of its attraction and retention strategy, Dr. Chan says the city should implement policies that generate new economic and employment opportunities in several key areas including health, research, social sciences (education, government, religion), natural and applied sciences, art, culture, recreation, sports, business and finance.

The survey also found that students are more likely to stay around Kingston if they feel they are part of the community, so the city should work to better integrate students into Kingston life. Businesses can help promote their industries and companies to students by recruiting on campus and providing summer internships and post graduate training opportunities. Kingston employers can also look locally to compete globally by taking advantage of the consulting and research services the Queen's community offers to help grow their businesses.

Overall, the QSB experts say the economy will continue to falter, unemployment will rise, markets and the dollar will remain volatile, but policy makers will be active in

combating the slump, and Canada is expected to weather the economic storm slightly better than other countries.

Finance professor Lynnette Purda notes that while 2008 was clearly a tough year for stock markets around the globe, the Toronto Stock Exchange managed to perform better than many of its international counterparts including New York and Tokyo.

Canada is expected to weather the economic storm slightly better than other countries.

"It's doubtful that markets have hit bottom yet, but many are expecting equity performance to improve in the second half of 2009," says Professor Purda.

Economics professor and panel moderator John McHale predicts that Canada will fall into recession, with the economy contracting in the last quarter of 2008 through the first quarter of 2009 and Kingston will not be immune.

"2009 will be a difficult year for the Kingston economy," said Professor McHale. "Unemployment rates will rise and declining con-

sumer confidence, tight credit conditions and cutbacks in health and education will be a drag on local growth. That said, the inflow of new residents to Kingston – not least its students – represents a growth opportunity for the city, provided it improves its capacity to retain top talent."

From a managerial perspective, professor of strategy Douglas Reid reports that Canadians should recognize that the recession is affecting everyone worldwide because the uncertainty is threatening consumer confidence.

"Think of this as a challenge to the customer's 'willingness to pay,'" says Professor Reid. "According to a new study from McKinsey, there is a strong view in North America that the recession will last through 2009."

"Hence, businesses should see '09 as a building year for a 2010 recovery and, in many respects, behave like a startup: conserve cash, innovate rapidly and at low cost, simplify, and hold onto valuable resources, human and otherwise."

Professor Reid also recommends that management teams remove buy-barriers, fatten their supply chain, focus on voice-of-the-consumer innovation and communicate both progress and obstacles clearly with all stakeholders.

For more details on the presentation, visit business.queensu.ca/news/docs/BFL2009.pdf

TAs, TFs vote against unionization

A teaching adjunct/teaching fellows (TAs/TFs) certification vote was completed last month with the final count being 359 for certification and 398 against. The first round of counting in late November was inconclusive. The TAs and TFs were voting on membership in the Public Service Alliance of Canada (PSAC), a union which largely represents federal civil servants.

Are we alone?

In recognition of the UNESCO/IAU International Year of Astronomy 2009, Sara Seager of MIT will present a lecture on Extrasolar Planets and the Search for Habitable Worlds, Tuesday, Jan. 13 at 7 pm.

Professor Seager is the Ellen Swallow Richards Associate Professor of Planetary Science and Associate Professor of Physics at the Massachusetts Institute of Technology. She was ranked among The Fifth Annual Brilliant 10 by Popular Science magazine for her work in developing simulations that have given scientists new tools for helping visualize what foreign planets may look like.

It takes place in Currie Hall at the Royal Military College of Canada (RMC), and is co-sponsored by the Department of Physics, Astrophysics and Astronomy, RMC and Royal Astronomical Society of Canada Kingston Centre. The lecture is free and all are welcome.

kingstoniya.ca

Professor finalist for prestigious literary prize

By LINDSAY ALEXANDER

History professor Ana Siljak is among three finalists vying for the prestigious Charles Taylor Prize for Literary Non-fiction for her book *Angel of Vengeance: The "Girl Assassin," the Governor of St. Petersburg, and Russia's Revolutionary World*. Dr. Siljak provides an account of Vera Zasulich, a Russian Marxist who murdered a powerful Russian aristocrat and was put on trial for her crime in 1878.

"I am pleasantly surprised and greatly honoured to make the final cut for such a prestigious award," says Dr. Siljak. "My goal in writing *Angel of Vengeance* was to combine painstaking research with a writing style that could enliven 19th-century Russian life for modern readers and bring out the contemporary

resonance of the forgotten history of Russian terrorism. I am gratified that, in their notes on the selection of my book, the jury appreciated both aspects of my work."

The shortlist of finalists was pared down from a total of 135 books submitted by 43 publishers. Also competing for the \$25,000 grand prize are Elizabeth Abbott with her book, *Sugar: A Bittersweet History* and Tom Cook with *Shock Troops: Canadians Fighting the Great War, 1917-1918*. All three finalists present historical accounts, which contrasts from nominations in previous years where themes were of a more personal or familial nature and more memoir-oriented.

"In general, I was impressed that the jury was not afraid to select three serious works of history as

candidates for the prize," said Dr. Siljak.

The winner will be announced at a luncheon at Toronto's Le Mer-

dien King Edward Hotel on Feb. 9. Each runner-up will receive \$2,000. The event will be broadcasted live on CBC Radio One's Ontario Today.



DAN ROGGI

Ana Siljak is a finalist for the Charles Taylor Prize for Literary Non-fiction.



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Rhodes

continued from page 1

community and the larger world." "This scholarship is one of the highest recognitions for international study," says Principal Tom Williams. "I am proud of Raed's accomplishment and that he chose Queen's to further his medical studies. I join with the Queen's community to wish him success in his study abroad."

"I am very grateful to Queen's for providing such a great atmosphere to learn and grow as a student."

Raed Joundi

Mr. Joundi is the 55th Queen's student or graduate to earn the award. The last recipient was alumnus Michael Urban in 2006.

First awarded in Canada in 1904, up to 11 Rhodes Scholars are named annually. They are financed and administered by the Oxford-based Rhodes Trust.

www.rhodeshouse.ox.ac.uk



Raed Joundi

Mr. Joundi is particularly interested in global health and human rights issues. He has been involved for many years with Amnesty International, and is an active part of the local global health group at Queen's. Last summer, he volunteered for five weeks at a hospital and women's centre in Tanzania with the Canada-Africa Community Health Alliance.

He is also active in the community and has volunteered with refugees, child burn victims, and orphans. He is currently a camp counselor for at-risk youth, taking underprivileged teenagers on wilderness camping retreats throughout the year.

Food

continued from page 1

by providing full meals in early morning and late evening, and posting exact times of sunset and sunrise on dining-hall doors each day.

"We want these traditions to flourish, rather than simply accommodating them," says Ms. Manson. "We want to embrace it because it's an opportunity to learn something."

The lessons in Queen's dining halls are increasingly cross-cultural, sharing a common ground of geographic, economic environmental and social awareness.

Sodexo, (the corporation which holds the food-services contract at Queen's) also supports Soul Food, a student initiative where volunteers collect excess food from campus dining rooms and deliver it to local shelters.

Sodexo has also secured some

land north of Kingston where students will soon have the opportunity to have a ground-level agricultural experience by growing and harvesting food, Ms. Manson says.

Some of the other recent events organized by Hospitality Services have included:

- October's Field-to-Fork day, which raised awareness of local produce and cooking with seasonally available food. Area farmers participated with staff from the Four Directions Aboriginal Centre, who opened the event with a smudging ceremony.

- A New Taste of India in November, an evening cultural event featuring Indian food, music, and dance. It showcased the talents of visiting Chef Hari Nayak, the first of a number of high profile chefs scheduled to visit Queen's as part of

QUEEN'S FLASHBACK: 1969-71

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

Larke Zarichny of the Department of Geological Sciences and Geological Engineering, also a curler at the Catarauqui Golf and Country Club, made several observations on the Dec. 8 Flashback photo of Queen's staff curling at the club on King Street West, reprinted above. They include ashtrays on the ice (smoking is no longer allowed), Export A scoreboard signage, wooden sheet dividers and most noticeably the corn and synthetic brooms that curlers of 40 years ago used.

Viewpoint Policy

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

Letters Policy

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

Sodexo's Global Chefs series.

- September's Red Carpet Affair, where Queen's Postal Service teamed up with Athletics and Recreation to promote healthy living and eating while providing information on campus sports-team programs.

- The Sultan's Tent event in September, featuring Moroccan food and music, and belly dancing provided by a PhD candidate.

"Food is an integral part of socialization, dialogue and a means of bringing students together to discuss culture, health and social issues," says Bruce Griffiths, director of Housing and Hospitality Services.

"It's also an opportunity to enjoy food as it was meant to

be enjoyed - with friends and colleagues."

To make all that a little easier, Queen's is also working toward full flexibility on meal plans, he says, which would allow a student unrestricted access to any dining area on campus for a meal. There are also plans to revamp the Ban Righ Dining Hall with unique concepts for next September, says Mr. Griffiths.

Upcoming events include the next event in the Global Chef series in January featuring celebrity chef Michael Smith on the theme of sustainability and local food. Chefs from South America and Singapore will follow.

These dining-hall cultural evenings have met with great enthusiasm from student groups on campus, as well as students and faculty musicians eager for a venue for their repertoire.

The Taste of India evening was greatly enriched by the keen participation of Tamil, Indian and Pakistani students who choreo-

graphed dance routines for the event, says Amyna Mamdani, regional marketing manager for QHS.

"The energy we get back from the students, clubs and faculty is amazing. They're just thrilled."

Hospitality Services also plans to offer cooking classes, to help students who have recently left residence learn how to cook their own meals.

An upcoming contest called A Taste of Home will encourage students to gather their favorite family recipes for a cookbook. Students will vote on the winning recipe, and the owner of the recipe, someone's parent maybe, will be wined and dined at Queen's.

