

onQ
NOVEMBER 2011



A magazine for Queen's University faculty and staff
PEOPLE, STORIES AND IDEAS



**Canadian Institute for
Military and Veteran
Health Research**

Queen's has a long tradition with the Canadian military. During the First World War, Grant Hall was transformed into a military hospital. Following the Second World War, the Faculty of Applied Science, accelerated a group of veterans and graduated them six months ahead of the class of 1949, resulting in the famed and unique class of Science 48 1/2.

In 2009, the Canadian Institute for Military and Veteran Health Research (CIMVHR) was created. It began with an idea by a group of faculty members whose passion for the military was translated into an organization that will serve the health and well-being of Canadian military personnel, veterans and their families.

In these pages you will read about the CIMVHR and about people who serve Queen's in myriad ways, through their research, community service, and teaching. They are some of the innovators and creative thinkers who make up the heart and soul of this university.

As always, I welcome your comments and insights.

Anita Jansman

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HIDDEN GEMS

Do you recognize this?

Turn to p. 15 for the answer.



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EDITORIAL POLICY

Commentary and expert opinions that address issues related to higher education and are consistent with the mandate of *onQ* are welcome to *Viewpoint*. The editor reserves the right to edit or decline submissions based on style, length, appropriateness, relevance, and legal considerations. Maximum 300 words.

Letters are welcome and should address issues directly related to stories that appear in *onQ*. The editor reserves the right to edit or decline submissions based on style, length, appropriateness, relevance, and legal considerations. Maximum 200 words.

All submissions must be original and addressed to the editor, and include your name, affiliation and phone number. Send submissions to anita.jansman@queensu.ca by the 15th of each month, to be considered for publication in the next issue.

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ON THE COVER: Susan Marlin, Associate Vice-Principal (Research), and Alice Aiken, Director, CIMVHR

THE FINANCIAL CRISIS AND QUEEN'S

JAMES G. MACKINNON, DEPARTMENT OF ECONOMICS

The financial crisis of 2008-09 had enormous effects on economies and financial markets around the world. Even though Canada was less affected than many other countries, including the United States, the impact on Queen's was substantial and is likely to last for a long time. The crisis affected Queen's in many ways, of which three stand out.

The most obvious consequence of the crisis is that the value of university endowments was greatly reduced. While this was surely the biggest consequence for leading private universities such as Harvard and Princeton, it was not the biggest one for Queen's because our endowment is much smaller.

However in response to the crisis, the Board of Trustees reduced the target payout rate for the Pooled Endowment Fund, so the impact has been somewhat greater than the loss of capital would suggest. There has been a considerable impact on student awards, professorships, trust funds, and other parts of the university's budget that depend on income from the endowment. Because the endowment payout rate changes

gradually over time, the entire impact has not yet been felt.

A much bigger consequence of the crisis is that the Queen's Pension Plan (QPP) went severely into deficit. In part, this was because the QPP, like the endowment, lost a lot of money on its investments. But there was a second effect, which was even larger. During and after the crisis, interest rates fell sharply around the world, partly because central banks were trying to stimulate the economy and partly because firms were reluctant to borrow and invest. The drop in long-term interest rates caused the present value of the QPP's liabilities to rise, greatly increasing the size of the deficit. The extra payments that are needed to deal with the deficit have, in turn, had a major impact on the university's budget. The university and several of its employee groups have recently taken steps to make the plan financially viable, and these will inevitably affect take-home pay and future pensions for all current employees.

The third major consequence for Queen's is less direct, but probably no



James MacKinnon

less important, than the first two. Government finances around the world were severely affected by the recession that was brought on by the financial crisis. Tax revenues dropped, and expenditures rose, so government deficits soared. The

finances of the province of Ontario were hit particularly hard, and this is likely to have long-term consequences for the support the province provides to Queen's and other Ontario universities. **Q**

onQ welcomes commentary and expert opinions that address issues related to higher education. Email anita.jansman@queensu.ca or submit via www.queensu.ca/news/onq. Maximum 300 words.

