

onQ
DECEMBER 2011



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



**QUEEN'S STUDENTS AND STAFF
PARTICIPATE IN THE GIFT OF GIVING**

note

"Mankind was my business; charity, mercy, forbearance, and benevolence, were all my business. The deals of my trade were but a drop of water in the comprehensive ocean of my business!"

These famous ghostly words of Jacob Marley from *A Christmas Carol* ring as true today as they did almost 170 years ago when Charles Dickens penned them in 1843. That was just two years after Queen's College at Kingston, as it was originally named, came into existence by Royal Charter that granted the "establishment for the education of youth ... for their instruction in the various branches of Science and Literature, would greatly conduce to the welfare of our said Province."

The world has become infinitely more complicated since 1843 and so, too, has Queen's. But if you permit me to modify the language in one phrase from the Charter to reflect a global perspective – *to greatly conduce to the welfare of our world* – I think it's safe to say this has been and remains a guiding principle for Queen's and for those of us who work and study here.

The stories in this issue of onQ reflect the spirit of generosity that permeates the campus, even more obviously around this time of year, but it's a spirit and deed that lives year round. It's evident in ground-breaking research, teaching and student initiatives that contribute to improvements in healthcare, environmental practices, and social policy around the world. It is demonstrated by the many fundraising drives that improve quality of life not only in the Kingston community but across Canada and internationally. This all "greatly conduces to our welfare."

Personally, I'm on the receiving end of tremendous generosity when I reach out to faculty and staff and ask you to tell your stories. At this time of year, I take this opportunity to thank you all for responding when I call and for revealing something of yourselves for onQ readers.

Warm wishes for a safe, happy holiday and all the best for 2012.

Anita Jansman

Do you
recognize
this?

Turn to p. 15 for the answer.



HIDDEN GEMS

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onQ

Queen's University Employee Magazine

December 2011

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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: From left to right
Kathie Granger, Office of University Registrar
Emily Boudreau, MBA student
Phylliss Watt, Faculty of Education
Shannon Kot, MBA Student

HONOURING THE GIFT OF GIVING

BY PATTY MCHENRY, PRINCIPAL GIFT OFFICER, OFFICE OF ADVANCEMENT

During my many years in the Office of Advancement, I have been fortunate to meet with Queen's most loyal and dedicated supporters. My travels across Canada and the U.S. have allowed me to visit with friends and alumni from all backgrounds and faculties. They each bring a unique perspective on the university and I have learned a great deal by simply listening to what they have to say.

I still remember my first meeting with Jack McGibbon, BComm'43 – at that time a youthful 87 – and being amazed and humbled by his intense connection to Queen's. He credits the university for making his career and success possible. His own motivation to give back to Queen's is his own sense of gratitude. Mr. McGibbon is one of two donors who made the revitalization of University Avenue possible and he continues (now at the age of 95!) to have a constant interaction with the university – we are indeed very lucky to have friends like him.

Mr. McGibbon and the countless other donors I have been privileged to work with, show me every day that they receive a great personal benefit from their gifts, almost more than the university itself benefits. They speak of their joy at meeting 'their' students or seeing 'their' classroom being used and it is they who are thankful for having the experience of giving.

I am so proud to represent Queen's to our donors. I am inspired by their generous natures and their depth of interest in our programs, faculty and students. And as a born and bred Kingstonian, I am honoured to work in this vibrant community, particularly here at Queen's, where people are continually reaching beyond their immediate surroundings to engage around the globe.

Each time I make a personal gift either to Queen's or to a community group, I experience the gift of giving and I am grateful to make my own difference. **Q**



Patty McHenry

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.

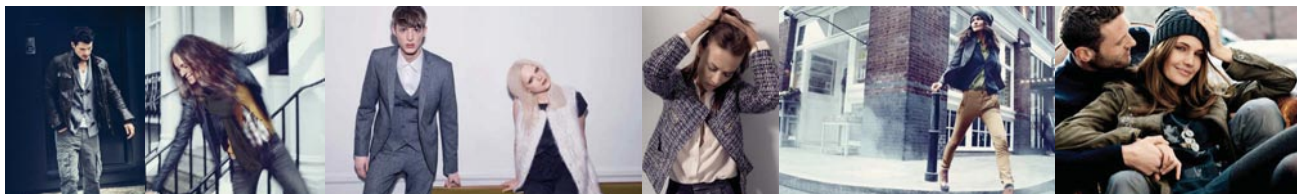


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IN THE SPIRIT

“Queen’s is an integral citizen within the Kingston community and, frankly, in the world, so it’s no surprise that so many individuals and offices here demonstrate such a generous spirit all year round.”



