



QUEEN'S GAZETTE

Hearing with your eyes P8



Coal isn't the demon P10



Ground to break on Queen's Centre

By SARAH WITHROW

The Queen's Centre – the largest construction project in the university's history – breaks ground this Friday, March 2. Scheduled for completion in 2009, Phase 1 of the \$230-million student and athletics centre will more than double the capacity of Queen's current facilities.

Principal Karen Hitchcock will act as emcee and officially commence construction at a 5-pm

ceremony at Jock Harty Arena where Queen's Bands will kick off the celebration pep-rally style. The event will also feature a video presentation of the completed Queen's Centre. Students, faculty, staff, alumni, major donors and members of the Board of Trustees will also be on hand to commemorate the launch of construction of the largest section of the complex.

"The groundbreaking for the

first phase of this project is a significant milestone representing an extraordinary achievement – one that attests to the strength of our community and the unity of its vision," says Principal Hitchcock. "This project is possible because of an historic contribution made by members of the Queen's Alma Mater Society (AMS). Their generous investment will ensure that the university they love continues to attract

the finest students, faculty and staff and offers the best possible university experience both inside and outside the classroom."

In December 2005, Queen's students approved a \$25.5 million pledge to the Queen's Centre, the largest single pledge ever made to a university by its student body.

University leaders note that Queen's Centre will serve as a symbol of, and venue for, engage-

ment, reflection, celebration and growth – physical, mental, spiritual and emotional – in support of the university's academic mission. The centre's unique design as a village in the community recognizes that learning extends beyond the classroom to include opportunities for leadership and development.

Phase 1 construction includes an aquatic centre, varsity gymnasium,

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LEARNING TO DANCE, WEST AFRICAN STYLE



CATHERINE WELLS

Students from the Queen's School of English had a great time learning West African dance steps at a recent workshop, part of Black History Month activities. With them (front, centre) is instructor Anita Jack Davies.

New dean committed to expanding research, education

By KAY LANGMUIR

A strong faculty, excellent research, and progressive thinking add up to a plateful of exciting opportunities at Queen's Faculty of Applied Science, says incoming dean Kimberly Woodhouse.

"Because you have a strong faculty, there are great opportunities to build," says Dr. Woodhouse, who begins a five-year appointment on July 1.

She commended the dean of the past 10 years, Tom Harris, for developing Applied Science as "a dynamic, forward-thinking faculty."

"The faculty, staff and students at Queen's have shown the ability to think outside the box... and challenge educational paradigms," says, Dr. Woodhouse, who will be the faculty's first

female dean.

She cited Queen's leadership in developing multi- and interdisciplinary initiatives both within Applied Science and with other faculties at the university. She would like to see these efforts continue, particularly in the area of bringing together technical expertise and policy know-how.

"It's critically important to have people who are technically strong involved in policy decisions," said Dr. Woodhouse, who spent several years in industry before beginning her academic career.

Dr. Woodhouse is a professor in the Department of Chemical Engineering and Applied Chemistry at the University of Toronto with a cross-appointment to the Institute of Biomaterials and Biomedical Engineering. She is also associate director of the

Advanced Regenerative Tissue Engineering Centre at Sunnybrook Health Sciences Centre. Her research focuses on tissue



COURTESY OF THE FACULTY OF APPLIED SCIENCE AND ENGINEERING, UNIVERSITY OF TORONTO
Kim Woodhouse

engineering and regenerative medicine.

Dr. Harris, who has known Dr. Woodhouse for some years, says her deanship will benefit greatly from her strong research record, commitment to education, industry and external-agency experience, as well as her energy, enthusiasm and ability to motivate others.

"She will bring her perspective and experience to issues facing the faculty: continued development of undergraduate programs, ensuring accessibility of our programs of education; strengthening research profile of the faculty; guiding expansion of graduate programs, increasing our international profile and continuing work in advancement," Dr. Harris says.

Dr. Woodhouse sees opportunities to expand the graduate

program based on the strength of the faculty and some key strategic areas of research, such as the Queen's-RMC Fuel Cell Research Centre, the Geo-Engineering Centre, the Human Mobility Research Centre, and initiatives

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



IN BRIEF

A Queen's first for McLean

Physics professor Alistair McLean was named a Fellow of the Institute of Physics. He is the first Queen's faculty member to be named as a fellow to the British-based institute.
www.iop.org

Grads take part in survey

Queen's will participate with 28 other Canadian institutions this winter and spring in conducting the Canadian Graduate and Professional Student Survey (CGPSS). The CGPSS is a variation of a survey developed at MIT and is conducted every two years. A Canadian company, Mosaic Research, is hosting the web survey in 2007. The survey examines student satisfaction with several areas including Program, Quality of Interactions, and Coursework; Program/Department Support; Financial Support; University Resources and Student Life.

Alumnus helps find murder suspect

David Ridgen, a 1991 Queen's Film Studies graduate, has helped authorities to find a suspect in the two decades-old slayings in Mississippi.

The Canadian filmmaker paved the way for arrest by studying the 1964 killing of two black teens, Thomas Charles Moore, the brother of one of the victims said recently.

James Ford Seale, a 71-year-old one-time sheriff's deputy, pleaded not guilty to charges of kidnapping and conspiracy in the deaths of Charles Eddie Moore and Henry Hezekiah Dee. Long believed to be dead, Mr. Seale was found alive only when Mr. Moore travelled back to his hometown in Franklin County, Miss., in July of 2005 accompanied by Mr. Ridgen, who was making a documentary on the case, one of several cold cases from the civil-rights era.

Mississippi Cold Case premiered earlier this month on CBC TV. A former teacher and native of Arnprior, Ont., Mr. Ridgen has been making documentaries for the CBC since 2001.

Conference around corner

A reminder that Inquiry@Queen's takes place Thursday, March 8 and Friday, March 9 in the Learning Commons in Stauffer Library. For more, visit the conference website at www.queensu.ca/iatq/conference.html and qnc.queensu.ca/gaz_online.php to read the Feb. 12 Gazette article online.

Campus events calendar now in full production

The campus community's new one-stop web destination for university events is now viewable from outside the university.

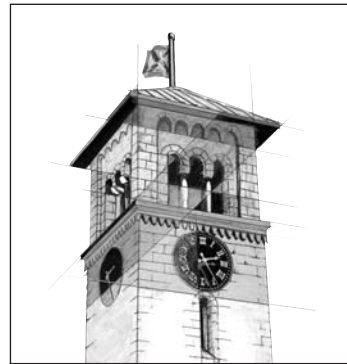
The Queen's Events Calendar is located at queensu.ca/eventscalendar and is also linked off the Queen's home page at www.queensu.ca.

A joint project of Marketing and Communications and Information Technology Services, the calendar uses a layering concept,

where individual or groups of calendars created for various groups feed into a default view of All Campus Events. Calendars from the available collection can be grouped together into special or custom views, which are accessed from the calendar interface through a dropdown menu. The calendar creates an RSS (Really Simple Syndication) feed, so that the campus community can use the information in vari-

ous ways (such as pulling the upcoming event listings into group, department or faculty web pages.

Those wishing to set up an account or register for an upcoming training session should contact Robin Moon at web@queensu.ca or call Robin Moon at ext. 75897. Sessions take place Feb. 27, March 6 or March 14.
queensu.ca/eventscalendar



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Submissions are welcome, but the Gazette reserves the right to edit and print contributions as space and time permit.

SCHEDULE

Issue date: Monday, March 12
Ad booking deadline: **Feb. 23**
Ad artwork deadline: **March 1**
Noon editorial deadline: **March 5**

Issue date: Monday, March 26
Ad booking deadline: **March 5**
Ad artwork deadline: **March 8**
Noon editorial deadline: **March 5**

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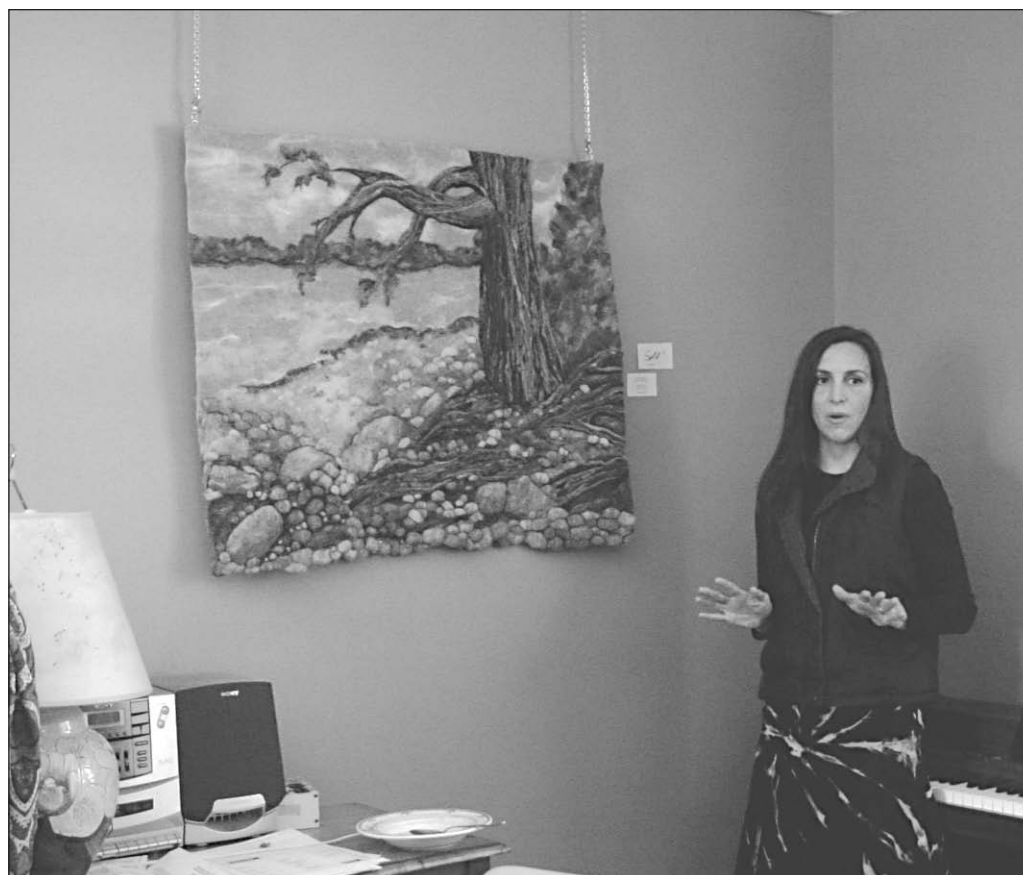
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ART WITH TEXTURE



CELIA RUSSELL

Fabric artist Andrea Graham speaks about her work at a packed lunchtime session last week at the Ban Righ Centre. Here, she describes how she developed the individual rocks in a lakeside scene from LeMoine Point Conservation Area.

New dean

continued from page 1

in energy policy and technology involving the School of Policy Studies. The energy field, critical to Ontario and Canada's future is in particular need of people who are strong both technically and in policy knowledge, she says.

Industry demand is also driving a need for increased specialization in engineering, and Queen's has an opportunity to offer the enhanced technical capabilities required, by developing new masters of engineering programs.

A native of Toronto, Dr. Woodhouse says she was also attracted to Queen's by the balance between undergraduate and graduate programs and the potential for synergy between a strong undergraduate student body and graduate students undertaking leading-edge research.

Gazette Ad Deadline Changes for March Issues

The deadlines for paid display ads for the March 26 issue have changed.

For the March 26 issue, the booking deadline is now March 5 (instead of March 9) and artwork is due March 8 instead of March 15.

For the March 12 issue, the booking deadline remains as Feb 23 and the artwork deadline stays unchanged as March 1.

Details: Ying Gilbert, advert@post.queensu.ca; 613-533-6000, ext. 75464.



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H.E. Lu Shumin

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Planning for arts complex moves ahead

By CELIA RUSSELL

Choosing an architect is one of the top priorities for the university-appointed building committee for the Tett Centre Project.

The committee, which met for the first time last Thursday, plans to have the architect search completed by mid-April, says Chair Tom Williams.

"The target for putting a shovel in the ground is probably the spring of 2008," said Dr. Williams, a professor emeritus in the School of Policy Studies and the Faculty of Education, and a former Queen's vice-principal (operations). He has extensive experience in this area, having headed the Stauffer Library building committee in the early 1990s.

Kingston City Council approved the sale last July to Queen's of the waterfront land, with the exception of the J.K. Tett Building. The purchase, which was made possible by a large pledge from Queen's benefactor Alfred Bader, is significant in that



CELIA RUSSELL

The historic Stella Buck Building is located on the J.K. Tett Centre property on King Street West.

it gives the university a place to develop a much-needed performing arts centre, including a new conference hall and theatre.

Other members of the committee are John Burge, director of the School of Music; professor emeritus Boris Castel, editor of

the Queen's Quarterly and director of the Performing Arts Office; James Carson, associate dean, Faculty of Arts and Science; Clarke Mackey, head of the Department of Film Studies; Sebastian Schutze, acting head of the Department of Art; Craig

Walker, acting head of the Department of Drama and a yet-to-be appointed student representative.