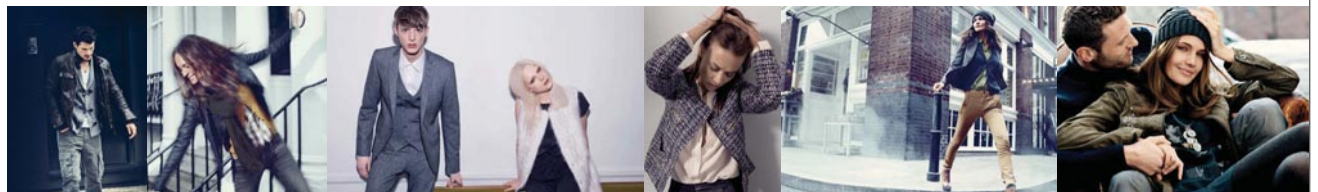


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Alice Aiken, Director, CIMVHR, and Susan Marlin, Associate Vice-Principal (Research)

INNOVATING FOR THE FUTURE OF MILITARY AND VETERAN HEALTH

Like so many new projects at Queen's, the Canadian Institute for Military and Veteran Health Research (CIMVHR) began with an idea that had been percolating among a small group of researchers and scholars. The idea was brought to life by a single phone call from Tom Harris, Vice-Principal (Advancement), then chair of the Human Mobility Research Centre (HMRC), to Susan Marlin, Associate Vice-Principal (Research), and eventually named as co-chair of the CIMVHR implementation committee.

"You need to talk with Bill Richard and Alice Aiken," said V-P Harris. Mr. Richard is a retired member of the Canadian Forces and adjunct professor in the School of Policy Studies; Dr. Aiken is a veteran and an assistant professor at the School of Rehabilitation.

Here was an opportunity to bring researchers together in the much-needed and underdeveloped area of military and veteran health research. It is the first-ever Canadian initiative to address the health needs of military personnel, veterans and their families.

With Kingston home to the largest army base in Canada, neighbouring Trenton home to the nation's largest air force base, and Southeastern Ontario home to the largest number of veterans per capita, the decision to create this institute at Queen's was both logical and appropriate.

Partnerships with the Royal Military College of Canada, the Department of National Defence, Veterans Affairs, Kingston General Hospital and 22 universities across Canada cemented the initiative's foundation and a research institute was born. Researchers not only saw this as an opportunity to work with a new study population, but more importantly they felt a calling to contribute to the military and their families who give so much.

Dr. Aiken, director of CIMVHR, has both a professional and personal interest in the institute. She trained in rehabilitation therapy while she was a serving member of the Canadian forces and her husband is a veteran. They make their home in Kingston now and she continues her contribution to the military through her research and teaching at Queen's.

Her focus is policy research and knowledge translation – putting research results into practice quickly. "As CIMVHR director, I will ensure that we get our research to the policy-makers and clinicians quickly. We don't want to do the kind of research that shows results in 15 years. We want to get it to the bedside now. That is our mandate – rapid translational research," says Dr. Aiken.

With a network of academic researchers from across Canada, the CIMVHR serves as a focal point for Canadian universities that have agreed to collaborate on the health research requirements of the military, veterans and their families. The institute serves all Canadian stakeholders interested in military and veteran health research and provides a conduit between the academic community, government organizations and similar international organizations. Public and private funding will make the CIMVHR sustainable into the future.

The CIMVHR hosts an annual national forum and the response to the inaugural event in 2010 was overwhelming. One hundred and forty abstracts were submitted; all 250 seats were filled.

The second annual forum this month focuses on several themes: mental health, operational and environmental health protection, physical and mental rehabilitation, combat casualty care, transition from military to civilian life, and health care policies and programs.

"The CIMVHR really distinguishes Queen's as a leader in the field of military and veteran health research. Five to 10 years from now it will be so well established, we won't remember a time when it didn't exist in Canada," says Ms Marlin.

Queen's commitment is reflected in the scope of its support from Principal Daniel Woolf, Vice-Principal (Research) Steven Liss, Faculty of Health Sciences Dean Richard Reznick and more than 40 scholars from diverse disciplines including family medicine, rehabilitation therapy, nursing, psychology, psychiatry, drama, english, sociology, chemistry and kinesiology. Research will extend internationally as the CIMVHR shares information with its counterparts in NATO countries. **Q**

www.cimvhr.ca

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PSYCHOLOGY RESEARCHER FINDS THAT POWER DOES GO TO OUR HEADS

BY CHRISTINA ARCHIBALD

A Queen's study has found that for North Americans, a feeling of power leads to thinking in a focused and analytical way, which may be beneficial when pursuing personal goals.

