



QUEEN'S GAZETTE



Eye floaters may be warning sign P6

Queen's Centre Grand Opening P7



University provost approved

As of May 1, Queen's Vice-Principal (Academic) will also be the university's provost.

The Board of Trustees made the decision December 5. Principal Daniel Woolf proposed the adjustment to the vice-principal structure and told trustees there are many reasons why the provost model makes sense.

"We really need to do our planning in a much more comprehensive and non-siloed way than we have been doing it," he said.

All vice-principals will continue reporting to the principal, with the understanding that the provost leads the direction of cross-portfolio issues.

Dr. Woolf said budget decisions will rest with the provost, which reflects the need to ensure academic planning drives financial decisions.

He also said having a provost acting as the university's chief operating officer will allow the principal to spend more time engaging in external relations, government relations, fundraising, internationalization and strategic thinking, and participating in daily campus life.

Most other universities in Canada have a provost.

V-P (Academic) Patrick Deane and Alistair Maclean, dean of the Faculty of Arts and Science, speaking for all deans, told the board the move is long overdue.

"We need to do our planning in a much more comprehensive and non-siloed way."

Bob Silverman, former dean of Arts and Science, who succeeds Dr. Deane as interim provost and V-P (Academic) on May 1 is also strongly supportive.

"I'm comfortable with the notion that my position will make the transition, although it's largely there already," he told the board.

Society of Graduate and Professional Students (SGPS) president Victoria Bae said due diligence regarding timely decision-making will be needed, but told trustees that Queen's graduate students are "hugely in favour. A few members were surprised this was not already in place. It will bring Queen's up to speed."

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Queen's is proud to be among Canada's top 100 employers.

STUDENTS CATCH OLYMPIC SPIRIT



ANDREA GUNN

Queen's Student Alumni Association President Colin McLeod (ArtSci'10) had the honour of carrying the Olympic torch as it made its way through Eastern Ontario in December. He was one of five Queen's students who participated in the torch relay.

Second climate pact to be signed

Principal Daniel Woolf will sign the University and College Presidents' Climate Change Statement of Action for Canada later this month.

"Signing this pledge reflects our commitment and our actions for reducing greenhouse gas emissions," he said.

The document was drafted by six British Columbia universities and has been endorsed by the heads of 23 Canadian institutions. Signatories commit to setting reduction targets, conducting a greenhouse gas inventory, developing an institutional climate action plan and working cooperatively with governments, the business community and other institutions to help reduce global climate change.

In December, Principal Woolf joined Premier Dalton McGuinty on his "Clean Tech" Mission to India to promote clean air and renewable energy sources, and explore opportunities for expanding research partnerships, student recruitment and business collaborations. Principal Woolf also joined the heads of 19 other Ontario universities and two colleges in signing a provincial sustainability pledge in November.

An advisory committee, composed of some of Queen's leading environmental and sustainability researchers, is working with the university's Sustainability Office to develop an aggressive Queen's position to advance sustainability measures. The committee will soon be expanded to include additional staff and students.

A draft Sustainability Strategic Framework for the university, to be released early this year, will establish core values in this area and outline how the entire Queen's community can participate in reducing our environmental impact.

Alumnus receives prestigious Rhodes Scholarship

Queen's University alumnus Nithum Thain has been awarded a Rhodes Scholarship to study at Oxford University.

"This is an incredible opportunity for me," says Mr. Thain. "It will allow me to step back from my current academic pursuits and discover ways to apply my education to make an impact on the world. In particular, I plan to use my time there to explore developmental economics and applications of social entrepreneurship."

Mr. Thain's interest in social issues stems from his deep commitment to change in his native Burma, particularly in improving the lives of orphans and refugees. Mr. Thain has already led a team of

students that raised money to sponsor a school for refugees and an orphanage there. Volunteering for a summer at an orphanage in Nepal, he witnessed firsthand the joys and trials faced by children in developing countries.

"No one doubts that a change is needed in countries like Nepal and Burma," says Mr. Thain. "Nevertheless, it is not yet clear to me which changes are required and who should be implementing them."

Mr. Thain has an honours degree in mathematics from Queen's and is now pursuing a PhD in mathematics at McGill University in Montreal. At Oxford he will pursue an MSc in Economics for

Development and an Oxford MBA.

"I am delighted to hear that Mr. Thain was awarded a Rhodes Scholarship," says Mathematics & Statistics Department Head Ram Murty.

"I am not surprised. He was a star student and we wrote two papers together based on his research funded by an Undergraduate Student Research Award (USRA) he received from NSERC in 2005. Both were published in international journals. I am certain that Mr. Thain will become a great mathematician."

Mr. Thain is one of only 11 Canadian students to receive the prestigious award this year in recognition of outstanding



Thain

academic achievement, community service and leadership.

"The Rhodes Scholarship is one of the highest recognitions of academic excellence for international study," says Principal Daniel Woolf, who recently met with Mr. Thain to offer some tips on living in Oxford. "I am proud of his accomplishments and that he chose Queen's to endorse his application. I join with our community to wish him success in his study abroad."

Preparing for new Human Resources administrative systems

Queen's will be implementing the first phase of new human resources administrative systems this year, including payroll, as part of the Queen's University Administrative

Systems Replacement project.

These systems support 134,000 payments annually – all salaries and benefits, which represent about 71 per cent of the univer-

sity's operating expenditures and approximately 13,000 T4 slips, including many for students.

"This is not a 'computer project'," says Rod Morrison, Vice-Prin-

icipal (Human Resources) and a member of the QUASR Executive Steering Committee. "It involves opportunities to design new HR processes and new ways of doing

Queen's profs in TVO's Best Lecturer finals

Eleanor MacDonald (Political Studies), Kip Pegley (School of Music) and Virginia Walker (Biology) are among this year's top 20 finalists in TVO's Best Lecturer Competition, an annual event that celebrates the most engaging and intellectually stimulating lecturers in Ontario.

Ten finalists selected by TVO staff and an independent jury will be announced on Monday February 8, 2010.

The lectures of the top 10 will air on TVO in March 2010. The winning lecturer is chosen from this group by viewers and a panel of judges. The winner's school is awarded a \$10,000 TD Insurance Meloche Monnex scholarship.

For more information visit www.tvo.org/TVOsites/WebObjects/TvoMicrosite.woa?bestlecturer_about

Surveillance Project expands

The Surveillance Project is now officially the Surveillance Studies Centre (SCC). The new status will expand research programs and attract new funding.

"Having the status of a centre, rather than a 'project' will enhance our capacity for collaboration with others, nationally and internationally, and thus strengthen what is already a productive tradition," says centre director and Queen's sociology professor David Lyon.

The SCC's main research will continue, with The New Transparency Project front and centre, and other ventures, such as SCAN (Surveillance Camera Awareness Network), running alongside.

For more information visit www.sscqueens.org

Clarification

Environmental Studies and Biology professor Linda Campbell, listed as one of Queen's sustainability experts in the Gazette of Nov. 23, is Canada Research Chair in Aquatic Ecosystem Health.

Vision document to be released

This month, Principal Daniel Woolf is expected to release his vision document to launch a year-long academic planning process.

The document will be posted to the principal's website at www.queensu.ca/principal

"I offer this as my perspective on possible directions for our university, in the context of the current financial situation and the Canadian post-secondary landscape, but with the longer-term

development of Queen's as the horizon," says Principal Woolf.

"We have a stellar reputation as a mid-sized university that is both research-intensive and provides an excellent undergraduate student experience," says Principal Woolf. "Our academic plan will provide us with a set of clear choices for the future about what we will do and what we will not do. The plan will guide our curriculum, research focus, and teaching and learning

goals, as well as our decisions about finances, size, capital development, human resources and fundraising."

Over the winter term, departments and faculties will develop their own plans for the future by answering a series of questions that are appended to the principal's document. These will be synthesized over the summer into a draft university plan, which will be discussed over the fall term across the university community.

NURSE SCIENTISTS TO STUDY PATIENT SAFETY



PHOTO CREDIT

School of Nursing Director Jennifer Medves (left) celebrates the launch of a \$1-million national patient safety study to be carried out by Queen's Joanna Briggs Collaboration (QJBC), with QJBC Assistant Director Christina Godfrey and Director Margaret Harrison. The five-year study, funded by the Canadian Institutes of Health Research, will enable researchers to determine the best, evidence-based nursing practices to provide people in both clinical and community care settings with safe, reliable health care.

QUEEN'S GAZETTE

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ADVERTISING POLICY

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

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CANADIAN CLUB OF KINGSTON

Luncheon meeting: noon, Thursday, January 14

"Music and Memory: What Can Dementia Teach Us about the Brain?"

Speaker: Professor Jacalyn Duffin

Hannah Chair, History of Medicine, Queen's University

All Welcome

Minos Uptown Village, 2762 Princess St., Kingston Members \$24, Non-members \$29
Reservations 613 384-2021 (club info 613 530-2704) www.canadianclubkingston.org

HIV/AIDS PROGRAMMER / BIOSTATISTICIAN POSITION

Applications are invited for the position of Programmer/Biostatistician who will work collaboratively with investigators to conceptualize, recommend and create data sets for HIV/AIDS research projects at the ICES-Queen's Health Services Research Facility, a multidisciplinary group which conducts health services research related at Queen's University.

The candidate should have a PhD or Master's degree in Biostatistics, Statistics, Health Economics, Epidemiology, Public Health, Health Services Research or other related discipline, with a solid background in quantitative skill/statistics and knowledge of economics. Experience with SAS in UNIX and Windows is required.

Salary will be in accordance with a Queen's University Grade 9 classification.

For more information, please visit:
<http://www.hr.queensu.ca/job/research.php>

Applicants should send curriculum vitae to:
ices.queens@queensu.ca
Attention: Dr. Ana Johnson
ICES-Queen's Health Services Research Facility
Room 208, Abramsky Hall
Queen's University
21 Arch Street, Kingston ON K7L 3N6
Tel: 613-533-6936; Fax: 613-533-6372
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MP1539 (01/2009)

Former Dean is Queen's new V-P of Advancement **IN BRIEF**



Harris

Tom Harris, a former dean of Applied Science, longtime faculty member, former department head and alumnus, is Queen's new head of Advancement.

"Tom's obvious passion for Queen's and advancement extends beyond alumni relations and development to building our reputation at home and

abroad," says Principal Daniel Woolf. "He has been a very successful fundraiser for Applied Science and more broadly for the university. He has excellent personal relations skills and great connections with alumni across the country and around the world. I look forward to working with him closely as we gear up for our next campaign."