Over the next month, the committee will hold three meetings to develop the building program, specifically to decide what operations – offices and teaching space – would be located in the Stella Buck Building, an historic limestone structure that is currently vacant and needs renovating.

The committee's mandate also includes designing and planning for a 300-400-seat performance hall and a 100-150-seat theatre for dramatic productions.

In addition to being of enormous value to the departments of Music, Drama and Film Studies, the site renewal will be a great opportunity for the city as well, university officials have said. Public access to the waterfront will be maintained and arts and cultural groups currently using the centre would continue to do so.

IN BRIEF

Former students die in hostel fire

Two former Queen's students died tragically earlier this month in a fire in a youth hostel in Chile.

Friends Lauren Kipic, 27, of Sydney, Australia and Emily Longworth, 25, of Vancouver, BC, were sharing a room in the hostel in Punta Arenas when an electrical fire broke out early on Feb. 3, according to the Santiago Times.

Ten of 21 people staying in the Blue House Hostel perished in the fire. The hostel had no smoke alarms.

Ms. Longworth served as Education Abroad Assistant with the Queen's International Centre (QUIC) in the 2001-2002 and 2002-2003 academic years. Ms. Kipic was an exchange student with the Faculty of Arts and Science in the fall of 2001 and volunteered with QUIC while at Queen's.

The women had websites where they were keeping a diary of their travels through South America.

Emily Longworth: www.getjealous.com/dirtyfeet

Lauren Kipic: www.getjealous.com/lozfromoz

Ms. Longworth's family has set up a fund in her memory: the Emily Longworth "New Teachers' Creative Activities" Fund. Details can be found on her website.

University to survey staff wellness needs

This March, Healthy U at Queen's with the assistance of Buffett & Company, will be conducting a Health Risk Appraisal survey for all staff. The results of this survey will highlight the health and wellness needs of the university population and lend insight into what wellness programming is most appropriate for the staff at Queen's.

This voluntary, multiple choice survey will take approximately 10-15 minutes to com-

plete and will be available for completion from March 19 to April 6. It will cover topics such as nutritional habits, exercise practices, etc. The online version will be accessible from the Healthy U at Queen's website at healthyu.hr.queensu.ca.

Employees without computer access will be provided paper copies to complete. Employees who may have special needs are asked to contact Workplace Advisor, Accommodation and Well-

ness, Shannon Casteels for assistance at ext. 77818.

"We are hoping for significant participation in this survey so that we can better understand and address the needs of our community both at work and away," says Ms. Casteels. "The better the response rate, the better we can structure our services to help build a healthier workplace."

This survey initiative will be facilitated by Buffett & Company Worksite Wellness Ltd., based in

Whitby, Ontario. Buffett & Company has been providing wellness solutions for more than 20 years in order to improve the health of employees at various organizations. Buffett understands the importance of confidentiality and will ensure that all survey results are kept completely confidential. Results of the survey will be provided to the university in an aggregate manner with no personal identifiers attached.

Principal Karen R. Hitchcock, Ph.D.
invites all students, faculty and staff to the
Groundbreaking Ceremony for the Queen's Centre.

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IN BRIEF

Cotler to deliver Rosen lecture

MP and law professor Irwin Cotler will deliver this year's Irving and Regina Rosen Lecture on Tuesday, March 6 at 7:30 pm in Dunning Hall.

In a speech titled Human Rights, Genocide, and the Pursuit of Justice, Mr. Cotler will share his vast knowledge of and experience with issues that are controversial, pressing and timely. Refreshments will be served afterwards.

The former Attorney General of Canada is currently on leave from McGill University, where he is Director of the Human Rights Program. He has been a visiting professor at Harvard, a Woodrow Wilson Fellow at Yale, and the recipient of eight honorary degrees. He is a founder of the Poverty Law movement and the Pointe Saint-Charles Legal Aid Clinic three decades ago, a peace activist and an advocate for equality, and internationally, where he has been in the forefront of legal struggles against racism and apartheid.

AIDS, trade topics at development conference

An outstanding and diverse group of students, academics, professionals and community members will debate a wide range of development-related topics at Queen's International

Development Conference 2007, March 2-4 at the Biosciences Complex. The conference will focus on presenting and exploring new ideas while finding the necessary common ground to progress toward global stability and equality.

Major Brent Beardsley, former operations manager for Canadian Lieutenant-General Roméo Dallaire in Rwanda will deliver the keynote address.

Panel topics include AIDS, Sustainability, Trade, International Migration, Children and Development, Native Issues, Human Security, Media, Health and Direct Action.

www.queensidc.com

Drama and the devil

Queen's drama delivers a new twist on the classic legend of the man who sold his soul to the devil in the production of Christopher Marlowe's *The Tragical History of Doctor Faustus*.

It runs this Wednesday, Feb. 28 through Saturday, March 3 at 8 pm, with a matinee on March 3 at 2 pm. Tickets are available in the basement of Theological Hall, weekdays from 8:30 am to 3:45 pm or from Destinations in the JDUC 9 am to 5 pm. For details, visit www.queensu.ca/drama or call 613-533-2104.

Students win marketing challenge

Students Meghan McGill, Angela McIntosh, and Jessica Mori have won the 2007 Coors Light Queen's Marketing Association Conference (QMAC) Challenge. Delegates had to develop a hypothetical campaign concept designed to build brand loyalty. The challenge reflects a new marketing concept referred to as competitive learning, in which the brand is interacting and learning from the consumer, rather than assuming a knowledge role.

Francophone authors present readings

By MOLLY KEHOE

Prominent Québec authors will present literary readings this winter at Le Centre Francophone (The French Centre), at 195 University Ave.

On Wednesday, Feb. 28 at 5 pm, poet, novelist and playwright Louise Dupré of the University of Québec in Montreal, will take centre stage.

Marie-Claire Blais, author of more than 20 novels, will speak Monday, March 12 at 5:30 pm. Ms. Blais has received the Prix Médicis, a French award, for *Une*

saison dans la vie d'Emmanuel (1965) and has won the Governor General's award for three other novels, the most recent being for *Soifs* (1996).

The final reading of the series takes place Thursday April 5 at 5 pm and features writer and filmmaker Monique Proulx. Ms. Proulx has received prizes for both her literary works and for her films. Among her novels is *The Heart is an Involuntary Muscle*, *Sex of the Stars* that was made into an Oscar-nominated film. She has also published a popular

collection of short stories entitled *Les aurores montréalaises*, which has been translated to English as *Aurora Montrealis*.

Novelist and film writer Dany Laferrière opened the series Feb. 1. He is a recipient of the 2006 Governor General's award for a children's novel called *Je suis fou de Vava*.

Readings are open to the public and free of charge. Details: Annette Hayward, haywarda@post.queensu.ca or visit www.queensu.ca/frenchcentre/activites.html

Life after the laboratory

SCIENCES OFFER MORE THAN ONE PATH TO AN END POINT

In the last TEQ Talk column we promised to look at some career options for science graduates who are wondering about "life after the lab."

We at PARTEQ are increasingly seeing new graduates find unexpected and satisfying work because of their involvement, while still students, with some aspect of technology transfer.

For some graduates, the move from basic science to the business of science is a logical next step. For Jay White, it was a decision to complete his PhD, coupled with an unexpected opportunity that landed him a key role in the founding of a flourishing Canadian biopharmaceutical company, Cytochroma Inc.

"I was always focused on a non-traditional research path, and I had a keen interest in the business side of things," he recalls. Groundbreaking master's degree research in Vitamin A metabolism under Martin Petkovich convinced him that completing his PhD would be a good stepping stone to a man-



MARY ANNE BEAUDETTE 'TEQ Talk

agement position in a science-related business.

His hunch proved correct more quickly than he anticipated. Named as a co-inventor with Drs. Petkovich and Glenville Jones in the discovery of a new enzyme in Vitamin A metabolism, he was subsequently hired as full-time manager of business operations of Cytochroma, a spin off company formed by the inventors and PARTEQ Innovations to exploit their discovery. Dr. White's role that covered just about every aspect of building the company, from finding facilities to product development oversight, finances and human resources.

Over the past decade, he has continued his hands-on role, including managing the company's relocation to Toronto. Now vice-president of product development at Cytochroma, Dr. White credits his success in the company with many of the lessons he learned as a graduate student, including focused research, logical thinking, problem-solving, the ability to build networks and relationships, and a willingness to tackle new projects. "It's really about rolling up your sleeves and doing whatever it takes," he says.

While describing his good fortune as partly being "in the right place at the right time," his chosen career is also a happy reflection of a personal passion. "It's the building aspect of it," he says. "I like to build things, I like doing home renovations. It's something you can hang your hat on, whether it's a company, or something else."

Dr. White's experience reflects something that Jane Good, coordinator of career counseling at Queen's Career Services, tries to instill in the science graduates who come her way: "Pay attention to what you pay attention to."

While most graduates-to-be have some sense of the options open to them beyond university, sometimes it's the offhand remark about a seemingly unrelated interest that can send the student's career search into new and ultimately fulfilling territory.

"I always ask the students, what did you get good at, get fascinated by?" she says. It's when the student's eyes light up as they describe a summer job or an interest that offers a clue to their real calling, she says. "Often it's about what's happening on the periphery, or at the intersection of disciplines, which is where advances happen."

Engineering chemistry graduate Eric Marcotte credits his Summer Work Experience Program (SWEP) position in Stephen Brown's lab with steering him down an entirely unexpected career path.

Mr. Marcotte began working with Dr. Brown's Fiberoptic Environmental Sensors Group in the Department of Chemistry in his undergraduate years, hoping to expand his experience in environmental research and development. Instead, he found himself learning hands-on optical expertise, and in the process discovered a new passion. "That experience taught me that I wanted to make a career in photonics," he says.

After graduating in 2001, Mr. Marcotte continued to work in Dr. Brown's research group where he engineered an exciting new optic sensing technology for detecting E. coli and coliforms, which formed the basis of Pathogen Detection Systems (PDS), a spin off company established in 2003 to advance the Queen's researchers' technology to market.

Now a research associate specializing in photonics in the Fibre-Optic Environmental Sensors Group, Mr. Marcotte is also a consultant in optics and chemistry to PDS, where he continues to develop new applications for the company's "anytime, anywhere" microbiological testing system for water-borne pathogens.

The experiences of Dr. White and Mr. Marcotte illustrate how sciences offer more than a linear path to a single end point. "It's about being aware of the side roads, and realizing there is more than one way to get where you want to go," Ms. Good says.

Career Services offers several workshops, books and on-line resources to explore those side roads. The patent or commercial development professionals at PARTEQ can tell you about the broad career opportunities in technology transfer that are available to graduates in the life and physical sciences.

careers.queensu.ca
parteqinnovations.com

Mary Anne Beaudette is manager of communications at PARTEQ.

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To inform us of your latest research findings or upcoming journal publications, call Senior Communications Officer Nancy Dorrance, 613-533-2869, or Communications Coordinator Lorinda Peterson, 613-533-3234.

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Celebrating International Women's Week

GRANDMOTHERS' STORIES, CONCERT AND POSTER CAMPAIGN AMONG ACTIVITIES

By SARAH WITHROW

When Haifang Wang of Queen's International Centre brought in pictures of her family from China, she remarked that her grandmother told wonderful stories – and gave Susan Anderson, the centre's assistant director, an idea: Wouldn't it be great for women from around the world to tell their grandmothers' stories?

"I'm interested in why a story would have been important at the time it was told," says Ms. Anderson, who plans to read from her grandmother's diary at the event.

Those interested in telling a story at the lunchtime event should contact Ms. Anderson at 613-533-2604.

Stories My Grandmother Told Me is just one event on Queen's wide-ranging roster of activities celebrating International Women's Week.

Though the Week officially runs March 5-9, Queen's activities run from Feb. 26 through March 11, with the headline event – a concert featuring award-winning blues artists Ndidi Onukwulu and Madagascar Slim, and Suzie Vinnick and Rick Fines – at Grant Hall on International Women's Day, Thursday, March 8.

Other activities include a What is Feminism? interactive poster campaign in the John Deutsch University Centre hosted by the

Women's Issues Committee, two lectures by Gabrielle Griffin, a gender studies professor from the

University of Hull and a coffee-house sponsored by Kingston Interval House.

For details on the full line up of events, visit www.queensu.ca/newscentre



Blues singer Ndidi Onukwulu and her Juno-winning guitarist/co-writer Madagascar Slim will celebrate International Women's Day on March 8 with a concert at Grant Hall. Suzie Vinnick and Rick Fines are also on the bill.

COURTESY OF NDIDI ONUKWULU

IN BRIEF

Lawyers present films

On Saturday, March 10 at 4 pm, Queen's Law Canadian Lawyers for International Human Rights (CLAHR) will present three prominent human-rights-themed documentaries at their annual film festival in Dunning Hall. A speaker or panel will follow each documentary. Admission is just \$5.

Nominated for the Oscar for Best Documentary, My Country My Country follows the life of Iraqis living in a U.S.-occupied country. In Secure Freedom, Alexandre (Sacha) Trudeau explores the inner working of Canada's Security Certificates, under which terrorist suspects can be detained for years without trial. Reporter Olenka Frenkiel and filmmaker Giselle Portenier document the brutal and frequent killings of women in Guatemala in Killer's Paradise.