"What's most interesting about this study is the idea that thinking is flexible, not rigid or innately pre-programmed. We are able to attune our style of thinking to the needs of the situation," explains Li-Jun Ji, the study's co-author and a social psychologist who studies

As a result, thinking analytically—focusing on one's own goal and how to achieve it without being distracted by the surrounding context—can be advantageous.

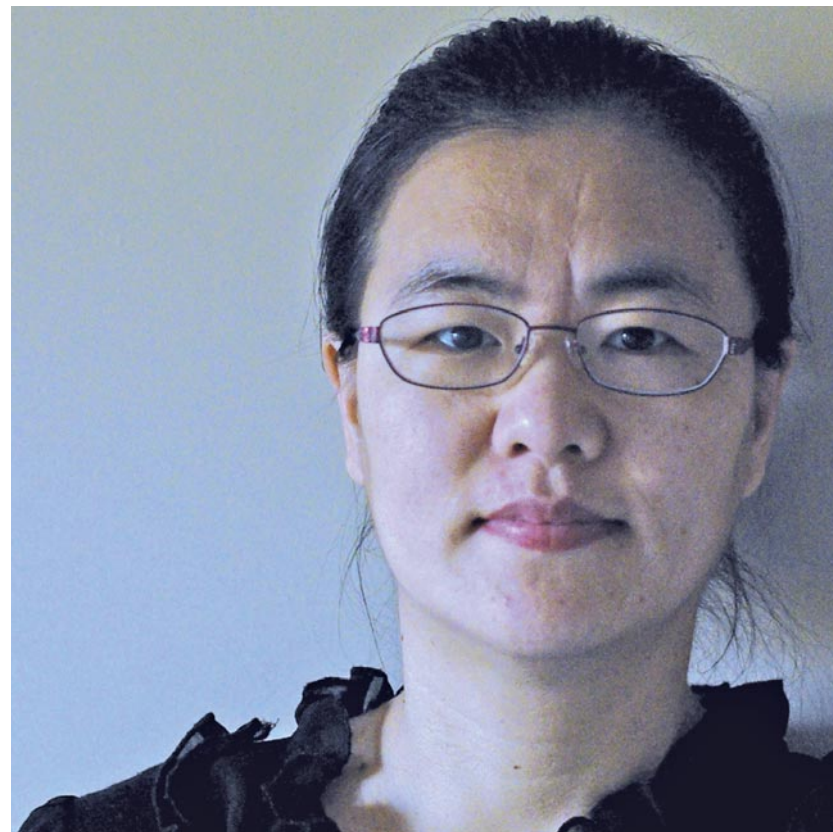
In order to induce feelings of power, the researchers asked study participants to recollect occasions in their lives when they had influenced others. The participants then completed a number of different tasks designed to assess whether they were thinking more analytically or more holistically.

For most people, being in a position of power or influence means that they want to influence others and achieve their own goals. In North America, these goals tend to be self-defined and independent from the wider social context.

the relationships between culture and thinking. "However, the specific ways we might attune our thinking seem to depend on our cultural background."

For most people, being in a position of power or influence means that they want to influence others and achieve their own goals. In North America, these goals tend to be self-defined and independent from the wider social context.


Analytical thinking is characterized by processing a focal object and its features independently from its surrounding context (for example, using adjectives to describe a ball as 'red' or 'round'). Holistic thinking involves a focus on contextual information and the relationships between objects (for example, using verbs like 'kick' or 'play' to highlight the connection between the



Li-Jun Ji

ball and its environment).

Dr. Ji also found that North American individuals with high socioeconomic status (SES) displayed more

analytical thinking than low SES individuals. She believes this may be because a higher SES increases people's feelings of power. 

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SHELLEY AYLESWORTH-SPINK WORKS FOR POSITIVE CHANGE

BY MARK KERR

Having lived in Kingston much of her life, Shelley Aylesworth-Spink takes great pride in the city and wants the community to grow stronger.

"Kingston is a community of contrasts between rich and poor, and unfortunately poverty persists. The need for affordable housing, for example, is one of the biggest issues in our community," says Ms Aylesworth-Spink, executive assistant for Vice-Principal (Advancement) Tom Harris.

