

onQ  
DECEMBER 2010



People, stories and ideas at Queen's University

**WHAT'S INSIDE:  
ATHLETICS AND RECREATION CENTRE**

**Employee Assistance Program**

**Accessibility at Queen's**



## EDITOR'S NOTE

It was interesting to see that at the same time we were writing stories for this issue of *onQ*, the *Globe and Mail* was running an in-depth series on work-life balance. Clearly, this is a particularly relevant topic in these times of economic and social uncertainty, locally, nationally and globally, and explains why people are seeking ways to alleviate stress in their homes and in the work place.

Physical fitness is certainly one way to combat anxiety and reduce stress and on this campus, we are fortunate to have one of the best fitness facilities in the province. In this issue, read about the comprehensive programs offered to Queen's employees at the Athletics and Recreation Centre.

Queen's offers a wide range of programs that help people maintain a work-life balance. Some of us are taking advantage of the excellent Tuition Assistance Program and earning a degree while employed here. Others make use of the Employee Assistance Program. Still others turn to our chaplain, Brian Yealand, for counsel and advice. I personally make regular visits to the fourth floor of Stauffer Library to borrow books for my leisurely reading from the best literature collection found anywhere in Canada.

As the end of 2010 draws near, I would like to extend warm greetings for a safe and happy holiday season and thank people for their comments and support of *onQ*. I look forward to bringing you a new issue in February 2011.

Anita Jansman

Join Principal Daniel Woolf on  
Thursday December 2, 2010  
from 11:30 am – 1:30 pm  
at the annual Principal's Holiday Reception  
and presentation of the  
Staff Recognition Awards in Grant Hall.

Non-perishable food items will be  
accepted at the door for the  
Partners in Mission Food Bank.

## HIDDEN GEMS

Where will you find  
this on campus?

Turn to p. 15 for the answer.



December 2010

**EDITOR**

Anita Jansman  
anita.jansman@queensu.ca  
ext. 77646

**ADVERTISING AND CIRCULATION COORDINATOR**

Peter Gillespie  
advert@queensu.ca 613.533.6000 ext. 75464

**DESIGNER**

Rhonda Monette  
Queen's Marketing and Communications

**ASSOCIATE DIRECTOR, UNIVERSITY COMMUNICATIONS**

Lorinda Peterson

**EDITORIAL BOARD**

Jeff Downie, Athletics and Recreation  
Dan Langham, Environmental Health & Safety  
Jacoba de Vos, Human Resources

**ONQ** is published monthly, (circulation 5,000) from September to June by the Department of Marketing and Communications, Fleming Hall, Queen's University, Kingston, ON Canada, K7L 3N6

[queensu.ca/news/onq](http://queensu.ca/news/onq)

**EDITORIAL POLICY**

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

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

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

**ON THE COVER:** Swimmer in the pool at Queen's Athletics and Recreation Centre

## ACCESSIBILITY RAMP OR BICYCLE RACK?

Earlier this fall, I attended a meeting of the steering committee for the Office of Inter-professional Education and Practice in Bracken Library. One of the committee members, Bill Meyerman, uses a power wheelchair for mobility. As we left Botterell Hall together that day, we noticed several bicycles chained to the inner and outer sides of the railings that provide safe access between the building and Stuart Street. If I had been alone, I may have hurried along this passageway without even noticing the blockage, much less stopping to consider the implications, despite the fact that I am an occupational therapist and a lecturer in the School of Rehabilitation Therapy.

As I offered to assist Bill in navigating the ramp safely, I was embarrassed and angry that accessibility on our campus is not assured at all times. The construction that has been ongoing at the corner of Stuart and Arch Streets provides no excuse for

impeding a person's access. I realize that many people, cyclists and pedestrians alike, may not stop to consider accessibility until they, a friend or family member are affected by mobility limitations. Hence, my contact with *onQ* to raise awareness and, I hope, make a difference. While I am convinced that no one would intentionally create barriers for individuals with mobility limitations, it is everyone's responsibility to make our campus as accessible and as safe as possible.

After I reported this incident, the Parking Office placed stickers on these railings to alert cyclists to use a rack rather than a railing when parking their bikes. Since then, I have found this ramp clear of obstacles. Everyone benefits from barrier-free access.

Anne O'Riordan, Clinical Educator  
Office of Interprofessional Education  
and Practice



**NOTE FROM EDITOR:** Donna Stover, Parking Manager, advises anyone who sees accessibility ramps obstructed with bicycles or anything else to phone the parking office at ext. 36979. Parking staff will assess the situation and elect to either place stickers on the rack or remove the bicycles.

*onQ* welcomes commentary and expert opinions that address issues related to higher education to *Viewpoint*. Email [anita.jansman@queensu.ca](mailto:anita.jansman@queensu.ca) or submit via [www.queensu.ca/news/onq](http://www.queensu.ca/news/onq). Maximum 300 words.

## LETTERS

*onQ* wants to hear from you. Send Queen's related comments and opinions to [anita.jansman@queensu.ca](mailto:anita.jansman@queensu.ca). You can also submit letters via [www.queensu.ca/news/onq](http://www.queensu.ca/news/onq). Submissions should be 200 words or less.

FIANCÉE  
JEWELLERS

216 Princess St., Kingston Ontario 613.542.8112



For information about membership, facilities, and programs at Queen's Athletics and Recreation Centre, visit [www.gogaelsgo.com](http://www.gogaelsgo.com).