Amnesty for late books

Food for Fines takes place March 5 to 9, 9 am to 5 pm when the Queen's Libraries will gladly accept non-perishable food items in lieu of payment for fines.

For each item donated, fines will be reduced by \$1 to a maximum of \$20 per person for the week. Library users also have the option of donating cash fine payments to a maximum of \$20 per person. Contributions will be shared between the Queen's Food Bank and the Partners in Mission Food Bank.


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VIEWPOINT

PATRICK DEANE



Queen's beyond the Henry Report

Almost a year has passed since Frances Henry's report, *A Culture of Whiteness*, was tabled at Senate. Since then, the Queen's community has embarked on a process of self-examination that may in the end prove unprecedented in the Canadian university system. It is not surprising that this has attracted national attention. Nor was it ever likely that discussions provoked by the Henry Report would conform strictly to the parameters of the report.

It sought to explain why, within a short period several years ago, six faculty members from visible minorities left the university. Conversations about the report, however, moved rapidly and beyond the topic of faculty retention to focus on a much broader issue: In what kind of climate do members of visible minorities – faculty, staff and students – live and work at Queen's and in Kingston? The Henry Report signals a whole body of urgent human concerns that need to be addressed at Queen's: racial and ethnic diversity, accessibility, inclusiveness, and so on.

Retention of faculty members from visible minorities is undoubtedly an issue of vital importance, but it demands to be considered in terms of the larger picture—in relation, for example, to our record of attracting and retaining students from visible minorities, to perceptions as well as realities regarding our general openness to difference. The relation of perception to reality is very much undetermined in our present situation and is a source of particular difficulty. People on all sides of the debate about diversity at Queen's would do well to remember this.

While some have felt no reason to doubt the accuracy of Dr. Henry's study, others have argued that the work is vitiated by poor methodology. A useful working assumption would be that the truth lies between these assertions. We cannot disprove the existence of racial problems at Queen's by denigrating Dr. Henry's analysis, nor should we take her work uncritically as confirmation of the accuracy of intuitions and impressions upon which we might be encouraged hastily to begin to build policy.

As an institution devoted to the highest standards of intellectual inquiry, we have also been committed throughout our history to the support and propagation of humane and just values. The integrity and efficacy of those values, as well as our continuing ability to build on them, derives ultimately from the quality of our intellectual inquiry. This is important only because the Henry Report presents this university with a singular temptation and a threat to the spirit of inquiry: We may be either predisposed by our humane traditions to a knee-jerk reaction, self-protective and defensive in character; or propelled into a flurry of self-immolation and atonement from which real intellectual inquiry may be largely absent, or within which it may come to seem a betrayal of enlightenment to demand that evidence be presented and considered.

Who would publicly dispute that Queen's, like many mainstream Canadian institutions – and indeed our culture at large – should address the argument that systemic racism occurs, that real obstacles exist to full participation by visible minorities in the post-secondary sector and in the programs of Queen's no less than those of our sister institutions, and that we should do more to address this problem than has been done hitherto? Our obligation in a community devoted to scholarship is to interrogate these assumptions and assertions.

It may also be our habit in such a community to stall in the process of interrogation, like a vehicle that takes on so much lateral weight that it is prevented from moving forward. We may also be predisposed to “stall” in the colloquial sense: to prevaricate and procrastinate rather than deal directly and honestly with what we know will command certain change in our lives. That kind of fear in the laboratory or the study, as we all know, is a massive impediment to the advancement of knowledge and understanding: In this community, as in others like ours, it is an intimation if not a guarantee of eventual stultification.

A great deal needs to be considered and plotted carefully: Are there elements of our curriculum and pedagogy that are obstacles to full participation, for example? What must flow from an acknowledgement that systems of academic evaluation are inseparable from culturally specific norms and values, and are not necessarily timeless and universal? Such questions demand to be addressed with the utmost rigour and circumspection.

Not all racism or chauvinism, however, is questionable in this sense. When a student dons blackface for fun at a costume party, for example, the only question that springs to mind is, perhaps, “from what bizarre time warp have you recently emerged?” Students concerned about systemic and other forms of racism at Queen's have criticized the university administration for failing to issue a public and unequivocal condemnation of last year's blackface incident, and we readily concede their point. Such behaviour is evidence of a thoughtlessness entirely at odds with our mission as a university, and of the need to promote higher levels of self-scrutiny.

Racism is never innocuous. Indeed, the more unexceptionable an apparently benign social context suggests racist jokes to be, the more

No single group, however, can solve a problem that no single group has created.

QUEEN'S FLASHBACK: NOVEMBER 1990



TIM LOUGHEED

Civil Engineering master's student Greg Smith (left) and professor Kevin Hall with golf balls Mr. Smith used for his thesis work on flow control.

sinister and intractable they are. Apartheid sustained itself for decades by insinuating racial consciousness into the most intimate of social interactions. The lesson for us all is that dehumanizing prejudice is especially to be condemned when, as at a party, people are most intently in search of human support and companionship.

Over the last 12 months, a great deal has been done to foster the capacity for self-scrutiny across campus. The Senate Educational Equity Committee (SEEC) recently requested an accounting of new measures and initiatives provoked by the Henry Report, and the number as well as the range of these is impressive. They represent new steps in a direction that in itself is not new to Queen's, and that will continue to command our attention and energies for many years to come. Details of these various initiatives are being reported elsewhere, but one observation about them is important. A fully inclusive vision for Queen's cannot be realized through enactments of policy and administrative decision-making alone; vitally important though those things undoubtedly are.

Policies and pronouncements will certainly fail to achieve their goals unless they complement what the poet W. H. Auden in 1930 called “new styles of architecture, a change of heart” as they come to prevail in our community at large. There exists at present a small but representative group which has been meeting regularly to take account of the work—practical, political and intellectual—that must be done to bring this about.

No single group, however, can solve a problem that no single group has created. If racism survives the drafting and enactment of Bills of Rights and Freedoms in nations like ours, it will persist in smaller communities whatever positive things administrations choose to do – unless, that is, all constituencies take whatever actions are open to them to ensure that educational, social, political and economic equity prevails.

The SEEC list of groups at Queen's that have responded constructively to the Henry Report underlines the great promise of our future. Besides the administration, the Alma Mater Society (AMS), the Society of Graduate and Professional Students (SGPS), Queen's University Faculty Association (QUFA), alliances of faculty, students and staff, such as Queen's Coalition for Racial and Ethnic Diversity (QCRED) have taken concerted action. Engaging the World: A Strategic Plan for Queen's University, approved unanimously by both the Senate and Trustees late last year, lays out a vision for the university that is broadly inclusive and fully attuned to intercultural and global realities.

What has been done in the wake of the Henry Report, then? The question is often asked, as if the broad and diverse range of activities I have alluded to is somehow beside the point. Even if we agreed on a single problem as identified by Dr. Henry, would we be likely to reach consensus on a single solution?

Common sense should tell us no, especially because of what we know about racism and the complexity with which it infiltrates social and power structures. It is evident that progress toward real equity and inclusiveness is widely desired in all sectors of our university community, including faculty, staff and students. Equally clear is our recognition as an institution that work is required in all areas, top-down, bottom-up, and through grassroots cooperation. We should be heartened by this thought, just as we should be encouraged by the evident desire to concentrate on positive action rather than recrimination, as it is an earnest of real potential for progress.

Queen's took part last Thursday in the 2007 North Star Legacy and Reconciliation Day at the National Archives in Ottawa recognizing the 155th anniversary of Robert Sutherland's graduation from Queen's University. Vice-Principal (Academic) Patrick Deane, former AMS President Greg Frankson and graduate student Jeff Welsh were among the speakers.

Viewpoint Policy

The *Queen's Gazette* welcomes submissions for Viewpoint from members of the university community. Unless otherwise discussed in advance with the editor, articles should normally range between 600 and 750 words and should address issues related to the university or higher education in general. Speeches related to issues of interest to the university community are also welcome. Email submissions to gazette@post.queensu.ca. The editor reserves the right to edit or reject any submission that does not comply with policy. Opinions expressed are those of the writer.

Letters Policy

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

Small castle, big castle?

When talking about Queen's Herstonceux Castle study abroad program, most people have become used to a vocabulary which highlights notions of intimate, personalized, interactive, enviably small class-size, a jewel of a campus, most passionately articulated by those lucky few who continue to recall wistfully their faculty and their castle...

A place where students can, if they wish, and at only a modest stroll, move from class-room to computer laboratory to library to dining-room to pub in less than a minute – and without even going outside and getting wet!

But is this the full picture? Although smallness has undoubtedly been productive for the International Study Centre (ISC), both pedagogically and as a marketing tag – and may even have been distinctly advisable as a mollification in those dark days when budgetary and academic criticism of Queen's overseas "white elephant" was rife – and although greater size is not necessarily advantageous, despite the endless stream of unsolicited emails which seek to assert to all of us the contrary, could it be that there may exist also credentials of BIGNESS which the ISC operation in the UK should additionally explore, perhaps perversely, but to its and, of course, Queen's advantage?

Indeed, initial reflection and research already suggest an enticing number of so far relatively unnoticed and unsung bigs.

For example, there is little doubt that the Herstonceux campus – some 500 acres – is the largest North American campus in Europe, even if there is more wildlife than people. Its main campus building, the castle itself, built in 1446, has to be the North American campus building any-



DAVID BEVAN

Notes From Herstonceux

where in the world with the greatest age...

More pertinently still, perhaps, the ISC offers what seems to be the largest first-year study abroad program anywhere in the world. The ISC is also the largest Canadian educational operation in student numbers in the UK or Europe – Memorial's Harlow, Essex, presence is far smaller, with only about 50 students, and the only other somewhat similar Canadian university initiatives in the UK, such as those of Toronto and Guelph, are only active in a limited way, in rented space, at isolated times of the year. Moreover, the current annual through-put at the ISC of some 650 student terms and around 2,500 credit registrations compares very favourably with all the study abroad American university operations in the UK, if one leaves aside the very different, massive Arcadia and Butler University administrative networks of student placement in regular UK universities.

The ISC is also, I believe, looking at budget and personnel, the largest Canadian non-governmental, not-for-profit organization based in the UK – and probably in Europe – and also the largest UK-based Canadian

charitable institution.

Of course, not all these tentative claims to "greatness" rise decisively above their immense potential value for the regular trivial pursuit pub quizzes in The Headless Drummer, so much enjoyed by successive cohorts of castle students (now from more than 75 different universities since the ISC's inception... the temptation to wallow in quantity becomes dangerously irresistible...) – but some do! Certainly, there is much to celebrate here, too, and to admire in what the vision and tenacity of the Drs. Bader and successive Queen's boards and senior administrators have generated, despite the many difficult times that have had to be navigated.

Indeed, initial reflection and research already suggest an enticing number of so far relatively unnoticed and unsung bigs.

In early 2007, therefore, Queen's can deservedly rejoice, not only in the magically-distilled quality of its diminutive, far-off, satellite program, but also at the disproportionately and impressively sizeable dimensions of the place it occupies in the world. Still happily small, but so much larger than might have hitherto been imagined...

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

Letters

Help complete the picture

By now, all Queen's faculty, staff and retirees will have received a letter from the Office of Advancement requesting contributions to the Queen's Community Campaign. As faculty co-chair, I would encourage you to make a donation of any amount. There are many reasons why this is a wonderful opportunity to show your support.

Being co-chair is actually not a particularly onerous job as the Advancement office has strong leadership and a well-trained staff who are dedicated to the cause. The most visible support I have been able to give to the campaign was to make sure that there was musical entertainment at the recent Kick-off Pancake Breakfast in Grant Hall. Providing music is not a hard thing to do when one is director of the School of Music, but I was particularly pleased when the Queen's and Kingston Community Samba Band and a student jazz trio presented such a good show to the breakfast crowd. As someone commented to me at 7:45 am, a 16-piece samba band has got to be the biggest alarm clock in the world (although he had to yell this in my ear to be heard), and the jazz trio, made up of first- and second-year students, started lining up future gigs.

Most of the instruments they used were purchased with funds from outside the school's operating budget. Like many depart-

ments, our equipment purchases are often made with grants from special pools of funding (often supported by donations), through our own fundraising efforts, industry contacts or research funding. Having a set of samba drums and shakers may seem like a luxury, but think of how we are able to enrich the experience of our students and members from the Kingston community with the study and mastery of music from another country like Brazil. I am sure that every academic department has a similar story.

The best way to inspire our graduates to make financial contributions to Queen's is for us to show leadership and set an example.

Over my 20 years at Queen's, I have appreciated how important this institution is to my own well-being and that of my family. When my children were younger, the family swim or skating time at the PEC was often a weekend highlight. Attending a summer sports or science camps was an annual ritual. Donations to the annual

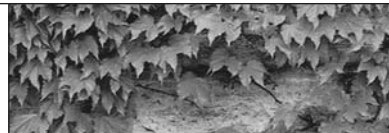
campaign help the university maintain facilities used by not only by our students, faculty, and staff, but also by our family members and the broader Kingston community.