"During my time as dean and department head, I came to fully appreciate the impact that the support from Queen's alumni and friends has on our education and research

programs, and on the lives of so many students," says Dr. Harris. "I have also seen, on many occasions, the great satisfaction that supporters derive from their interaction with faculty and students. I look forward to working with the Principal, his leadership team, the talented staff in the Office of Advancement, the deans and directors, faculty, students, alumni and volunteers."

Dr. Harris graduated from Queen's with a BSc in 1975 and returned in 1986 as a faculty member in the department of Chemical

Engineering. He was department head (1992-1996) and served as the dean of Applied Science between 1996 and 2007, when he returned to the department to continue teaching and his research.

He is also a member of the Queen's Alma Mater Society and a recipient of the Engineering Society's Golden Apple for excellence in teaching, as well as the T. Geoffrey Flynn Advancement Champion Award. He plans to continue teaching a course this coming semester.

Influenza-like illness levels back to normal

Flu levels are back to normal for this time of year on campus and in Kingston, but students, faculty and staff are encouraged to get vaccinated against both H1N1 and the seasonal flu if they haven't already done so.

"Immunization is the best way to protect yourself from influenza," says Suzanne Billing, medical director, Student Health Services. "We are offering students both H1N1 and seasonal influenza vaccine by appointment."

Queen's is working with the local public health unit to schedule a seasonal flu shot clinic for students, faculty and staff on campus early this year.

Dr. Billing also stresses the importance of continuing to wash your hands well and frequently or using hand sanitizer, coughing and sneezing into your sleeve, and staying home if you are ill, to reduce the spread of illness.

www.queensu.ca/pandemic

United Way Campaign exceeds goal

Queen's faculty, staff and students have raised more than \$321,000 for United Way this year, well over the \$300,000 target. "Congratulations to the Queen's community for coming through with contributions at this time when so many are in need," says Lisa Marian, labour co-chair of the university's campaign committee.

Students participated enthusiastically again in this year's campaign, organizing wishing wells in Stauffer and Douglas Libraries in December, and volunteering to help run the annual BBQ lunch held in November in the Bio-Sciences atrium.

"People at the university believe in the United Way movement as a

strong force in support of people helping people," says Shelley Aylesworth-Spink, the campaign's staff co-chair.

"Queen's retirees have responded yet again with very generous support for the annual United Way campaign, providing much needed help for many members of our community," says Carl

Hamacher, co-chair for retirees.

The president of the local United Way says Queen's contributions to the campaign continue to grow. "In a year when many are struggling to make ends meet, employees and students of Queen's have risen to the challenge and generously contributed to their community," says Bhavana Varma.

NEW ROBERT M. BUCHAN DEPT. OF MINING



JEFF DRAKE

Robert Buchan (far left) talks with a group of mining students during a recent reception celebrating the renaming of the Department of Mining Engineering as the Robert M. Buchan Department of Mining. Mr. Buchan is an alumnus and mining entrepreneur who generously donated \$10 million to the department. The donation will help ensure that Queen's continues to deliver leading-edge mining programs for generations. The gift is the largest single donation to mining education in Canadian history. A plaque commemorating the event will be placed under a new mining mural in the entrance of Goodwin Hall.

Building relationships in China

Queen's is working hard to build its relationships in China, the world's greatest emerging economy.

The university recently opened a centre for environmental and sustainability research in Shanghai, in collaboration with Fudan University. The Fudan-Queen's Sino-Canadian Centre for Environment and Sustainability Research will facilitate the collaborative work of Queen's professors with colleagues in China, and help the Chinese address environmental challenges.

"With our partners, we hope to help move China along a more sustainable path," says Urban and Regional Planning professor John Meligrana. "We'll also provide more learning opportunities for Queen's students and gain a better understanding of the challenges facing our planet when it comes to sustainable development."

Queen's also recently paved the way for China's top PhD students to come to Queen's. An agreement signed with the China Scholarship Council provides four years of

funding support to cover most of the costs for China's most promising doctoral students to study at the university.

In November, the Queen's Global Development Studies (DEVS) Semester at Fudan program was recognized as a model bilingual education program by the Chinese government.

"This designation is very meaningful, because it proves that the advantages of this program are not only one-way," says professor and program coordinator Paritosh Kumar. "While the benefits to Queen's students are obvious, it is heartening to note that the Chinese government sees the program as valuable as well."

Queen's also recently became a member of the Canadian Chamber of Commerce in Shanghai. As a member, Queen's and its alumni gain access to promotional and communication tools that enable the university to reach valuable contacts in the city's government, education and private sectors.

Creative economy explored

Ontario's economy is undergoing a transformation. Businesses are increasingly using talent and technology to compete, as they rely less on physical and routine tasks. The Monieson Centre, Queen's School of Business, is presenting a public lecture series that examines how rural businesses and communities can thrive in this new economy.

"The Monieson Centre facilitates research on the knowledge economy," says Dr. Yolande Chan, director of the Centre. "Our winter 2010 public lectures focus on Ontario in the Creative Age, exploring how rural businesses and communities need not get left behind."

Speakers at the lectures bring a vast knowledge of the rural creative economy. They include researchers from Queen's School of Business, other Queen's departments, as well as prominent Ontario research institutes. Policy makers from the provincial government will add their insight, and rural economic development practitioners will explore local benefits of the creative economy.

The series of five public lectures starts later this month and will continue through until the end of May. More information is available at the School of Business Website under Events.



CALL FOR CHARITY DONATION PROPOSALS

The Main Campus Residents' Council at Queen's University is seeking proposals for allocations out of its Fine Revenue Charity Donations Fund, which is currently sitting at over \$32,000.

Interested registered charities in the Kingston area are encouraged to download the RFP from http://www.mcrcweb.org/file/Charity_RFP_09.pdf and submit it to the MCRC by Friday January 15, 2010 at 5PM.

For any questions or comments, please contact :

Robyn Courtney President president@mcrcweb.org
Ben Juteau Vice President (Finance) vpfinance@mcrcweb.org

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Friday, January 29, 2010
The University Club
168 Stuart Street

Reception (cash bar) 6:30 pm
Dinner 7:30 pm

\$20.00 per person
RSVP Heather Grosney
by January 15, 2010
613-533-6000 ext 75793
grosneyh@queensu.ca



Dr. Stephen Elliott and the Faculty of Education cordially invite you and your guest(s) to attend a dinner to honour **Dr. Rosa Bruno-Jofré** upon the completion of her two terms as Dean of Education 2000-2010

VIEWPOINT

BY ADNAN HUSAIN



Diversity and excellence in the university

The university holds a special and enduring place in our society. Its origins stretch back to the Middle Ages and the training of clerics in advanced theology. Yet these institutions did not develop in a vacuum, but, through cross-cultural interaction. Scholars believe the inspiration for medieval universities derived from the *madrasah* of the Islamic world, a place for advanced training not only in Muslim religious sciences but also in logic, grammar, philosophy and the sciences of astronomy, mathematics and medicine.

An obvious clue to this historical kinship are the long gowns masters and students wore until the last century at Oxford and Cambridge – and that we still wear upon receiving our degrees – which resemble the flowing robes of Muslim religious scholars. An even deeper tie is reflected in the similarities between the curricula of both the Latin West and the Muslim Middle East. In the Latin West, the curriculum was known as the liberal arts or *trivium*, which included grammar, logic, and rhetoric, and after these were mastered, the *quadrivium* which included arithmetic, geometry, astronomy and music.

Significantly, the very name of this institution indicates the capacious and expansive conception at the heart of its educational mission. From the Latin *universitas*, the word university in English could also mean “the whole world and all things in it”.

The university, then, represented the universe and its manifold diversity. From diverse origins, the university was conceived as a place to learn about the religions, cultures and languages of other peoples. In fact, as early as 1312 the Council of Vienne decreed the establishment of chairs in Arabic at the universities of Oxford, Paris, Bologna and Salamanca.

When Queen's offered its first Arabic classes a year and a half ago in Arts and Science, in response to a student petition with more than two thousand signatures, the university did not merely satisfy a vocal interest group. Rather, it joined this venerable scholarly tradition of bringing the diverse world into the university. As was needed then, concerted collective action is often necessary, even at a university, to encourage an institution to live up to its ideals.

As far back as 1991, several reports about equity and diversity have made valuable recommendations – most of which are yet unimplemented – that reflect the long-standing values of the university as a mirror to the world. In fact, we could imagine the purpose of a university education to be embracing the challenge of diversity: encountering new ideas and perspectives, engaging a world of varied cultures and histories, and experiencing the dynamic social and intellectual community that emerges when its members are attracted from all groups in Canada's changing society and from all over the world.

While no university can achieve such an ideal of universality and inclusion, it is important to recognize this intrinsic relationship between diversity and excellence at this moment when we face major budgetary challenges. Without developing an innovative and interdisciplinary curriculum that provokes new thinking about our differences and commonalities, Queen's risks failing to achieve its educational mission to prepare global citizens to meet the world's social challenges. And, without attracting and retaining a diverse student body, faculty, and staff in an inclusive and stimulating environment, Queen's cannot be a genuine leader in a multicultural Canada and globally interdependent world.

Our excellence as an institution is intimately connected, both conceptually and practically, to enhancing diversity and achieving greater equity at all levels, from the classroom to the boardroom. Making progress together on these fronts will require concerted commitment, collaboration and cooperation from all of us.

In times such as these it is tempting to dismiss diversity and equity concerns as ancillary to our core mission or, worse, in conflict with preserving perceived traditional strengths and standards of value. To succumb to such logic, however, betrays the historical foundations and universalist ambitions of the university that make it such a special and valuable place. For the sake of Queen's as an educational institution and our successful experience in it, we need to have greater aspirations.

Adnan Husain is chair of the Senate Educational Equity Committee and Director of Educational Equity and Diversity Projects (Office of VP Academic). He is also an associate professor of Medieval Mediterranean and Islamic World History.

Report outlines employment equity gains and challenges

Women are fairly well represented among management and faculty at Queen's, and more visible minorities are being hired to faculty positions, but the university needs to better represent Aboriginal persons, visible minorities and persons with disabilities in its workforce.

The Council on Employment Equity and the Queen's Equity Office have released a new report that provides a snapshot of employment equity for these four

designated groups at the University.

“We want to inform the Queen's community about the progress being made and the challenges we still face in achieving our equity goals,” says Gordon Smith, Chair of the Council on Employment Equity.