The United Way of Kingston, Frontenac, Lennox and Addington (KFLA) is helping address those concerns, and it's one of the main reasons Ms Aylesworth-Spink serves on the organization's board of directors. She chairs the Capacity Building Committee which evaluates grant applications throughout the year. Ms Aylesworth-Spink also serves as the staff co-chair of Queen's United Way workplace campaign. She first became involved in the United Way 20 years ago while living in northern Alberta.

The United Way funds over 100 critical programs and services in the Kingston area, and strengthens the voluntary sector by offering leadership development services to non-profit organizations. Increasingly, the United Way is working with the City of Kingston

and community stakeholders to develop and implement strategies for supporting youth and reducing poverty and homelessness.

Ms Aylesworth-Spink believes volunteering with the United Way lets people see their whole community. One way people can get involved is by serving on a Citizens Review/Community Impact Panel. Over a three to four week period, they get to meet with the volunteers and clients of an agency and better understand the services that organization provides.


With so many needs in the community, Ms Aylesworth-Spink is heartened by the support Queen's faculty, staff, students and retirees provide through the United Way campaign every year. The university's workplace fundraising campaign is the largest in the region.

"The campaign on campus has benefited from Queen's students who bring a lot of energy. And having senior administration support from Vice-Principal (Finance and Administration) Caroline Davis, who sits on the United Way of KFLA campaign cabinet, makes a big difference," she says. "I believe the United Way campaign at Queen's has a big future in terms of involving more university staff, faculty and students in our community."



Shelley Aylesworth-Spink

Queen's set a goal of \$320,000 this year, and it is well on its way to achieving that objective. Campaign information and pledge cards have been sent to campus

mailboxes. Completed forms can be internally mailed or dropped off to the Human Resources Department in Fleming Hall, Stewart-Pollock Wing. 



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BADER COLLECTION PAINTINGS ON DISPLAY IN AMSTERDAM

BY NANCY DORRANCE

A group of 17th-century Dutch paintings from the collection of Queen's benefactors Alfred Bader, Sc'45, Arts'46, MSc'47, LLD'86, and his wife, Isabel Bader, LLD'07, are on display at the Rembrandt House Museum in Amsterdam.

The exhibition, which will run until January 2012, includes eight paintings already donated to the Agnes Etherington Art Centre. The remainder of the Baders' extraordinary collection is a promised bequest to the Art Centre.

"The Bader Collection is unique for its focus and concentration on Rembrandt and his circle," says Art Centre director Janet Brooke. "I know the thousands of visitors to the exhibition in the coming weeks will deeply appreciate seeing some of these works temporarily installed at or close to the location where they were originally painted some 400 years ago."

Among the paintings on display in Amsterdam is *Head of an Old Man in a Cap* by Rembrandt, part of the Art Centre's permanent collection. Additional loans from the centre include those by artists who worked in Rembrandt's circle, such as Aert de Gelder, and a rare self portrait by the Flemish painter Michiel Sweerts.

The Rembrandt House Museum includes the residence in which Rembrandt lived and worked from 1639 to 1658. It is also where he taught many pupils, who spread and reinterpreted his style and way of working.

David de Witt, curator of European art for the Art Centre, worked with Ms Brooke to assure the safe transport of the art centre's paintings to Amsterdam. Dr. de Witt was among the speakers at the well-attended formal opening of the show, which is already garnering international media attention. **Q**




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ASK BOB!

THE PENSION PUZZLE



Bob Weisnagel

Bob Weisnagel, Associate Director of Pension Benefits & Insurance, has been asked to answer many questions about the Queen's Pension Plan. Over the next few months, onQ will publish some of the most commonly asked questions.

Question

How will my minimal guarantee pension payments be indexed?

Answer

Following implementation of the pension reforms September 1, 2012, minimum guarantee pensions would be split as of the implementation date. Service prior to the effective date would in effect be "grandfathered" and handled under the current rules and only service after implementation would be impacted by the new rules. In other words, all current active members of the plan who retire on a minimum guarantee pension would have a portion of their pension indexed annually after retirement.

Question

Why aren't reduced payments to pensioners, or soon-to-be pensioners, part of the proposed solution to current pension-plan shortfalls? Why should the younger generation shoulder most of the responsibility?