Tom Hewitt

Community and global outreach have long been defining characteristics of the teaching and learning experience at Queen’s. Through research and teaching programs across all disciplines, spirit of generosity shines in our local community and around the world. A week seldom goes by when we don’t read about students working to help set up a medical clinic, school or a means to obtain clean drinking water. Closer to home, faculty and staff contribute to the community in meaningful ways – from promoting sustainable practices, to providing perishable food items for meal programs, and staging musicals in order to raise awareness and funds for particular causes.

Tom Hewitt, Chief Development Officer, Office of Advancement, is a seasoned fundraiser. He is relatively new to his role, but as a grad (Artsci’82), and former University Councillor, he is a long-time member of Queen’s community. He has witnessed first-hand the generous nature of the people at Queen’s.

“At the end of day, despite some financial uncertainty and labour negotiations here, when we go home and listen to the news and reflect on where we are in the world, we are so fortunate. Queen’s is an integral citizen within the Kingston community and, frankly, in the world, so it’s no surprise that so many individuals and offices here demonstrate such a generous spirit all year round,” he says.

According to Jay Handelman, Associate Dean and Research Director, Master’s and PhD Programs in Queen’s School of Business, some distinct giving trends have emerged in the last decade. Not-for-profit organizations have become much better at marketing their charities, owing to the rise of new media such as social networking. They are better able to show donors exactly how their gifts are being used. From the donor’s perspective, there is a growing desire to give in socially responsible ways.

“Consumers are over-saturated with the latest new electronic gadgetry or the newest fashion trend. When making personal gifts, rather than give say, a new smart phone, many are electing to donate a goat or a means to get fresh water for a village on another continent on behalf of a family member or friend,” says Dr. Handelman. “This provides a nice balance for consumers who want to make a difference in some way.”

Kathie Granger, Service and Information Assistant, Office of the University Registrar (OUR), is making a difference. She has been rallying the staff in Gordon Hall for the past 10 years to fill up food bins for the Partners in Mission Food Bank and to support the Clothes for Kids program, which provides winter clothing to local children.

“No child in Canada should go without a winter coat,” says Ms Granger. “It’s good to send money to earthquake victims on the other side of the world, but we have to take care of our neighbours too.”

“Consumers are over-saturated with the latest new electronic gadgetry or the newest fashion trend. When making personal gifts, rather than give say, a new smart phone, many are electing to donate a goat or a means to get fresh water for a village on another continent on behalf of a family member or friend.”



Jay Handelman

They start collecting in January in different ways. On dress-down Fridays, staff members pay a dollar to wear jeans to work. They raffle off gifts from local businesses such as the Campus Bookstore and Pam's Flowers. And they have a 50-50 draw three times a year.

Last December, OUR presented \$1,400 to the Clothes for Kids program and \$1,200 plus two food barrels to the Partners in Mission Food Bank. Ms Granger is proud of the support she receives from Records & Services, Admissions, Student Awards, Graduate Studies, Student Affairs and Career Services.


Phyliss Watt, Administrative Secretary, Faculty of Education, organizes a special giving initiative. She has a drop box outside her office where people can donate juice boxes and cereal, for the Limestone District school board's breakfast programs in elementary schools.

“I think locally. We have to support people right here in town,” says Ms Watt. “I know I can't work on an empty stomach, so I can't imagine how young children can learn without breakfast.”

Students Shannon Kot and Emily Boudreau at the Queen's Masters of Business Administration (QMBA) Women in Leadership Club have also found a meaningful way to give. Their support for Dress for Success, an organization committed to promoting

the economic independence of disadvantaged women, puts into action their goal to increase women's opportunities and success in the workplace. Dress for Success accepts donations of professional attire for women attending job interviews – a critical step in gaining financial independence.