Achieving Employment Equity at Queen's Part 2: Snapshots is the second in a four-part series of joint publications by the two offices.

See EQUITY REPORT: Page 8

QUEEN'S FLASHBACK



FILE PHOTO

Even in the early days, research was an important part of the study of physical and health education at Queen's. The lab pictured here in this undated photograph is a predecessor to the state-of-the-art labs in the new School of Kinesiology and Health Studies building. If you have any information about this photo, please email us at gazette@queensu.ca

Letters

A dialogue on diversity

The musings by Jason Laker on “Bagpipes and diversity” in the Gazette of November 9 have completely misunderstood the place of Scottish traditions at Queen's and in the broader multicultural heritage of Canada.

Founded by the Presbyterian Scottish minority excluded from higher education elsewhere, Queen's University, from its foundation in 1841, welcomed others. Just two examples were Robert Sutherland, a black student and benefactor in the 19th century (recognized in 1974 by a plaque in Grant Hall and more recently naming of a building), and the generous loyalty of Alfred Bader who felt fully at home at Queen's after being denied access elsewhere as a Jew. Respect for diversity has been historically rooted at Queen's. To advocate diversity by attacking one form of diversity totally undermines that tradition.

The Scottish heritage is not just a feature of Queen's but of Canada at large. At the national observance of Remembrance Day in Ottawa on Nov. 11th, the Governor-General (a fully bilingual lady of Haitian origin, who epitomizes Canadian multiculturalism) took the salute as veterans and current service members of the armed forces of all hues marched past to the music of a pipe band. Prayers were delivered in French, English and an Aboriginal language and at the climax the two minute silence was concluded by a lament on the bagpipes. As that most solemn national observance showed, the bagpipes are part of the rich multicultural mosaic of this country, a mosaic which cannot be reduced simply to “whiteness”.

At Queen's we should be encouraging the whole community not only to tolerate but to cherish diversity. But the Canadian way to do that is not by trying to erase our variety of heritages, but by taking

pride in them and by further broadening their scope.

**Ronald Watts,
Principal Emeritus and Professor
Emeritus, Political Studies**

Feathers flying in Richardson Hall?

Two pieces in the Gazette of November 9 offer strikingly diverse visions of Queen's on the part of two of our masters. “Wisdom, knowledge and imagination,” by the principal, is a credo presenting a respectful and informed vision of the university's rich past on which he hopes to build its modern future. “Bagpipes and diversity,” by Associate Vice-Principal Jason Laker is divisive; it seems to criticize the respect paid the Queen's Scottish tradition.

I say “seems” because the article is opaque: “[an earlier draft] was about 1700 words and we only have room for 500 (an ironic metaphor)” – where is the metaphor? where the irony?; “terms like Imperialism or Colonialism ... are jargon” – really? And worst of all, it attacks diversity: “Some people find the British and Scottish cultural imagery a source of marginalization.” – this is unhelpful. Does Dr. Laker propose to eradicate our past, aping the Soviet encyclopaedists? Does he want diversity or not? Diversity for all or only for some?

He should recall the Neatby and Gibson histories of Queen's (which he has surely read) and acknowledge the complex and many-sided contributions of the Presbyterian and Scottish traditions to Queen's then and now – good and bad, but deeply defining.

I came to Canada as a refugee from a racist hell and found an opportunity at Queen's to build a career of service to my students, discipline, country and myself. My first principal – Wallace – spoke with a distinct brogue. The opportunities the many Scots and Scots Canadians offered me (and to the

Baders, Halperins, Anhalts, Kropps, Krotkovs, Vlastos, Eichners, Bieler etc.) are precious, too important to be minimized. How does respect for them marginalize some people, as he asserts? In heterogeneous societies it is impracticable and unfair to expect only one side to make adjustments. All must do so, and accept some discomfort in the process.

Anyway, I hope that the two points of view noted above will be resolved in the principal's favour when he bumps into his associate vice-principal in the corridors of power.

**John Meisel,
Professor Emeritus, Political
Studies (With not even a wee
drop of Scots blood in his veins)**

Author's note

It seems the intention of my November 9 article, “Bagpipes and diversity” has been misunderstood by some readers, being interpreted as somehow impugning Queen's Scottish heritage. On the contrary, the intention was to stimulate reflective and purposeful dialogue about how this heritage could offer hopeful possibilities for encouraging and welcoming expressions of culture and heritage amongst all Queen's constituents; and to listening to each other more deeply. One letter specifically objects to acknowledging the ways in which some community members feel marginalized by it, stating it is unhelpful or divisive. In my view, being honest about this reality is actually facilitative of trust, inclusion and ultimately celebration of the community we hope to enjoy here together. There is indeed room for everyone. The article was intended as a positive illustration and invitation, but wasn't experienced that way by some, so I respect that and regret any misunderstandings.

**Jason Laker, Ph.D.
Associate Vice-Principal
& Dean of Student Affairs**

Queen's: the first solar powered university?

By JOSHUA PEARCE and TOM CARPENTER

In 2007 Google made headlines when they announced they were focusing their considerable mental energy on solving the world's energy problems. Their first decision was to install 1.6 million watts of solar cells on the rooftops of the Google Campus.

Queen's – if we move quickly – can now eclipse Google, install twice the generating capacity on our campus and brand ourselves as the first solar-powered university in the world. In the process, we can build the university a multimillion dollar per year source of revenue.

The window of opportunity is relatively small, but right now all the pieces are in place for Queen's to profit handsomely by doing the right thing.

By any measure, solar photovoltaic (PV) is sustainable, and Queen's has both expertise in the

subject area and experience with a technology that is already integrated into the workings of Goodwin Hall.

The Ontario Power Authority recently began guaranteeing 20-year purchasing contracts for solar-generated electricity at highly favorable rates. The so-called "Feed In Tariff" (FIT) will pay as much as 80.2¢/kWhr for solar-generated electricity.

Last year, for his MECH461 thesis, Lee Hodgkinson conducted a technical and economic analysis of the "solar farm" potential of Queen's rooftops. Satellite imagery identified 87,000 m² of rooftop space that is fully exposed to sunlight and can be used without changing the appearance of campus. Depending on the technology chosen, these rooftops offer between 3 million to 6 million watts of solar generation capacity.

Independently and as a follow

up on Lee's work, Physical Plant Services has issued an RFP to have an engineering firm develop a business case and template for evaluating and costing a solar PV system for a single building, which can then be applied to every building on campus.

Financial analyses done by Queen's Applied Sustainability Research Group concluded that the university's untapped rooftop resource offers the potential for earning a return of between 5 to 15 per cent on an investment that could range from \$15 million to as high as \$60 million.

The university has three main choices for how to best to take advantage of this opportunity:

- We could transfer money from poorer-performing endowment funds to buy solar cells directly. (Those of us with retirement savings at Queen's like this one – a 20-year guaranteed 10 per cent return

on investment is a lot less stressful than watching the stock market bounce);

- We could borrow funds and use the revenue from the solar energy to service the loan and generate income (less risk for a lower return); or

• We could use any of a number of solar developer companies that would gladly pay us hundreds of thousands of dollars per year for the privilege of renting our roof space (tiny risk, but low profit).

Regardless of which option we choose, Queen's must move quickly. It is very likely that the OPA will either slow the program by reducing the rates paid for solar energy or outright cancel it within two years. Also, after one year, legislation will increase the percentage of Ontario content required in eligible systems, which will likely drive up the costs of PV systems. Right now is a good time to buy

solar panels before the major manufacturers exhaust their 2009 stockpiles. If we put in a large bulk purchase our investment will be small, but our returns nice and high.

We are not the only school to think of this. Other Ontario institutions are already making similar inquiries. Right now we have a lead because of the hard work of some clever students and the foresight of the engineers at Physical Plant Services and AVP of Facilities, Anne Browne. However, to overtake the mighty Google – and plant Queen's firmly in the history books as the first university to go all out for a sustainable solar energy campus – we need to make this happen now.

Joshua Pearce and Tom Carpenter are professors in the Department of Mechanical and Materials Engineering and members of Queen's Institute for Energy and Environmental Policy

Lack of action in Copenhagen a disgrace

By THEA WHITMAN

"HOPENHAGEN" was the first thing I saw upon arriving in Denmark, emblazoned across a colourful mural, and hope was the theme of the day as the world converged on Copenhagen last month. The reason: to negotiate how to proceed, united in the fight against climate change. Perhaps something should have clicked, however, when I realized that the mural was not a UN campaign, but, in fact, an ad for Coca-Cola.

As was made clear by the media, the December negotiations can be called a "greenwash" at best and a failure at worst, falling far short of even the lowered expectations that were set in the preceding months. After 15 years of negotiations and a clear work plan from the 2007 conference in Bali, the "Copenhagen Accord" cobbled together over the

last days of the conference is an insult to those who believe in an open and transparent process – a process that not only includes the voices of those who are inflicting the most harm, but also of those who will suffer the most from climate change. While the accord cites a goal of limiting warming to 2 degrees, the actions pledged by all countries virtually guarantee that we will fail to meet this goal.

Already, this failure is a costly delay, measured in human lives and in dollars, as we lock in more dangerous climate change and delay the investments in clean energy that can bring jobs and prosperity. Our negotiators' job is not finished – we must finalize a strong agreement over the next six months. As a young person, seeing how these negotiations will affect my future, I am outraged, fright-

ened and ashamed by what my country is doing.

However, I still have hope. People around the world are taking action, some for the first time in their lives. On December 12, I marched alongside mothers, grandfathers, professionals, indigenous people and trades people as part of a demonstration march that was tens of thousands of people strong. Similar marches took place in countries all over the world, including hundreds in Canada. This fight for climate justice was the most inspiring thing I saw in Copenhagen.

Many countries are taking significant steps, both on domestic mitigation and on finance for developing countries. Although Canada is lagging behind on both counts, provinces, cities and towns, and individual Canadians are taking big steps on their own. The ma-

majority of Canadians want to do our fair share in preventing dangerous climate change. We want our country to return to its role as a world leader on the environment, and while these calls to action seem to have fallen on deaf ears, I believe that Canadians will not stand for this for long.

If those inside the conference will not take leadership, we will. If those negotiating our future will not use principles of climate justice and human rights to guide their decisions, we will not stand for it. And when our political leaders are ready to take the necessary action to prevent dangerous climate change, we will welcome them to join us.