Not only are there more plans in the pipe, but QHS is eager to hear from anyone with a good idea to share, says Ms. Manson.

"We want the students to feel nurtured and nourished by what we do," she says. "I'm very interested in having people reconnect with their food as an elemental part of life."



GREG BLACK

Chef Hari Nayak prepares dishes for a New Taste of India, a special culinary evening that took place on campus last fall. He also shared recipes from his book, *Modern Indian Cooking* at the event, hosted by Queen's Hospitality Services.

Student dining wins international award

Queen's University Dining Services has been awarded a bronze excellence award for "Feeding Student Engagement." This is the first time a Canadian university has received the award.

The U.S.-based Student Affairs Administrators in Higher Education (known as NASPA) recognized Dining Services for its work since 2007 toward making the dining hall a dynamic environment for students.

Some enhancements include: availability of Fair Trade products; an on-campus farmers market; and Soul Food, a volunteer group providing left-overs to

Kingston's homeless.

"We're very pleased to be the first Canadian institution to receive this award - it's a real validation of our efforts to go beyond serving food by providing social, cultural and educational experiences in our dining halls," says Bruce Griffiths, director, Housing and Hospitality Services.

The award will be officially received in March at NASPA's 2009 Annual Conference in Seattle, WA. NASPA is the leading voice for student affairs administration and policy. NASPA has more than 11,000 members at 1,400 campuses representing 29 countries.

Lessons to be learned from the Obama methodology

As the New Year dawned, I reflected on the numerous challenges that lie ahead for all of us in every sphere of life as we face a deepening global economic crisis, the likes of which most of us have not previously experienced. I wondered how this crisis might affect teaching and learning at Queen's.

For one thing, we expect resources to be significantly reduced during an economic downturn. But resource scarcity can often be a catalyst for increased resourcefulness and creativity, as we learn to "do more with less." Many common educational practices were once innovations created to meet needs in times of resource shortages. For example, several distance and e-learning programs offered by Canadian universities for post-secondary institutions in developing countries were established in response to falling Canadian enrolments that increased the need for new sources of revenue. Whatever the motivation for establishing them, many of these programs have turned out to be very rewarding, both financially and pedagogically, as creative approaches to teaching and learning were often developed to meet the needs of these "international" educational partnerships. Thus, it occurred to me that, notwithstanding its anticipated negative impact, the current economic crisis might present a similar opportunity for transforming teaching and learning at Queen's.

For example, with no obvious immediate solution to the problem of increasing class sizes, we need to explore meaningful alternative ways of connecting with and engaging individual students. I could not help thinking of the phenomenal success of President-Elect Barack Obama in reaching and engaging millions of previously ap-



JOY MIGHTY

Teaching and Learning Issues

thetic or non-voters. How did he do it? What can we learn from his approach? Three aspects of what I call the Obama methodology are easily transferable to our classrooms.

First, he reached and engaged voters with messages that they perceived as relevant to them. The enormous diversity of Obama's supporters is unmistakable. Yet, every demographic group among his supporters believed that he was speaking and appealing to them. Perhaps if we were to do a comprehensive review of our curricula and re-examine the content of our courses, we too might be able to identify and incorporate more inclusive materials representing multiple perspectives and contexts that appeal to our diverse students and enrich their learning experience.

Second, Obama's messages were delivered in formats and through media that were dynamic and interactive, requiring voters to be responsive rather than passive recipients of information. Much has been said about his creative use of multimedia technology that appealed especially to young voters with whom he connected through email, text-messaging, blogs, podcasting, YouTube videos, Facebook and other forms of Internet-based

social networking. Regardless of our facility with these emerging technologies, the lesson to be learnt here is that we too can utilize a range of experiential learning methodologies that require students to be actively involved in their own learning as opposed to being passive spectators.

The third aspect of the Obama methodology that has implications for our teaching and learning is his ability to empower others. Amazingly, he turned over his campaign to volunteers, entrusting them with voters' lists and contact information that are normally closely guarded campaign secrets held by only the most-trusted colleagues high in a candidate's organizational hierarchy. Giving his supporters ownership of the process communicated high expectations of them and made his campaign fully people-centred. Similarly, learner and learning-centred approaches in our classrooms have been found to be more effective in the long run than teacher and teaching-centred approaches. The challenge for us is to create positive learning environments that are collaborative and social, and where students know that their contributions to the educational process are encouraged and valued.

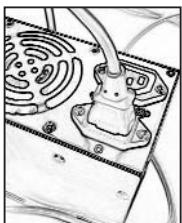
We may not be running for political office, but the lessons from the Obama methodology are clear. If we make the content of our courses relevant and appealing to our students, try to reach them in a variety of interactive ways, and share ownership of the educational process with them, we are likely to engage them and enhance the quality of teaching and learning at Queen's, even in times of resource constraints. Yes we can!

Joy Mighty is director of the Centre for Teaching and Learning.

You can protect yourself

The post-secondary experience is enhanced these days with the use of social networking tools such as MySpace and Facebook. Not only are these online resources invaluable in keeping friends and family connected over long distances, they are increasingly being used in for everything from class discussions to recruiting. However, we are sometimes careless with both the types of information we make available online, and the privacy settings we incorporate to set access permissions to that information. On one hand, being able to post personal photos, messages and information about our activities and whereabouts helps to overcome the obstacle of being at a distance from our loved ones. However, exposing so much personal information can pose a threat not only to our privacy but also to our personal safety. Furthermore, it's worth bearing in mind that not only do our peers visit our Walls, but so too do professors, colleagues and potential employers. Exercising a little discretion can prevent a lot of embarrassment.

Nobody who uses a computer these days does so without also having to use passwords. Creating strong passwords is probably the single most important thing we can do to protect ourselves online. Failure to do so can result in the unintentional disclosure – or theft – of personal information such as credit card numbers, health records, financial transactions, and more. In institutional settings such as colleges and universities, passwords



NANCY SIMON

Plugged In

are also used to connect to institutional resources, and with access comes the responsibility to help protect those resources.

The strongest passwords are created from a random string of both upper and lower case letters, numbers, and special characters (#, @, \$, !, etc.). These can be hard to remember, though, and so it's tempting to write them down. If you must do so, don't keep them close to your computer! Or, you could try putting together an acronym that is meaningful to you. For example, "NotFsW" for "none of this fancy stuff works" – easy to remember, but not so easy to guess.

After creating strong passwords, there are things we must do to protect them. For example, do not share your passwords with anyone! While this may be inconvenient at times, it actually safeguards others as well as yourself. If you are working at a public computer, always log out of applications and browsers when you are done working in order to clear any information that may have

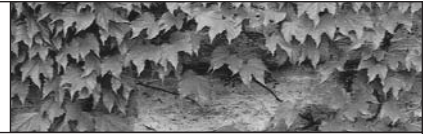
been retained, and never store your password in an application or browser when given the option.

Another danger to be aware of is phishing attacks, which are email attempts to fraudulently gain access to sensitive information such as passwords. There has been a spate of such attacks at Queen's in recent months in the form of email requests to confirm your identity. The email appears to have been sent from QUEENSU.CA, and indicates that the queensu.ca database is being upgraded. To confirm their identity, users are asked to provide the following personal information: Email Username, Email Password, Date of Birth, and Country or Territory. Unfortunately, though, this email is not from Queen's – it's a phishing attack. Please remember that you will never be asked to divulge your password by any legitimate group at Queen's. If you have been caught by one of these hoaxes, change your password immediately. The password change tool can be accessed from the NetID page on the ITServices website.

Issues relating to computing safety are becoming increasingly prevalent. Being mindful of security issues is the first step toward adopting more secure computing practices. You do have the power to protect yourself. To learn more about safe computing, visit the ITServices website at: www.queensu.ca/its

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

UNIVERSITY ROUNDUP



Are "smart drugs" a dumb idea?

Students should be allowed to take "smart drugs", such as Ritalin, to help boost their academic performance, a leading academic has suggested. John Harris, professor of bioethics and director of the Institute for Science, Ethics and Innovation at the University of Manchester, says the government and medical profession should "seriously consider" making cognition-enhancing drugs available to students without prescription, or allowing them to be prescribed for non-therapeutic purposes, such as studying. Up to now the debate on performance-enhancing drugs within British universities has focused primarily on the health risks faced by students taking prescription drugs. There are also questions of fairness as some have questioned why performance-enhancing drugs should be allowed for students in exams, when the practice is banned in sport.

Times Online, Jan. 1

How would you get away with murder?

You might expect Oxford and Cambridge universities to ask prospective students to compare the works of Chaucer to Boccaccio or to explain the theory of relativity. Instead, Oxford wants to know: "Would you rather be a novel or a poem?" Cambridge asks applicants: "How would you poison someone without the police finding out?" The idea behind these peculiar questions, say administrators at the two ultra-prestigious schools in England, is to see how well prospective students can think, not just how much they know. "What we're trying to do is to move students out of their comfort zone," says Mike Nicholson, Oxford University admissions director. "Many students will have a body of knowledge, and they may be expected to be trusted on that in the interview. What we want to do is take them beyond that point and get them to start thinking for themselves."