“Dress for Success focuses on empowering disadvantaged women to achieve their goals by equipping them with the tools to succeed in the workplace,” says Ms Kot. “This initiative has really shown us the ongoing impact that community organizations can have on a person's whole life. We believe that every woman should be given the opportunity to reach for her dreams, and Dress for Success is an organization that helps to facilitate the career goals of women worldwide. We are thrilled to get to work with Dress for Success and add a community responsibility component to our second annual Ontario Women MBA Summit.”

The efforts of these individuals, and the hundreds of people whose initiative supports giving programs on campus, proves Mr. Hewitt's theory that giving is really about the heart and not so much about the amount of money donated. “Donors want to feel they are part of something bigger, that they belong to a community. By giving, they are honouring their communities and their own good fortune,” he says. 

THE CENTRE FOR TEACHING AND LEARNING CELEBRATES 20 YEARS OF EDUCATION DEVELOPMENT

When discussing the origins of the Centre for Teaching and Learning (CTL), Joy Mighty likes to quote from a 1991 report by the Association of Universities and Colleges of Canada (AUCC): “Teaching is seriously undervalued at Canadian universities and nothing less than a total recommitment to it is required.”

According to Dr. Mighty, Director, CTL, that report raised red flags about the quality of higher education across the country. Queen’s responded with the formation of the Instructional Development Centre, later renamed the Centre for Teaching and Learning.

Since 1992, the CTL has offered a wide array of programs and services designed to meet the teaching and learning needs of faculty members, students, post-doctoral fellows, and staff. The CTL will soon be celebrating 20 years of

improving the quality of teaching at Queen’s and has recently relaunched its website.

The commitment to teaching comes from the university administration, and also from students, who were instrumental in providing funding for a teaching centre and continue to help fund it through an endowment.

The students agreed to pay a levy on their fees expressly for the purpose of improving teaching at Queen’s. “Kudos to them for raising hundreds of thousands of dollars. It says a lot about the quality of our students,” says Dr. Mighty.

The CTL, staffed by scholars from a variety of disciplines, offers workshops and seminars. Many are online, so instructors can learn at their own pace, or customized for specific departments.

Dr. Mighty points to Occupational Therapy (OT) as a good example of how a unit can benefit from the CTL. The OT unit invited her to instruct on team-based learning in 2003, and since then the unit has adopted it as its signature pedagogy, and meets every year to revisit and renew the program.

Another important aspect of the CTL is the Queen’s University Chair in Teaching and Learning, a three-year appointment crossing all disciplines. Maggie Berg (English) is collaborating with professors



Centre for Teaching and Learning, from left to right, Sandra Murray, Matthew Ascah, Kaitlin McDonald, Denise Stockley, Joy Mighty and Penina Lam

on a project called *The Slow Campus*, which aims to explore the harmful effects of speed on academic life. Another chair, Alan Ableson, is working on a project to enhance teaching and learning in large classes.

Today the CTL is participating in the growing international movement called Scholarship of Teaching and Learning (SOTL), which promotes scholarly inquiry into student learning, advancing the practice of teaching by promoting

research findings.

With small grants, scholars initiate a research project to determine, for example, how to incorporate a new form of technology into the classroom. Observations and findings are recorded and then made publicly available. It’s an innovative way to share meaningful data about teaching and pedagogy.

Dr. Mighty stresses that all this great research would not be complete unless excellence in teaching is recognized. To that end, the CTL maintains a record of all teaching awards and encourages departments to establish their own.

“Excellence in research gets rewarded, yet it is equally important to recognize excellence in teaching,” she says.

Each year the Office of the Provost and Vice-Principal (Academic) hosts a reception to honour the recipients of teaching awards, and presents them with a specially-designed pewter pin. Typically held in the fall, this year’s reception will take place in January 2012 to coincide with the CTL’s 20th anniversary celebration. www.queensu.ca/ctl

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COMMUNITY APPEAL BRINGS TOGETHER CAMPUS

BY MARK KERR

Monica Stewart (Office of the Provost and Vice-Principal (Academic)) and Tim Fort (Drama), returning co-chairs of the Queen's Campus Community Appeal 2012, are already hard at work preparing for the appeal's February launch.

"We are focusing our efforts on recruiting more volunteers who will help with the appeal and raise awareness. Research shows that volunteering helps you live a longer and happier life – so we hope that lots of people will respond to the call," says Ms Stewart, the staff co-chair.

Dr. Fort, the faculty co-chair, met many enthusiastic and dedicated volunteers across campus working on the 2011 appeal.