For most categories in the annual National Survey of Student Engagement (NSSE), more Queen's undergraduate students rate their university experiences at a level of "excellent" than at any other Canadian university. What surprises me is that only 12 per cent of alumni donate to their alma mater. Somehow, the line between students having a great experience at university and then showing their appreciation with financial support later in their careers is disconnected. Faculty support to Queen's stands also at about 12 per cent.

The best way to inspire our graduates to make financial contributions to Queen's is for us to show leadership and set an example. The amount isn't as important as ensuring that the number of participants increases each year. Last year, donations of amounts to Queen's between \$10 and \$100 resulted in a pool of almost \$1 million. This is a significant sum and I know that we will be a much stronger institution in the end if we can all find a way to give a little bit back to the university.

John Burge
Director, School of Music
Co-Chair (Faculty)
Queen's Community
Campaign

UNIVERSITY ROUNDUP



Laurentian prof wins TVO competition

Michael Persinger, a biology and psychology professor at Laurentian University has won the title of TVO's 2007 Best Lecturer. Queen's professor Jacalyn Duffin was one of the top-10 finalists in the competition. The winning lecture on psychotropic drugs explores the nature of consciousness and how drugs can modify it. His students say that, "... this is a professor who takes pride in his teaching, as evidenced by his enthusiasm when lecturing." In addition to earning the title, his school is awarded a \$10,000 scholarship. A panel of judges including Globe and Mail columnist Margaret Wente, novelist Camilla Gibb, and Maclean's managing editor Tony Keller helped choose the winner, announced Feb. 17 on TVO.

TVO.org, Feb. 20

This club's a real snore

Indiana University at South Bend has added a new club to their list: the Nap Club. Between 11 am and 3 pm from Monday through Thursday, the club welcomes up to 15 undergraduate students to take a snooze. A club "moderator" will wake up club members at appropriate times and ensure that their belongings are safe. The club already boasts more than 30 emails on their contact list and is seeing a growing interest in the number of attendees.

The Chronicle of Higher Education on-line, Feb. 19

A home for the ocean's Internet

Dalhousie University in Halifax is set to become home to the Ocean Tracking Network – also dubbed "the ocean's Internet." The proposed global monitoring system will follow the movement and behaviours of tagged marine species including, turtles, salmon, and whales. The network will be the most revolutionary examination of marine and ocean conditions ever created with a goal to track over one million animals at a time. Scientists at Dal also suggest the tracking system will allow them to understand animal movements and behavioural changes that occur because of global warming.

Globe and Mail, Feb. 12

U of T launches one-stop-student-shop

This February marks the launch of University of Toronto's ULife at www.ulife.utoronto.ca, an online guide to student experience. It's meant to connect students to social, extracurricular and learning opportunities during their time at the University, and to help them craft their own university experience. The site boasts over 1,000 activity listings broken into 11 categories and 74 subcategories, including co-op programs, film appreciation clubs, sports teams, environmental action, drop-in classes, charitable projects and both paid and unpaid work opportunities.

University of Toronto, Feb. 6

Student life a real stress-out

Stress, overwork, and debt are an increasing trend in the lives of university students, the Toronto Star reports. As tuition fees and workloads rise, so does the number of students no longer enjoying university. The Star interviewed students from the University of Toronto and Ryerson University who suggest that full-time jobs, on top of school work, makes being a university student generally unpleasant. The Star suggests that the university experience is shifting from 'freedom, fun and leisurely academic pursuits' to 'the toughest time of your life'.

Toronto Star, Feb. 13

Top U.S. donors favour universities

According to annual rankings of the 60 most generous Americans, U.S. colleges and universities received more charitable gifts than any other type of institution last year. Among the top universities to receive gifts is Stanford University, which recently embarked on a \$4.3-billion campaign. The rankings also noted that almost half of the top donors lived on the West Coast and that institutions in the West earned a greater share of the gifts.

The Chronicles of Philanthropy, Feb. 22

Welcome to 'UniverCity'

University of British Columbia is planning for a development that will build its campus space to 285 acres in hopes of accommodating expected student population growth. Sixty acres have been set aside for commercial development and will include village-style housing, a shopping area, a hotel, and research facilities, which will allow UBC to cash in on Okanagan's tourist trade. Simon Fraser University has been developing a similar university community over the past five years; and Royal Roads University in Victoria has plans to build a conference centre and large-scale hotel.

Globe and Mail, Feb. 13

Compiled by Molly Kehoe

Eye-movement test moves into community

BY NANCY DORRANCE

A simple eye-movement test developed at Queen's that helps identify and assess children with Fetal Alcohol Spectrum Disorder (FASD) may one day be used by health-care workers in remote Ontario communities where the condition is believed to be more prevalent.

Using a mobile eye-tracker unit hooked up to a laptop computer, Pharmacology and Toxicology professor James Reynolds and graduate student Courtney Green have already tested more than 100 children in both urban and rural communities across Ontario, and are establishing contact with other research centres across Canada.

In collaboration with Doug Munoz, director of Queen's Centre for Neuroscience Studies, the team is also using the university's



James Reynolds

functional MRI (magnetic resonance imaging) facility to measure differences in brain activity in children with developmental disorders such as FASD and ADHD. This will help them build a

shared database of task performance and brain functioning across many clinical populations, and make direct comparisons among the different developmental disorders.

Also on the team, from the Children's Hospital of Eastern Ontario, is Sarah Nikkel.

Having a powerful, yet easy-to-administer tool for assessing FASD children is expected to be of huge benefit for caregivers, physicians and researchers, says Dr. Reynolds. "In the absence of confirmed maternal alcohol consumption during pregnancy, the diagnosis of FASD remains a significant clinical challenge. This is especially true when the characteristic facial features are absent, and subtle behavioural problems are the primary feature."

As well, because many of the children affected by prenatal



Doug Munoz

alcohol exposure live in remote communities, their families lack access to FASD diagnostic clinics and sophisticated neuroimaging technology, he adds.

The research findings from

the Queen's team show that children with FASD have specific brain abnormalities which can be measured with eye-movement testing. These children take longer to initiate eye movement than age-matched control subjects, and they make more directional errors. The larger-scale study now taking place will involve hundreds of children, allowing the research team to determine the sensitivity and specificity of deficits in eye movement control as an objective diagnostic tool to identify FASD children, says Dr. Reynolds.

Funding for this research comes from the Canadian Institutes of Health Research (CIHR), the Botterell Foundation of Queen's University, and the Canada Research Chair Program.

Sociologist wins Killam Fellowship Award

Sociology professor David Lyon is among 10 outstanding Canadian researchers to be named a new Killam Research Fellow for 2007.

"The Canada Council for the Arts, a highly respected independent foundation, continues to recognize the excellence of Queen's researchers through the prestigious Killam program," says Vice-Principal (Research) Kerry Rowe. "David Lyon's work on privacy and surveillance has been especially timely in the wake of 9/11, and this fellowship will enable him to intensify his research and contributions in this important field."

Director of the university's Surveillance Project and Queen's Research Chair in Sociology, Dr. Lyon focuses his research, writing, and teaching interests around major social transformations in the modern world. Questions of

the information society, globalization, secularization, surveillance, and post-modernity all feature prominently in his work.



Lyon

The multi-disciplinary Surveillance Project group is studying the Globalization of Personal Data (GPD) by governments, employers, and via technologies like personal computers, biometrics and global-positioning systems. This is believed to be the first cross-cultural study of its kind that explores relationships between attitudes and experiences, and how much people trust corporations and governments to handle personal information, including the sharing of such information with third parties.

The Killam awards, which are administered by the Canada Council for the Arts, provide support to scholars of exceptional ability who are engaged in research projects of broad significance and widespread interest. The awards honour the memory and exceptional achievements of Dorothy Killam's husband, Izaak Walton Killam. The Killam Research Fellowships are funded through lifetime and testamentary gifts to the Canada Council from Mrs. Killam.

Killam Research Fellowships allow outstanding scholars engaged in research projects in the humanities, the social, natural and health sciences, engineering, and interdisciplinary studies within these fields to devote two years to full-time research and writing. Queen's has received a total of 44 fellowships since the program's inception in 1968.

Physicist named to Order of Canada

BY NANCY DORRANCE

Physicist Art McDonald, director of the Queen's-led Sudbury Neutrino Observatory, is one of 29 distinguished Canadians to be appointed an Officer of the Order of Canada.

The new appointees, announced in Ottawa by Governor-General Michaëlle Jean, include three Companions, 29 Officers and 55 Members.

His research has taken place in the world's deepest underground laboratory.

Dr. McDonald, who holds the Queen's Research Chair in Physics, is being recognized for his lifetime scientific contributions in the field of astrophysics. His research has taken place in the world's deepest underground laboratory, at Inco Ltd.'s Creighton nickel mine near Sudbury, Ont.

The international SNO team, including more than 20 Queen's faculty, staff and graduate students, discovered that solar neutrinos – tiny subatomic particles produced

in the core of the Sun and considered the basic building blocks of the universe – change into other neutrino types en route to Earth. This discovery, which solved a 30-year scientific conundrum, was ranked the second most important scientific breakthrough in the world in 2001 by the international journal Science.

In 2005, Dr. McDonald and his team won the prestigious Bruno Pontecorvo Prize, the world's top award in particle physics. Last year they were the first recipients of the \$250,000 John C. Polanyi Award. The new award, to be presented annually by the Natural Sciences and Engineering Research Council (NSERC), is named for the Canadian winner of the 1986 Nobel Prize in Chemistry.

Dr. McDonald accepted a teaching position at Queen's in 1989, coming from Princeton University where he was a professor in the Physics Department. He is a Fellow of the Royal Society of Canada, recipient of a Killam Research Fellowship, and is the first holder of the Gordon and Patricia Gray Chair in Particle Astrophysics. He has also received several honorary degrees and has served on numerous advisory committees to U.S. and Canadian scientific agencies and laboratories.



STEPHEN WILD

New recipient of the Order of Canada, Art McDonald (Physics), is director of the internationally-renowned Sudbury Neutrino Observatory.



COURTESY OF THE HUMAN MEDIA LAB

Cheryl Chan demonstrates the prototype of the attentive hearing aid, an assistive listening device that makes use of eye-tracking technology.

Hearing with your eyes

NEW AID WILL HELP WEARERS SELECT SOUNDS

BY SARAH WITHROW

Hearing aid wearers may be able to more effectively filter out distracting noises in the future, thanks to new research under way at the School of Computing's Human Media Laboratory (HML).

Master's student Jamie Hart, working under the supervision of HML director Roel Vertegaal, is conducting a study to test a prototype of a hearing aid developed in the lab that allows wearers to choose what they want to hear with their eyes.

Conventional hearing aids amplify all sound. Wearers must endure sorting through the sounds of air conditioners, traffic, machinery and other sounds in order to focus on conversa-

tions, often leaving them feeling fatigued.

The Human Media Lab's attentive hearing aid makes use of eye-tracking technology so that wearers can "turn on" selected sources of sound – such as a person, television or radio – simply by looking at them. The sound source wears a mechanism that catches the attention of the hearing aid's wearer so that only the communication coming from the sound source is heard.

The prototype is now being tested in the lab against a remote system of choosing sound. The researchers are searching for hearing-impaired participants with normal uncorrected vision to try out the devices, assess their effectiveness, and offer their feedback.

Those interested are invited to contact Ms. Hart at jamie@cs.queensu.ca or 613-533-6000, ext.77124.

RACE AND ETHNIC RELATIONS



CELIA RUSSELL

Cynthia Levine-Rasky marks assignments in solitude for her Sociology 233 class's Race and Ethnic Relations poster presentation earlier this month in Wallace Hall in the John Deutsch University Centre. The class later hosted an open house where students presented posters of their research on Canadian race and ethnic relations, promoting understanding about racial and ethnic diversity. The event was one of many Black History Month activities taking place on campus.

Groundbreaking

continued from page 1

fitness and weight centre and a new home for the School of Kinesiology and Health Studies. These facilities will be operational in September 2009.

The new school will stand on the corner of Union and Division streets on the grounds of the current Jock Harty Arena. The aquatic centre, just south of Earl Street near University Avenue, will include a 37.5 by 25 metre pool with seating for 150 spectators. Beside it, the varsity gym will host

varsity and intramural sports with room for 2,000 spectators, large enough to be used for a variety of events, including convocation. In addition to cardio-fitness equipment, weights and strength-training equipment, the fitness and weight centre will also host a wellness centre, eight squash courts and two racquetball courts.

Last December, the Board of Trustees unanimously approved \$115 million in additional funding necessary for the university to

move ahead with Phase 1 of the project.

"The time is right for the Queen's Centre," says Vice-Principal (Operations and Finance) Andrew Simpson. "With the portion of the needed \$130 million of private giving pledged to date, we're proceeding cautiously and prudently in managing the financial aspects of the project. New expertise on staff supports the 'construction management' approach to the project, which will

help lower construction costs."

Phase 2, 2009-2012, will consist of an arena, field house and pedestrian mall known as The Crossroads. The Student Life Centre, a renovation and expansion of the current John Deutsch University Centre, will be constructed during Phase 3 of the project from 2012 to 2014.