Thea Whitman, B.Sc.'08, was a member of the Canadian Youth Delegation at the Convention on Climate Change in Copenhagen. She is currently finishing an M.S. at Cornell University.



Thea Whitman (far right) at the climate conference in Copenhagen.

Oikos International, anyone? Not just another sustainability conference

By ANA STUERMER

You have probably never heard about Oikos International, and never had I until I had the opportunity to attend the Oikos Winter School in November 2009. If you are interested in sustainability, project management and leadership development, joining the Oikos International network is a must.

Oikos International is a global, academic-run organization that strives to provide students with current information about sustainability and a network empowering

students to implement projects fostering sustainable practices. Winter School 2009 took place at the University of Witten/Herdecke in Germany, over one full week. Twenty students from across the globe took part. Our marathon of sessions started on Monday, with an introduction lecture where we introduced ourselves and stated our main goals in regards to sustainability. Little did we know, at the end of this long day, we were tasked to prepare dinner together, collectively deciding on a meal, ingredient list and budget. I

was the lucky student appointed as the overall project manager who handled 19 different, multicultural and passionate ideas about sustainable food.

The following days were equally long but even more thought provoking. Students had the opportunity to discuss sustainable philosophy, micro-finance, social corporate responsibility, greenwashing, and limits to economic growth, among other topics. We had a chance to meet Professor Ak-erlof, a Nobel Prize Economics laureate; Marcus Fedder, co-founder of

Agora Microfinance Partners, London; Sven Giegold, a Green Party leader and Member of the European Parliament; Uwe Moller, former secretary of the think-tank Club of Rome; and other interesting consultants and business leaders. As students, we acquired new skills in leadership, project development and management that will certainly strengthen our ability to work as change agents.

Thanks to the unwavering commitment of the Queen's

Sustainability Office and the support of the Principal's office – both provided funding for me to attend the conference – I am now part of an amazing support network, offering everything from mentorship to financial backup for projects.

Anyone interested in attending next year's Oikos Winter School can visit www.oikos-international.org or feel free to contact me at ana.stuermer@queensu.ca

Ana Stuermer is an Urban and Regional Planning master's student.



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IN BRIEF

Polanyi Prize
for chemist

Chemistry professor Nicholas Mosey is one of five Ontario recipients of the prestigious John Charles Polanyi Prize, targeted at researchers in the early stages of their careers.

An expert in theoretical and computational chemistry, Dr. Mosey uses chemical simulation to study industrial systems, processes and phenomena. He and his team employ computer models to isolate the process in which motor oil transforms from a liquid to a film that protects car engines from wear and tear.

"Our research should help the automobile and lubricant industries in their efforts to design new oil additives that will prevent wear in engines with less pollution," says Dr. Mosey. "This is a problem that has been around for decades, and is particularly timely since traditional methods don't work well on today's aluminum engines, plus environmental regulations severely restrict their use."

Dr. Mosey's team is now expanding their research to investigate broader applications in such areas as nano-materials and other settings that involve friction between objects.

CFI awards
funds to
researchers

Seven Queen's researchers – working on projects ranging from the detection of Dark Matter to gender differences in sexuality to the impact of climate change – have received a total of \$873,556 from the Canada Foundation for Innovation (CFI) Leaders Opportunities Fund.

"CFI has provided us with an excellent mechanism for attracting and retaining top-flight researchers through the CFI Leaders Opportunity Fund," says Vice-Principal (Research) Kerry Rowe.

Queen's recipients include: Dongmei Chen (Geography), Meredith Chivers (Psychology), Ryan Danby (Environmental Studies), Philippe Di Stefano (Physics), Albert Jin (Neurology), John Smol (Biology), and Shetuan Zhang (Physiology).

The Canada Foundation for Innovation is an independent corporation created by the Government of Canada to fund research infrastructure. A complete list of funded projects, by university, can be found at: www.innovation.ca

Major boost for
PARTEQ spinoff

A PARTEQ Innovations spinoff company that resulted from Queen's researchers' quest for a faster, more efficient way to monitor municipal water systems is expanding, thanks to new investment from industry and government.

Pathogen Detection Systems, Inc. uses a novel fibre optic sensory technology developed by Chemistry professor Stephen Brown and his team, working with industry researchers. The patented system provides laboratory-grade testing for *E. coli* and other coliform bacteria with improved speed, reliability and productivity over current methods.

The company will begin a three-year \$8.7-million project to develop a new generation of water monitoring systems, including \$2.4 million from Sustainable Development Technology Canada.

Study links tar sands to pollution of Athabasca River

ENVIRONMENTAL
STUDIES PROF CALLS
FOR INDEPENDENT
MONITORING PROGRAM

By NANCY DORRANCE

Environmental Studies Professor Peter Hodson is part of a scientific team whose startling findings directly link pollution of Alberta's Athabasca River to the nearby tar sands operations. For more than a decade, industry/government monitoring programs have attributed this pollution to naturally-occurring sources.

"Industry studies and monitoring have grossly under-reported the extent of the pollution problem in the Athabasca for many years," says Dr. Hodson. "Our findings show alarming levels of airborne bitumen (a mixture of hydrocarbons and other substances, similar to exhaust from a diesel engine) within 50 km of two tar sands upgrading facilities near the Athabasca."

The study, headed by biologists

Erin Kelly and David Schindler from the University of Alberta, found the amount of bitumen released was equivalent to a major oil spill every year. In one case, the airborne emissions were five times higher than estimated through the current voluntary monitoring system.

The research team recommends that current monitoring of emissions be critically evaluated and redesigned. They also call on Alberta to focus on rigorous measuring of the impacts of contamination from the tar sands, guided by an independent board of experts.

"This study has shown that pollution from the tar sands operations has the potential to affect fish reproduction," says Dr. Hodson. "Further studies will be required to determine where the pollution goes after the snowmelt, or if there are implications for human health."

Other members of the interdisciplinary research team include Mingsheng Ma, Alvin Kwan and Barbra Fortin from the University of Alberta and Jeffrey Short from the Alaska environmental consortium, Oceana.



ERIN KELLY

Oil sands development located on the west bank of the Athabasca River.

National survey aims to improve children's health

By NANCY DORRANCE

For the first time, a national study of more than 20,000 school-aged children will compare the health behaviours of Canadian youth in relation to other countries, provinces and territories.

The university's Social Program Evaluation Group (SPEG) has received \$900,000 from the Public Health Agency of Canada to coordinate the Health Behaviour in School-Aged Children (HBSC) survey. Health Canada is providing an additional \$340,000 to expand the 2009/12 cycle of the survey by increasing the sample size and adding supplemental questions on drugs and alcohol use. It is anticipated that the larger sample will allow for provincial estimates in

many provinces.

"We're excited because we will now have better statistical, Canadian-based evidence of the kinds of things schools and communities can do to improve young people's health behaviour," says SPEG director and Education professor John Freeman. "Our findings should inform policy more closely, since we'll be getting information that will allow us to track provinces individually."

The HBSC survey is an international, self-reported questionnaire that students in Grades 6 to 10 complete in the classroom. It covers smoking, alcohol and drug use, physical activity/body image, eating patterns, emotional health and injuries in children aged 11 to 15. Co-

ordinated since 1989 in Canada by SPEG, in partnership with the Public Health Agency of Canada, the study is supported by the World Health Organization and involves research teams from more than 40 countries in North America and Europe.

For the upcoming cycle, SPEG researchers are collaborating with Canada's Joint Consortium on School Health, which includes representatives from provincial/territorial ministries of education and the federal/provincial/territorial ministries of health.

A separate grant of \$546,000 from the Canadian Institutes of Health Research will allow Queen's researchers William Pickett (Community Health and Epidemiology), Ian Janssen (Kinesiology and

Health Studies) and their team to use the HBSC data to study the effects of physical or "built" environments on obesity and injury in school-aged children. "While there are other health surveys out there, none specifically targets the pre- and early adolescent years, when a lot of behaviours that are going to affect the lives of kids are formed," notes Dr. Pickett.

With colleagues from Psychology and Education, they will also look at the impact of social factors (wealth, resources, behavioural norms and cohesion within schools); behavioural factors (diet, physical activities and risk-taking behaviours); and geographic factors (province and community size and climate) on young people's health.

Eye floaters could be dangerous, ophthalmologist warns



Sanjay Sharma

By NANCY DORRANCE

Suddenly seeing floaters or flashes of light may indicate a serious eye problem that – if untreated – could lead to blindness, says Ophthalmology and Epidemiology professor Sanjay Sharma. His recent study shows that one in seven patients with this symptom will have a retinal tear or detachment.

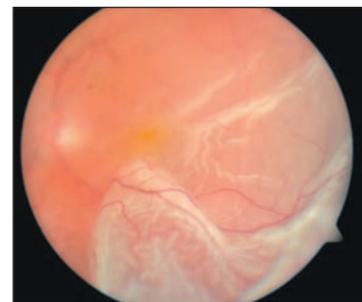
"If we detect a tear and laser it, we can save people from potentially going blind," says Dr. Sharma, who heads the Unit for Cost-Effective Ocular Health Policy at Hotel Dieu Hospital. "But if fluid gets in under the retina and causes it to detach, it may be too late."

Because retinal tears can be extremely difficult to see, high-tech equipment and a thorough peripheral retinal examination are required to detect them, he adds.

To perform their study, the team analyzed nearly 200 articles published in the peer-reviewed literature. They then performed a meta-analysis of 17 articles, and noted that a retinal tear occurred in 14 per cent of the cases of new onset floaters associated with an age-related change in the eye's jelly.

"If new floaters are associated with visual loss, a defect in the visual field, or the presence of blood or 'tobacco dust' in the eye jelly, the risk of retinal tear is significantly higher," says Dr. Sharma. "Since retinal tear can lead to detachment in up to 50 per cent of cases, new floaters and flashes is a medical condition that needs urgent assessment."

The research is partially funded by the Canadian Institutes of Health Research.



BRIAN MCGIRR

Also on the team, from Queen's and Hotel Dieu Hospital, are Drs. Hussein Hollands, Anya Brox, David Almeida, and research assistant Davin Johnson. Dr. David Simel is from Duke University.

Videos illustrating the findings are posted online at: www.insidermedicine.com

Immunologists target antiviral cells

By JEFF DRAKE

A type of white blood cell in the spleen, called macrophages, could play an essential role in activating antiviral killer cells.

"Our team has reported for the first time that these white blood cells are able to take up foreign material and activate killer T cells by a mechanism called cross-presentation," says study leader Sam Basta (Microbiology and Immunology).