"I am inspired when I see all the people who readily give much more as volunteers, who really believe in the greater possibilities of the campus and the positive effect of working together," he says.

More than 700 faculty, staff and retirees donated \$1-million over the last year. Their gifts support the university's diverse initiatives and help leverage additional support from other benefactors and funding sources.

"I discovered a few cross-disciplinary funds that I didn't know about. I realized there were many projects I could support because they spoke to my interests," says Dr. Fort.

For Ms Stewart and Dr. Fort, community is at the heart of the annual appeal.

"Usually the Queen's campus is a decentralized place. Seeing so many members from all areas of Queen's pull together in their efforts to make things happen is a great experience," says Ms Stewart.

If you are interested in volunteering for the Queen's Campus Community Appeal 2012, contact coordinator Leigh Kalin by email leigh.kalin@queensu.ca or at ext. 75137. 

www.givetoqueens.ca



Monica Stewart



Tim Fort

CONGRATULATIONS TO THE WINNERS OF THE 2011 STAFF RECOGNITION AWARDS



Principal Daniel Woolf (centre) with this year's staff recognition award winners, from left to right, Sharon Posadowski (Fixit, Physical Plant Services), Dianne Butler (Faculty of Law), Lynne Meilleur (Diagnostic Radiology), Rick Eves (Psychology), Mark Badham (Geological Sciences and Geological Engineering), Denise Cameron (Biomedical & Molecular Sciences), Kathy Goodfriend (English) and Elspeth Christie (Health, Counselling & Disability Services). The awards were presented on December 5 at the Principal's Reception in Grant Hall. www.queensu.ca/news



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BREAKING BREAD IN THE QUIC KITCHEN BY KRISTYN WALLACE



QUIC employee Hanna Stanbury (left) receives help in the kitchen from graduate student Huma Irfan (Pakistan) and PhD candidate Xin Guan (China).

At the Queen's University International Centre (QUIC), the kitchen is as much a meeting place as it is a place to cook and heat food. Located in the heart of

QUIC on the second floor of the John Deutsch University Centre, the kitchen is the focal point for all who go there. "This is not a space where the offices

are at the centre," says Susan Anderson, Assistant Director, QUIC. "The kitchen is the star."

Just last month, 120 people – students and staff – gathered at QUIC for a Thanksgiving potluck dinner. Guests brought dozens of dishes, from meat and pasta to rice and vegetables. As she has done for many years, Ms Anderson cooked the turkeys – four of them, totalling 65 pounds.

"People are encouraged to bring food that might be special to them and that they want to share with others," says Ms Anderson. "They really seem to just enjoy the idea of spending the holiday together."

For some students, the dinner is a chance to participate in a holiday they don't celebrate at home.


"I'm interested in different cultures and different traditions, so I wanted to experience them," says Momoka Tamura, an exchange student from Kwansei



Gakuin University in Japan who is studying politics and history at Queen's.

QUIC also hosts a number of other events that feature the kitchen. Receptions are held in the fall and winter terms to welcome international and exchange students. Community lunches, featuring foods from different regions of the world, are held once a month and are open to the Queen's community. A number of groups also use the kitchen as a place to meet.

A generous benefactor recently gave the kitchen a much-needed boost in the form of two new stoves, two new microwaves, and a large fridge.

"That contribution to the kitchen demonstrates an understanding of how important that space is, how it supports interactions between people," says Ms Anderson. 

www.quic.queensu.ca

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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.

Question

How will the 4.5 per cent charge to money purchase accounts affect the amount that I have contributed as Additional Voluntary Contributions (AVCs)?

Answer

All money purchase account balances, including AVCs, will be impacted by the 4.5 per cent charge at retirement to finance the non-reduction guarantee. Please note that AVC balances (as well as Past Service and Special Vested Contributions) are currently reduced by 1.5 per cent when converted to pension for the same reason. This matches the 1.5 per cent that the university contributes monthly in respect of required money purchase contribution accounts. AVCs can be transferred to an RRSP at retirement, thus avoiding the charge altogether.

Question

I'm currently receiving a pension from the QPP. Will the plan changes impact my payment in any way?