For more on the Queen's Centre and more Queen's Centre pictures, visit www.queensu.ca/queenscentre.

IN BRIEF

Self and Other

The issue of personal identity and the cognition of other minds is the theme of Self and Other, a conference funded by the Philosophy and Jewish Studies departments and the Office of the Vice-Principal (Academic).

Organized by master's student G. Anthony Bruno, it takes place March 29 and 30 and will bring together professors from Toronto, Montreal, Queen's and Oxford to discuss the issue.

For more information, visit www.queensu.ca/philosophy/selfandother

Nominate for the Baillie

The March 1 deadline to make nominations for the Chancellor A. Charles Baillie Teaching Award is fast approaching. Established in 2003 through gifts from the Toronto Dominion Bank and Chancellor Baillie, the award recognizes undergraduate or graduate teaching that has had an outstanding influence on the quality of student learning at Queen's. It is awarded annually for activities that lead to improved learning, including curriculum development, educational leadership, design and delivery of out-of-classroom educational experiences, or classroom teaching and supervision. Recipients for this award are nominated and selected by peers.

For more, contact the Centre for Teaching and Learning, 613-533-6428, ctl@post.queensu.ca or visit www.queensu.ca/ctl

Alumnus goes for world record

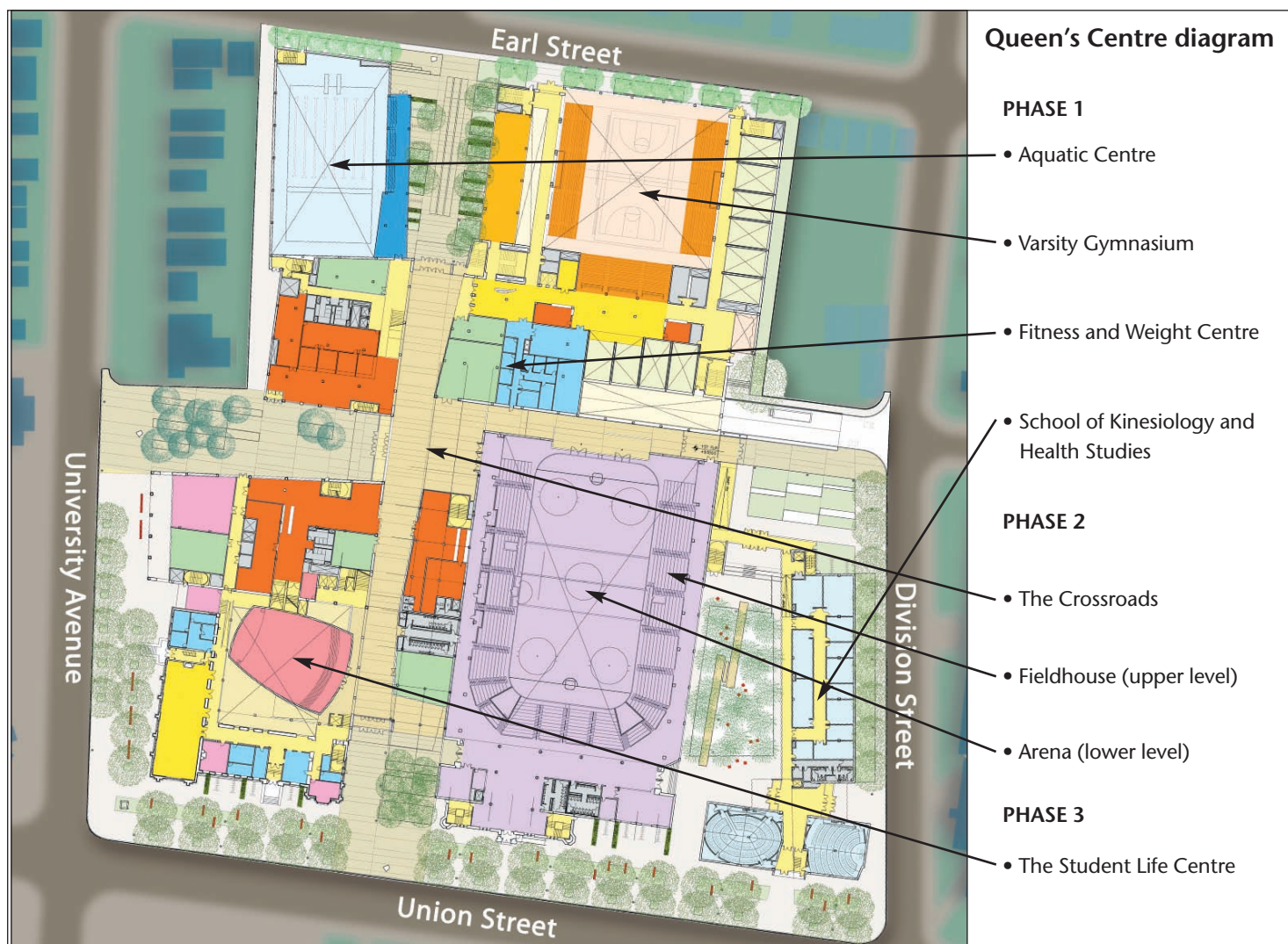


Richard Takata

Richard Takata knows a thing or two about going the distance. The Science '81 grad and experienced long-distance runner is attempting to set a world record by completing seven marathons on seven continents in seven weeks to raise money for the Princess Margaret Foundation in Toronto. His journey starts this month.

He hopes to raise \$120,000 towards cancer research. Mr. Takata will be covering his all his own expenses.

For details on his journey, visit power2cure.com



It isn't coal; politicizing energy policy is the demon

Canadians and Americans represent 5 per cent of the global population and consume 25 per cent of global energy resources, a fact that reflects our culture and geography. Many challenges loom concerning the cost, environmental impact and geopolitical security of our future energy supplies. To meet these challenges, we need reasoned, far-sighted public policy from all governments.

Leading up to a general election, it is essential that political parties develop comprehensive energy policies that integrate economic, environmental and security considerations. The current Ontario government did not have a comprehensive policy plan when it took office. (Neither, for that matter, did the other contenders.)

What transpired with the electricity policy of Premier Dalton McGuinty's government illustrates an important pitfall for future policy-makers. The government's most consequential commitment was to eliminate Ontario's coal-fired generation by 2007, presumably as an environmental initiative. Indeed, the government made the notion of ministerial choice of generation technology part of its new legislation. But by making coal rather than various pollutants the problem, the McGuinty government's policy has had numerous adverse consequences.

"Coal exit" was a major initiative because it meant closing down roughly 6,500 megawatts of supply — more than 20 per cent of existing generating capacity. These plants are strategically positioned, reliable, flexible, low in cost and have a secure fuel supply. The government persisted with the 2007 target for more than two years. Finally, it publicly acknowledged the practical implementation difficulties and moved the shutdown target date safely beyond the next election, first to 2009 and now possibly to 2014.

Yet smog-reducing retrofits were available three years ago at a relatively modest cost. They preserve the benefits of the

existing coal-fired plants — flexibility, reliability, strategic location and security of fuel source. Smog (and mercury) is what incapacitates and potentially kills Ontarians.

The government could have addressed climate change as well. Carbon, from all fossil fuels, not just coal, could have been priced into the cost of energy immediately. The government could start doing that right now. Indeed, it could have started three years ago. Carbon pricing will drive conservation, use of renewable energy technologies, carbon capture and underground storage (perhaps in Western Canada or elsewhere, paid for by Ontarians).

Carbon capture and sequestration are vital new technologies if anything substantial is to be accomplished globally. This is especially true in the developing world, where future growth in energy use, particularly coal, will be greatest.

And herein lies the political rub. Governments fear retribution



BRYNE PURCHASE

Expert Outlook

at election time if they conspicuously increase the price of energy. Mr. McGuinty's government continues to control the price of electricity in Ontario (for example, by manipulating returns to Ontario Power Generation's assets), contrary to its public claims of removing politics from electricity pricing and making conservation a priority.

It's probably smart short-term politics to push all costs into the future while proclaiming the best of intentions. Alas, it is not great for democratic accountability,

the economy, the environment or our security. Something must be done to address this conundrum.

Because Ontario's coal-exit policy was not operational, yet forestalled better and timelier alternatives, it has had a negative effect on the environment. And this is not its only adverse consequence.

The Minister of Energy has said repeatedly that he must focus on Ontario's generation "crisis" to ensure future reliability. But a generalized "crisis" would not have existed without the near-term coal-exit target dates. The mere operational existence of the coal-fired plants, not the amount they run, adds to the grid's overall reliability.

And what has the government's policy-induced "crisis" wrought? It has led to a new bureaucracy, the Ontario Power Authority, entering into numerous deals to secure replacement generation. Some of these deals have been subject to competition, as they should be. Others have not. Where competition was not possible, the deals should have been subjected to performance-based regulation, administered by the Ontario Energy Board.

Perhaps the absence of formal, regulatory rate setting was an error of omission — although it is difficult to believe anyone would overlook such basic governance principles. More likely, it wasn't done in order to "rush" ahead with new generation to deal with the self-inflicted crisis.

In this instance, not only is there no regulatory oversight, but everyone on the other side of the deal knows the government is in panic mode.

Coal exit has also diverted attention from nuclear generation, which supplies fully half of Ontario's electricity. It is clear that Mr. McGuinty's government and the Ontario Power Authority plan to continue Ontario's considerable dependence on this technology. However, all the province's existing plants have to be decommissioned or refurbished by roughly 2020 — a legitimate and major concern.

Nuclear has improved its performance, especially globally, and appears set for a renaissance of new construction. But the construction, operation and refurbishment of Ontario's nuclear plants have been beset with governance, and perhaps technology, challenges. These issues should have been reviewed fully and transparently, and without a crisis mentality.

Having encouraged politicization of technology choices, however, the government may well have feared such a full and dedicated review, especially after giving itself no obvious large-scale alternative.

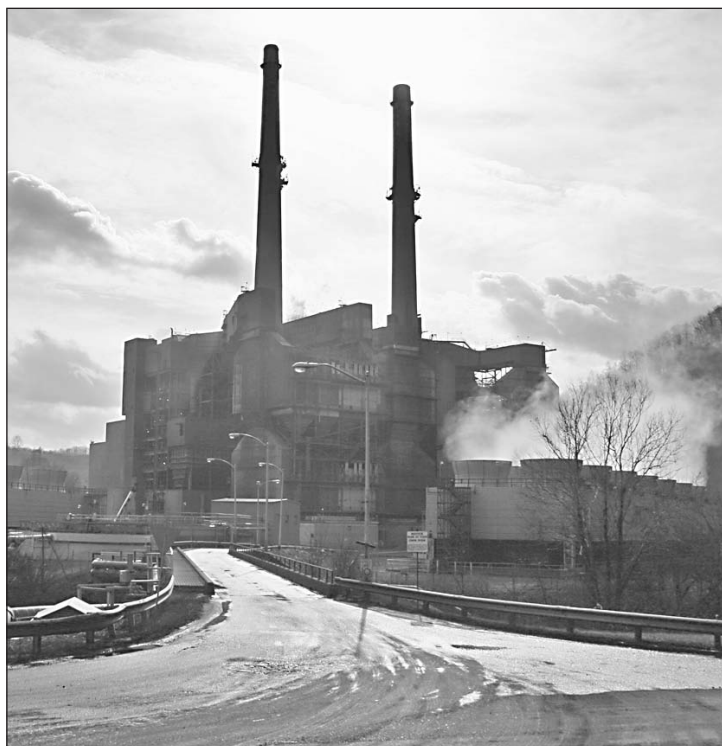
The recent Bruce nuclear deal is a crucial precedent. It, too, was accomplished without the benefit of a competition or full-scale regulatory price setting. A fully competitive marketplace is unlikely to function for nuclear generation. For the immediate future, there is simply too much risk. That does not mean we should abandon nuclear generation. But it does mean nuclear must be subjected to rate setting by the Ontario Energy Board. In the rush to meet its self-inflicted "crisis," the government did not subject the Bruce deal to rate regulation and Ontarians are left to wonder whether their interests were protected.

And herein lies the political rub. Governments fear retribution at election time if they conspicuously increase the price of energy.

The simple truth is that there are no perfect technologies or fuel sources. Each has its own advantages and disadvantages. By demonizing coal, and otherwise politicizing energy technology and fuel choices, the Premier, Minister of Energy and their political advisers made a fundamental error in public policy. This error has been magnified by a series of subsequent related policy mistakes.

Let us hope future governments will develop, before assuming office, energy policies that integrate economic, environmental and security considerations. Equally, they should develop viable implementation strategies. Until reasoned public policy, based on facts, replaces facile political rhetoric, the public will continue to be put at unnecessary risk.

Bryne Purchase is executive director of the Queen's Institute for Energy and Environmental Policy and a former Ontario deputy minister of Energy, Science and Technology, Ontario. This article initially appeared on globeandmail.com.



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The Clinch River Power Plant near Cleveland, Virginia.

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Experts address Australian politics, judicial salaries and equalization

QUEEN'S IN THE NEWS

Highlights of Queen's experts in the media

■ Feb. 6 - 20

Kim Nossal (Political Studies) comments about the state of Australian politics in the *Globe and Mail*.