Killer T cells eradicate virus-infected cells and stop infection before it spreads in the body, Dr. Basta explains. They need to be activated by other cells, like the spleen-derived macrophages identified in

this study. But prior to Dr. Basta's research, it was thought that the macrophages in the spleen simply trapped bacterial invaders without presenting their antigens to T cells.

"By studying how these spleen-derived macrophages work, we may be able to expand our means of delivering vaccines to individuals," says Dr. Basta. "These cells may have different receptors that we can target to prevent viral infections."

Also on the team, from Microbiology and Immunology, are Attiya Alatery, Sarah Siddiqui, Matthew Chan, Agnieszka Kus and Elaine Petrof (Department of Medicine).



Sam Basta leads a new study targeting cells that stop infection before it spreads.



Students enjoy the new Common Ground student-run coffee shop.

CHRIS NG



A student practices yoga in the Stretching Zone in the ARC.

CHRIS NG



The new food court draws a crowd.

CHRIS NG

Mind, body, spirit

Queen's Centre Grand Opening

It was a long time coming, but according to students, faculty and staff, the new Queen's Centre was worth the wait.

When the doors opened at 6 am on December 1, 100 students were standing outside, waiting to come in. By the end of that first day, more than 10,000 people had been through the building.

Topping the list of things people like about the new centre is the natural light and open, airy feel of the building. "I dreaded working out in the Physical Education Centre (PEC) because it was so dark and crowded," says third-year engineering student Patrick Tangney. "The new facilities make me want to exercise more, just because they're so nice."

Integrated athletic facilities, food services and common space for studying or relaxing are a definite hit with students. "I like studying here because it's more relaxed than the library," says second-year Biology student Michael Pike. "It's a comfortable place to sit and I like having a bit of background noise – it was definitely worth the wait."

Not everything about the new space is perfect, though. Some people think the building is too big and boxy and dislike the layout of the change rooms in the Athletic & Recreation Centre (ARC), which are on the bottom floor, far from many of the sports amenities. Others wish there was more selection in the food court. But everyone agrees that the new facility was badly needed and is a definite improvement on past facilities.

"The incredible volume of customers we've already served shows

what a pent up demand there's been for services like these," says Hospitality Services General Manager Joli Manson.

Ms Manson estimates that more than 47,000 people ate at the Queen's Centre food court in the first three weeks – a 20 per cent increase compared to the John Deutsch Centre. For some, the success has meant longer line-ups to get food, but Ms Manson is confident that the speed of service will improve as staff and customers alike get used to the new space.

After more than four years in the making, the completion of the Queen's Centre is a significant milestone in Queen's history. It represents the generosity and spirit of Queen's students, whose \$25.5-million commitment to the project helped make it possible. It also provides a place for academics, sports and recreation, and student and community life to come together on campus.

"The hallmark of Queen's has always been excellence in education combined with the broader learning experience out of the classroom. Finally, we have the sport and student life facilities that do justice to the whole Queen's experience," says Principal Daniel Woolf.

The Queen's Centre will host a grand opening event on Friday, Jan. 15. Staff, faculty and students are invited to come out and celebrate the opening at 10:30 am in the main gym.

For more information on the Queen's Centre Grand Opening visit www.queensu.ca/queenscentre/

What do you think is the biggest difference between the old facilities and The Queen's Centre?

Ming Zhu, third-year Chemistry

The ventilation in here is way better. I remember walking into the old weight centre and seeing the entire floor covered in 'dew' from all the sweat. It's nice not to have that.



Donna Ivimey, project manager, CAMBIO, School of Kinesiology and Health Studies

The lineups in the food court are a lot longer and I miss some of the items on the old menu. But the pool is a lot nicer. It's lovely to swim in.



Leo Jonker, professor, Mathematics and Statistics

The pool is very nice – I like all the sunlight. There are no tall lockers in the pool change room, though, so if you're a swimmer and you come in with a winter coat and boots, you have to take your shoes and coat off downstairs and then go get changed, which is awkward.



Jennifer Barrow, second-year Concurrent Education

It's really different having the food court and athletic areas together in one building. I like it, but I miss the feeling of the old gym.



A new home for Kinesiology and Health Studies

Although it is part of the Queen's Centre, the School of Kinesiology and Health Studies (SKHS) is a dedicated building, bringing kinesiology, health studies and physical education students, faculty, staff and their leading-edge labs together in one place on campus.

"Having our own building is a significant step," says Director Jean

Côté. "Not only does it allow us the physical space to do more leading-edge research, it also reflects the growth and importance of this field of study, both at Queen's and in society."

Historically kinesiology and health studies shared a building with athletics; increasing focus on research and academics over the

years necessitated the addition of classrooms and lab space in 1971.

Although athletics remains an important part of the program, kinesiology and health studies has become a research-driven field encompassing health issues that range from childhood obesity and diabetes to mental health, disease prevention and human perform-

ance. Eight state-of-the-art labs in the new SKHS building will help to ensure that Queen's remains a leader in the study of these issues. The labs are partially equipped by funding from the Canada Foundation for Innovation.

"Our new labs and teaching facilities are unequalled in Canada,"

See NEW HOME: Page 9

Donors recognized for Queen's Centre support

As the new hub of campus life, the Queen's Centre will play an important role in the lives of faculty, staff and students for years to come. This legacy, made possible largely by the students' \$25.5-million commitment is a fitting tribute to the sense of tradition that is integral to the university.

"From the beginning, students have been the driving force behind the Queen's Centre," says Alma Mater Society president Michael Ceci. "Their willingness to contribute an unprecedented amount of financial support to something that will impact campus life long after they are gone shows their true commitment to the university and its future generations of students."

The commitment is the largest by a student group in Canadian history. In addition to the student commitment, numerous alumni and friends have donated to the project.

"None of this would be possible without the support of our students, alumni and friends," says

Vice-Principal (Advancement) and longtime Queen's Centre fund-raiser, Tom Harris. "We are enormously appreciative of their leadership and support for this initiative."

Many areas across the facility are marked with mounted plaques recognizing some of the significant donors. Among them, the Athletics & Recreation Centre Alumni Lounge on the main floor of the Athletics & Recreation Centre (ARC) is named for Board of Trustees Chair William Young (Sci'77) and his wife Amanda Young.

"As an alumnus, it means a lot to be able to give back and contribute to such an important part of student life," says Mr. Young. "The facility embodies what Queen's wants for all of its students – a holistic learning experience that develops mind, body and spirit."

Other named spaces in the Queen's Centre include the clubs wing and one of the club offices, School of Kinesiology and Health Studies faculty office, lab and

lobby, the ARC atrium and the Fireside Lounge. More named spaces are coming later in the spring. The names given to the gymnasiums in the old Physical Education Centre – Bews, Bartlett and Ross – will not be carried over to the new gyms, but will be applied in other areas in the ARC.

In addition to student, alumni and friend donations, many faculty

and staff members donated to the Queen's Centre through the annual Campus Community Appeal fundraising initiative.

"As someone who grew up using Queen's athletic facilities and is a graduate from the School of Physical and Health Education, it is a privilege for me to support the university and our students. Bringing together recreation, athletics and

campus life – under one roof – embodies the Queen's experience," says Meg Einarson (BA, BPHE'87), Senior Development Officer – Gift Planning, who directed her 2008 and 2009 Appeal donations to the Queen's Centre.

The plaques commemorating major donors of the Queen's Centre will be unveiled as part of the Grand Opening on January 15.

Named spaces in the Queen's Centre

- **Clubs Wing** – Bruce Mitchell (Sci'68)
- **Club Office** – Ted and Joan Fletcher and daughters Joanne (BComm'96) and Lynn (BAH'98)
- **Fireside Lounge** – Barbara Palk (Arts '73) and John Warwick
- **Student Lounge / Atrium** – George Watson (Sci'70, MBA'72) and Sheila Watson (Arts'72)
- **Athletics & Recreation Centre Alumni Lounge** – William Young (Sci'77) and Amanda Young
- **School of Kinesiology and Health Studies Lobby** – Tom O'Neill (BComm'67, LLD'05) and Susan Noel (Arts'66)
- **School of Kinesiology and Health Studies Lab** – Great-West Life, London Life and Canada Life
- **School of Kinesiology and Health Studies Faculty Office** – Lorne and Sonia Verabioff
- **Athletics & Recreation Centre Board Room** – James Bews (BA'11)
- **Athletics & Recreation Centre Board Room** – Frederick Bartlett
- **Athletics & Recreation Centre Women's Only Fitness Area** – Marion Ross (BA'26)

Post-secondary transitions not always smooth

By JEFF DRAKE

A new study looking at the transitions young people make from secondary school to university, college, apprenticeship and the workplace has found that over 60 per cent of first-year college students do not come directly from secondary school. Instead, a substantial number of youth enroll in college from the workforce one or two years after secondary graduation.

"Once students are in the workforce, they realize the importance of higher education," says emeritus Education professor Alan King, leader of this study. "But when they were in high school, they were not confident that they could pursue a post-secondary education and were unsure about career directions. Going directly to PSE seems to have more risks than benefits for many young people."

When students were asked why

they did not go on to post-secondary education, factors included concern about financing a college education, uncertainty about career direction, lack of academic success, lack of support from teachers and guidance counselors and lack of involvement in school life.

"Being dissatisfied with their school experience was a major factor," says co-author Wendy Warren of the Social Program Evaluation Group. "High school students who

did not apply to university or college tended to be drawn to the workforce; their part-time jobs often lead to continuing work after secondary school."

The transition of young people from secondary school into apprenticeships was also found to be problematic. Difficulty in finding training placements and a lack of continuity in the programs were a concern.

The study includes demo-

graphic information and marks records for approximately 750,000 secondary school students in each of their school years from 2001-02 to 2006-07, as well as interviews with 211 young people who did not go directly from secondary school to post-secondary education.

The full report is available at www.collegesontario.org/research/king-report-2009.html

Senate highlights: Diversity Advisor role revamped

Adnan Husain, associate professor of History and chair of the Senate Educational Equity Committee (SEEC), will take on a new role as Director of Educational and Equity Projects within the Office of the Vice-Principal (Academic).

The decision was announced at the Nov. 26 meeting of Senate. In his new role, Dr. Husain will direct a small team, the Diversity and Equity Taskforce (DET), to complete an

assessment of the various diversity and equity reports that have been tabled at Queen's in the last two decades, and determine the present status of the recommendations outlined in those reports.