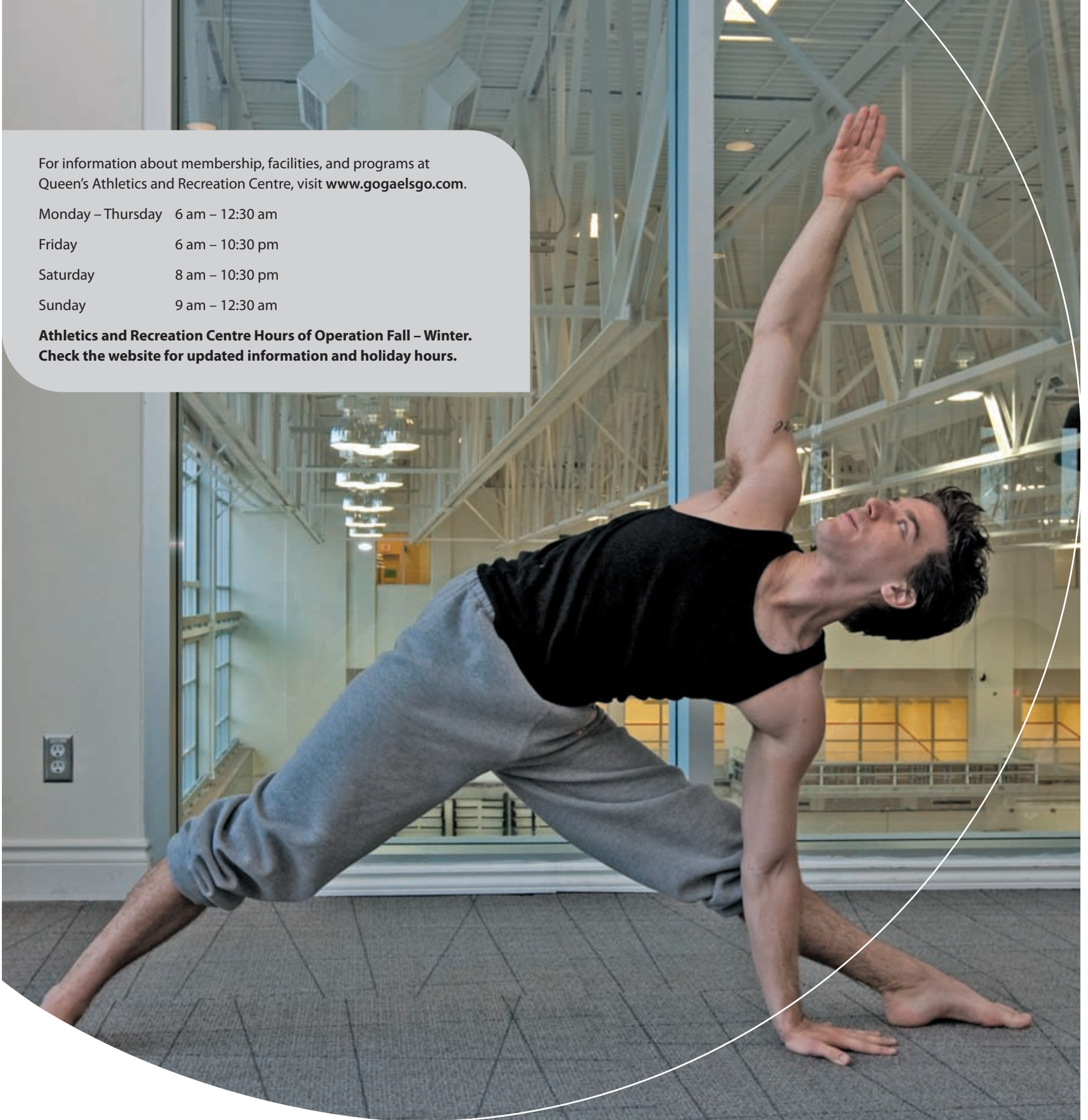
Monday – Thursday 6 am – 12:30 am

Friday 6 am – 10:30 pm

Saturday 8 am – 10:30 pm

Sunday 9 am – 12:30 am

**Athletics and Recreation Centre Hours of Operation Fall – Winter.  
Check the website for updated information and holiday hours.**



# THE ATHLETICS AND RECREATION CENTRE

## YOUR GATEWAY TO PHYSICAL WELLNESS

**A**t six in the morning, the lighted Athletics and Recreation Centre (ARC) shines like a beacon on campus for those seeking a place to improve and maintain their physical fitness. A lone swimmer determinedly conquers one of 14 lanes. Yoga enthusiasts quietly go through their motions. The sound of balls crashing against a solid concrete wall reverberates throughout the racquet courts. As the hours pass, more members turn up for their chosen activities. Weights. Cardio. Spin. Dance. Racquetball. On a given day thousands of students, staff and faculty pass through the ARC, from early morning until it shuts its doors in the midnight hours.

The ARC opened in December 2009, marking a significant shift in the way Queen's offers physical fitness opportunities to students, employees and community members. Its time certainly had come. Prior to the opening, Queen's was gaining a dubious reputation for its antiquated and crumbling athletic facilities. That has all changed. *The Globe and Mail*

*2011 Canadian University Report* awarded Queen's a glowing A+ for physical fitness, sports and recreational facilities, a much improved mark from the C- earned in previous years.

Employees have embraced the ARC wholeheartedly, according to Jeff Downie, manager of recreation and sports clubs. "We have more staff and faculty members, numbering close to 600, than we did in the Physical Education Centre (PEC)," he says.