CNN, Dec. 8

New code of conduct at Fanshawe

Fanshawe College has recently launched an awareness campaign for the Student Code of Conduct. The policy defines the standard of conduct expected of all students while enrolled at the college. It outlines behaviour subject to disciplinary action, sanctions that may be imposed and procedures the College will follow. Every student, upon admission, contractually agrees to be governed by Fanshawe's rules and regulations, including the Student Code of Conduct, which applies from admission through completion of programs or courses, before and after classes as well as between semesters. In light of recent revisions to the existing college policy, it is important that students and faculty are aware of amendments, understand implications and know their rights and responsibilities.

www.fanshawec.ca, Dec. 1

Laurier Brantford stops construction

Money woes have forced Laurier Brantford to stop work on its planned university centre. Leo Groarke, principal of the Brantford campus, confirmed that the \$20-million centre, originally slated to open in September 2009, won't go ahead as planned because it's too expensive to build. This is the second time the project has run into a financial snag. In April, officials were faced with paring down the building's design when construction estimates came in \$4 million over budget. The project will likely be delayed by about three months.

Brantford Expositor, Dec. 10

Research misconduct studied

Very little is known about the frequency and scope of research misconduct at Canadian universities, and the time has come for that to change, say several groups heavily invested in the country's post-secondary research community. The Canadian Research Integrity Committee (CRIC) has brought on a seasoned consultant to study existing policies both in Canada and around the world. Tjjs Creutzberg was hired by CRIC to better define research integrity, determine the magnitude of research misconduct in Canada, and provide options to the community that will help combat the problem when it happens. A representative sample of universities, including those that undertake 90 percent of university research in Canada, will be contacted. Eight countries that are politically and culturally similar to Canada or are major players in global research will also be analyzed: the United States, United Kingdom, Australia, France, Germany, Norway, Denmark and Japan.

University Affairs, Dec. 15

UWO opens transgendered washrooms

Ten gender-neutral washrooms are opening at the University of Western Ontario.

"These bathrooms are single-stall bathrooms with a universal sign to provide safety and security for all individuals," says Cara Eng, the student council's vice-president of campus issues. Ms. Eng spearheaded the move after going to the Canadian University Queer Services conference in Montreal. "They're not just for people who are transgendered or who are in transition (from one gender to another). They're for anyone," Ms. Eng says. The bathrooms can also be used for students who want to breastfeed, those who need to wash before prayer or just would like privacy.

London Free Press, Dec. 1

Compiled by Lindsay Alexander

IN BRIEF

Research leads to natural health product

A recently launched natural health product which protects memory is derived after decades of Queen's research into amyloid proteins.

The work of emeritus professors Robert Kisilevsky (Pathology and Molecular Medicine) and Walter Szarek (Chemistry), and former Chemistry professor Donald Weaver resulted in the development of VIVIMIND™, based on a naturally occurring compound found in certain seaweeds. The compound reduces deposits of toxic proteins in the brain. These proteins are associated with the shrinkage of the hippocampus, an area of the brain important in learning and memory. A common effect of aging, hippocampal shrinkage may in turn reduce cognitive abilities.

Clinical trials involving more than 2000 people in Canada, the U.S. and Europe, have proven that VIVIMIND™ is effective in protecting cognitive functions. Results from one study showed that over an 18-month period, the compound reduced the loss of hippocampal volume by 68 per cent. The decline in cognitive test performance was also reduced.

OB/GYN profs honoured

Several Queen's researchers were honoured at the December 2008 meeting of the Association of Professors of Obstetrics and Gynecology (APOG) in Toronto.

Professor of Obstetrics and Gynecology Graeme Smith is co-winner of the APOG Researcher of the Year Award. He shares this award with Mark Walker and Shi-Wu Wen of the University of Ottawa.

Dr. Smith is the author of a recent study showing that high blood pressure during pregnancy, a condition known as pre-eclampsia, may serve as a warning sign for women at risk of developing heart disease.

Also honoured were Obstetrics and Gynecology professors Robert Reid, Dean VanVugt and Phil Hahn, who received the APOG President's Award for the development of their "Introduction to Research" course. They have been offering this two-day course to residents and junior faculty across Canada since 1992.

Cartledge named IEEE Fellow

Electrical and Computer Engineering professor John Cartledge has been named a fellow of the Institute for Electrical and Electronics Engineers (IEEE).

Earning the highest level of membership in the society, fellows are awarded for excellence in the profession. They are nominated by peers and approved by the IEEE board of directors.

Dr. Cartledge's research interests lie in the field of fibre optic communications. His work has advanced the fundamental understanding of how the properties of the device and its components impact the performance of the transmission system. He is also a fellow of the Optical Society of America and an IEEE Distinguished Lecturer (2008-2009).

The IEEE is one of the world's leading professional associations for the advancement of technology and has over 375,000 members worldwide.

Capturing climate change on camera

QUEEN'S JOINS UNIQUE INTERNATIONAL MONITORING PROJECT

By MOLLY KEHOE

Queen's geographers have partnered with the University of New Hampshire in a project that, for the first time, uses digital web cameras to monitor changes in forests in Canada and the U.S. Images are saved to study changes over time, which could have implications for climate change research.



Scott

Researchers Neal Scott and Harry McCaughey monitor and maintain two cameras – one at Groundhog River, Ontario and one at the Queen's University Biological Station north of Kingston – while researchers at the University of New Hampshire (led by Andrew Richardson) monitor 10 others.

The web cameras are mounted on towers that extend above the forest canopy in 12 locations across Ontario and the northeastern U.S. Pictures are captured every 30 minutes and transmitted to the University of New Hampshire.

"These images will not only help us monitor forest response to climate change, they'll also give us a better understanding of forest health against a background that includes significant seasonal change," says Dr. Scott, who is Canada Research Chair in Green-



Webcam photo of Queen's University Biological Station, on Jan. 7.

house Gas Dynamics and Ecosystem Management.

Funded by the U.S. Forest Service and Canadian Foundation for Climate and Atmospheric Studies, PHENOCAM is the first-ever regional climate change monitoring project to use remote web cameras.

After two years, researchers will be able to start studying changes in the forests. Until then, the images

will document baseline conditions and signatures of different tree species.

Known as near remote sensing, the cameras will allow the team to get a regional perspective on changes in forests; they will also help monitor the forest carbon cycle.

"Forests remove significant amounts of carbon dioxide from

the atmosphere every year, and subtle changes in forest health or phenology – or changes in the forest through a growing season – can alter how much carbon is stored in a forest," says Dr. Scott.

To see the latest image at QUBS or the site at Groundhog River, visit: klima.sr.unh.edu/data/latest/queens.jpg and klima.sr.unh.edu/data/latest/groundhog.jpg

Urologist finds common treatment for pelvic pain is ineffective

PROSTATITIS AFFECTS UP TO 12 PER CENT OF MALE POPULATION

By NANCY DORRANCE

A commonly prescribed drug for men suffering from a painful pelvic condition failed to significantly reduce patients' symptoms in an international study led by Urology professor and Kingston General

Hospital urologist Curtis Nickel.

The drug, called Alfuzosin, is regularly prescribed by more than half of family doctors to treat chronic prostatitis/chronic pelvic pain syndrome. This affliction is estimated to affect from six to 12 per cent of the population.

"The results of our study will inform not only future clinical trials of alpha-blockers, but also other potential therapies," says Dr. Nickel, who is Canada Research

Chair in Urologic Pain and Inflammation.

"Although the evidence for using alpha-blockers to treat new cases of chronic prostatitis/chronic pelvic pain syndrome is weak, some physicians have advocated use of this class of drug in men with this condition," he adds. "Our findings do not support this recommendation and should prompt reconsideration of use of an alpha-blocker as the first drug of

choice for these patients."

Prostatitis is a common and costly medical condition, with chronic prostatitis/chronic pelvic pain syndrome the most frequent type seen by physicians. Men with this condition experience pain in the genital and urinary tract area and also report lower urinary tract symptoms and sexual problems that negatively affect their quality of life.

In the Queen's-led study, 233 men diagnosed with chronic prostatitis/chronic pelvic pain syndrome were randomly assigned to either alfuzosin or an identical-looking placebo. None of the men had received prior treatment with an alpha-blocker.

Over the 12-week trial, participants were asked to rate improvements in pain perception, problems with urination, and their quality of life. The rates of response in both groups were the same.

The study was sponsored by the U.S. National Institute of Diabetes and Digestive and Kidney Diseases (NIDDK), part of the National Institutes of Health. "In medical research, it is as important to find out which treatments are effective, as well as those which are not beneficial," notes NIDDK Director Griffin Rodgers. "Now researchers can focus their efforts on more promising therapies."

Also participating in the study were researchers from: University of Washington, Massachusetts General Hospital, Stanford University, Temple University, the Glickman Urologic Institute in Cleveland, University of California, Los Angeles, University of Maryland, and University of Mississippi.



STEPHEN WILD

Urology professor Curtis Nickel leads a study on the effectiveness of treatment for a painful pelvic condition in men.

Climate warming triggers ecosystem changes in lakes

By NANCY DORRANCE

Researchers at Queen's and the Ontario Ministry of the Environment are linking unparalleled climate warming over the last few decades with widespread ecosystem changes in many temperate North American and Western European lakes.

The team reports that striking changes are now occurring in many temperate lakes similar to those previously observed in the rapidly warming Arctic, although typically many decades later. The Arctic has long been considered a "bellwether" of what will eventually happen with warmer conditions farther south.

"Our findings suggest that ecologically important changes are already under way in temperate lakes," says Biology research scientist Kathleen Rühland, from the Paleocological Environmental Assessment and Research Lab (PEARL) and lead author of the study.

Also on the team are Biology professor John Smol, Canada Research Chair in Environmental Change, and Andrew Paterson, a research scientist at the Ontario Ministry of the Environment and an adjunct professor at Queen's.

One of the biggest challenges with environmental studies is the lack of long-term monitoring data, Dr. Rühland notes. "We have almost no data on how lakes have responded to climate change over the last few decades, and certainly no

data on longer term time scales," she says. "However, lake sediments archive an important record of past ecosystem changes by the fossils preserved in mud profiles."