"The role is really intended to be more specific in terms of implementing short-term goals," said Dr. Husain. "The purpose isn't to produce yet another report or series of recommendations, but to develop a short-

term plan of action and mechanisms for achieving our priorities."

For the time being the Diversity Advisor position, filled by Barrington Walker until his term ended, will remain vacant.

Senate also passed a revised Educational Equity Policy Statement to replace the existing policy, approved in 2001. The new policy calls on all levels of the university to incorporate accountability meas-

ures in their efforts to identify and address equity issues. "The 2001 policy was intended to affirm the university's commitment to educational equity, but it lacked the clear, actionable goals and lines of accountability necessary to be widely effective," says Dr. Husain, who spoke as chair of the Senate Educational Equity Committee (SEEC).

Also approved at the Nov. 26 meeting was a proposal to change

the name of the Department of Women's Studies to the Department of Gender Studies, effective January 1, 2010.

"The change speaks to the contemporary research and debate that our faculty and students are participating in, and points to our interdisciplinary approach to the way in which gender is constituted," says Women's Studies Head Beverley Baines.

BOARD IN BRIEF

Notes from the Dec. 4 and Dec. 5 Board of Trustees meeting

The Queen's Board of Trustees approved Principal Daniel Woolf's motion to move to a provost model as of May 1, 2010. See page 1 for more details on this decision.

Other board business included:

- Approval of the university's audited financial statements, as well as some increases to tuition fees for international students.
- Discussion on the structure and workings of a University Planning

Committee, being developed by the principal. The proposal will be refined in the new year.

- Decision to send a formal thank you to l'Université Laval for the hospitality and support provided to Queen's players and fans at the

Vanier Cup.

- Approval of the dedication of the Principal William Snodgrass Arboretum, which stretches in front of Theological Hall and Summerhill. Principal Snodgrass was the sixth principal of Queen's College (1864-77).

- A statement from Jena Hall of Queen's Backing Action on Climate Change. Ms Hall, who is in fourth-year life sciences, told trustees that the group will be submitting a formal expression of concern to the university in the new year about Queen's investments in the Alberta oil sands.

Equity report

continued from page 4

Part 1: Challenges outlines the institution's employment equity obligations under the Federal Contractors Program.

Because Queen's receives significant funding from the federal government, the university is required to set representation goals for 14 employee categories, including professionals, manual workers, skilled trades workers, clerical staff and supervisors. The university must take proactive measures to achieve these goals, which are set using the availability of the four designated groups in the Canadian, Ontario or Kingston workforces, as appropriate.

"Our achievements so far can largely be attributed to Queen's proactive equity hiring practices for faculty, librarians and archivists, and efforts to promote more women into management," says Irène Bujara, University Advisor on Equity and Director of Human Rights and Employment Equity.

The report shows that Queen's hasn't yet met many of its representation goals for women, Aboriginal persons, racialized persons and

persons with disabilities, and in some cases is far below target.

"We must do better at recruiting and retaining members of designated groups," says Dr. Smith. "Queen's strives to be inclusive and we need to reflect the diversity of our community across all employee categories."

An action group, to be led by V-P (Human Resources) Rod Morrison and V-P (Academic) Patrick Deane, has been struck to evaluate and implement the report's recommendations for improving the representation of designated groups in the Queen's workforce.

Administrative

continued from page 1

things."

One of the main objectives for the new human resources system is to help streamline and automate the processing of transactions. It will also provide improved capabilities for analysing this information.

Initial human resources system changes will focus on four main areas. These are:

- HR Core – used to track life and career events, manage positions and compensation, and provide associated information
- Time and Labour – used to track time and attendance, apply rules and validations, calculate payable

time and provide related content to users and managers

- Base Benefits – a new set of tools to maintain records, manage enrolments, group benefit programs/premiums, and track beneficiaries and dependents
- Payroll – used to manage employee payroll data and tax information, calculate earnings and deductions, and process pay and remittances using integrated data from the other three modules.

Education and training will be provided which will establish a foundation for continuing advances in future years.

The Queen's University Administrative Systems Replacement (QUASR) project is a comprehensive three-year university initiative to implement new administrative systems serving finance, research, human resources and student areas.

For further information about the QUASR implementations in 2010, visit the project website at www.queensu.ca/quasr and sign up for the weekly bulletin QUASR QuickNotes by email at quasr@queensu.ca

IS THE CREATIVE ECONOMY EASTERN ONTARIO'S FUTURE?

Ontario's economy is undergoing a transformation as businesses rely less on physical and routinized tasks, and compete increasingly using talent and technology. The Monieson Centre presents a public lecture series exploring how rural businesses and communities can thrive in this new economy.

All lectures 12:00-12:55pm
Optional discussion to follow
304 Goodes Hall, 143 Union St.
Light lunch @ 11:45am

RSVP:
613-533-2350
monieson@business.queensu.ca
www.business.queensu.ca/knowledge

Jan. 26—The Creative Economy: Fact & Fiction

- Dr. Betsy Donald, Queen's University

Feb. 16—The Rural Creative Economy: Issues & Challenges

- Dr. Kevin Stolarick, Martin Prosperity Institute

Mar. 23—The Creative Economy in Ontario: A Prince Edward County Case Example

- Dan Taylor, Prince Edward County
- Dr. Greg Spencer, Munk Centre

Apr. 27—The Creative Economy: Rural Policy Implications

- Ann-Marie Kelleher, OMAFRA
- Prof. Jennifer Massey, Queen's University

May 25—The Rural Creative Economy: Agenda for Research

- Dr. Yolande Chan & Erik Lockhart, Queen's School of Business
- Craig Desjardins, Prince Edward/Lennox & Addington CFDC



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School of English Winter 2010 Part-time Courses

Grammar Boot Camp *New!* Deadlines: Jan. 14 & Feb. 24

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Course Dates: January 18 - February 17 (Beginner Level)
March 1 - 31 (Advanced Level)
(Mon. & Wed., 4 - 5:30 pm)

Fee per Level: Regular - \$230 / Queen's Students - \$210

Introduction to Teaching English as a Second Language

Deadline: Jan. 19

Information session: Mon., Jan. 11, 5 - 6 pm
School of English, Queen's University, 96 Albert Street, Kingston

Course Dates: January 26 - March 11 (Tues. & Thurs., 7 - 9 pm)

Fee: \$490

English for Professional Purposes: Pronunciation & Presentation Skills

Deadline: Jan. 19

Created for graduate students and working professionals

Course Dates: January 26 - March 25 (Tues. & Thurs., 4 - 6 pm)

Fee: Regular - \$640 / Queen's Students & Staff - \$590

www.queensu.ca/qsoe

T: 613-533-2472 F: 613-533-6809 E: soe@queensu.ca
School of English, Queen's University, 96 Albert St., Kingston, Ontario K7L 3N6

Experts address the holidays, climate change, and our Vanier Cup win

QUEEN'S IN THE NEWS

Highlights of Queen's experts in the media

■ Nov. 14 – Dec. 23

International

Robert Morrison (English) – English essayist Thomas De Quincey, in the *Glasgow Herald*, *Westmorland*, *UK Gazette* and on BBC Radio 3's *Night Waves*.

Sanjay Sharma (Ophthalmology) – Retinal tears, in the *UK Guardian*, *Globe and Mail*, daily papers including the *Ottawa Citizen*, *Calgary Herald*, *Edmonton Sun* and on CTV National News.

Ned Franks (Political Studies) – Monarchy's latest visit to Canada, in the *Honolulu Star-Bulletin*; parliamentary procedures regarding the Afghan detainee file, in the *Globe and Mail*, *Toronto Star*, daily papers including the *Toronto Sun* and *Le Devoir* and on CTV Newsnet.

Globe and Mail

Pat Sheahan (Athletics & Recreation) – Winning the Vanier Cup, also in the *National Post*, daily papers including the *Ottawa Citizen*, *Montreal Gazette* and *Calgary Herald*, and on CTV and CBC National News.

Ken Wong (Business) – When celebrity endorsements, like Tiger Woods, go bad; recovery of Menu Foods pet food, in the *National Post*.



Brock

Craig

Tom Axworthy (Centre for the Study of Democracy) – Democracy around the world.

Jonathan Crush (Global Development Studies) – Food security among the urban poor in developing countries.

Jane Good (Career Services) – Increase in college attendance after university undergraduate studies.

Doug Reid (Business) – Success of Porter Airlines.

Will Kymlicka (Philosophy) – History of human rights in Canada.

Allan English (History) – Canadian military culture.

Allan Manson (Law) – New dangerous offender provisions in federal law.

Sean Conway (Policy Studies) – Goodwill and mutual respect in parliamentary function.

Wendy Craig (Psychology) – Bullying in Canada compared to other countries, also in the *Toronto Star*.

Phil Jessop (Chemistry) and **Rui Resendes** (Green Centre Canada) – Green Centre Canada.

Laurence Ashworth (Business) – Retail sales strategies.

Bryne Purchase (Policy Studies) – Toronto mayoral candidate Rocco Rossi's proposal to sell Toronto Hydro.

Sharry Aiken (Law) – Letter to the editor on deportation and torture;



Lahey

McKegney

Canada's refugee policies, in the *Ottawa Citizen*.

National Post

Geoff Roulet (Education) – Ontario's elementary school curriculum, also in the *Ottawa Citizen*.

Louis Gagnon (Business) – Capital markets and risk management.

Brian Marchant (Business) – Teamwork in the business world.

Rod Lindsay (Psychology) – The reliability of eyewitness testimony and memory.

Toronto Star

Sidney Eve Matrix (Film and Media) – Publicity and advertising in the media; Amazon.com's Kindle ebook reader, on CBC Radio national syndication; social and mobile e-commerce, on Discovery Channel's *Daily Planet*.

Heather Evans (English) – Cultural significance of holiday feasts; history of the Christmas cracker, also in the *Hamilton Spectator*, *Cape Breton Post* and *Moncton Times & Transcript*.

Sam McKegney (English) – Multiculturalism during the holiday season.

Arthur Milnes (Centre for the Study of Democracy) – Sir Wilfrid Laurier Day.



Narbonne

Sharma

Regional Newspapers

Samuel Ludwin (Pathology and Molecular Medicine) – MS research and funding, in the *Ottawa Citizen*, *Vancouver Sun*, *Montreal Gazette*, *Edmonton Journal*, *Calgary Herald*, *Saskatoon StarPhoenix* and *Regina Leader-Post*.