Answer

Our plan document stipulates that pensions in payment cannot be reduced and governing legislation does not permit the accrued benefits of current employees to be adjusted downward (or reduced) as part of any pension reforms. Younger plan members, on the other hand, will benefit from a lengthy investment return horizon, and will have a higher probability of receiving a money purchase pension greater than the minimum guarantee because of the higher monthly contributions.

These members would still contribute less over the course of their careers at Queen's than similarly-aged employees elsewhere, who are members of jointly sponsored plans where the funding responsibility is shared equally between the employer and pension plan members. For example, the Ontario teachers plan currently requires employee contributions at 10.2 per cent up to a year's maximum pensionable earnings (YMPE) and 11 per cent above YMPE. Our contributions will increase gradually over the next 30 months to seven per cent up to YMPE and nine per cent in excess. **Q**

If you have a specific pension question, Bob Weisnagel can be reached at bob.weisnagel@queensu.ca

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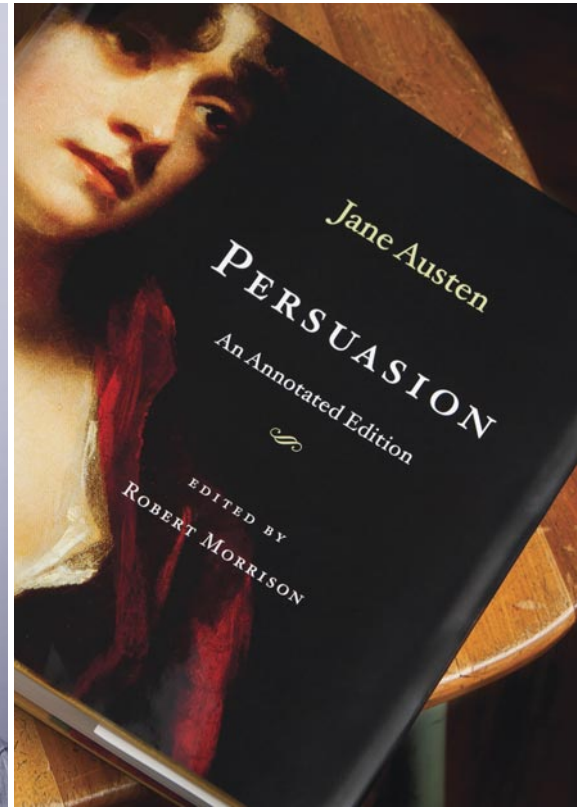
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EMPLOYEE SPOTLIGHT

Robert Morrison



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indications that the market may be nearing or experiencing a downturn many investors are tempted to make hasty investment decisions. The temptation, of course, is to sell off a portion of their funds, wait on the sidelines until the market has bottomed out, and then go back in when it's safe.

Although market volatility may be unnerving to novice and experienced investors alike, these kinds of corrections are nothing new, and are a common market phenomenon. The best approach to handling these worrisome periods is to arm yourself with proven historical investment information, and seek professional advice from an Investment Professional.

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A certain 18th-century novelist might describe English professor Robert Morrison as an “intelligent man with a pleasant countenance.” The scholar of Romantic literature readily admits that this novelist has been the object of his attention for the better part of two years. So, the story is out now, made public with the release of a new edition of *Persuasion: An Annotated Version*. The book is a beautifully illustrated edition of what is considered to be Jane Austen’s most profound and compelling love stories. Since *Persuasion* is Dr. Morrison’s favourite Austen novel, it was both an honour and a challenge to annotate the book.

No stranger to literary writing, Dr. Morrison is also the author of *The English Opium Eater*, a biography of 19th-century writer Thomas De Quincey, which was released last year. Both projects are extremely compelling, thanks to the scholar’s research skills that combine a mix of intricate detective work, writing and intense copy editing.

There are 102 illustrations in *Persuasion* and finding them required Dr. Morrison to dig through the bowels of the British Library and uncover all kinds of images, sketches and artifacts that he thought would help illuminate the text.

For all his publishing success, the role of English professor remains his passion. He is a two-time recipient of the Frank Knox Teaching Award, in 2006 and 2008, as well as recipient of the W. J. Barnes Award for Excellence in Teaching in 2006 and the Ontario Undergraduate Student Alliance Teaching Award in 2008. Dr. Morrison finds inspiration from his students.