That may not sound like a great claim until you recall that in the days of the PEC, membership was free to employees. Now there is a fee, comparable to current fitness centre industry prices for community members, while staff and faculty receive a discounted, preferred rate. It's also extremely flexible with full year or pay-as-you-go options, and the added bonus of a payroll deduction plan that makes monthly payments convenient.

"We're here to serve the campus community. Whatever your physical fitness needs, we can help," says Mr. Downie.


**"Personal health and physical fitness is an important part of people's wellness and good employers know this. Where before fitness opportunities were a nice thing to offer, we realize now they're critical and integral to employees' well-being"**

Need a personal trainer to help you get started with a program? The ARC has them. Are you a woman who prefers to work out with women only? Use the Marian Ross Room dedicated for women's use. Need a distraction from the tedium of the treadmill? A TV and iPod station comes with every cardio machine. Want a spin class? As a member, you can participate in one group fitness class per day at no extra cost. This applies to spin, water fitness, sculpt and tone, Zumba and other classes.

Terry Black, a coordinator in Information Technology Services is a regular ARC member and thinks there's no better way to relieve a bit of stress than to hit a little rubber ball around a squash court. "I can be having the worst morning in the office, but once I get playing, my stress level goes down. It's a great break for me in the middle of the day," says Mr. Black.

Beth Doxsee from Health Counselling and Disability Services appreciates the ARC's convenient location. "The idea of getting home after a busy day and then going for a work out just doesn't appeal to me. I can do my work out during lunch hour right on campus. Also, there's such a wide range of programs, so there's something for everybody," says Ms Doxsee.

Athletics and Recreation Director Leslie Dal Cin places the ARC's importance in a wider context. "Personal health and physical fitness is an important part of people's wellness and good employers know this. Where before fitness opportunities were a nice thing to offer, we realize now they're critical and integral to employees' well-being," she says.

Ms Dal Cin emphasizes the broad range of activities being offered that appeal to as many employees as possible. "Breadth of opportunity is important," she says, "Queen's instructors are among the very best in their profession and the facilities are second to none in Ontario at least, possibly in Canada." 

### QUEEN'S CO-HOSTS MILITARY HEALTH RESEARCH FORUM



Queen's School of Rehabilitation Therapy professor Alice Aiken (left) and Royal Military College of Canada vice-principal of research Jean Fugère were among the driving forces behind the recent Military and Veteran Health Research Forum, held in Kingston and co-hosted by Queen's and RMC. The forum included 250 participants from universities and research institutions across Canada. Among the topics discussed were rehabilitation, the impact of military service on life and family, mental illness among military personnel and battlefield healthcare. More than 30 Queen's researchers from a variety of disciplines including epidemiology, family medicine, policy studies, drama, history and oncology took part in the event. The forum's goal is to stimulate a national research agenda to enhance the healthcare and protection of the more than 800,000 Canadian Forces personnel, veterans and their families. Plans for next year's forum are already underway. **Q**



### PROFESSOR HEADS \$11.7 MILLION PROJECT TO HELP FIGHT CHRONIC DISEASE

A new, ground-breaking project is going to improve the primary care management of Canadians battling five chronic diseases. Richard Birtwhistle chairs the Canadian Primary Care Sentinel Surveillance Network (CPCSSN), a national project recently announced by the federal government. CPCSSN securely collects vital information from patients' electronic medical records. This information is for primary care practitioners managing patients with obstructive pulmonary disease, depression, diabetes, high blood pressure and osteoarthritis. The program has been piloted for the last two years by about 140 physicians in nine regions. Dr. Birtwhistle will help expand the project over the next five years. Federal funding of \$11.7 million will be used to help 600 to 1,000 participating doctors with storing 600,000 to one million patient records. **Q**

## PROFILE

### FLEXIBLE HOURS AND CONTROL OF SCHEDULE KEYS TO EMPLOYEE HAPPINESS BY MICHAEL ONESI



There is no doubt that professors work long hours, but generally they are less stressed than other types of employees with similar hours.

School of Business professor Julian Barling believes there are two reasons for this trend: flexibility and control over their work schedule.

"Professors have an unusual degree of control, which research has shown is key to better productivity and better well being," says Dr. Barling. "The flexibility that many university professors have would be the envy of people in other professions and roles."

Dr. Barling has been conducting work-life

balance and leadership research since the 1980s. When he started, work-life balance was an unusual issue, but changes in the workplace – such as more double-income families – have made it more prevalent.

How much you enjoy your job directly affects your happiness at home with your family.

"If you work 50 hours a week and you're loving it, you should not be too concerned about it having a negative impact. If you work 40 hours and hate it, you should be concerned. The quality of what you do and what you experience is primarily what you take home with you," says Dr. Barling.

Your family life also impacts you at work. Dr. Barling recently studied people in violent relationships and observed that that the home situation has a distinct negative effect on their work.

"The notion that this is something you can leave at home is just an unattainable idea," Dr. Barling said.

An interesting trend has also emerged from Dr. Barling's recent research. Today, there are more and more people working long hours wishing they were working less, but there are also more people working fewer hours, wishing they could work more. **Q**

## JEANETTE PARSONS: AT THE FOREFRONT OF ACCESSIBILITY



### THE QUEEN'S ACCESSIBILITY COMMITTEE

The Queen's Accessibility Committee (QAC) brings together community members and representatives of various university units to make Queen's accessible for persons with disabilities. This is done by systematically identifying and removing barriers to participation, and by anticipating new barriers to prevent them from creeping into the university environment.