Answer

No. The plan changes only affect pension payments initiated after the effective date, which is September 1, 2012. Current pensioners receive a letter each fall that details the outcome of the post-retirement indexing process. In that letter pensioners are also reminded that pension payments are "guaranteed to never reduce" during their lifetime, and that "in accordance with the rules that govern the Queen's plan, the monthly pension that you are currently receiving will continue without reduction."

Question

In the case of deferred members of the pension plan, what are the implications of the changes?

Answer

As deferred members are no longer accruing service credits, the minimum guarantee calculation and indexing would remain under the current rules. That being said, and depending on the length of time between the deferral date and pension initiation, investment returns continue to be applied to account balances, increasing the likelihood that a deferred member will receive a money purchase pension – in which case the 4.5 per cent contribution towards the non-reduction guarantee will apply, as will the changes to the excess interest procedure. That members are not required to draw a pension from the plan and can, instead, transfer their funds to private retirement accounts, in which case the 4.5 per cent charge will not apply. 

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EMPLOYEE SPOTLIGHT

George Farah


BY MARK KERR



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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 advise from an Investment Professional.

TO DISCUSS YOUR FINANCIAL FUTURE, PLEASE CONTACT STEPHANIE AT LIMESTONE FINANCIAL
1-888-679-1112 stephanie@limestonefinancial.ca

As the university's information systems security officer, **George Farah** understands the importance of reaching out to faculty, researchers, staff and students.

"People in general understand the risks. I pride myself on establishing really good partnerships with the community so they have the knowledge to make informed decisions about safeguarding their computer systems and research data," says Mr. Farah.


Threats to information security at the university are always changing and evolving. In recent years, attempted hacking and phishing attacks world-wide have increased. Campus users receive emails from seemingly reputable sources asking for personal information such as Queen's NetID and password or financial information.

ITServices and IT departments remind all system users that they never ask for their NetIDs and passwords. ITServices regularly provides information to the community about phishing attacks and other threats.

The potential impact of cyber-attacks is far reaching for both the individual and the institution. People who have their

identities stolen in a phishing attack often have loans and credit cards taken out in their name. Furthermore, if their NetID is compromised, access to Queen's information may also be compromised. Cyber-attacks can threaten the university's computer systems and the private information they contain. Hackers can also compromise researchers' data.

Mr. Farah keeps on top of information security threats through professional development and research. He chairs the Information Security Special Interest Group sponsored by the Canadian University Council of Chief Information Officers. That collaborative group of 37 university information security officers exchanges information and communicates with the Canadian Cyber Incident Response Centre to obtain information on emerging threats to infrastructure. Mr. Farah also masters the nuances of the systems and technology used at the university so he can best advise the campus community.

In his free time, Mr. Farah enjoys tackling a different sort of challenge: ice climbing. He also likes running, canoeing and kayaking, and spending time with his wife and sons. 

Would you like to suggest someone for Employee Spotlight? Email anita.jansman@queensu.ca

EMPLOYEE SPOTLIGHT

Petra Fachinger



Petra Fachinger, who specializes in intercultural relations in literature and film, urban fiction, Asian North American and Turkish German literature, is one busy scholar. In addition to teaching an undergraduate seminar on *Jane Eyre*, a graduate seminar in contemporary Canadian and American urban fiction, and publishing papers, the professor of literature from the Department of English has devoted a great deal of time to the Senate Academic Planning Task Force (SAPTF). Dr. Fachinger embraces all of these roles.

Dr. Fachinger's participation on the SAPTF was a rewarding and enriching experience, and set her on a learning curve, which she readily admits was fairly steep at times. The process extended over an 11-month period, beginning in November 2010.

"I've learned a lot from my colleagues and from the students. I have read the responses to Principal Woolf's *Where Next?* from units across campus and I've talked to many, many people," she says.

Her investigation provided a clear understanding of the diversity that exists at Queen's, with each unit having its own strengths and weaknesses. Creating a comprehensive plan that suits everyone was difficult but she was confident with what


the task force presented to Senate, and the plan passed unanimously in November.

"The consultation process was transparent and inclusive," she stresses.

Dr. Fachinger holds two of the plan's extensive list of recommendations near to her heart.

"We need to develop communication and writing skills among students by enhancing the services of the Writing Centre, and we must foster respect for Aboriginal knowledge, languages, and cultures through governance, student, staff, and faculty recruitment, and curriculum development," she says.