Guy Narbonne (Geological Sciences and Geological Engineering) – Supporting the work of Elkanah Billings, Canada's first government paleontologist in the *Ottawa Citizen*, *Montreal Gazette* and *St. John's Telegram*.

Alan King (Education) – Study on who goes to post-secondary school in the *Ottawa Citizen*, *Windsor Star* and on CBC Radio's *Ontario Morning*.

Robin Boadway (Economics) – Benefits of a harmonized sales tax in the *Ottawa Citizen*.

Gerald Evans (Infectious Diseases) – Immunizing against H1N1 and the seasonal flu, in the *Montreal Gazette*, *Edmonton Journal*, *Saskatoon StarPhoenix*, *Nanaimo Daily News* and *Regina Leader-Post*.

Kathleen Lahey (Law) – Gender income, in the *Montreal Gazette*, *Calgary Herald*, *Edmonton Journal*, *Vancouver Sun*, *Saskatoon StarPhoenix*, *Nanaimo Daily News* and *Windsor Star*.

Kathy Brock (Political Studies) – HST legislation, in the *Toronto*, *Ottawa*, *Edmonton* and *Winnipeg Sun*, *London Free Press* and *St. Catharines Standard*.

Charles Beach (Economics) – Pensions and retirement plans, in the *Toronto*, *Calgary*, *Ottawa* and *Edmonton Sun*, *Kingston Whig-Standard* and *London Free Press*.

Broadcast

John Smol (Biology) – Tracking human impact on climate change, on CBC Radio International; effects of humans and climate on west coast salmon, in *Canadian Geographic* magazine.

Bruce Pardy (Law) – Canada and the Copenhagen Climate summit, on CBC Radio's national syndication; climate change and international treaties, on CBC Radio's *The Current* and CKNW Radio in Vancouver.

Warren Mabee (Geography) – Canada's greenhouse-gas emissions targets, on CBC radio national syndication.

Nick Bala (Law) – Holiday planning for blended and divorced families, on CBC radio national syndication.

Kevin Robbie (Physics) – Nanoparticles, on CTV National News.

Niko Troje (Psychology) and **Dorita Chang** (Graduate Student) – Human movement research, on Discovery Channel's *Daily Planet*.

Vic Pakalnis (Mining) – New Canada Museum of Science and Technology, on CBC Radio Ottawa morning; 30th anniversary of Ontario's Occupational Health and Safety Act, in *Engineering Dimensions* magazine.

Call for nominations

2010 Alumni Award for Excellence in Teaching

Deadline:
Friday, February 26, 2010

This award is given annually to a Queen's professor who, in the view of his/her students and colleagues, demonstrates a love of teaching, and a commitment to students. The winner receives a statue and \$5,000.

Nomination forms are available at Alumni Relations, Summerhill or alumni.queensu.ca/awards
Contact:
Nikki Remillard
nikki.remillard@queensu.ca
x 78691

Congratulations to our 2009 recipient!
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Department of Anatomy and Cell Biology



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For the Record

Submission information

Submissions will be edited to address style and length and should normally be less than 150 words.

Awards and Grants

Alumni Award for Excellence in Teaching

Call for nominations. The Alumni Award for Excellence in Teaching is given annually to a Queen's professor who demonstrates a love of teaching and commitment to students. The winner receives \$5,000. Deadline: Friday, Feb. 26. Nomination forms at www.queensu.ca/alumni/programs/quaa/awards/association/teaching.html

Bonnie Judge Memorial Bursaries

Undergraduate female students enrolled at Queen's can apply. Applications are available at the Ban High Centre beginning Monday, Nov. 30. Deadline: Monday, Jan. 29. webbl@queensu.ca or 613-533-6000, ext. 75363. www.queensu.ca/dsao/ind/banhigh/bursaries.htm

Chancellor A. Charles Baillie Teaching Award

The Chancellor A. Charles Baillie Teaching Award recognizes undergraduate or graduate teaching that has had an outstanding influence on the quality of student learning at Queen's. Deadline for nominations is Monday, March 1. www.queensu.ca/ctl/scholarship/awards/award.php?description=baillie

Community Service Learning Engagement Grant Program 2009-10

Accepting proposals for the final round of funding. Contact Matthew Ascah, Coordinator, at matthew.ascah@queensu.ca. Deadline: Friday, Jan. 15. www.queensu.ca/ctl/scholarship/awards/csl_call_09-10.php

Queen's Consecutive Education programs

Application deadline extended for Queen's Consecutive Education programs (on- and off-campus, full-time and internship). Applications can be submitted at www.ouac.on.ca until Monday, Feb. 1. education.registrar@queensu.ca or 613-533-6205. www.educ.queensu.ca/teachereducation/howtoapply/consecutive.html

Research Awards in Educational Advancement

Call for 2010 submissions – win recognition for your scholarly research. Enter your master's thesis or doctoral dissertation and/or published scholarship. Deadline: Friday, Feb. 19. www.case.org, enter case code Research Award.

Teaching and Learning Enhancement Grants

The Centre for Teaching and Learning and IT Services invite proposals for Teaching and Learning Enhancement Grants, intended to encourage and support activities and projects that enhance student learning at Queen's. Deadline: Thursday, Jan. 11. www.queensu.ca/ctl/scholarship/awards/grants.php

University Council's Distinguished Service Awards

Members of the Queen's University Council and alumni can submit nominations for Queen's faculty,

staff, alumni or benefactors demonstrating outstanding service over a number of years. Other university community members may contact a council member with their nomination. Deadline: Friday, Feb. 5, 4:30 pm. www.queensu.ca/secretariat/ucouncil/DSA or contact the University Secretariat at 613-533-6095.

Committees

Principal's Advisory Committee – Renewal, dean of Faculty of Law

Principal Daniel Woolf announces the membership of the committee to advise him on the present state and future prospects of Queen's Faculty of Law and its leadership. Members are: David Allgood, Chair, Dean's Advisory Council; Martha Bailey, Professor, Law; Irène Bujara, Director, Human Rights Office and University Advisor on Equity; Patrick Deane, Vice-Principal (Academic) – Chair; Adrian Di Lullo, SGPS representative, Law; Lisa Dufraimont, Assistant Professor, Law; Jane Emrich, Assistant Dean, Law; Amy Kaufman, Public Services Librarian, Lederman Law Library; Kathy O'Brien, Director, Office of the Vice-Principal (Academic) and committee Secretary; Erin Pleet, President, Law Student Society; Michael Pratt, Associate Professor, Law; Malcolm Thorburn, Assistant Professor, Law; David Walker, Dean, Health Sciences; Mark Walters, Associate Dean (Graduate Studies and Research), Law. Members of the university community who still wish to comment on the present state and future prospects of the Faculty of Law and on its leadership may do so by Friday, Feb. 5, 2010. Letters should be submitted to Patrick Deane, Vice-Principal (Academic) at vpacad@queensu

.ca and respondents should indicate whether they wish to have their letters shown, in confidence, to the members of the advisory committee.

Senate committees need members

Get involved! Faculty, staff and students are needed for positions on Senate committees. For more information, visit www.queensu.ca/secretariat/senate/vacancy or call 613-533-6095.

Human Resources

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). www.queensu.ca/eap

Staff job postings

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

PhD Examinations

Staff and faculty may attend PhD oral thesis examinations.

Wednesday, Jan. 20

Amber Simpson, Computing, "The computation and visualization of uncertainty in surgical navigation". Supervisor: R.E. Ellis, J.A. Stewart. 524 Goodwin Hall, noon.

Thursday, Jan. 21

Ian Wyman, Chemistry, "Host-guest chemistry between cucurbit[7]uril and neutral and cationic guests". Supervisor: D.H. Macartney. 300 Chernoff Hall, 10:30 am.

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Public Lecture

Professor Clive Norris
Department of Sociological Studies
University of Sheffield, UK



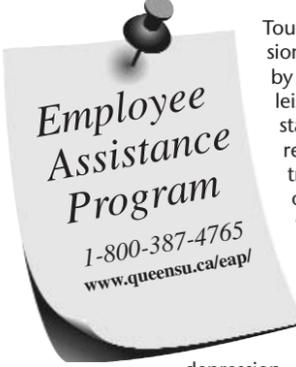
*"There's no success like failure and failure's no success at all":
Some critical reflections on understanding the global growth of camera surveillance*

**14 January 2010
5:30 pm
Robert Sutherland Building, Room 202**

Presented by Queen's Surveillance Studies Centre, the Surveillance Camera Awareness Network (SCAN) with support from the Office of the Privacy Commissioner of Canada
For more info: www.surveillancereport.org/projects/scan

A Footnote on Health

Recession Realities: Unlimited Fun on a Limited Budget



Tough economic times can mean difficult decisions for individuals and families trying to get by on a limited budget. For many, spending on leisure activities is the most logical place to start cutting back. But the decision to forego regular entertainment activities can be frustrating for people who feel like they are not only cutting out fun, but also valuable time with their friends and family.

The added anxiety of today's economy has made social connections that much more vital: studies suggest that being socially connected and experiencing a sense of belonging can help individuals ward off depression – an important preventative strategy during the recession's darkest days.

Getting back to entertainment basics is a great way to get face time with loved ones and friends. Before you start turning down invitations to socialize remember, a little creativity can go a long way. Consider:

- **Getting together and getting in shape.** Exercising together is an inexpensive, fun and healthy way to stay connected with friends and family. Whether it's a walk through the park or a round of Frisbee in your own backyard, exercise can be a great way to enjoy quality time together, without breaking the bank.
- **Reinventing story time.** Break out your library card. It's an easy and inexpensive way to get access to thousands of books, DVDs and CDs for borrowing. Many libraries also have exciting events calendars, with readings, movie nights and activities for children. Check out your local library and see what it has to offer.
- **Reserving front row seats at home.** Enjoy a night at the movies with friends and family in the comfort of your own home. Invite some friends over and enjoy the latest flick. If you and your friends have a favourite television show, make it a weekly ritual to watch it together. Take turns hosting and providing the snacks. You'll enjoy the show, each other's company and the extra money in your pocket.
- **Embracing your creativity with money.** Many museums, theatres and sporting events offer special deals during off-peak hours and may have special discounts or free admission for children or seniors. If you have a flexible schedule, take advantage of mid-week showings or games.
- **Getting back in the game.** Many video games offer an interactive experience which can appeal to the whole family. If you aren't into high-tech gaming or it's outside your budget, dust off your board and card games, and rediscover the spirited debates and fun that only an 'old fashioned' game night can generate.
- **Expanding your mind online.** The web offers unlimited options for inexpensive learning opportunities. Whether you want to learn a new language, take up yoga, or experiment with a new recipe, it's all online. Community centres also offer a wide range of inexpensive or free classes to pique any interest.
- **Making an ordinary dinner extraordinary.** You don't have to be in a restaurant to feel like you're dining somewhere special. If romance is on the menu, light some candles and take time to get close with your special someone. When entertaining a group, make it a potluck and share recipes – allowing everyone a chance to reconnect and catch up.