#### Chair

Kathy Jackson, Coordinator, Undergraduate Studies, School of Kinesiology and Health Studies

#### Community Members (Appointed)

Karin Howard, SGPS, Student, Faculty of Law

Irene High, Timetabling Administrator, Registrar's Office

Audrey Kobayashi, Faculty, Geography

Bonnie Livingstone, Executive Assistant, Office of the Associate Dean of Student Affairs

Kelly McGarry, Procurement Specialist, Financial Services

Caity McMeekin, Student, School of Rehabilitation Therapy

Robin Moon, Manager, Electronic Communications, Marketing and Communications

Maridee Osolinsky, Planner, Campus Planning

Jeanette Parsons, Director, School of Graduate Studies (Past Accessibility Coordinator)

#### Ex-Officio Officers

Shannon Jones, Representative, Vice-Principal (Human Resources),

Ann Browne (PPS), Representative, Vice-Principal (Operations and Finance)

Peggy Watkin, Representative, Office of the Deputy Provost and Vice-Principal (Operations and Finance)

Shira Sasson and Katie Charbonneau, AMS, Co-Chairs, Accessibility Queen's

Daniella Dávila Aquije, AMS, Social Issues Commissioner

TBA, Health Counselling and Disability Services

Michele Chittenden, Library Services for Students with Disabilities

Irène Bujara or Heidi Penning, Human Rights/Equity

Brad Murphy, Information and Communications

Carolyn Prouse, Society of Graduate and Professional Students

*Appointed members serve a two-year term.*

One word gets Jeanette Parsons going like no other – accessibility. Although she moved to a new role as director in the School of Graduate Studies earlier this year, her spirit hasn't strayed far from her previous role as accessibility coordinator. Some say she has written the book on accessibility at Queen's. She says she is proud of the pioneering work she has done, calling it the "best role of all."


Ms Parsons takes a holistic approach to accessibility. "Accessibility means the opportunity for people with disabilities to participate in the life and work of the university. Fully, not on the fringes, to be at the heart of teaching, research, operations, being a student or administrator," she says.

Not only was she instrumental in implementing the customer service training that was mandated to all Queen's employees in 2008, she was a key player with the Council of Ontario Universities, in developing provincial standards.

"Queen's was the first university in Ontario to hire someone with any sense of permanence for accessibility coordination," says Ms Parsons. "I was privileged to have dedicated time to create training to address Ontario's legislation on accessibility that would also respond to real issues we had known about for decades."

Ms Parsons credits a group of talented Queen's people in the field of accessibility for the customer service training's success. "The expertise that exists on this campus is quite frankly, astonishing. Queen's leads in how it responds to accessibility issues," she says.

The group brought knowledge and understanding about where barriers existed. And although much of that is addressed through systems, policies and procedures, in reality, it's really about people and how they react to one another."

Ms Parsons is a model for accessibility and living proof of how Queen's has successfully integrated people with disabilities. She identifies as hearing impaired, and has generously participated in the life and work of the university. 

# WHEN EMPLOYEES ARE STUDENTS TOO

One of the great advantages of being a Queen's employee is having access to the Tuition Assistance Program, which supports employees to further their education and develop new skills and abilities. Tuition fees for credit courses are waived and allowances can be made for students to attend classes, enabling them to earn their degrees on a part-time basis.

Spring Forsberg, coordinator of new student programs and academic advisor in the Faculty of Arts and Science, has firsthand experience with this program. "Not only have I completed my own degree in this way, I have seen many staff members successfully complete their degrees while working full time at Queen's," she says.

As advisor to hundreds of students through the years, Ms Forsberg has witnessed the level of commitment demonstrated by these students. "It is inspiring," she says. "Many are juggling family and work place responsibilities. Working towards a degree part-time may take a few years...but I often tell students that those years are going to tick by anyway, so you not only will you be older but wiser as well!"

These four of your colleagues are among the 130 students who are currently enrolled or have recently completed degrees.



**Cal Bowry, Manager,  
Continuing Teacher Education and  
Professional Learning Services  
Faculty of Education  
Degree: EMBA**

"Managing the demands of the Executive MBA program alongside my regular job responsibilities and the needs of my family was incredibly challenging. But the intensity of the experience made it that much more satisfying when I finished. Pursuing a degree while working full time will teach you what you are really capable of achieving."



**Jacoba Franks, Program Manager  
Queen's School of Business  
Degree: BA, Psychology**

"Now that I do some travelling with my job, I have downtime on the train when I can focus on my studies, taking a limited amount of time away from my family. I signed up for a writing course this fall to get some practice in writing essays before tackling some full credit courses next spring and summer."



**Marie Miller-Hollingsworth, Custodian  
Physical Plant Services  
Degree: BA, Religious Studies**

"I discovered after my first few courses that I could only manage to take one class each semester. I've been taking courses since 2005 and am now half way through my second year. Going back to school is hard work, but it really is a rewarding experience."



**Heidi Penning, Equity Officer  
Equity Office  
Degree: Master in Public Administration**

"Becoming a mature student is a big commitment. How to juggle the multiple roles of being a full-time employee, student, mother, wife, and friend presents quite the challenge! I hope that my accomplishments will show my children that with hard work, determination, and a healthy dose of curiosity you can achieve anything that you set your mind to."