She credits equity advisor Heidi Penning from the Equity Office, Mimi Gellman, the graduate coordinator of Supporting Aboriginal Graduate Enhancement (SAGE) at Queen's, and Four Directions Aboriginal Student Centre director Janice Hill for deepening her own understanding of the Aboriginal communities on campus.

Now that the work of the SAPTF has been completed Dr. Fachinger will find herself with a bit more time on her hands, which she will, no doubt, spend with her nine-year-old daughter. 



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Melody Monte

KNITTING FOR CHARITY BY ALYSE KOTYK


If you run into Melody Monte on campus, ask her what knitting creation she has in her bag that day. Ms Monte is the assistant to the undergraduate coordinator in the School of Kinesiology and Health Studies (SKHS), and she always has a knitting project on the go. Apart from her academic advising duties for undergraduate students in the SKHS, Ms Monte knits tricolour items using local yarn, sells them at the Campus Bookstore, and gives all of her profits to charity.

"Some people run, some people paint, I knit," she says.

Two years ago, Ms Monte found herself frustrated that she was constantly burning her hands on hot coffees. She knew that she could knit something to solve that problem and so she created

reusable coffee cup sleeves. She added to her repertoire by knitting wine bottle covers and her scraps of yarn were turned into tricolour pompoms. When she started making greeting cards, her friends encouraged her to sell her items.

Through the organization Our Father's House, Ms Monte's profits support a foster child in Kiev. She is also interested in the work of the Ark Tibetan Handicapped Orphanage operating under the umbrella of Intercede International. These organizations strive to assist local initiatives in communities around the world, a goal that caught Ms Monte's attention.

"What I like about it is it allows me to be generous," she says. "I'm going to knit anyway so why not let the children benefit from it." 



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HUMAN RIGHTS COLLABORATION

BY MARK KERR

As the university's sexual harassment prevention coordinator in the Queen's Human Rights Office (HRO), Margot Coulter works collaboratively with the Sexual Assault Centre Kingston, the Kingston Frontenac Anti-Violence Coordinating Committee (KFACC), Kingston Interval House (KIH) and individuals within the criminal justice system. She also represents Queen's on KFACC and serves on the KIH board of directors.

"By volunteering with these organizations, the connection between Queen's HRO and community agencies is much more seamless, which ultimately allows us to better support faculty, staff and students," says Ms Coulter, who has been on the KIH board for over six years and has served as chair since 2009.

As KIH chair, Ms Coulter recognizes the important role the United Way serving Kingston, Frontenac, Lennox and Addington (KFLA) plays in the community. This year the United Way of KFLA provided one-time funding for a family transitional support counsellor at Robin's Hope transitional housing for women and their children. As well, KIH is fortunate to receive funds from the United Way to offset shelter program costs.

"The United Way operates with a lot of integrity and takes great care to understand the work of its member agencies. The United Way saw the benefits of supportive counselling and advocacy for women and children living at Robin's Hope," says Ms Coulter.

Ms Coulter is one of many Queen's staff, faculty, students and retirees who volunteer with United Way member agencies every year. The financial generosity




Margot Coulter

of the university community also makes Queen's the single largest United Way workplace campaign in KFLA.

As of December 2, the Queen's community had raised over \$290,000.

KIH supports women and children experiencing violence and works with the community to end violence against women and children.

Robin's Hope transitional housing, which officially opened last year, gives women additional time of up to 364 days to find affordable housing, develop skills, establish peer networks, and achieve the financial independence they need to leave abusive relationships. 

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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In the upcoming months, you'll begin to notice signs like these appearing on the countertops of your favourite independent local merchants. Each sign indicates participation in a brand new Queen's Employee Discount Program. For further information, present your Employee ID card to store staff, or scan the QR Code with your smart phone. Keep looking for new participants, and if you'd like to suggest a local business, please contact us: advert@queensu.ca