The scientists studied changes over the last few decades in the species composition of small, microscopic algae preserved in sediments from more than 200 lake systems in the northern hemisphere. These algae dominate the plankton that float at or near the surface of lakes, and serve as food for other larger organisms.

"Ecologically important changes are already under way in temperate lakes."

Kathleen Rühland

Striking ecosystem changes were recorded from a large suite of lakes from Arctic, alpine and temperate ecozones in North America and western Europe. Aquatic ecosystem changes across the circumpolar Arctic were found to occur in the late-19th and early 20th centuries. These were similar to shifts in algal communities, indicating decreased ice cover and related changes, over the last few decades in the temperate lakes.

"As expected, these changes occurred earlier – by about 100

years – in highly sensitive Arctic lakes, compared with temperate regions," says Dr. Smol.

In a detailed study from Whitefish Bay, Lake of the Woods, located in northwestern Ontario, strong relationships were found between changes in the lake algae and long-term changes in air temperature and ice-out records. The authors believe that, although the study was focused on algae preserved in lake sediments, changes to other parts of the aquatic ecosystem are also likely (for example algal blooms and deep-water oxygen levels).

"The widespread occurrence of these trends is particularly troubling as they suggest that climatically-induced ecological thresholds have already been crossed, even with temperature increases that are below projected future warming scenarios for these regions," adds Dr. Paterson.

The authors warn that if the rate and magnitude of temperature increases continue, it is likely that new ecological thresholds will be surpassed, many of which may be unexpected. "We are entering uncharted territory, the effects of which can cascade throughout the entire ecosystem," concludes Dr. Smol.

The research was funded by the Natural Sciences and Engineering Research Council of Canada, and the Ontario Ministry of the Environment.



KATHLEEN RÜHLAND

Adjunct Biology professor Andrew Paterson retrieves a core of sediment from Lake of the Woods, Ontario.

Pathology professor named first KGH Research Chair



COURTESY OF KINGSTON GENERAL HOSPITAL

Pathology and Molecular Medicine professor Jeremy Squire is KGH Research Chair in Molecular Pathology.

Queen's Pathology and Molecular Medicine professor Jeremy Squire has been appointed Kingston General Hospital's first-ever Research Chair in Molecular Pathology.

As research chair, Dr. Squire will continue his internationally renowned research, currently focused in prostate cancer and osteosarcoma, while fostering and developing interdisciplinary research collaborations at KGH and across Kingston's academic health sciences centre, affiliated with the university.

"Close interactions between basic scientists and clinicians from various disciplines such as pathology, oncology and genetics help create a very dynamic environment," explains Dr. Squire. "By bringing these multidisciplinary teams together, we can apply our research discoveries directly to patients, where they will have the greatest impact and opportunity

for further advances."

Dr. Squire will also serve as Director of Translational Laboratory Research with the National Cancer Institute of Canada's Clinical Trials Group (NCIC CTG) based at Queen's Cancer Research Institute. In this role he will facilitate all research projects across the country, as well as help lead the establishment of future strategic directions related to translational research – the application of basic research in a clinical setting. Working closely with Janet Dancey, who recently joined NCIC CTG as Director of Translational Clinical Research, Dr. Squire will help promote and support implementation and development of research findings in clinical practice.

Considered one of the foremost cytogeneticists in the world, Dr. Squire has spent more than 25 years as a research scientist and, most recently, has held senior posi-

tions with Princess Margaret Hospital and the University Health Network in Toronto. As a cytogeneticist, Dr. Squire looks for genetic abnormalities that might help uncover the onset, cause and progression of cancer as well as the most appropriate and effective forms of treatment or therapy.

The establishment of a research chair, which was funded in part by an endowment governed by the KGH Foundation, is a tremendous boost to the hospital's teaching and research mandate, says Iain Young, head of the Department of Pathology and Molecular Medicine at KGH and at Queen's.

"The opportunity to recruit an international leader in translational cancer research like Dr. Squire is a real coup for KGH and we look forward to what he will bring to our academic health sciences centre."

Researchers receive more than \$2 million from CFI

By LINDSAY ALEXANDER

Thirteen Queen's research projects, ranging from the origins of biodiversity to probiotics and gastrointestinal diseases, have received more than \$2 million from the Canada Foundation for Innovation (CFI) Leaders Opportunities Fund. This support will enable the university to invest in state-of-the-art lab equipment to conduct world-class research.

Lauren Flynn (Chemical Engineering) has been granted \$100,000 for research on tissue engineering with adipose-derived stem cells.

"Tissue engineering holds great promise for the treatment of numerous diseases, disorders, and traumas," says Dr. Flynn. "The long-term objective in this field is to create tissue substitutes that will fully integrate into the body, promoting regeneration and restoring lost functionality."

Her research focuses on the investigation of stem cells isolated



Blohm

Bowie



Flynn

Woodhouse

from human fat. The CFI funds will be integral to establishing Dr. Flynn's research program involving novel bioreactor strategies, differentiation, and the fabrication of 3-D constructs for soft tissue reconstruction.

Christopher Bowie (Psychology) has been awarded \$74,500 for research on neurocognition and functional disability in schizophrenia. His research program focuses on understanding and treating impairments in neurocognition, such as attention, memory, and problem-solving skills.

"Schizophrenia is one of the

world's most devastating illnesses," says Dr. Bowie. "Neurocognitive deficits, more so than the diagnostic symptoms such as delusions and hallucinations, cause and maintain functional disability in schizophrenia."

The grant will provide Dr. Bowie with advanced tools for examining these neurocognitive deficits and for designing behavioural treatment strategies that aim to reduce the functional burden of schizophrenia.

Other Queen's recipients are: Gunnar Blohm, Physiology (\$200,000): Dynamics of sensorimotor computations for perception

and action: modeling and experiments

Christopher Booth, Oncology (\$78,624): Translating new anti-cancer treatments into population benefit: a provincial chemotherapy and outcomes database

Gabor Fichtinger, Computing (\$400,000): Percutaneous oncology intervention laboratory (surgical robotics)

Yves Filion, Civil Engineering (\$150,000): Enhanced disease surveillance for the rapid detection and mitigation of gastrointestinal illness outbreaks caused by drinking water system contamination

Gregory Jerkiewicz, Chemistry (\$199,390): Infrastructure for the search of quantum entanglement in electrochemical processes involving hydrogen

Paul Martin, Biology (\$120,000): Origins of Biodiversity

William Nelson, Biology (\$131,200): Laboratory and field equipment to study eco-evolutionary feedbacks in coupled ecological

systems

John Peacey, Mining Engineering (\$100,000): New process development for complex copper and nickel ores and concentrates

Joshua Pearce, Mechanical and Materials Engineering (\$200,000): Ultra-high efficiency InGaN solar photovoltaic cells

Elaine Petrof, Medicine (\$180,000): Probiotics and gastrointestinal diseases

Kimberly Woodhouse, Chemical Engineering (\$125,000): Elastomeric polymers for tissue engineering: building biomimetic scaffolds

The CFI contribution is part of a \$45-million investment that funds more than 250 projects from 44 institutions. The funding program was designed to reflect Canada's fast-evolving research environment by providing Canadian universities with infrastructure and the flexibility they need to both attract and retain the world's finest researchers.

Prime ministers in exile

Country above party and honouring the highest office in the land. In these areas, Canada's political class definitely has a lot to learn from our American neighbours we so often like to criticize.

President George W. Bush has announced that he will be bringing his successor, Barack Obama, and all the living former presidents together for a White House luncheon two weeks before Inauguration Day.

Mr. Bush's press secretary, Dana Perino, said the Jan. 7 gathering will be an opportunity for the presidents to discuss domestic and world affairs. "These men share experiences that no one else can imagine," she said.

Canadians, who are now heirs to a poisoned political culture in which all the parties are culpable, can only look on in envy at so much that has happened in the United States since election day. The thought of Prime Minister Stephen Harper (or, to be fair, many of his predecessors) hosting a gath-

ering similar to the White House luncheon boggles the mind.

No, Canada has developed a political culture that only rarely calls upon the country's past leaders for the kind of dispassionate advice only they can give. We banish our former prime ministers to a uniquely Canadian exile. In this regard, it's time we looked to the American example.

The first step might be for Mr. Harper to name all the living former prime ministers as senators the next time he makes appointments, rather than repeating his pre-Christmas orgy of patronage. Or he could use the provision Brian Mulroney used to get the GST through, and summon them as extra members of the Red Chamber.

This move would enable our past leaders to speak in the Red Chamber when they feel the need to contribute in their areas of specialty. Paul Martin could give a voice to the aboriginal youths he is now so honourably championing as a private citizen. Brian Mulroney,



ARTHUR MILNES

Expert Outlook

who battled apartheid, could provide advice on dealing with Zimbabwean dictator Robert Mugabe.

Kim Campbell, who spent many years teaching at Harvard, would have great insight into American affairs. Joe Clark, one of the greatest foreign ministers since Lester Pearson's time, might share his wisdom on Third World development. And Jean Chrétien, the last prime minister to face a Democratic president in the White House, could offer his voice as Mr. Obama

takes office in January.

Here's another U.S. lesson our politicians could learn from. Shortly after the 1996 election, a hard-fought campaign won by Bill Clinton, he awarded the Presidential Medal of Freedom to his opponent, Republican senator Bob Dole – an extremely classy act that spoke to country above party.

Couldn't Mr. Harper help bring civility back to the House of Commons if he had all the opposition party leaders named privy councillors? As it stands, Jack Layton is the only opposition party leader now honoured.

Pierre Trudeau had Mr. Mulroney, then opposition leader, so named in 1984, after the latter won election to the Commons. He also made the great Stanley Knowles an officer of the House in perpetuity before leaving office. Mr. Mulroney, in turn, arranged for former NDP leader Tommy Douglas and Liberal senator David Croll to be made privy councillors when his turn came.