The Tuition Assistance Program is available to continuing, term, research and contract staff with appointments of 40 per cent time or more, as well as members of CUPE, and academic and adjunct academic staff with appointments of 40 per cent time or more. Contact Human Resources at ext. 32070 or visit [www.hr.queensu.ca](http://www.hr.queensu.ca). For admissions information contact Undergraduate Admission at ext. 32218 or Graduate Admission at ext. 36100.

Please note: In December, Shannon Hill will be joining Human Resources as Learning and Development Specialist. Ms Hill will be able to answer your questions about learning and career development. **Q**

## WELLNESS 'LUNCH AND LEARN' WORKSHOPS

All Lunch and Learn workshops are one hour long, beginning at noon. Location: Faculty and Staff Learning Facility Seminar Room B176, Mac Corry Hall

For further information, contact Jacoba de Vos, [jacoba.devos@queensu.ca](mailto:jacoba.devos@queensu.ca) or ext. 78054

Wed. Jan 12  
**Creating Balance in Your Life**

Tues. Jan 25  
**Making Time Work for You**

Thurs. Feb 10  
**Employee Energizer  
(New Body Awareness at Work)**

Thurs. Feb. 24  
**Adding Humour to Your Life**

Wed. March 2  
**Parenting – Early Years 0-6**

Thurs. April 7  
**Successful Transition to Retirement**



**Cleland Travel  
& Cruise**

**At Cleland Travel we get you  
to where you need to be.**

Why waste your time and effort hoping to find a "good deal"? Let us use our expertise to help you save time and money. After all, it is our job to know how to find you the best value **every** time! Our travel counselors are the best in the business, with over 50 years of collective travel experience.

Seasons Greeting



From  
**Cleland Travel.**

TICO# 1666989

Mon to Fri 8:30am – 5pm 613-544-3374  
1187 Princess Street Peachtree Plaza  
[www.clelandtravel.com](http://www.clelandtravel.com)



## THE CRITICAL ROLE OF THE SENATE COMMITTEE SECRETARY

Senate secretaries are the quiet heroes of University Senate Committees. Recruited from relevant portfolios across campus, they represent a cross-section of university operations.

According to University Secretary Georgina Moore, senate is responsible for ensuring the academic well-being of the university through a network of committees that create and update policies to guide academic activities.

“Committee secretaries are the essential glue in the middle of all of this. They provide flawless organization of people and materials so that committees can meet, discuss and decide on issues in a timely and thoughtful way, well-informed by research and consultation with constituent groups,” says Ms Moore.

Bonnie Stewart has served as secretary for the Senate Advisory Research Committee

(SARC) for 14 years and will be stepping down at the end of this year. She looks upon her role fondly.

“Being SARC secretary has been an enjoyable part of my job in the Office of Research Services. What I will remember most is the pleasure I got from working with so many faculty members from every discipline, many in their role as committee members, and others as researchers seeking grant-writing and research-funding direction,” says Ms Stewart.

These quiet heroes deserve our appreciation and gratitude.

**Academic Development and Internal Academic Review:** Peggy Watkin (Office of the Provost)

**Academic Procedures:** Rebecca Coupland (Office of the University Registrar)

**Advisory Research Committee:** Bonnie Stewart (Research Services)

**Educational Equity:** Jill Christie (Equity Office)


**Information Technology:** Jim Lesslie (ITServices)

**Library:** Gail Griffith (Queen’s Library)

**Orientation Activities Review Board:** Joan Jones (Student Residents/Community Liaison)

**Residence:** Catherine Landon (Residences)

**Scholarships and Student Aid:** Teresa Alm (Office of the University Registrar)

**Creative Arts and Public Lectures, Nominating, Non-Academic Discipline, Operations Review:** Gail MacAllister (University Secretariat). 

[www.queensu.ca/secretariat](http://www.queensu.ca/secretariat)

# WALKWEL

YOUR SOLE PROVIDER SINCE 1860.

179 Wellington St., downtown Kingston  
613.546.9756 • [www.walkwelshoes.com](http://www.walkwelshoes.com)

**Quality footwear** for men and women, in a variety of styles and widths to fit for comfort and style.

*Trained staff for that great fit.*

## 10% off

for Queen’s employees  
all regular-priced items  
in both stores

**Quality footwear**  
for men and women to  
provide comfort and style.



175 Wellington St.,  
downtown Kingston  
613.549.8129

## Grand Theatre Presents Performances – December

### Jigu! Thunder Drums of China

Series sponsor: Cunningham Swan Lawyers  
Dec. 2

### Oklahoma!

Series sponsor: Empire Life  
Dec. 6

### RUBBERBANDance

Dec. 9

### Caillou’s Greatest Skate of All

Series sponsor: Canadian Tire Kingston Stores  
Dec. 12

### John McDermott with Dan Hill and Rosie McKenzie

Performance sponsor: Bergeron Clifford  
Dec. 15

### State Ballet Theatre of Russia presents The Nutcracker

Dec. 17, 18 & 19

**Tickets:** Grand Theatre Box Office, 218 Princess St.

Monday to Friday, noon until 6pm 613.530.2050 [kingstongrand.ca](http://kingstongrand.ca)

**10% off regular ticket prices for Queen’s faculty and staff!** Some conditions apply.

THE GRAND THEATRE

## THE EAP COMMITTEE: STEERING YOU TOWARDS WELLNESS

The Employee Assistance Program (EAP) is a time-honoured program that looks out for the health and well-being of Queen's employees. A lesser-known fact is that the EAP Steering Committee – a small team of dedicated staff – has represented the university and all its employee groups for 20 years.