Mark Walters (Law) remarks about the politicization of judicial salaries in the *Globe and Mail*.

Thomas Courchene's (Policy Studies) expertise on equalization programs is highlighted in the *Globe and Mail*.

Keith Banting's (Policy Studies) and **Will Kymlicka's** (Philosophy) comments from the recently published *Belonging, Diversity, Recognition and Shared Citizenship in Canada* are highlighted in the *Globe and Mail*. **Dr. Banting** also comments about barriers facing Canadian immigrants in the *Toronto Star*.

Martha Bailey's (Law) expertise on polygamy in Canada is highlighted in the *National Post*.

Simon Li's (History) piece about Canada's head-tax apology to Chinese-Canadians appears in the *Toronto Star*. He is also a guest host on CBC-Radio's *The Current*.



Bailey



Barling



Kymlicka



Laker



Ross



Salterio

Julian Barling (Business) remarks on modern-day workplace romance in the *National Post*.

Steve Salterio (Business) comments on accounting scandals in the *National Post*.

Ken Wong (Business) comments about the marketing and strategy of Canadian beer brands in the *National Post*.

Tom Axworthy's (Policy Studies) expertise in grassroots party renewal is highlighted in the *National Post* and in a *CanWest News* article that appears in the *Ottawa Citizen* and *Montreal Gazette*. He also discusses RRSP based social policy in *Maclean's* magazine, and his opinion piece about Canadian support for the Liberals and Conservatives is published in the *Toronto Star*.

Ross Finnie (Policy Studies) comments about increasing loans and grants for students in the *Ottawa Sun*.

Alvaro Morales (Urology) explains the risks of testosterone therapy as an anti-aging formula

in the *Ottawa Citizen* and *Montreal Gazette*.

John Plinius's (Business) commentary about how men and women differ with their Valentine's Day expectations and habits is featured in the *Edmonton Journal*.

Emeritus professor **Ned Franks's** (Political Studies) expertise about laws passed by Parliament is highlighted in a *Canadian Press* article that appears in the *Regina Leader-Post*, *Sudbury Star*, and *Ottawa Sun*. He also appears on *CBC-TV Newsworld* to discuss the *Kyoto* bill.

Roel Vertegeal and **Jamie Hart** (Computing) discuss in the *Kingston Whig-Standard* and on *CKWS-TV* a prototype hearing aid that lets users select what they want to listen to with their eyes.

Jim Ridler (Business) comments about teaching ethics to business students in the *Kingston Whig-Standard* and on *CBC-Radio's Ontario Morning*.

John Geddes' (Medicine) op-ed piece about the Canadian government's efforts to alleviate poverty and suffering in the developing world is published in the *Kingston Whig-Standard*.

Robert Ross (Kinesiology and Health Studies) highlights obesity research, education and outreach happening at Queen's new Centre for Obesity Research and Education on *Global-TV*.

Byrne Purchase's (Policy Studies) opinion piece about politicizing energy policy is published at globeandmail.com.

Rena Uptis (Education) comments about children using the Internet on *CBC-Radio's Ontario Morning* and cbc.ca.

Jason Laker (Student Affairs) and **Richard Seres** (Marketing and Communications) comment in *University Affairs* magazine about the challenges of reaching students through email.

Douglas Reid (Business) comments about Canadian companies recruiting MBA students in *Canadian Business* magazine.

IN BRIEF



Shirley Taylor remembered

Queen's School of Business is establishing a scholarship in memory of Shirley Taylor, who died Feb. 13 after a two-year battle with cancer.

Professor Taylor, an associate professor and Distinguished Faculty Research Fellow in Marketing, taught market research for 17 years. She died peacefully at St. Mary's of the Lake Hospital in Kingston.

Her research has been published in numerous marketing journals including the acclaimed *Journal of Marketing*.

At Professor Taylor's request, there was no formal service. Memorial donations can be made to the University Hospital Kingston Foundation, Providence Continuing Care Centre, St. Mary's of the Lake Hospital, Palliative Care Unit or the Kingston Humane Society.

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The Asthma Research Unit at Kingston General Hospital is looking for males and females between the ages of 18 and 65 to participate in a research project investigating symptom perception in asthma.

If you have smoked for less than 10 years, are otherwise healthy, you may be eligible to participate in a research study. Participants will be compensated for their time and travel expenses.

The study is conducted by Dr. D. Lougheed, Department of Medicine, Queen's University and Kingston General Hospital.

For more information contact Tom Fisher, at 549-6666, ext. 2798 (KGH).

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Bulletin Board

Submission information

Please note that appointment submissions will be edited to address style considerations and length. Submissions should be a maximum of 200 words.

Appointments

Gordon Jones appointed Head, Emergency Medicine

Gordon Jones has been appointed as head of the Department of Emergency Medicine at Queen's and at Kingston General and Hotel Dieu hospitals for an initial term of Jan. 1, 2007 to June 30, 2012. These appointments are announced by Queen's Principal Karen Hitchcock, Linda Ann Daly, chair of the Kingston General Hospital Board of Directors and Peter Candlish, chair of the Hotel Dieu Hospital Board of Directors.

A highly respected clinical educator, Dr. Jones has twice received clinical skills teaching awards from Queen's. He has authored or co-authored several articles primarily related to pre-hospital care that have been published in peer-reviewed journals or presented at national meetings. Principal Hitchcock expresses her appreciation for the leadership provided by Paul Dungey during his term as acting head of Emergency Medicine.

Principal Hitchcock expresses her appreciation for the leadership provided by Paul Dungey during his term as acting head of Emergency Medicine.

Elsie Culham appointed Director, Rehabilitation Therapy and Associate Dean (Health Sciences)

Principal Karen Hitchcock announces the appointment of Elsie Culham as director of the School of Rehabilitation Therapy

and associate dean (Health Sciences) for the period Feb. 1, 2007 to June 30, 2012.

Dr. Culham came to Queen's in 1990. In 1992, she completed her PhD and was promoted to assistant professor. She was granted tenure and became an associate professor in 1996 and was promoted to professor in 2005. Dr. Culham has a cross-appointment in the Department of Anatomy and Cell Biology. Recognized as a leader in rehabilitation science, Dr. Culham's research focuses on the study of postural control in older adults and people with neurological disorders. She has also made exceptional contributions to teaching at the undergraduate and graduate levels. She is a three-time recipient of the Blue Star Award from the Rehabilitation Therapy Society for excellence in teaching.

Kimberly Woodhouse appointed Dean, Applied Science

Principal Karen Hitchcock announces the appointment of Kimberly Woodhouse as dean of the Faculty of Applied Science for a five-year term commencing July 1, 2007.

After several years in industry, Dr. Woodhouse began her academic career at the University of Toronto where she is currently a professor in the Department of Chemical Engineering and Applied Chemistry with a cross-appointment to the Institute of Biomaterials and Biomedical Engineering. She also serves as associate director of the Advanced Regenerative Tissue Engineering Centre (ARTEC) at Sunnybrook Health Sciences Centre.

Dr. Woodhouse holds a BEng (Chemical) from McGill University, a PhD in Chemical Engineering from McMaster University, and was a recipient of an NSERC Postdoctoral Fellowship at the University of Toronto.

Her research focuses on tissue engineering and regenerative medicine with a focus on the development of elastomeric scaffolds for tissue engineered constructs in cardiac, cardiovascular, and soft tissue applications.

Principal Hitchcock thanks the members of the advisory commit-

tee and also expresses her deep appreciation to Dean Tom Harris for his dedication to the faculty and the university over the past 10 years.

William Bendena appointed Acting Head, Biology

Principal Karen Hitchcock announces the appointment of William Bendena as acting head of the Department of Biology from July 1, 2007 to June 30, 2008.

Dr. Bendena holds a BSc from the University of Toronto and a PhD from the University of Western Ontario. He did post-doctoral work in molecular genetics at the Massachusetts Institute of Technology, and joined Queen's in 1987 where he is currently professor and associate head of Biology. Dr. Bendena is also an adjunct professor in the Department of Chemistry at Silpakorn University in Thailand.

Dr. Bendena is an international leader in the molecular characterization of invertebrate (insect and crustacean) neuropeptides. His work has been funded through the Natural Sciences and Engineering Research Council of Canada (NSERC), the Canadian Forest Service, Agriculture and Agri-Food Canada and the Networks of Centres of Excellence Program.

He is committed to the advancement of undergraduate education, demonstrated by his long-term service as an academic advisor and his participation on multiple departmental committees.

Ram Murty appointed Acting Head, Mathematics & Statistics

Principal Karen Hitchcock announces the appointment of Ram Murty as acting head of the Department of Mathematics & Statistics from July 1, 2007 to June 30, 2008.

Dr. Murty holds a BSc from Carleton University and a PhD from the Massachusetts Institute of Technology. He taught at McGill, MIT and the Tata Institute for Fundamental Research before coming to Queen's in 1996 as a Queen's National Scholar and professor in Mathematics and Statistics. He currently holds the Queen's Research Chair in Mathematics.

His research focuses on Number

BIG SNOWMAN ON CAMPUS



CELIA RUSSELL

Creations such as this snowman at the corner of University Avenue and Clergy are visible evidence that not all students leave campus during Reading Week.

Theory and Arithmetic Geometry. He has published more than 120 research papers, 8 research monographs and has supervised more than 30 graduate students. He was elected Fellow of the Royal Society of Canada in 1990 and Fellow of the Fields Institute in 2004. He was E.W.R. Steacie Fellow from 1991-1993 and Killam Research Fellow from 1998-2000. In 1996, he was awarded the Balaguer Prize for his book, *Non-vanishing of L-functions and Applications*.

Dr. Murty holds a cross-appointment to the Department of Philosophy where he has taught courses on Indian philosophy and mathematical logic.

Paul Treitz appointed Acting Head, Geography

Principal Karen Hitchcock announces the appointment of Paul Treitz as acting head of the Department of Geography from July 1, 2007 to June 30, 2008.

Dr. Treitz holds a BSc and BEd from Brock University and MA and PhD from the University of Waterloo. He taught at Waterloo and York

before coming to Queen's in 1999 as an assistant professor in Geography.

Dr. Treitz's research focuses on the application of remote sensing data for estimating biophysical variables of arctic and boreal ecosystems and the relationships of these variables to ecosystem processes. Central to this research is the influence of spatial resolution on the estimation of these variables. He has published 35 papers in refereed journals.

Dr. Treitz has served as graduate coordinator in Geography, chair of Division IV – Queen's University Advisory Research Committee (ARC) and chair of FAS Procedures Committee. He also served as an associate editor of the *Canadian Journal of Forest Research* from 2002-2006.

New Faculty Appointments

Joseph Newbigging, Emergency Medicine, Jan. 1, 2007.

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Awards and Grants

Queen's Student Community Relations and Civic Responsibility Fund 2007

Vice-Principal (Academic) Patrick Deane announces the 2007 call for proposals and invites students to become partners with the university to contribute to another safe and enjoyable homecoming weekend for students, alumni and the citizens of Kingston. The Queen's University Student Community Relations and Civic Responsibility Fund has been established to support positive and constructive student initiatives which bring together students, the community and alumni to work together to build community relations and to enhance the culture of civic responsibility at Queen's. Students or groups of students are invited to submit proposals to the Office of Vice-Principal (Academic), Dunning Hall, Rm. 120 by Thursday, March 1. They should outline the objectives of the initiative, an action plan, a detailed budget and a strategy for sustainability. Students are encouraged to be creative and consider unconventional ideas. At the conclusion

of an initiative, Vice-Principal (Academic) Deane will meet with each student or student group to review their final report, which must include a detailed accounting of expenditures.

Dr. Deane and Associate Vice-Principal and Dean of Student Affairs Jason Laker will review the proposals. The successful proposals will be announced shortly thereafter.

William M. Spear, Richard K. Start Funds

Competition for The William M. Spear Endowment Fund for Pulmonary Research will be administered in conjunction with the competition for The Richard K. Start Memorial Fund this year. Grants will be awarded in the \$20,000 to \$30,000 range. Deadline is April 1, 2007. Details: www.queensu.ca/vpr/sources/internal.html

OPIRG's Faculty Activism Award

Nominations are invited for the Ontario Public Interest Research Group (OPIRG) faculty award for community activism. The award recognizes a Queen's faculty member committed to connecting

academic work with community activism in the areas of peace, equity, diversity, environmental justice, social justice and/or human rights. Faculty members who have taught at least one half-credit course in the 2005-06 academic year are eligible. Details and forms: www.opirgkingston.org. Deadline: Feb. 28, 4:30 pm.