“The best thing about Queen’s are the students, he says. “They have been wonderful to me and I am deeply grateful and honoured to teach them.”

Dr. Morrison credits his wife Carole, Special Project Officer in the Faculty of Education, for her support with the *Persuasion* project. They read *Persuasion* aloud to each other, punctuation and all, so he could work from the most accurate copy possible. **Q**

EMPLOYEE SPOTLIGHT

Carole Morrison




Carole Morrison's bright, sunlit office in Duncan McArthur Hall matches her demeanour. Ms Morrison's background in community services and past role as research coordinator, position her well for responding to needs of donors and volunteers. Working with The Office of Advancement, she is a special project officer in the Faculty of Education.

"Our donors want to feel confident that we are making optimum use of their gifts," says Ms Morrison. "Stewardship is a major component of what I do. We really can't say thank you enough to people who support the Faculty of Education."

Other important aspects of Ms Morrison's role include fundraising, communications and events planning. She finds her work rewarding and embraces the challenges presented to her. Last year she successfully recruited Barbara Coloroso – an internationally recognized expert on parenting, teaching and school discipline – as a guest speaker for the Duncan McArthur lecture series.

Ms Morrison works closely with Stephen Elliott, Dean, Faculty of Education.

"Carole plays an important role in connecting our faculty to the local community of educators and to our alumni. The relationships she fosters with the faculty's friends and donors have led to support for a number of exciting initiatives and educative events," says Dean Elliott.

Ms Morrison's personal life is equally interesting. Married to Robert Morrison, English professor and author, she offers assistance on his literary projects and travels with him when time permits. 

Would you like to suggest someone for Employee Spotlight?
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STAFF MEMBER FACILITATES INTEGRATION OF NEW ADMINISTRATIVE SYSTEMS



Kathy Lang

Kathy Lang is relatively new to Queen's, having joined the staff in July. But with a decade of experience working with PeopleSoft, the application used for the university's new administrative system, she is one of the most knowledgeable members of the implementation team.

"One of the things that attracted me to Queen's was being able to get in on the ground floor and help the university," says Ms Lang, who worked at the City of Kingston prior to her current role. "It's a challenge, getting everybody speaking the same language and working together, but it's a good kind of challenge."


Ms Lang is a business analyst in the Financial Services Office. Her primary role in the PeopleSoft implementation is as a member of the sustainment team, ensuring that the new HR and finance systems are integrated and functioning together as they should be. She says the biggest challenge will be ensuring effective commu-

nication, which is vital to the transitions.

"Explaining to the community how this is going to impact them, and how it's going to make things better in the future, is paramount," says Ms Lang.

Once the HR PeopleSoft system is implemented, all three systems – student, HR and finance – will operate as one unified technology. Accessing information will be easier, and data will be more comprehensive and consolidated.

The sustainment team includes representatives from all three systems, as well as technical staff and business analysts, working in the same office towards the same goal – ensuring that the systems function to the best of their capability.

"We will all be in the room together, sharing knowledge and information and working together to see this through," says Ms Lang. "It's incredibly rewarding to be working on a project of this magnitude with such a dedicated team." 



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Gord Campbell

IT'S ALL ABOUT BEES FOR GORD CAMPBELL


BY ALYSE KOTYK

Gordon Campbell is not your average systems administrator. When not managing computer servers in the Department of Physics, he has another interest that keeps him buzzing – bees.

“It’s really about the bees. It’s a combination of fascination with this incredibly complex little society and getting the odd sweet treat every now and then,” explains Mr. Campbell. “Working with the bees is my antidote to the wired life here at Queen’s. The bees don’t care if some new electronics product is rumoured to be in the pipe. They just do their thing, as they have for millions of years.”

Now in his fourth season of beekeeping, Mr. Campbell and his business partner Greg Hounsell are managing 14 top-bar hives. Top-bar hives present a more natural way to keep bees. While this method yields less honey than hives typically used by commercial beekeepers, the pair prefers this approach because it does not rob the bees of their food supply or disrupt their natural patterns of production.

As their success has grown, Mr. Campbell and Mr. Hounsell are now exploring an educational component to their passion, which includes an introductory workshop on sustainable beekeeping, the first of which was held this past spring.