The committee meets regularly to identify issues and find better ways to serve Queen's employees. For example, it worked with Human Resources to ensure that the EAP is included in orientation sessions for new employees, and sought wider geographic coverage of services.

"This past year we identified the need for additional counselors in areas across Kingston, Napanee, Belleville and Brockville, and initiated quality assurance measures," says committee member, Carla Ferreira. "Access to short-term counseling is also

available by telephone, and online 24 hours a day, seven days a week, from anywhere in the world. You can customize your counselor preferences by selecting gender, age, cultural background or area of specialization."

Current committee members include Michele Chittenden, Queen's University Faculty Association (QUFA); Margot Coulter (ex-officio), Patti Evaristo, university representative, Carla Ferreira, Queen's University Staff Association (QUSA); Doug Graham, CUPE 229; Bonny Lloyd, CUPE 1302; Kelly Sedore, CUPE 254; Dean Tripp, (QUFA) and Allison Bailey, university representative.

"The committee would like to extend special thanks to outgoing chair, Sam Kalb, for more than 10 years of service and dedication in coordinating and monitoring the effectiveness of the program," says Ms Ferreira.

Offered through Human Resources, with services from consultants, Shepell-fgi, the EAP provides comprehensive, confidential counselling services relating to a wide range of issues including child and elder care, addictions, career, grief, mental health, legal and financial concerns.

Shepell.fgi has recently launched a new online wellness website: **WorkHealthLife.com**. Employees and their families can now discover practical solutions for everyday challenges in work, health and life. [www.queensu.ca/eap](http://www.queensu.ca/eap) or 1.800.387.4765



Front Left: Patti Evaristo, Bonnie Lloyd, Carla Ferreira Back Left: Sam Kalb, Margot Coulter, Allison Bailey, Michele Chittenden and Kelly Sedore

You don't have to break the bank to get a great mortgage!



Your mortgage shouldn't compromise your savings or break your budget! Whether you're a first-time home buyer, or experienced, you can save with Barry Cave. Barry can provide access to some of the best mortgage plans in Canada. *\*Ask Barry how he can help you with mortgages for properties overseas too!*

Give me a call...I think you'll be pleasantly surprised!



**Barry Cave**  
Mortgage Professional  
Tel: 613-583-0708  
Fax: 613-634-9804  
Email: [barrycave@cogeco.net](mailto:barrycave@cogeco.net)  
Web: [www.barrycave.com](http://www.barrycave.com)



506 Days Road, Unit L, Kingston K7M 5R4

Dominion Lending Centres Professional Financial Solutions Inc. | Independently Owned & Operated. Lic.# 10784

## QUEEN'S ERGONOMIC CONSULTING PROGRAM

BY ALYSE KOTYK

In 1998 Joan Stevenson, School of Kinesiology and Health Studies (SKHS), and Wiebke Wilkens, former director of Environmental Health and Safety (EHS), established the Queen's Ergonomic Consulting Program (QECP).

Now managed by Dan Langham, Director (EHS) and Patrick Costigan (SKHS) the QECP's aim is to ensure proper ergonomic practices at Queen's to prevent discomfort and repetitive strain injuries within the workplace.

The QECP runs through the SKHS Biomechanics and Ergonomics Lab, providing graduate students with the opportunity to learn more about this area of research. In turn, they offer their services to the private and public sector where they arrange ergonomics assessments, consul-

tation and training. Most participants are Queen's faculty and staff.

"The QECP is a great opportunity for graduate students," states Ryan Graham, QECP Coordinator and Ergonomist. "They are able to use skills that they learn in the classroom and apply these to real life situations in the workplace."

During office assessments consultants make changes on site and offer recommendations for addressing immediate discomforts and preventative measures.

The QECP also provides larger educational sessions to groups or departments with a specific focus on ergonomic risk factors found within the workplace. EHS provides discounted consultations for the Queen's community. [www.safety.queensu.ca/qecp](http://www.safety.queensu.ca/qecp)

## PEOPLE WHO MAKE A DIFFERENCE ON CAMPUS

### NOTES on **Q**

■ Be part of the discussion and get informed about what's next as the university prepares to launch the next phase of the new student administration system next spring. Join friends and colleagues at town hall presentations on Dec. 9 and 13, 3-4:30 pm, in Dupuis Auditorium. [www.queensu.ca/quasr](http://www.queensu.ca/quasr)

■ Don't forget to post your events, including major lectures and conferences, on the Events Calendar. [eventscalender.queensu.ca](http://eventscalender.queensu.ca)

■ Taking the train? When purchasing VIA Rail tickets online, at the ticket counter, or by phone, present this code: 709508. You will receive a 10 per cent discount off the best available fare at time of booking. This applies to both business and personal travel. Visit [www.queensu.ca/procurement](http://www.queensu.ca/procurement) for more information.

■ Queen's University Library offers full library services to all faculty and staff. Visit your campus library and gain access to a world-class collection of literature and scholarly material. <http://library.queensu.ca/services/faculty>

■ The Agnes Etherington Art Centre offers free admission to the gallery every Thursday and holiday Mondays. [www.aeac.ca](http://www.aeac.ca)

■ The Farmer's Market at Queen's is open weekly outside the Stauffer Library until Wednesday December 8 and inside the John Deutsch University Centre beginning Wednesday January 19 until March. [www.thefarmersmarketatqueens.com](http://www.thefarmersmarketatqueens.com)



**Brian Yealland** smiles when he says, "You are all my flock, willingly or unwillingly." The university chaplain regards Queen's as a community of students, staff and faculty and his role is to be there for those who need spiritual support or guidance. He likens his office to a fire truck sitting in a fire station. "You don't think about it until it's your house on fire, and then you're sure glad it's there."