When Mr. Bush hosts his luncheon next week, there will be 24 years of combined presidential experience for Obama to draw upon. America and the world are facing difficult economic times. None of the men at that table have all the answers alone. Still, in their uniquely American experience, theirs is a resource and sounding board that Mr. Obama can surely learn from. Despite the crises they face, Americans should feel reassured that their new president has the chance to receive the best of advice possible, thanks to a gesture by the outgoing chief executive.

By contrast, Canada's former prime ministers remain exiled, their experience, contacts and skill largely wasted to Canadians – but more importantly, lost to the man who now holds the job they once did. It doesn't have to be this way.

Arthur Milnes is a fellow of the Centre for the Study of Democracy. This piece was recently published in the *Globe and Mail*.

Experts address Liberal Party reform, social networking sites

QUEEN'S IN THE NEWS

Highlights of Queen's experts in the media

■ Dec. 2 – Jan. 6

New York Times

Ned Franks (Political Studies) – Coalition government and the role of the Governor General, also in the *Globe and Mail*, *International Herald Tribune*, *The Australian*, *San Diego Union Tribune*, *Calgary Herald*, *Winnipeg Sun*, *Le Devoir*, *New Brunswick Telegraph-Journal*, *Moncton Times and Transcript*, *St. John's Telegram*, *Kingston Whig-Standard*, and on *Foxnews.com*, *MSNBC.com*, *BCCCanada.com*, *CTV.ca*, *CBC Radio's The House*, *CBC TV's The National*, and *CKNW Radio Vancouver*; Harper's Senate plan on *CBC Newsworld*.

Susan Lederman (Psychology) – Sense of touch in humans, also in the *Montreal Gazette* and the *Yukon News*.

Globe and Mail

David Dodge (Chancellor) – The financial crisis.

Ken Wong (Business) – A new recruitment website, *Civiside.com*; importance of marketing during a recession.

Arthur Milnes (Centre for the Study of Democracy) – Opinion piece on the treatment of former leaders by Canadian politicians; Sir John A. Macdonald's Kingston history in the *Kingston Whig-Standard*.

Curtis Nickel (Urology) – Men who suffer from chronic pelvic pain.

National Post

Heather Evans (English) – Significance of holiday foods, also in the *Ottawa Citizen*, *Victoria Times-Colonist*, and *St. John's Telegram*.

Toronto Star

Mike Condra (Health, Counselling and Disability Services) – Social networking sites as a distraction for studying students.

Tom Axworthy (Policy Studies) – Opinion pieces on Liberal Party reform, the recent terrorist attacks in Mumbai; also opinion pieces on public funding of political parties and possible coalition government in the *Ottawa Citizen*, and on the Liberal Party in the *Ottawa Citizen*, *Windsor Star*, *Toronto Sun*, *Ottawa Sun*, *Calgary Sun*, *Edmonton Sun*, and *Winnipeg Sun*.

John Smol and **Kathleen Ruhland** (Biology) – Warming temperate lakes, also in *Science Daily*.

Gregor Smith (Economics) – Resurgence of Keynesianism; global financial crises' effect on Canadian



Brock



Chan



Dodge



Franks



Narbonne



Wong

interest rates.

Ottawa Citizen

Art Cockfield (Law) – Opinion piece highlighting Santa's ability to track children's behaviour using today's surveillance technologies, also in the *Windsor Star*, *Victoria Times-Colonist*, *Edmonton Journal*, *Montreal Gazette* and the *Vancouver Province*.

Kathy Brock (Policy Studies) – Public reaction to the coalition proposal, also in the *Calgary Herald*, *Victoria Times-Colonist*, *Vancouver Sun*, and on *Canada.com*; coalition government in the *Toronto Sun*, *Ottawa Sun*, *Edmonton Sun*, *Calgary Sun*, *London Free Press*, *Winnipeg Sun*, *Winnipeg Free Press*, *Peterborough Examiner*, *Kingston Whig-Standard*, and on *CBC Syndicate* broadcast in *Windsor*, *Regina*, *Sudbury*, *Edmonton*, *Calgary*, *Prince George*, *CBC Radio's Ontario Morning*, *CFRB Radio Toronto*, *KCBS Radio*, *San Francisco*, and *CKWS Television*.

Kingston Whig-Standard

John Schram (Political Studies) – The kidnapping of Canadian diplomat Robert Fowler in Africa.

Jeremy Squire (Pathology and Molecular Medicine) – Appointment as Kingston General Hospital's first research chair in molecular biology.

Max Zhang (Business) – National stock market tournament for university and college students.

Yolande Chan (Business) – Students' reasons for leaving or staying in Kingston after graduation, also on *CKWS Television*.

CBC

Pam Dickey Young (Religious Studies) – Christmas symbols with staying power in an interview with *CBC Syndicate* broadcast in *Ottawa*, *Vancouver* and *Winnipeg*.

Louis Gagnon (Business) – Deteriorating state of the Canadian economy on *CBC Radio-Canada's Au dela de la 401*.

Guy Narbonne (Geological Sciences and Geological Engineering) – Waning of the great Proterozoic

ice ages and the origin of animal life on the *CBC-Radio* documentary series *Ideas*.

Other

Tom Courchene (Policy Studies) – Ontario's status as a have-not province in the *London Free Press*, *Brantford Expositor*, *Sarnia Observer*, *Simcoe Reformer*, *Sudbury Star* and the *Timmins Daily Press*.

Jonathan Rose (Political Studies) – Conservative attack ads in a Canadian Press story picked up by the *St. John's Telegram*, *Brantford Expositor*, *Peterborough Examiner*, *Sault Star* and the *Daily News (Truro)*.

Kent Novakowski (Civil Engineering) – Geological disposal in sedimentary rocks in a Canadian Press story picked up by the *Hamilton Spectator*, *Sudbury Star*, *St. Catharines Standard*, *Calgary Sun*, *Simcoe Reformer* and the *Owen Sound Sun Times*.

Helen Driver (Medicine) – Recognizing symptoms of sleep disorders, in the *Montreal Gazette*.

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QPID inspires next generation to make a difference

By LINDSAY ALEXANDER

Queen's Project on International Development (QPID) has created new initiatives designed to get youth interested and involved in community development projects.

"As an organization, we are very aware that development doesn't just happen out there," says Ken Zolotar, General Director of QPID. "There is certainly much to be done in Kingston."

The Kingston Projects Committee under the Campus and Community Sector of QPID has developed Seek Engage Empower (SEE), an interactive workshop for Kingston-area high schools which encourages youth to think critically about development issues. Schools can also invite QPID to present workshops throughout the year.

The Youth Forum is a free one-day conference where high school students from Kingston and the surrounding area are invited to talk about development-related issues. The forum features young speakers from groups like Students Without Borders, who encourage youth to contribute to their communities. The next forum takes place March 10. Spaces are limited, and interested students are encouraged to register between now and March 1. QPID aims to equip youth with the tools needed to make a positive change by directing them to local resources.

Another new program is the Youth Advisory Council, which is intended for Kingston-area high school students. It meets once a month to receive information on local issues and to develop leadership skills. Students are encouraged to engage in discussions on local and global development issues and are inspired to take action in their communities.

Through these programs QPID hopes to empower younger students, demonstrating that it is possible to contribute to community advancement regardless of age.

"We want to convey the message that as students you do have the ability to work in a development community," says Mr. Zolotar. "You do have the ability to make a positive difference."

QPID, a student-run, non-profit



COURTESY OF KATE DICKSON

Kate Dickson of Queen's Project on International Development (QPID) organizes cooperative games with school children in Wakapoa Guyana while they wait for their examinations.

organization, was developed in 1990 by a group of civil engineering students to raise awareness of international development issues and to bring aid using the expertise of its members. With more than 200 successfully completed grassroots projects, QPID's global involvement over the past 19 years has benefited several communities around the world, including regions in Guyana, Bolivia, Nicaragua, Ghana, India and Northern Canada.

Initially, the group sought to tackle international infrastructure and development issues. Over the years, the organization has become more diverse with expertise drawing from faculties across the university and has shifted focus

into other areas including education and technology.

The goal is to help implement a sustainable program so that QPID's involvement can be phased out eventually.

"QPID has grown up in the scope of development projects," says Mr. Zolotar. "Within QPID's scope and range we've learned that attempting more infrastructure-

based projects without certified engineers was not the best way to proceed."

QPID's three-month summer projects are central to the organization and vary depending on the skills of the volunteers. Currently, the group runs projects in three specific areas. In Nunavut and Northern Canada, the group focuses on educational and culturally based development including literacy camps for children. In Guyana, the focus is on business administration, specifically computer-based technology for better business practices. Volunteers in Ghana help rural areas access energy structures. Each project is a shared endeavor with the partner community, where volunteers work with the

local people to gain a better understanding of the issues that need to be addressed. The goal is to help implement a sustainable program so that QPID's involvement can be phased out eventually.

The success of a project is measured by whether the partner organizations wish us to return, says Mr. Zolotar.