When he’s not with the bees, Mr. Campbell keeps things moving in the Department of Physics, looking after a network of more than 150 computers. His days involve software assistance, hardware repairs, server configuration and maintenance. He attributes the ability to balance his important and challenging work at Queen’s with his passion for bees to a supervisor who encourages flexibility and creativity both in and out the workplace. 

Are you involved in projects outside of Queen’s? Do you know a colleague who is? Share your stories with *onQ*. Email anita.jansman@queensu.ca



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FACTS ON

Q



Number of diplomas printed for fall convocation this year: **Just under 1,000**



The fine levied on Queen's students who failed to attend class in proper academic attire, which included a cap and gown, in the 19th century. **25 cents**



The highest enrolment for a first year course in the Faculty of Arts and Science. PSYC-100. **1831 students enrolled this semester.**



Number of people participating in the Fitness and Wellness program at the Athletics and Recreation Centre last year. **2,000**



Number of minutes of inactivity before computer monitors in the library go blank. **20, and after a further 20 minutes, they power down.**

Queen's School of Medicine opened the doors to its new building in September. Preserved inside is the well-loved entrance to the home of Walter T. Connell and his son, W. Ford Connell (1906-1998), which previously stood on site. The legacy of these two doctors endures; both headed the Department of Medicine at Queen's and were recognized for their gift of teaching by generations of students. Graduating students passing through this archway learned by example the importance of balancing medical competence with an ability to listen to and treat the patient with compassion. The Dr. Connells are remembered as medical legends and this beautiful door stands as a tribute to them and their great contributions to Queen's School of Medicine.

From p. 2 **HIDDEN GEMS**



AND FINALLY...

NOTES on Q

Staff Appreciation Day 2011.

Mark December 5 on your calendars!

In recognition of your contributions to the Queen's community. Human Resources have arranged for free coffee, tea and hot chocolate at the university's food outlets, a draw, and an inspiring key note speaker Denise Bissonnette, an internationally renowned writer and trainer. Come to Grant Hall between 11:30 am and 1:30 pm for refreshments at 12:30 pm celebrate with Principal Woolf as he presents the 2011 Staff Recognition Awards. Register for guest speaker sessions on the HR Learning Catalogue at

www.hr.queensu.ca/workandcareer/cw-trainwork.php

Get your flu shot. Kingston, Frontenac, Lennox and Addington (KFLA) Public Health will host public walk-in flu shot clinics on Wednesday, November 9 and Wednesday, November 30 from 9 am to 5 pm in the new School of Medicine building. In addition, Health Services will hold walk-in clinics for students on Friday, October 28 and Fridays in November 4, 11, 18 and 25, from 3 – 4:30 pm at the LaSalle Building.

Visit Senate in brief at

www.queensu.ca/news/articles/senate-brief-7 for the October 24 meeting of Senate report.

The **Farmers' Market at Queen's** brings local, high quality and fresh tasting food to the Queen's community through regular markets on campus. The vision of the market is to provide students easy access to locally produced food, thereby allowing an alternative to the traditional commercial food industry. Held each Wednesday in front of the John Deutsch University Centre (JDUC) in the fall and spring, and in the JDUC during winter months.

www.thefarmersmarketatqueens.com

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Chuck Vetere, Student Counselling
ext. 77978

Anti-Racism Complainant Advisors

Stephanie Simpson, Coordinator 613.533.6886

Audrey Kobayashi, Geography 613.533.3035

Anti-Heterosexism/Transphobia Complainant Advisors

Jean Pfeleiderer, Coordinator 613.533.6886

Eleanor MacDonald, Politics 613.533.6631

Coordinator of Dispute Resolution Mechanisms

Harry Smith 613.533.6495

Sexual Harassment Respondent Advisor

Greg Wanless, Drama ext. 74330

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Ellie Deir, Education ext. 77673

Internal Dispute Resolution

SGPS Student Advisor Program 613.533.3169

Freedom of Information and Protection of Privacy

Diane Kelly, Access and Privacy Coordinator
613.533.2211

Equity Office

613.533.2563

Accommodation and Wellness

Shannon Jones, Workplace Advisor
ext. 77818

Employee Assistance Program

1.800.387.4765

University Chaplain

Brian Yealland 613.533.2186

Rector

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613.533.2506

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