Rev. Yealland often works as part of a team of professionals who assist people through life's difficulties or crises. He counsels staff and faculty as well as students with a view that spiritual wellness is as important as physical, mental and emotional health. "I always try to encourage

people to include the spiritual aspect into a program of wellness."

Rev. Yealland is a campus advocate for all people and faith groups, ensuring that their religious and spiritual needs are accommodated and celebrated. He receives requests for financial counselling, weddings and funerals, religious or spiritual support, and administrative support for any religious groups in regard to holy days and accommodation needs.

Serving as chaplain since 1983, Rev. Yealland has received the 2010 John Orr Award to recognize his contribution to the life and welfare of students, faculty and staff at Queen's University. **Q**

[www.queensu.ca/chaplain](http://www.queensu.ca/chaplain)

**Ruth Sherboneau's** career at Queen's spans 37 years, but you won't detect a bit of weariness in this administrative assistant, who works in the Queen's Master of Business Administration (MBA) office. In fact, she is downright happy. Since she began at Queen's in 1973, she has witnessed extraordinary change at the university, especially with technology in her work space – in the 1970s it would have been unthinkable that everyone would have their very own computer. What hasn't changed in all this time is her attitude toward students. Ms Sherboneau takes great pleasure in interacting with MBA applicants and new students.

"I try to put them at ease. They're embarking on an exciting new program and I want to add that personal touch," she says. This warm approach pays off. "They are appreciative and many come in to thank me for the attention I gave them while going through the admission process," she adds.

Kerri Regan, Recruitments and Admissions Manager, MBA Program, regards Ms Sherboneau's experience as invaluable. "Her relationship with the Queen's School of Business is a rich one and she takes

tremendous pride in everything she does. She is meticulous with the details regarding handling student information, and her memory of the students, faculty and staff members is truly amazing. We have all learned from her," Ms Regan says. **Q**



**KINGSTON'S  
FIRST CHOICE**  
for environmentally-friendly  
residential cleaning.

- quality, on-time service
- honest, dependable
- fully insured



613-217-9552

**HEALTHY HOME  
MAID SERVICE**

VISIT US AT

[www.healthyhomemaidservice.com](http://www.healthyhomemaidservice.com)