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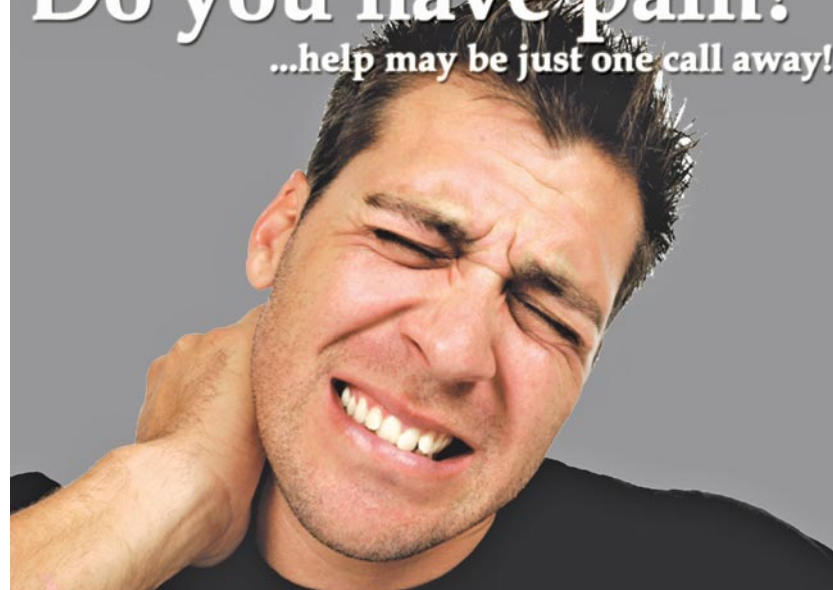
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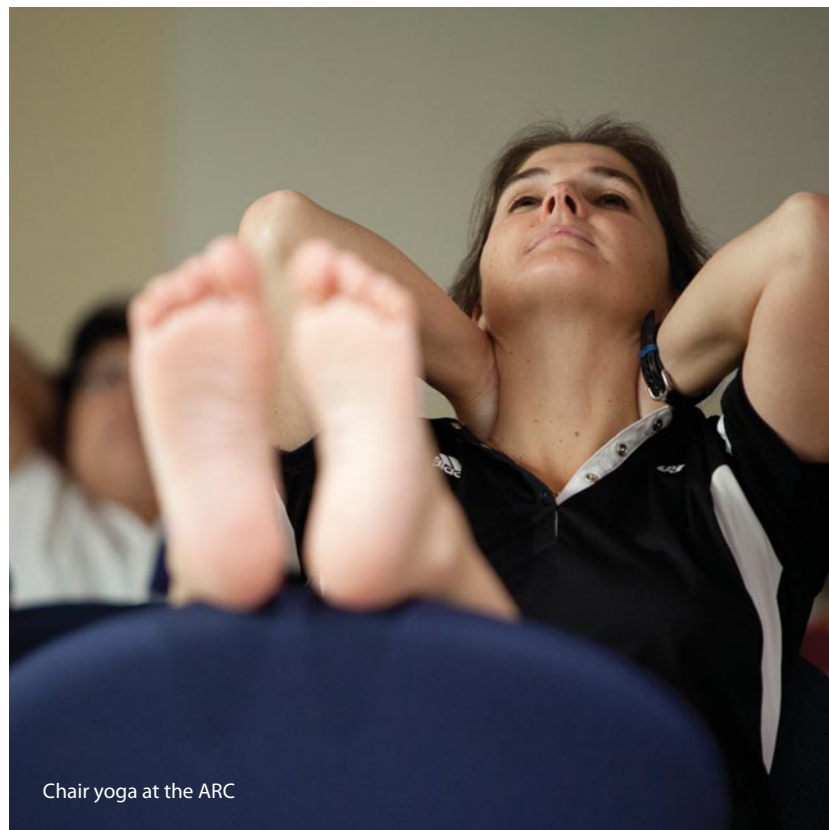
LEARNING AND DEVELOPMENT

A collaborative partnership between Human Resources (HR) and the Athletics and Recreation Centre (ARC) has resulted in a series of lunch time sessions, which will start up again in the new year.

“This initiative fits well with the goals of HR and the ARC. Both units are committed to increasing employee engagement and satisfaction and promoting well-being and healthy lifestyles,” says Shannon Hill, Learning and Development Specialist, Human Resources.

In addition to an eight-week session in Chair Yoga, beginning in February, watch for the new program Yoga for Managing Stress. Visit the website for more information on these and other programs offered in 2012.