When looking to have fun on a limited budget, creativity is all that's required. Your Employee Assistance Program (EAP) can help you create a plan to decrease entertainment spending and increase your connections with the people who really matter.

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



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Monday, Jan. 25

Dany MacDonald, Kinesiology and Health Studies, "The role of enjoyment, motivational climate and coach training in promoting the positive development of young athletes". Supervisor: J. Côté, J.M. Deakin. 517 Watson Hall, 9 am.

Notices

Physical Plant Services offers for sale:

WHERE IS, AS IS. 1999 FORD 1 TON with landscape dump box. Mileage Oct 13, 2009 = 101777 km. Description: 165" wheel base, blue cab with black box, cloth bench seat, AM/FM Stereo and clock, 5.4L EPI v 8 engine, 5-speed manual OD-HD. Reserve Bid: \$4,000. For information or to view, please call David Swinton, Physical Plant, at 613-533-6048. Submit sealed bids for the vehicle indicating which unit the bid pertains to. Mark the envelope with "1999 Ford 1 Ton" and return the bid to Deborah McElroy, Physical Plant Services by 11:00 a.m. on Friday, Jan. 15. Please mark bids "Confidential". Queen's University is not responsible in any way for the condition of any item(s) it has made available, nor for any damage or injury that may occur due to use or removal of the item(s).

Calendar

Unless specified, all events are free and open to the public. For a comprehensive listing of campus events, visit the Queen's Events Calendar at www.queensu.ca or eventscalender.queensu.ca

Lectures and Events

Wednesday, Jan. 13

The Monieson Centre
Kelley Packalen, Using a community before going it alone: Incubating institutions and entrepreneurial occupations. RSVP to monieson@business.queensu.ca or ext. 32350. 411 Goodes Hall, noon.

Queen's Musical Theatre
Opening night of *The Rocky Horror Show*. Convocation Hall Theatre, Theological Hall, 8 pm. Closes Saturday, Jan. 23. Tickets: adults \$20, students \$15, at www.queensmusicaltheatre.net or at Destinations (JDUC). Contact qmt.rockyhorror@gmail.com

Thursday, Jan. 14 – Saturday, Jan. 16

Queen's Student Opera Company
Hansel and Gretel, an opera by Engelbert Humperdinck. Grand Theatre.

Adults \$20, students/seniors \$15. www.queensstudentoperacompany.com. Grand Theatre, 8 pm nightly.

Friday, Jan. 15 – Sunday, Jan. 17

Agnes Etherington Art Centre
Symposium of leading artists and thinkers on surveillance in contemporary society, launching the exhibition *Sorting Daemons*. Ellis Hall Auditorium. Contact the Agnes Etherington Art Centre or visit www.aec.ca. Held in conjunction with *Camera Surveillance in Canada: A Research Workshop*. www.surveillanceproject.org/projects/scan

Friday, Jan. 15

Music
John Burge. Colloquium presentation, Studies in poetry: Six etudes for piano inspired by six different books of poetry. 613-533-2066, music@queensu.ca. 124 Harrison-LeCaine, 12:30 pm.

The Rita Friendly Kaufman Lecture
Jordan Crandall, Reconsidering surveillance, from panopticon to program, tracking to formulating, 'Closed World' control to open-sourced, apparatus to assemblage. Ellis Hall Auditorium, 7 pm. Reception at the Art Centre Atrium, 8:30 pm.

Sunday, Jan. 17

Music
2009/2010 Faculty Artist Series presents Bach and Beyond, with Donelda Gartshore (flute), Joan Harrison (cello), and Dina Namer (harpichord and piano). Admission: \$12 adults, \$10 seniors, \$7 students. Series subscription is available. Contact Queen's Performing Arts Office, 613-533-2558. Dunning Auditorium, 2:30 pm.

Monday, Jan. 18

RAQ Monday morning forum
J.M.R. Stone. What happened in Copenhagen: What next? The University Club, coffee 8:15 am, lecture 9 am.

Friday, Jan 22

Music
Roberta Lamb. What is the place of folk music? 613-533-2066, music@queensu.ca. 124 Harrison-LeCaine, 12:30 pm.

Sunday, Jan. 24

Music
2010 Concerto/Aria Competition Finals. School of Music students compete for the opportunity to play with the Kingston Symphony and Queen's Symphony Orchestra. 613-533-2066, music@queensu.ca. Dunning Auditorium, 2:30 pm.

Monday, Jan. 25

RAQ Monday morning forum
Leslee Thompson. What are the current challenges to hospitals in the present environment? The University Club, coffee 8:15 am, lecture 9 am.

Tuesday, Jan. 26

The Monieson Centre
Betsy Donald, The creative economy: Fact and fiction. RSVP to monieson@business.queensu.ca or ext. 32350. 304 Goodes Hall, noon.

Thursday, Jan. 28

Blue Canoe
Opening night of the musical *John & Jen*. Closes Saturday, Feb. 4. Tickets: \$15 adults, \$12 students and seniors. Studio Theatre, 102 Theological Hall, 8 pm. Visit www.bluecanoeproductions.ca, or contact blue.canoe@hotmail.com.

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.

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

Accommodation and Wellness
Shannon Casteels, Workplace Advisor
ext. 77818

Employee Assistance Program
1-800-387-4765

University Chaplain
Brian Yealland
613-533-2186

Rector
Leora Jackson
613-533-2733

Health, Counselling and Disability Services
613-533-2506



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May 13-16, 21-24, 27-30	*GIRLS' GETAWAY June 3-6
June 10-13, 24-27	July 1-4, 8-11, 15-18, 22-25, 30-Aug 2
Aug 2-5, 12-15, 19-22, 26-29	Sept 9-12, 16-19
*GIRLS' GETAWAY Sept 23-26	Oct 1-4, 8-11, 14-17, 21-24, 28-31
Nov 4-7, 11-14, 18-21, 22-25, 25-28	Dec 29-Jan 1

TOURS

Jan 27, Feb 10, 24, Mar 10, 31	Jersey Boys
Jan 31	Guns N Roses
Feb 5-7	Quebec City Winter Carnival
Feb 21, Mar 6	Menopause the Musical
Feb 24	Little House on the Prairie
April 10, 17	Grease
May 16, June 20, July 11	Cirque du Soliel

TORONTO RAPTORS

Feb 20 Toronto Raptors vs Wizards
Feb 26 Toronto Raptors vs Cavaliers
Mar 17 Toronto Raptors vs Hawks



OTTAWA SENATORS

Jan 19 Ottawa Senators vs Blackhawks
Jan 26 Ottawa Senators vs Devils
Feb 4 Ottawa Senators vs Canucks
Feb 9 Ottawa Senators vs Flames



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JEFF DRAKE

Principal Daniel Woolf stands with the winners of the 2009 Staff Appreciation Awards. From left, Principal Woolf, Donna Addison, Wanda Badger, Lucy Briceland, Annette Keyes, Anita Lister, Wendy Schuler, Patricia Sullivan, Marilyn Lavoie and Judy Vanhooser.



JEFF DRAKE

Hundreds of staff enjoyed a delicious lunch, complete with chocolate fountain, at the Principal's Holiday Reception in Grant Hall.

2009 Staff Recognition Awards Winners

The 2009 Staff Recognition awards were handed out as part of Staff Appreciation Day, held December 4, 2009. The following is based on comments made by Principal Daniel Woolf in honour of the 2009 Staff Recognition Awards Winners.

Donna Addison, Health, Counselling & Disability Services
During her 28-year career at Queen's, Donna Addison has come to be known for the unfailing optimism and positivity she brings to her job. This is especially welcome in Health, Counseling and Disability Services where she serves as the senior clerk-receptionist, compassionate greeter, and friendly reassuring presence to many in need of support.

Wanda Badger, The Robert M. Buchan Department of Mining
As the mining department's long-time administrative assistant, Wanda Badger has played an indispensable role in the department's success. Her knowledge as an advisor, departmental historian and undisputed champion for health and safety has won well-deserved kudos from colleagues and students alike.

Lucy Briceland, Registrar's Office/QUASR
In three decades of working at Queen's, Lucy Briceland has found and extended a wealth of institutional knowledge. Her insight and familiarity with student data management, together with her leadership in the field of records integrity, make her an indispensable asset to the university.

Annette Keyes, Chemistry
As the Chemistry graduate assistant for the past 10 years, Annette Keyes' outstanding efforts and achievements have transformed the administrative infrastructure of the department. Her professionalism and dedication are considered pivotal to the superb, smoothly efficient and transparent operation of one of Queen's largest graduate science programs.

Anita Lister, Anatomy & Cell Biology
Whether assisting in program coordination or timetable conflicts, chairing internal academic review committees or taking a central role in Queen's Human Body Donation Program, Anita Lister, administrative assistant in the Department of Anatomy and Cell Biology, manages to exceed expectations, win friends for the department and gain the respect and confidence of grieving families.

Wendy Schuler, Sociology
As an administrative assistant in the Department of Sociology, Wendy Schuler is an eminent facilitator of good staff and faculty relations. Her extraordinary inter-personal skills and unflappable demeanour are central to the smooth running of the department and unanimously appreciated by all.

Patricia Sullivan, Agnes Etherington Art Centre
For the past decade, Patricia Sullivan has provided creative and imaginative service as public programs officer at the Agnes Etherington Art Centre. Never content with the status quo, she has consistently developed and introduced new initiatives that spark, build and expand audiences for art appreciation and enhance Queen's academic programs.

Marilyn Lavoie and Judy Vanhooser, Philosophy
The Philosophy department's administrative assistant, Marilyn Lavoie, and undergraduate/graduate assistant, Judy Vanhooser, are a dynamic duo who maintain a level of bustling tranquility within the department office. They provide exemplary and complimentary administrative skills and consummate program, budget and scholarship knowledge. Their ability to anticipate needs and juggle competing demands enables them to meet the varied needs of everyone in their department.

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