Prizes for Excellence in Research

Prizes for Excellence in Research are intended to recognize Queen's scholars' major research contributions in recent years. The deadline for the 2007 nominations is March 18. Details: www.queensu.ca/vpr/sources/internal.html

Committees

Headship committee, Religious Studies

Principal Jean Stairs, Queen's Theological College, has appointed a committee to advise her on the headship of the Department of Religious Studies. A recommendation will be forwarded to Principal Karen Hitchcock concerning this

Queen's Pension Plan

Quarterly Investment Report – December 31, 2006

CAPITAL MARKETS

Returns on investments in the various markets can be measured against a series of well-established indices. Index returns for the 3-month and 12-month periods ending December 31, 2006 are as follows:

	3 months	12 months
S&P/TSX Composite (Canadian Stocks)	10.4%	17.3%
MSCI World (Global Stocks ex Canada)	13.2%	20.3%
SCM Bonds (Canadian Bonds)	0.7%	4.1%
ML Master II (High Yield Bonds)	8.7%	11.3%
91 day T-Bills (Treasury Bills)	1.0%	4.0%

QUEEN'S ASSET MIX

The investment managers have mandates established through a Statement of Investment Policies developed by the Pension Committee of the Board of Trustees. Investments in each asset class must be within a well-defined range. The "normal" asset mix is a long-term strategy mix which is used as a "benchmark" when measuring performance of managers. The current market value of the Queen's Pension Plan (QPP) of approximately \$1.4 billion can be broken down as follows:

	Policy Mix	Current Mix
Stocks		
Canadian	29%	32%
Global (ex. Canada)	29%	33%
Regular Bonds	37%	31%
High Yield Bonds	5%	4%
Cash	0%	0%

QUEEN'S PERFORMANCE

1. Compared With Other Pension Plans

The fund gained 7.2% in the fourth quarter. This put the QPP in the second quartile of RBC Global's universe of pension funds. The one-year return of 14.7% and the four-year return of 14.1% were 1st quartile while the ten-year return of 9.3% was 3rd quartile. The quartile breaks for RBC Global's universe are as follows:

	3 months	1 yr	4 yrs	10 yrs
1st quartile	7.4%	13.5%	12.8%	10.2%
Median	6.9%	12.3%	12.0%	9.5%
3rd quartile	6.1%	11.2%	11.1%	8.6%

2. Relative to the Benchmark

	3 months	1 yr	4 yrs	10 yrs
Fund return	7.2%	14.7%	14.1%	9.3%
Benchmark return	6.9%	12.4%	12.3%	8.5%
Fund performance relative to benchmark	0.3%	2.3%	1.8%	0.8%

Note: returns for periods of one year and less are for the actual period; returns for four and ten years are annualized.

3. General Comments

- Most world equity indices performed strongly over the fourth quarter. For the year, the Canadian market returned over 17%, with gains reported for all sectors except income trusts. In general, the highest performers in 2006 were the emerging equity markets led by China which soared by 130%.
- The Canadian yield curve flattened over the fourth quarter with only a 12 basis point spread between the overnight rate and the 30-year long bond.
- The return for the fourth quarter was 31 basis points above the benchmark return.
- AllianceBernstein (global equity) was the strongest performer in the quarter, exceeding its benchmark by over 2.3%. Letko Brosseau (global balanced) and Greystone (Canadian equity) were also above their benchmarks by 136 and 103 basis points, respectively.
- We continue to hedge approximately 40% of our U.S. dollar equity and high yield exposure back to Canadian dollars.
- The Canadian dollar closed at 85.81 cents U.S. at December 31st, down about 4.1% from 89.47 cents U.S. on September 30th.

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three-year appointment. Members are: Jean Stairs, (chair); William James, and Herbert Bassler, Religious Studies; Gordon Smith, associate dean, Faculty of Arts and Science; Johanne Benard, French Studies; Jacalyn Duffin, History of Medicine, Philosophy and Health Sciences; Jessie Hurst, undergraduate student; Linda Thomas, Religious Studies (secretary). Faculty, staff and students are invited to submit their views on the headship and on the present state and future prospects of the department to Principal Stairs by March 2, 2007. All responses will be shared in confidence with the members of the review committee.

Headship selection committee, Medicine

John McCans's term as head of the Department of Medicine will end on June 30, 2007. He is willing to be considered for reappointment. The procedure to be followed in reviewing the headship is the Modified Reappointment Process for Heads of Clinical Departments in the Faculty of Health Sciences that was approved by Senate on Sept. 28, 1995 and last revised in July 2001. In accordance with this document a committee has been established to provide advice to the principal of Queen's and the chairs of the hospital boards on the reappointment of Dr. McCans and the present state and future prospects of the department. Members are: Joseph de Mora, Kingston General Hospital; William Depew, Medicine; Cathy Dunne, Providence Continuing Care Centre; John Jeffrey, Faculty of Health Sciences; Dale Mercer, Department of Surgery; David Pichora, Hotel Dieu Hospital; David Walker (chair), Health Sciences; Heather-Ann Thompson (secretary), Health Sciences. All members of the university/health sciences community, faculty, staff and students are invited to submit comments on the Department of Medicine and the headship. Send submissions by Monday, March 19 to Dr. David Walker, c/o Heather-Ann Thompson, Health Sciences, Macklem House, 18 Barrie St. Queen's University, Kingston, Ontario, K7L 3N6. Electronic submissions can be

forwarded to heather-ann.thompson@queensu.ca. All responses received will be shared, in confidence, with the members of the review committee.

Headship selection committee, Microbiology and Immunology

In accordance with the terms of the Collective Agreement between Queen's University and the Queen's University Faculty Association, Principal Karen Hitchcock is establishing a selection committee to consider the present state and future prospects of the Department of Microbiology and Immunology and to provide advice on the selection of the next head of department. Elected members: Sameh Basta, Kenneth Jarrell, Nancy Martin, Leda Raptis, Lewis Tomalty. Appointed members: Christian Boer, Microbiology and Immunology; Hanni Darwish, undergraduate medical student representative; Andrew Daugulis, Chemical Engineering; graduate student representative, tbd. Non-voting member: Brenda Brouwer, Graduate Studies. Chair: Kanji Nakatsu, Academic, Health Sciences. Faculty, staff and students are invited to submit their comments on the present state and future prospects of the department and the names of possible candidates for the headship. Send submissions by Monday, March 19 to Dr. Kanji Nakatsu, c/o Gail Knutson, Faculty of Health Sciences, Macklem House, 18 Barrie St. Queen's University, Kingston, Ontario, K7L 3N6. Electronic submissions can be forwarded to gail.knutson@queensu.ca. All letters will be reviewed by the selection committee and will become part of the record of decision-making.

Directorship, Queen's Centre for International Relations

Charles Pentland's term as director of the Queen's Centre for International Relations, a research centre within the School of Policy Studies, will end on June 30, 2007. Dr. Pentland has agreed to consider reappointment should this be the wish of the university community. University community members are invited to submit their views

on the reappointment of Dr. Pentland to Arthur Sweetman (arthur.sweetman@queensu.ca), Director of the School of Policy Studies. Letters should be received by Wednesday, Feb. 28. An advisory committee is currently reviewing the centre. Information on the centre: www.queensu.ca/cir/

Building committee, Tett Centre Project

Members of the building committee for the Tett Centre Project are: Tom Williams, Policy Studies/Education (chair); John Burge, Music; Boris Castel, Queen's Quarterly/Performing Arts Office; James Carson, associate dean, Arts and Science; Clarke Mackey, Film Studies; Sebastian Schutze, Art; Craig Walker, Drama; student representative tbd.

Human Resources

Milestones

Compiled by Faye Baudoux
If you have a milestone of 5, 10, 15, 20, 25, 30, 35, 40 years or more of continuous service coming up and you do NOT wish your name to be included in the listing, please contact Faye in Human Resources at ext. 77791. Congratulations to those who reached the following milestones in February 2007:

- 35 years:** Wilfrid Barkley, Campus Telecommunications and Networks; Etta Cerisano, Mechanical and Materials Engineering; David Kempson, Geological Sciences and Geological Engineering.
- 30 years:** Gregory MacLeod, Electrical and Computer Engineering.
- 25 years:** Mary Lanovaz, Purchasing.
- 20 years:** Nan Fern, Stauffer Library; Thomas Fraser, Residences; Lorne Johnston, Residences.
- 15 years:** Gerald Ducharme, EHS; Dean McKeown, School of Computing.
- 10 years:** Anne Beaubien, School of Business; Cathy Hitchins, Medicine; Jane McDonald, School of Business.
- Five years:** Linda Athersych, School of Business; Lynn Dillon, Printing Services; Elzbieta Halliop, Queen's-RMC F.C.R.C.; Tammy Masterson, NCIC; Tracey Messerschmidt, NCIC; Thomas Monahan, OUR; Anne-Marie Pap, Policy Studies; Lynn Roberts, NCIC; Colleen Schick, Anatomy and Cell Biology; Sharron Sluiter, Faculty of Law.

Employee Assistance Program

Employee Assistance Program For off-campus professional counselling call toll free 1-800-387-4765 (français 1-800-361-5676). This service can be reached 24 hours a day, seven days a week. For more information, visit www.queensu.ca/eap/

Review

Athletics & Recreation

Associate Vice-Principal and Dean of Student Affairs Jason Laker is asking the Queen's community to reflect and provide thoughts on the future direction of Athletics & Recreation at Queen's. Dr. Laker has asked Janice Deakin, Dean of Graduate Studies & Research, and Bob Crawford, Professor, Computing Science and former Dean of Student Affairs, to lead the conversation in the form of a review. Their mandate is to examine programs – from interuniversity (varsity) to recreation and fitness – facilities, funding, leadership, organization and administration as they recommend a direction for Athletics & Recreation at Queen's

into the next decade. Drs. Deakin and Crawford will provide their report to Dr. Laker by the end of March 2007. They will hold an open forum at the end of February (date and location TBA). For details, visit www.goldengaels.com/ARReview.html

PhD Examinations

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

Friday, Feb. 16

David James Krause, Department of Electrical & Computer Engineering. Applications of Arbitrary Optical Waveform Generation. Supervisor: J.C. Cartledge, 302 Walter Light Hall, 2:30 pm.

Thursday, Feb. 22

Barbara Jayne Vanderbeld, Biology. Characterization of a Subfamily of Developmentally Regulated and Stress-Responsive Calmodulin-Like Proteins in Arabidopsis. Supervisor: W.A. Snedden, 3108 BioSciences Complex, 3 pm.

Volunteers

Knee osteoarthritis study
Volunteers are needed for a School of Rehabilitation Therapy study. Participants who have knee osteoarthritis confirmed by their doctor, but have not had surgery are invited. Details: email 5ja2@qmlink.queensu.ca or call (613) 533-6000 ext. 77850.

Calendar

Unless specified, all events are free.

Art

Agnes Etherington Art Centre

Events: March 11, 14-15: March break programs. Sculpture theme is explored with a look at the sculptures in Mister Man and The Art of Mali followed by an art project. 1:30-3 pm or 3-4:30 pm. Space is limited: call 613-533-2190 to reserve. Corner of University Avenue and Bader Lane. Extended hours to 9 pm on Thursdays. Free parking on campus after 5 pm. Free admission on Thursdays. For exhibition information, see www.aecac.ca

Exhibitions: Contemporary Feature and The Davies Foundation Galleries, Karin Davie, March 1 – April 29. Frances K. Smith Gallery, Persistent Forms: British Drawings and Prints 1900-1950, to March 25. Samuel J. Zacks Gallery, Contemporary Landscape Painting: see you tomorrow, Eleanor Bond, Jay Isaac, Douglas Kirtan, Nick Ostoff, Brent Roe, to April 8. Historical Feature Gallery, Black Suites, Graham Coughtry, Jean-Paul Riopelle, Robery Van Der Peer, to April 8. R. Fraser Elliot Gallery, Mister Man, Rebecca Belmore, Joe Fafard, General Idea, Victor Tolgesy, Alex Wyse, To April 8. African Gallery, The Art of Mali, to Aug. 8. The Bader Gallery, Revelations: European Old Masters in Kingston Collections, to Aug. 19. Etherington House, Kingston Picks, to Dec. 22.

A Footnote on Health

Keeping workplace communication lines clear



In a perfect workplace, communication would be easy. You'd tell your co-workers how you felt, they would agree and the whole episode would end in a tender group hug. Unfortunately, it's a scenario that rarely happens in real life.

While office communication will never be perfect, the quick tips below can help make your workplace more harmonious and less stressful when conflict arises.

Pay attention to your body language. Imagine a co-worker asking you a question with his/her fists clenched, feet spread apart and his/her voice raised. If you're like most people, your back would be up before he/she'd even said a word. Keep body language positive by speaking in a controlled normal tone, maintaining eye contact, keeping your arms, hands and shoulders relaxed and your breathing normal.

Keep your ears open. In times of conflict, it is critical to listen to what others have to say. Giving co-workers the chance to express themselves can help them feel valued and stop office conflict dead in its tracks. Try to:

- Ask detailed follow-up open-ended questions (what and how) to demonstrate your interest in information a colleague has just shared.
- Avoid miscommunications by demonstrating that you understand what your colleague is saying. Repeat their core idea starting with an opening line such as "So what you're saying is..." Understanding someone's point of view doesn't mean that you necessarily agree with it.

Deal calmly and assertively with conflicts. You can get your point across without causing anger or resentment. Remember to:

- Describe the situation to your co-workers. Tell them what the problem is and how it makes you feel. Suggest and specify an alternative solution process that you can work on together. Finally, brainstorm both positive and negatives of each solution to find the one that best fits both your needs, if necessary.
- Begin your explanation with "I" phrases. Phrases such as "I feel" or "I sense" are less confrontational than "You said".
- Take comments in stride. Don't think every remark a co-worker makes is a personal attack against you.
- Take some time to cool off before responding if you feel angry about something a colleague says.