"While in Guyana, I received a message from a man who was formerly on the village council and he asked whether the 'QPIDs' were coming back. We do not have a great deal of international coverage, but on a local level our partners very much want us to return. The desire to have our volunteers come back exists and is great." engsoc.queensu.ca/qpид



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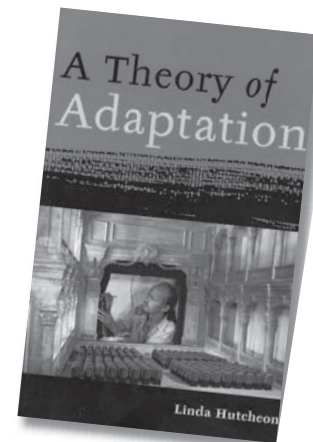
University Professor
Centre for Comparative Literature
Department of English
University of Toronto

Thursday, January 15, 5:00 pm
Dunning Hall Auditorium

*The Ethics and Politics of Reviewing
in the Twenty-first Century*

Friday, January 16, 1:00 pm
Dunning Hall 14

*Adaptations Across the Media:
Page to Stage to Screen(s)*



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CFRC 101.9 FM OPERATIONS OFFICER HIRING



The Alma Mater Society of Queen's University (AMS) invites applications for the position of CFRC 101.9 FM Operations Officer.

One of the oldest radio stations in Canada, CFRC 101.9 FM is owned and operated by the AMS and aims to provide innovative and alternative radio programming that enriches and challenges the academic and cultural life of the University and Kingston community. CFRC provides students and community members with the opportunity to gain experience in the collective operation of a radio station whose programming and practices are not constrained by demands for profit.

The CFRC 101.9 FM Operations Officer will:

- Provide guidance and assistance to CFRC management, Radio Club Executive, staff and volunteers and the CFRC Board to assist each in performing their duties
- Ensure CFRC is operating in accordance with all relevant CRTC, AMS and University laws, guidelines, procedures and policies
- Mentor volunteers to develop their passion for and knowledge of campus and community radio
- Assist in the development and implementation of the annual and long term strategic and business plans of the Station
- Coordinate maintenance of all facilities and broadcast equipment of the station

Suitable candidates should have:

- 2 - 5 years of related experience
- University Degree or completion of a relevant post-secondary school program an asset
- Relevant administrative, managerial and organizational experience in a student and/or community focused environment
- Excellent interpersonal, oral communication and written communication skills
- Demonstrated ability to create and maintain financial control of working capital and operational budgets
- Thorough knowledge of and interest in broadcasting practices and principles of station management, particularly as they apply in campus-based community radio

Starting salary at \$40,000. Position commences late March/early April 2009.

Resumes with cover letters are welcome by mail or courier until Thursday, February 12th, 2009 at the following address:

Attn: CFRC Operations Officer Posting
The Alma Mater Society
John Deutsch University Centre, Queen's University
Kingston, ON K7L 3L6

Please note that only those selected for a multiple interview process will be notified. The first round of interviews will take place Saturday, February 21st or Sunday, February 22nd, 2009. The Alma Mater Society thanks you in advance for your interest!

Visit www.cfr.ca for a detailed job description and application instructions.

For the Record

Submission information

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

Appointments

New Faculty Appointments

Faculty of Health Sciences

Daniel D. Mott, Diagnostic Radiology (Dec. 15)

Albert Y. Jin, Medicine – Neurology (Nov. 1)

Faculty of Applied Science

Qingguo Li, Mechanical and Materials Engineering (Jan. 1)

Staff Appointments

Posted at www.hr.queensu.ca

Dec. 5

Programs Coordinator

Faculty of Education, 2008-221

Susan Goodfellow (Office of the University Registrar)

Senior Internal Auditor

Risk Management and Audit

Services, 2008-196 Kellie Hart

Programmer Analyst

Information Technology Services,

2008-220 Josef Popovits

Research Analyst

Advancement Services (Prospect Research & Constituent Data), 2008-240

Program Coordinator, QEDC

School of Business, 2008-218

Jennifer Deline (School of

Business)

Kitchen Equipment Mechanic

Physical Plant Services, 2008-093

Richard Brownell

Sustainability Manager

Physical Plant Services, 2008-186

Aaron Ball (Physical Plant Services)

Investment Associate

Investment Services, 2008-224

Chris Taylor

Assistant to the Associate Dean (Studies)

Faculty of Arts and Science, 2008-216

H. Michelle Graham-Gallant (School of Business)

Dec 12

Annual Giving Officer

Alumni Relations and Annual Giving,

2008-234 Ryan Sheahan

Dec 19

Web Services Specialist (Residence

Technology)

University Residences, 2008-219

Owen Bird

Administrative Secretary, Develop-

ment

School of Business, 2008-231

Krista Sheppard (School of Business)

Assistant Director, Financial

Account and Reporting

Financial Services, 2008-233

Mark McDonald

IT Helpdesk Support Analyst

School of Business, 2008-207

Alison Josselyn (Faculty of Law)

Equity Project Officer

Equity Office, 2008-244

Withdrawn

Associate Director, Development

Strategy & Campaign Manager

School of Business, 2008-227

Michelle Miatello

Animal Care Helper

Animal Care Services, 2008-260

Virginia McCullough (Animal Care Services)

Manager of Recruitment and Admissions

Faculty of Law, 2008-252

Withdrawn

Awards and Grants

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.

Distinguished Service Award

Alumni and members of the Queen's University Council (including the Senate and the Board of Trustees) are invited to nominate a candidate for the 2009 University Council's Distinguished Service Award. Inaugurated by the Council in 1974, this prestigious honour is normally granted to no more than six persons per year. Nominations are open to any Queen's faculty, staff, alumni or benefactor who has demonstrated outstanding service to the university over a number of years. For full details and the nomination form, go to www.queensu.ca/secretariat/ucouncil/DSA/index.html or contact the University Secretariat, 613-533-6095. Deadline: Friday, Feb. 6, 4:30 pm.

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.

Committees

Headship search, Civil Engineering

In accordance with the terms of the Collective Agreement between Queen's University and the Queen's University Faculty Association, Principal Tom Williams has appointed a selection committee to advise him on the appointment of a head of the Department of Civil Engineering. Elected members: Civil Engineering: B. Anderson, Y. Fillion, M. Green, C. MacDougall, I. Moore, and A. Take. Appointed members: Ron Anderson, Mechanical and Materials Engineering; Titia Praamsma (graduate student) Christine McClure (undergraduate student), Lloyd Rhymmer, Civil Engineering. Non-voting members: B. Brouwer, Associate Dean, School of Graduate Studies and Research. Chair: Kimberly Woodhouse, Dean, Faculty of Applied Science. Faculty, staff and students are invited to submit their comments on the present state and future prospects of the department and the names of possible candidates for the headship, to the committee chair, Dr. Kimberly Woodhouse, c/o Donna Horner, hornerd@queensu.ca by Monday, Jan. 19. All letters will be reviewed by the selection committee and will become part of the record of decision-making.

Director search, QIEEP

Bryne Purchase's term as director of the Queen's Institute for Energy and Environmental Policy (QIEEP) will

end June 30, 2009. Dr. Purchase does not wish to be considered for reappointment. The following search committee has been established: A. Sweetman (chair), T. Carpenter, QIEEP, W. Mabee, QIEEP and School of Policy Studies, J. Pearce, Mechanical Engineering. All members of the Queen's community are invited to submit names of possible candidates to the Chair of the Committee, Dr. Arthur Sweetman, at arthur.sweetman@queensu.ca

Queen's University Panel on Diversity, Anti-Racism and Equity

Principal Tom Williams and

Vice-Principal (Academic) Patrick Dean have established the Queen's University Panel on Diversity, Anti-Racism and Equity as a focus and stimulus for university-wide dialogue on issues of racial, religious and ethnic identity.

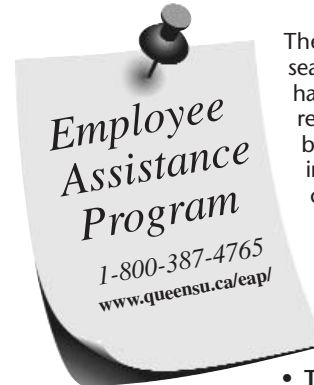
The panel will hold hearings, debates, working sessions and focus groups to help foster a climate of inclusion and civility. Its members will also participate in the consolidation and coordination of our institution-wide effort to combat racism and to foster inclusiveness.

The panel will be making short- and long-term recommendations to the

Continued on page 14

A Footnote on Health

Remedies for financial holiday hangovers



The events and celebration of the holiday season – the parties, the food, the shopping, have come to an end. It's time to sit back, relax and enjoy the peace and quiet January brings. But that stack of credit card bills piling up, unopened, on the table before you can make you feel anything but tranquil. While you may be tempted to ignore this financial holiday hangover, there are several steps you can take to ease the financial pressure and ensure the rest of the year is filled with fiscal comfort and joy.

- **Take charge of the charges.** While it may be tempting to simply ignore debts and hope for a miracle, denying your financial dues will only add to your stress. Face financial demons head-on: sit down, open your bills – matching statement transactions with receipts – and assess the situation. Directly and honestly dealing with your debt load gives you a sense of control and helps to ease anxiety.

- **Create a budget.** Carefully assess how much you can put towards paying your debts each month. Look for ways to reduce the money you're currently spending: cut back on eating out and brown-bag your lunch, find free alternatives to expensive nights out, and skip the costly cappuccinos on work breaks.

- **Be strategic.** Pay the largest sums on the credit card with the highest interest rate and pay at least the minimum on lower interest cards. Many credit card companies offer you the option of consolidating other credit card debts onto one card at a much lower interest rate. Take advantage but be careful: if you're late or miss a payment, the interest immediately inflates to the standard rate.

- **Pay much, pay quickly.** You don't need to be an accountant to know that the longer you take to pay debts off, the more interest you'll pay out. Many people fail to realize that it could take 18 to 20 years to pay off a large credit card debt by paying only the minimum monthly balance. Consolidate your debts through a lower interest rate line-of-credit if possible and always pay more than the minimum due.