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



Chair yoga at the ARC

NOTES on Q

Senate unanimously approved the Queen's University Academic Plan 2011. At its November meeting, Senate agreed to include a provision for striking a task force each fall consisting of students, staff and faculty who will consider a new planning issue or set of issues recommended by the task force of the previous year. www.queensu.ca/news/articles/senate-unanimously-endorses-academic-plan

For more information about the November 22 meeting of Senate, visit

www.queensu.ca/news/articles/senate-brief-8

Human Resources has redesigned its website to meet new accessibility standards on campus and enhance user experience. New and improved features include specific “How can we help you?” introductions for different sections, a news banner for important dates and events, and photographs of Queen's staff and community members.

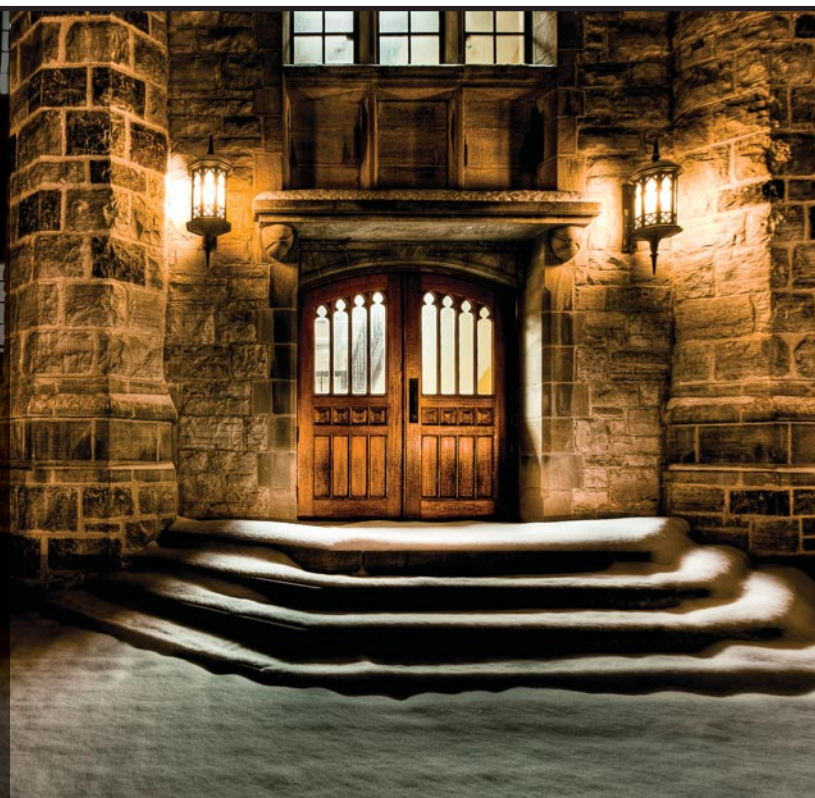
www.queensu.ca/humanresources

CFRC 101.9 FM will be holding its 90th Anniversary Funding Drive during February 10-19, 2012. Watch and listen for 10 days of special on-air programming and community events including an audio documentary launch, a dance party and a fundraising concert. In addition to the Funding Drive campaign, CFRC plans to celebrate its 90 years of making waves with special events for Queen's 2012 Spring Reunion, historical exhibits in collaboration with Queen's Archives, and an anniversary dinner gala on the night of CFRC's first broadcast: Sunday, October 7. For more information about CFRC's history and upcoming events, follow @CFRC on Twitter or visit www.cfrc.ca

From p. 2 **HIDDEN GEMS**

DOUGLAS LIBRARY, BACK DOOR

The west side of Douglas Library is a stunning bit of architecture, and made more so on a snowy evening in December, when it takes on the look of a castle. Douglas Library is the oldest of Queen's libraries. When it was built, it housed the entire holdings of the university's collections, as well as senior administrative offices. The southern half of the building was completed in 1923; the northern part, built in the same neo gothic style and featuring three underground floors of bookstacks, was added in 1966. It is noted for its beautiful stained glass, gothic windows, and vaulted ceilings, and is named in honour of James Douglas, Queen's chancellor from 1915 to 1918.



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Chuck Vetere, Student Counselling
ext. 77978

Anti-Racism Complainant Advisors

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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

Anti-Racism Respondent Advisor

Ellie Deir, Education ext. 77673

Internal Dispute Resolution

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Diane Kelly, Access and Privacy Coordinator
613.533.2211

Equity Office

613.533.2563

Accommodation and Wellness

Shannon Jones, Workplace Advisor
ext. 77818

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