Disagreements on the job are never going to disappear. However, by using some of these techniques, you'll reduce conflict and make your workplace happier, healthier and more productive.

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

THE IRVING AND REGINA ROSEN PUBLIC LECTURE SERIES

PUBLIC LECTURE

Human Rights, Genocide, and the Pursuit of Justice

Irwin Cotler

Member of Parliament and Professor of Law, McGill University

Tuesday, 6 March 2007

7:30 pm

Dunning Hall

Admission free

Refreshments following

Jewish Studies

Union Gallery

Exhibitions: Synthesis/Analysis, an exhibition by 4th year Queen's University Fine Art students Shizuka Aoki and Ju-Hye Ahn, Feb. 10 – March 6, Main Gallery. Opening the Doors of Perception, photographs by Ajit Bhand, Mar. 3, Project Room. Mar. 3: Reception for both exhibits, 6-8 pm. First floor, Stauffer Library, Corner of Union and University. www.uniongallery.queensu.ca

Music

Tuesday, Feb. 27

Guitar recital
Visiting artist and guitarist Stephen Thachuk, University of California. 124 Harrison-LeCaine, 39 Bader Ln. 7:30 pm.

Friday, March 16

Wind ensemble, clarinet choir Queen's Wind Ensemble and Clarinet Choir, directed by Gordon Craig. Grant Hall, 42 University Ave. 7:30 pm. Tickets available at the door: \$6 adults, \$3 students and seniors.

Saturday, March 17

Piano recital
Artist-in-Residence and pianist Caroline Oltmanns performing works by Beethoven, Scarletti, Chopin, Wilding and Brahms. Dunning Auditorium, 94 University Ave. 7:30 pm. Tickets available at the door: \$5 adults, \$3 students and seniors.

Sunday, March 18

Collegium Musicum
Spring concert. Olga Malyshko, director. St. James Anglican Church, 10 Union St. 4 pm. Tickets available at the door: \$6 adults, \$3 students and seniors.

Courses and Workshops

TIPS for Faculty (Teaching Improvement Project Systems)
Register now for Continuing Professional Development, Faculty Development, April 19-20, 2007. Intended for medical faculty interested in understanding more about effective teaching. New faculty and teachers that are more experienced

welcome. Registration is limited. Deadline: March 19. Details: 613-533-3233 or cpd.fd@queensu.ca. Visit meds.queensu.ca/ce/fd/index.html to print a brochure.

Conferences

March 2-4

Queen's International Development Conference 2007
Keynote address by Major Brent Beardsley, former operations manager for Lieutenant-General Roméo Dallaire in Rwanda. Panel discussions on topics such as AIDS, sustainability, trade and international migration. Biosciences Complex. To register: www.queensidc.com

March 8-9

Queen's undergraduate conference Inquiry @ Queen's. Learning Commons, Stauffer Library. Details: www.queensu.ca/iatq, email iatq@queensu.ca or call 613-533-3309.

Public Lectures

Tuesday, Feb. 27

Computational Science and Engineering
Selim Akl, Queen's. Evolving Computational Systems. 27 Dunning Hall, 2:30 pm.

Tuesday, March 6

Irving and Regina Rosen Lecture
Irwin Cotler, McGill University. Human Rights, Genocide, and the Pursuit of Justice. Dunning Hall, 7:30 pm. Refreshments to follow.

Wednesday, March 7

History
Charles Prior, Queen's/University of Hull (UK). History, Polemic, and Holy War in the 1640s: The Case of Thomas Aston. 517 Watson, 6:30 pm.

Thursday, March 8

Education
Bruce Curtis, Carleton University. Educational Politics and the Rebellion of 1837 in Lower Canada. Vernon Ready Room, Duncan McArthur Hall, 11:30 am.

Wednesday, March 14

School of Rehabilitation Therapy

Terry Krupa, Queen's. Using discourse analysis to reveal ideologies in context: Constructions of work and mental illness in Canada. Glaxo-Wellcome Clinical Education Centre, 4 pm.

Special Events

Black History Month events

Feb. 26: West African dance workshop. Basic traditional West African dance steps. Adults only. Must bring water bottle, towel and workout/dance attire. Upper dance studio, Physical Education Centre, 1-2:30 pm. To register: email apd@post.queensu.ca.

Feb. 26 and 27: Displays. Photos of Black historical landmarks will be on display and information on the Anti-Slavery movement, Black Loyalists and Africville will be available. Robert Sutherland Room, John Deutsch University Centre, 10 am – 5 pm.

Feb. 27: Public lecture. Katherine McKittrick, Queen's. Demonic Grounds: Black Women and the Cartographies of Struggle. Ban Righ Centre, 32 Bader Lane, noon.

Feb. 28: Public lecture. Afua Cooper, this year's Robert Sutherland visitor. Celebration of the Bicentennial of the Abolition of the Trans-Atlantic Slave Trade. John Deutsch University Centre, Robert Sutherland Room, 2 pm. Black History Month film screening. Film, Journey to Justice, pays tribute to a group of Canadians who took racism to court. The Grad Club, Henderson Room, 7:30 pm.

Wednesday, Feb. 28

Literary reading
Reading by Louise Dupré, University of Quebec in Montreal. French Centre, 5-7 pm. Reception to follow.

Farmer's Market at Queen's
John Deutsch University Centre, 9 am to 4 pm.

Saturday, March 3

Queen's Observatory
Lunar eclipse, Saturn and other astronomical objects. Queen's Observatory, Ellis Hall, University Ave. 6:30-8:30 pm. Details: <http://observatory.phy.queensu.ca>

March 5-26

Public lecture series

By candidates for the position of director of Jewish Studies. 517 Watson Hall, 4 pm.

March 5: Oona Eisenstadt, Pomona College. Rosenzweig's Other Building: An Introduction to Contemporary Continental Jewish Philosophy.

March 12: Jeffrey Veidlinger, Indiana University. Title tbd.

March 19: Howard Adelman, Hebrew College, Boston. The Lives of Jewish Women in Italy: The Struggle for Ambiguity.

March 26: David Brenner, Universität-Konstanz. Title tbd.

Saturday, March 10

Queen's Observatory

A look at Saturn and other celestial objects through telescopes with a discussion on Saturn and its rings. Queen's Observatory, Ellis Hall, University Avenue. 7:30-9:30 pm. Details: <http://observatory.phy.queensu.ca>

Monday, March 12

Centre de Francophone

Reading by Marie-Claire Blais, award-winning Canadian author. French Centre, 5:30-7:30 pm. Reception to follow.

Submission Information

The next Gazette deadline for Calendar, Bulletin Board and other editorial submissions is at noon on Friday, March 15.

The next issue of the Gazette appears Monday, March 12. For news and information between issues of the Gazette, visit www.queensu.ca/newscentre. Email submissions in the following format to gazette@post.queensu.ca **Date; lecturer's name, affiliation, title of lecture, location, time.**

PERSONALITY ASSESSMENT LABORATORY RESEARCH

(with payment for participation)
Dr. Ronald R. Holden,
Department of Psychology,
Queen's University

In the previous 3 months, have you completed a personality questionnaire as part of either:

1. A job application?
2. A workers' compensation claim?
3. An evaluation for child custody?
4. Marital counseling?
5. A mental health evaluation? or,
6. A legal assessment?

If you are 18 years of age or older and are willing to volunteer to share your views, we would appreciate hearing about your experiences. Research participation requires a 20-minute telephone interview and will be done at a time that is convenient for your schedule. You will be paid \$15 for your participation. All responses are **STRICTLY CONFIDENTIAL**.

If interested, please contact:

Dr. Ronald R. Holden,
Personality Assessment
Laboratory
Tel: 613-533-2346
email:
holdenr@post.queensu.ca



HELP LINES

Campus Security Emergency Report Centre

533-6111

Human Rights Office

533-6886
Irène Bujara, Director

Sexual Harassment Complainant Advisors

Margot Coulter, Coordinator
533-6629

Chuck Vetere – Student Counselling
533-2893 ext. 77978

Anti-Racism Complainant Advisors

Stephanie Simpson, Coordinator
533-6886

Audrey Kobayashi – Geography,
533-3035

Anti-Heterosexism/Transphobia Complainant Advisors

Julie Darke, Coordinator
533-6886

Eleanor MacDonald, Politics
533-6631

Coordinator of Dispute Resolution Mechanisms

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

Sexual Harassment Respondent Advisors

Paul Banfield – Archives
533-6000 ext. 74460

Greg Wanless – Drama
533-6000 ext. 74330

Anti-Racism Respondent Advisor

Ellie Deir – Education
533-6000 ext. 77673

Internal Dispute Resolution

SGPS Student Advisor Program
533-3169

University Dispute Resolution Advisors – Students

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

University Grievance Advisors – Staff

Janet Cowperthwaite
University Secretariat
533-6000 ext. 77927

Bob Burge – JDUC
533-6000 ext. 78775

Gary Racine – Telecommunications
533-3037

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
533-2186

Rector

Johsa Manzanilla
533-2733

Student Counselling Service

533-2893

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

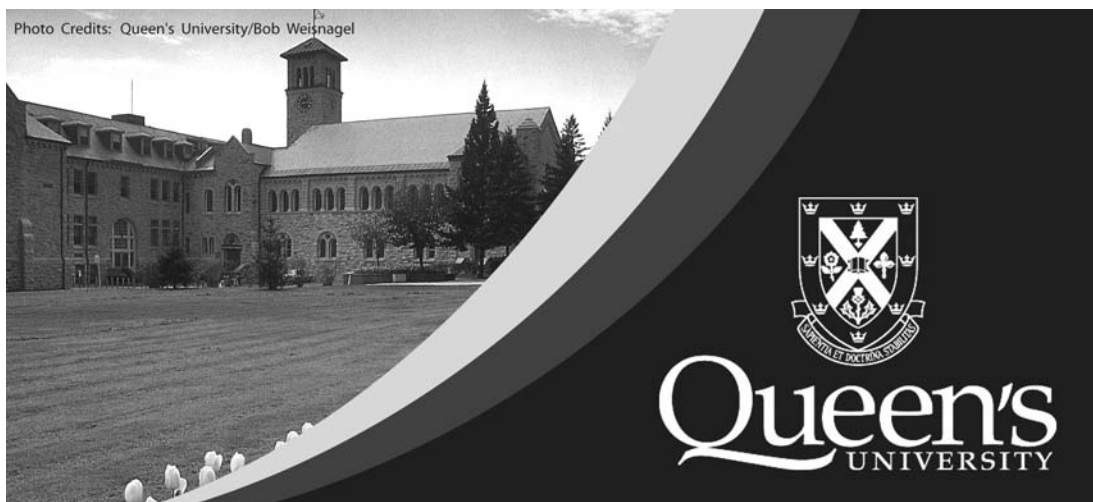


Photo Credits: Queen's University/Bob Weisnagel

Queen's UNIVERSITY


Agnes Benidickson Award

The Tricolour Award and induction in the Tricolour Society is the highest tribute that can be paid to a student for valuable and distinguished service to the University in non-athletic, extra-curricular activities. Admission to the Tricolour Society shall be limited to students of the University. The award is named after Dr. Agnes Benidickson who was Chancellor of Queen's University from 1980 until 1996.

The deadline for submitting nominations is
Friday, March 16th at 4:00 PM.
Please submit them at the AMS Front Desk,
addressed to Johsa Manzanilla.

For more information, please visit:
<http://www.queensu.ca/rector/tricolour.htm>

Office of the University Rector



ATTENTION AMATEUR PHOTOGRAPHERS!

The *Queen's Alumni Review* and *Queen's Gazette* invite you to capture your world in our second photography contest.

Snap Judgments '07 PHOTO CONTEST



Open to Queen's alumni, faculty, staff, and retirees.
Restricted to amateur photographers.

**DEADLINE FOR ENTRIES:
MIDNIGHT, SUNDAY, APRIL 1, 2007**

BEST OVERALL entry wins our **GRAND PRIZE** – an 11-day cruise for two aboard the *M.S. Andrea* – visiting the Celtic coastline from Scotland to France. Approximate value Cdn. \$20,000 (cruise and return flight to/from Toronto, Canada).

RUNNER UP entry receives a copy of Adobe Photoshop CS2 (MSR \$800).

BEST ENTRY IN EACH CATEGORY receives a \$100 gift certificate from Camera Kingston.

CATEGORIES:

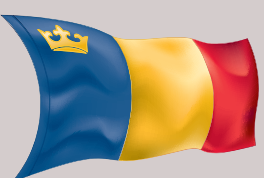
- People
- Flora and Fauna
- Places
- Digital Illustration

Limited to one entry per person per category.

For entry details, prize information and technical specifications, visit the *Alumni Review* digital magazine at <http://alumnireview.queensu.dollco.ca/>

Winners will be announced in the May 2007 issues of the *Review* and the *Queen's Gazette*.

Luxury cruise and air provided by



QUEEN'S ALUMNI TRAVEL
experience...beyond the ordinary!



Adobe Photoshop CS2 courtesy of



Gift certificates provided by