- **Start planning for next year now.** The more prepared you are for the next holiday season; the less likely you are to overspend and suffer from another financial hangover. Open a holiday savings account and funnel a small sum of money to it weekly to go towards next year's spending. Make holiday shopping a year-round event: pick up gifts when they go on sale, even if it's in the middle of the summer. Doing so will help you avoid December-panic impulse shopping which often leads to overspending.

- **Get financial advice.** If you're feeling in over your head with your debt load, then it may be time to seek support from a financial expert. He or she can assess the situation, help you draw up a clear and realistic plan to manage your money, and free yourself from debt. For information and advice on financial matters contact your EAP Financial Support Services.

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

Staff Appreciation Day draw, Dec. 2, 2008

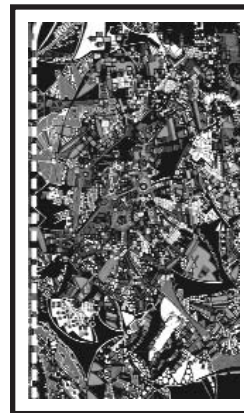
Congratulations to the winners and sincere thanks to all who donated the prizes.

Donor	Prize	Winner
Principal Tom Williams	Gift basket	Charles Sumbler
Vice-Principal Patrick Deane	Queen's frame, clock	Carmen Waddell
V-P Operations & Finance	Gift basket	Dionne Nolan
Vice-Principal Kerry Rowe	Queen's hooded sweatshirt	Cynthia Tinga
Vice-Principal David Mitchell	Gift basket	Susan Charlesworth
David Walker, Dean, Health Sciences	Gift basket	Ken Cuthbertson
Jason Laker, AVP and Dean, Student Affairs	Queen's blanket, scarf, mug	LeeAnn Stoness
Kimberly Woodhouse, Dean, Applied Science	Gift basket	Elaine Constant
Vice-Principal Rod Morrison	Floral arrangement	Gordon Luck
Alistair MacLean, Dean, Arts and Science	Gift basket	Kathleen Vollebregt
Rosa Bruno-Jofré, Dean, Education	Book	George Oldford
William Flanagan, Dean, Law	Pottery mugs	Thomas Hunter
David Saunders, Dean, School of Business	QSB fleece jackets (2)	Helen Campbell
Janice Deakin, AVP and Dean, Graduate Studies	Water bottle, travel mug, book bag	Nancy Owen
Jo-Anne Brady, University Registrar	Appointment book	Sharon Hanna
Paul Wiens, Chief Librarian	Gift basket	Kathryn Sparks
Sean Reynolds, CIO, Information Technology Services	MP3 players (2)	Kyle Devine
Dan Hogg, AVP finance, Chief Financial Officer	Gift basket	Wayne Myles
		Patricia Deir
		Rebecca Kinsella

The Studio Gallery

Recent works by

JoAnn Ralph and Mona Youssef



January 5th - February 13th

Gallery Hours

Tuesday - Thursday 11-2

or by appointment

B144 Duncan McArthur Hall

Faculty of Education, Queen's University

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solara@queensu.ca

university. The short term recommendations should be reasonably implementable, given available resources. The longer-term recommendations will be considered as part of the university's commitment to improving the climate of tolerance and cross-cultural understanding among students.

Panel members are: Arig Girgrah, Assistant Dean, Student Affairs, Intergroup Programs and Community Development (secretary); Adnan Husain, Associate Professor, History; Leora Jackson, Rector; Arunima Khanna, Cross-Cultural Advisor, Student Affairs; Cynthia Levine-Rasky, Assistant Professor, Sociology; Barrington Walker, Associate Professor, History, and Diversity Advisor to the Vice-Principal (Academic) (chair). The panel is supported and resourced by the Office of the Vice-Principal (Academic). Direct inquiries and suggestions to Dr. Walker, c/o the Office of the Vice-Principal (Academic), 613-533-2020, walkerb@queensu.ca

Human Resources

Attention students - 2008 T4s

Students are reminded to update their mailing addresses in QCARD. Payroll will be updating the T4 address database from the "mail address" field on QCARD, on Feb. 4. Any address changes made after this date must be made in writing and submitted to the Human Resources department by Feb. 6 to have the correct mailing address reflected on the 2008 T4 slips. T4s will be mailed by Feb. 27.

Milestones

Compiled by Faye Baudoux
If you have a milestone of 5, 10, 15, 20, 25, 30, 35, 40 years or more of continuous service coming up and

you do NOT wish your name to be included in the listing, please contact Faye in Human Resources at ext. 77791.

Congratulations to those who reached the following milestones:
September 2008

40 years: Marjorie Lambert, Math and Stats; Ivan MacKeen, PPS.

30 years: Joan Knox, Geography; Gary Wilson, Law Library.

25 years: Douglas Archibald, Geological Sciences and Geological Engineering; Theresa Brennan, Economics; David Dumond, PPS; Joel Kimmett, Residences; Elizabeth McNutt, Residences; Carolyn Morrison, Psychology; Mark Publicover, Geography; Christopher Russell, Custodial Services; Katherine Willis, Law Library; Brian Zufelt, Education.

20 years: Mary Andrews, Environmental Studies; Denise Cameron, Biochemistry; Kathy Jackson, Kinesiology; Caroline Johnson, Law; Brenda Jordison, Residences; Shelli Mackie, Custodial Services; Sharon Musgrave, Access Services; Maureen Myers, Access Services; Patricia Shaw, Residences; Angela Swain, Custodial Services.

15 years: Angela Langille, Developmental Consulting Program; Ronald Murdock, Law; Brenda Willis, Athletics and Recreation.

10 years: Maria Burns, Stauffer Library; Alexandra Cooper, Stauffer Library; Brian Deir, PPS; Michelle Ellis, Sociology; Sandra Halliday, Bracken Library; Goran Kapetanovic, Family Medicine; Loanne Meldrum, Physics; Robin Moon, Marketing and Communications; Michael Morrow, ITS; David Nishina, ITS; Ted Roddy, PPS; Francoise Sauriol, Chemistry; Nicola Sikkema, Access Services.

Five years: Barbara Armstrong, Chemistry; Zhilin Chen, Physiology; David Edwards, Business; Shannon

Goodspeed, Business; Jennifer Green, Physiology; Elizabeth King, Paediatrics; Weidong Kong, Cancer Research Institute; Christine Moore, Registrar; Louise Moran, Alumni Relations and Annual Giving; Debra Morin, HCDS; Douglas Morrow, VP (Academic); Robert Murphy, Parking and Grounds; Larry Parr, Health Sciences; Kristin Scourse, Biology; Julie Sharrard, Event Services; Karen St Amand, English; Renee Stephen, Career Services; Christianne Taul, Animal Care.

(The October 2008 milestones appeared in the Nov. 24 Gazette.)

November 2008:

40 years: Sherril Barr, English.

30 years: Darlene Jewell, Human Resources.

25 years: Harvey Heyman, Residences; Mark Nicholson, Printing and Materials Distribution.

20 years: Stephanie Beauregard, Education; Kimberley Bell, Access Services; Holly Papi, Advancement Services; Deborah Tracy, HCDS.

15 years: Michael Cassells, Music; Tabitha Docteur, Medicine; Sam Kalb, Stauffer Library; Penny Roantree, Queen's Quarterly; Man Yat Tse, Medicine.

10 years: Mark Babcock, Economics; Eric Bacon, Kinesiology; Tracy Johnstone, ITS.

Five years: Lisa Brophy-Gervais, Business; Sharlene Hammond, Cardiology; Angie Thompson, Animal Care.

December 2008:

25 years: Teresa Long, Rehabilitation Therapy; Nancy Wainman, NCIC.

20 years: Paul Banfield, Archives; David Edgar, Health Sciences; John Thompson, Custodial Services.

10 years: Maritza Bailey, Mining; Gillian Barlow, Archives; Connie Brobeck, Urban and Regional Planning; Barbara Graham, NCIC.

Five years: Diane Batchelor, Family Health Team; Paul Bowman, Career Services; Carla Evaristo, Event Services; Janice Frame, Oncology; Jeanette Parsons, Equity Office; Logan Reid, Residences; Joan Sharpe, Sociology.

Employee Assistance Program

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

Staff job postings

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

Notices

Request for feedback, Intergroup Dialogue Pilot Program

Further to his statement of Tuesday, Nov. 25, 2008 on the Intergroup Dialogue Program, Patrick Deane, Vice-Principal (Academic), is pleased to report that a panel has been established to complete an early assessment of the pilot program. The panel includes Queen's law school alumnus, former MPP for Kingston and the Islands and former Chief Commissioner of the Ontario Human Rights Commission Keith Norton; Professor Emeritus John Meisel (Political Studies) and University Rector Leora Jackson.

Individuals and groups who wish to provide comments may do so in writing by Wednesday, Jan. 21 to the Intergroup Dialogue Program Assessment Panel, Office of the Vice-Principal (Academic), Room 353 Richardson Hall or by email to

vpacad@queensu.ca. The panel expects to report back to the Vice-Principal (Academic) by the end of January.

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

Parkinson's disease research

The Centre for Neuroscience Studies is conducting two studies on deficits in eye movement control with Parkinson's disease. The department is looking for healthy adult volunteers age 50-70, without Parkinson's disease, or a history of neurological or psychiatric disorders, who are fluent in English. Participating in one study requires a single visit to the Queen's MRI facility, and will take about two hours. The second study does not involve an MRI, and will take one hour. Both studies are non-invasive, and you may participate in one or both. A small honorarium (\$20/hour) will be provided to cover your time and expenses (parking, etc). Details: Ian Cameron, 613-533-6000 ext. 75216, fmri@biomed.queensu.ca

Calendar

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

Lectures and Events

Monday, Jan. 12

Mathematics and Statistics
J.C. Bailar, National Academies, USA. What a statistician needs to know. 128 Jeffery, 3:30 pm.

Tuesday, Jan. 13

Sara Seager, MIT. Extrasolar Planets and the Search for Habitable Worlds.

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Want to win FREE tickets to see the show?

Queen's Gazette is giving away
two pairs of tickets to see the
January 18, 2009 matinee showing of
Queen's Musical Theatre's

Jekyll & Hyde!

If you would like the chance to win one of the sets of tickets, simply fill out the entry below and send it to:
Queen's Gazette
Queen's University
Fleming Hall, Stewart-Pollock Wing, 5th floor
Kingston, ON K7L 3N6

OR e-mail your entry to advert@queensu.ca

All entries must be received by January 15, 2009.
The winner will be contacted on January 16, 2009.

I want to win FREE tickets to see Jekyll & Hyde!

Name: _____

Number: _____

E-mail: _____

Where did you pick up your copy of the Queen's Gazette?

QUEEN'S MUSICAL THEATRE'S 40TH ANNIVERSARY PRESENTS:

JEKYLL & HYDE

JANUARY 13-18, 2009
THE GRAND THEATRE, KINGSTON

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

Submission information

The deadline for the Monday, Jan. 26 issue is at noon on Monday, Jan. 19. 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.

Royal Military College of Canada, Currie Hall, 7 pm. Co-sponsored by Queen's Physics, Engineering Physics and Astronomy, RMC and Royal Astronomical Society of Canada Kingston Centre. In recognition of the UNESCO/IAU International Year of Astronomy 2009. kingstoniya.ca

Jan. 13 – Jan. 19

Queen's Musical Theatre
Jekyll & Hyde by Robert Louis Stevenson, directed by Alain Richer. Grand Theatre, 8 pm. General admission \$25; seniors \$22; students (with valid ID) \$17. Matinee Jan. 17 and 18 at 2 pm. Information: www.whatsonkingston.com/thegrand

Wednesday, Jan. 14

Speaker Series
Elsbeth Christie, Learning Strategies



TIM FORBES

Galleries

Agnes Etherington Art Centre

University Avenue at Bader Lane. Adults \$4, seniors \$2.50, Gallery Association members, students and children free. Free admission Thursdays and holiday Mondays.

Exhibition tour

45-minute tours covering highlights of our current exhibitions. Tours are free and admission is free for all every Thursday, 12:15 pm.

Thursday, Jan. 15

Art Matters: Alicia Boutillier, curator of Canadian Historical Art: Inhabited Landscape: Selections from the Canadian Historical Collection. 12:15 pm.

Art classes: Dave Gordon, Watercolour Painting, Jan. 15 – March 12, 6–9 pm. Students and Gallery Association members \$120 (GST included); non-Gallery members \$130 (GST included)

Outreach Coordinator. Emotional Intelligence. Jean Royce Lounge, Ban Righ, noon.

Thursday, Jan. 15

Policy Studies
Margaret Biggs, President, Canadian International Development Agency. The Strategic Context for International Development: Drivers, Dynamics and Implications for CIDA,

202 Policy Studies, noon.

Friday, Jan. 16

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

Sunday, Jan. 18

Music
2009 Concerto/Aria competition

Saturday, Jan. 17

Art classes: Ben Darrah, Exploring the Found Image, 1:30-4:30 pm. Students and Gallery Association members \$25 (GST included); non-Gallery Association members \$35 (GST included).

Thursday Jan. 22

ArtDocs: Inextinguishable Fire (1969, 25 minutes), a political critique of the use of napalm by American forces in the war in Vietnam, 7 pm. Reception to follow.

Thursday, Jan. 29

ArtDocs: Simon Schama's Power of Art: Rembrandt van Rijn (2006, 50 minutes), an overview of the great artist's career, offering acute insights into his creative inventions and the social milieu of the period, 7 pm. Free Thursday night screenings of art documentaries presented in the Atrium. 7pm. www.aeac.ca

Union Gallery

Main space: Profane Illuminations, an exhibition by Fine Arts students Genna Kusch and Morgan Wedder-spoon. Jan. 13-31. Artist's reception. Thursday, Jan. 29, 6-8 pm.

Project room: Leaf Collection: encounters with Madame E and her suit of environmentally conscious a(r)mour, Lisa Figge. First floor, Stauffer Library. ugallery.queensu.ca

The Studio Gallery

B144 Duncan McArthur Hall, Sir John A. Macdonald Blvd. at Union St. Gallery hours Tuesday – Thursday, 11 am–2 pm. Recent works by JoAnn Ralph and Mona Youssef, Jan. 5 – Feb. 13. Information 613-533-6000 ext. 77416, solara@queensu.ca

finals. Open to the public. Dunning Auditorium, 2:30 pm. 613-533-2066, music@queensu.ca

Tuesday, Jan. 20

Speaker Series
Dana Olwan, Queen's. Veiled Politics: Racializing Islam Post 9/11. Jean Royce Lounge, Ban Righ, noon.

Continued on page 16

HELP LINES

Campus Security
Emergency Report Centre
613-533-6111

Human Rights Office

613-533-6886
Irène Bujara, Director

Sexual Harassment Complainant Advisors

Margot Coulter, Coordinator
613-533-6629

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

Anti-Racism Complainant Advisors

Stephanie Simpson, Coordinator
613-533-6886

Audrey Kobayashi – Geography,
613-533-3035

Anti-Heterosexism/Transphobia Complainant Advisors

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

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



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In over your head?

What to avoid if you are over-indebted

- 1. Don't cash in your RRSP.**
When people get over-indebted they begin to look at their RRSP as a source of debt-repayment cash. The problem is that when the RRSP is cashed it goes right into your taxable income. Tax will then be due on the entire lot, which may increase your marginal tax rate and your ongoing tax-deferred gains will stop.
- 2. Don't stop paying your insurance premiums.**
When debt climbs and the payments get out of hand (can't all be paid month by month) your credit rating may drop. And you may begin to let important things slide such as your life and/or disability insurance. With financial stress, you can become ill and need time off. Thus, make sure you have adequate income replacement coverage—additional personal disability coverage—if your employer only covers for the short term.
- 3. Consolidate.**
- 4. Cancel credit cards or reduce limit dramatically.**
- 5. Stop going to the local favourite coffee shop.**
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May 28-31	Aug 13-16
June 4-7 GG*	Aug 27-30
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Sept 10-13	Oct 22-25
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Sept 24-27 GG*	Nov 19-22
Oct 1-4	Nov 23-26
Oct 8-11	Dec 29-Jan 1
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(* GIRLS' GETAWAY)

MARCH BREAK!

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- Talladega
- Bristol (August)
- Dover
- Richmond
- Pocono
- Pennsylvania
- Charlotte
- Indianapolis

Hockey! OTTAWA SENATORS

- Feb 19 vs Vancouver Canucks
- Mar 3 vs Calgary Flames
- Mar 5 vs Edmonton Oilers
- Mar 9 vs Toronto Maple Leafs
- Mar 19 vs Montreal Canadiens
- Apr 4 vs Philadelphia Flyers

\$149

DAY TOURS

Jan 17	Toronto Intl Boat Show	\$65
Jan 30 & Feb 16	SKI Calabogie Peaks	\$35/\$50
Feb 11,21,Mar 4	DIRTY DANCING	\$189
Feb 11 & 14	HAPPY DAYS! The musical	\$129/\$149
Feb 14,21,Mar 4	Jersey Boys	\$149/\$189
Feb 19 & 20	International Auto Show	\$65
Feb 27	Motorhome and Trailer Show	\$65
Mar 5-8	Philadelphia Flower Show	\$699
Mar 8,18,Apr 5	Sound of Music	\$149/\$189
Mar 13-22	Myrtle Beach, South Carolina (10 days)	\$849 dbl
Mar 18,29,20,21	CANADA BLOOMS	\$65
Mar 19 & 21	Sportsmen Show	\$65
Apr 16-27	Myrtle Beach Spring Getaway	\$1,199
Apr 24 & 25	Creative Sewing & Needlework Show	\$65

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Thursday, Jan. 22

Speaker Series

Leanne Lieberman, Queer and Religious, What's A Girl To Do? Jean Royce Lounge, Ban Righ, noon.

Friday, Jan. 23

Music

The Avant-Garde and the Future of Art Music

Bruce Vogt, University of Victoria. Masterclass piano. 124 Harrison-LeCaine, 12:30- 2pm.

Henry Klumpenhower, University of Alberta. 21st Century Challenges to Avant-Garde. 124 Harrison-LeCaine, 2-3:30 pm. 613-533-2066, music@queensu.ca

Sunday, Jan. 25

Music

Faculty Artist Series

Lakshmi Ranganathan (veena), Gordon Craig (clarinet), Michel Szczesniak (piano) and Wolf Tor-mann (cello), featuring a premiere of a work by Kristi Allik. Dunning Auditorium, 2:30 pm. Admission: \$10 adults; \$8 seniors; \$5 students. De-tails: 613-533-2558.

Friday, Jan. 30

Music

Gordon Smith. Music and a Mi'kmaq Funeral: Blending Traditions and Religious Practices. 124 Harrison-LeCaine, 12:30 pm. 613-533-2066, music@queensu.ca

Wednesday, Feb. 4

Campus Community Appeal

Kick-off breakfast. Grant Hall, 7:30 – 9:30 am. Free breakfast for faculty, staff and retirees. Bring your em- ployee card.

QUEEN'S CENTRE TAKES SHAPE



CELIA RUSSELL

Most of Phase 1 of the Queen's Centre is now enclosed. Above is a view of the south-west section of the athletics and student life complex behind the John Deutsch University Centre near University Avenue. Phase 1 is scheduled for completion this fall.

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