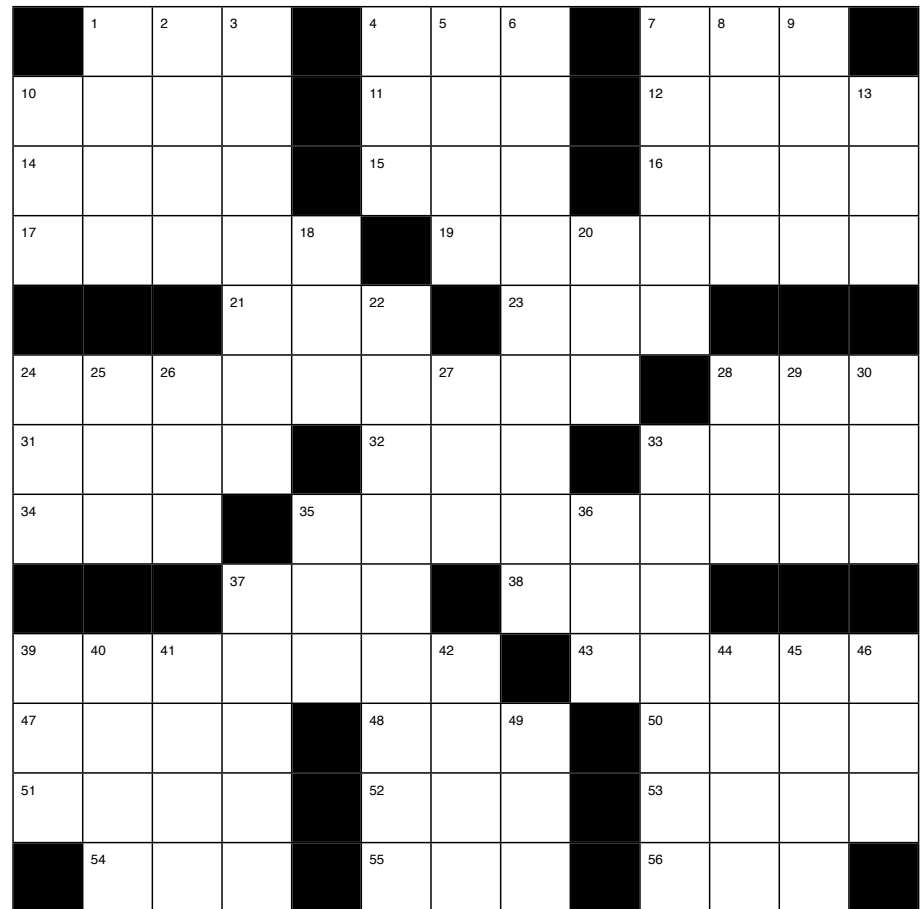
# Minotaur**maze**

## ACROSS

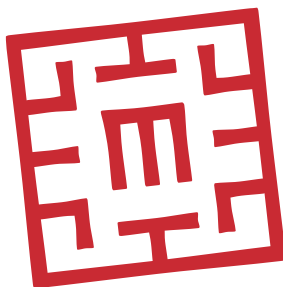
1. A type of arts degree
4. Another type of arts degree
7. King Kong studio
10. Park a nonesuch
11. Fraternal endearment
12. Egyptian opera heroine
14. Without fizz
15. Three of a king, in poker
16. Smooth talking
17. Make up
19. '\_\_\_ To Watch Over Me'
21. Most expensive Yankees pitcher (init.)
23. Hot water warmers, for short
24. The A in RC, see page 5
28. Serling or Stewart
31. Elizabeth of 'Leaving Las Vegas'
32. The when of fairy tales, with long
33. She loved Narcissus
34. Stroke fur
35. Tests, aloud
37. Quantico group
38. Eminem's frequent producer
39. Julian of pg. 6
43. Sports hall
47. Three-layer snack
48. Model Carangi
50. The Golden Gaels, for example
51. Mr. 40 Thieves
52. Together word
53. Misters Lilly and Whitney
54. The Dark Knight's familiar
55. Metaphysical concept
56. Internet connect method

## DOWN

1. Heavy type
2. Baby horse
3. To do after law school
4. 'You'll shoot your eye out' offenders
5. Aphrodite's paramour
6. Tap choices
7. Vented
8. 2.2 pounds
9. Norse God father
10. Advanced degree for 1 Across
13. 16th US prez, to friends
18. Before zero, to historians
20. Advanced degrees for 4 Across
22. Rude question: "What are you \_\_\_?"
24. Snake
25. Definitive article
26. Shelter
27. Food shopping chain
28. Sam Cooke's record label
29. Unit of electrical resistance
30. Obsolete operating system
33. Made an effort
35. Kenobi of 'Star Wars'
36. Span of time
37. Parade component
39. \_\_\_ for apples
40. Alabama city, near Birmingham
41. The Queen of Country - not Shania
42. Davis or Gershon
44. Electrics and morays
45. Hammer's partner
46. Undergrad group
49. Archbishop of Vienne, died 875



Solutions at [www.queensu.ca/news/onq](http://www.queensu.ca/news/onq)



# Minotaur Games and Gifts

Bring your completed Crossword into **Minotaur Games and Gifts** and receive **15% off** any one purchase!

Excludes consignment items and merchandise already on sale.

Minotaur Games and Gifts - 165 Princess Street

Tel. 613-545-2308 - [info@minotaurgifts.com](mailto:info@minotaurgifts.com) - [www.minotaurgifts.com](http://www.minotaurgifts.com)

**Games nights** Thursdays and Sundays 5-10pm  
**Crafting afternoons** Sundays 1-4pm



**Michele Chittenden**, Coordinator for Library Services for students with disabilities, was recently awarded the Dr. Dayton M. Forman Memorial Award by the Canadian National Institute for the Blind (CNIB). Ms Chittenden has devoted her career to ensuring students have an accessible academic experience at Queen's. She has raised the profile of the need for accessibility by authoring journal articles and presenting at conferences. The Dr. Dayton M. Forman Memorial Award recognizes outstanding leadership in the advancement of library and information services for Canadians who are living with vision loss or print disabilities.



**Penina Lam** (above right), Centre for Teaching and Learning, co-founded the African Education Resource Centre (AERC) in 2003, an organization 100 per cent volunteer-led. She is the chair of the board with three active chapters in Canada, the US, and Kenya. AERC has sponsored over

60 students to study in various Kenyan high schools and many are already attending colleges and universities. Scholarship recipients are extremely talented girls who come from very resource-limited families. The girls receive funding to meet all school-related costs associated with meals, school uniforms, transportation, boarding, and personal needs.

[www.aerckeny.org/wp2](http://www.aerckeny.org/wp2).



**Amyna Mamdani**, Hospitality Services, is participating in the annual FOCUS challenge, a five-day, 400-km cycle through the Mali desert from Mopti to Djenne to raise awareness and funds for Focus Humanitarian Assistance. This is an international group of agencies with offices in Europe, North America and South Asia, and it complements the provision of emergency relief, principally in the developing world. The agency helps people in need reduce their dependence on humanitarian aid and facilitates sustainable, self-reliant, long-term development. Focus Humanitarian Assistance is an affiliate of the Aga Khan Development Network. **Q**

[www.akdn.org/focus](http://www.akdn.org/focus).

**Do you have pain?**  
...help may be just one call away!

**PTC**  
THE PHYSICAL THERAPY CLINIC  
AT QUEEN'S UNIVERSITY

Louise D. Acton Building, 31 George Street, Queen's University  
Tel: 613-533-2098  
Email: [ptotclin@queensu.ca](mailto:ptotclin@queensu.ca)  
Web: [www.queensphysiotherapyclinic.com](http://www.queensphysiotherapyclinic.com)

Are you involved in projects outside of Queen's? Do you know a colleague who is? Share your stories with *onQ*. Email [anita.jansman@queensu.ca](mailto:anita.jansman@queensu.ca)

JAMES BRETT



**\$20**

Shampoo Blowdrys for the Christmas Season  
(new talent or junior stylist at JB New Talent Salon only)

valid Queen's Staff ID required  
Exp. Dec. 23/10  
Additional hair length Charge may apply

JB New Talent Salon  
459 Princess Street  
613.547-0427

**AVEDA**  
THE ART AND SCIENCE OF PURE FLOWER AND PLANT ESSENCES

[jbnewtalent.com](http://jbnewtalent.com)

## Do you have a Queen's Employee ID Card?

IF SO, THEN ALL OF THESE DISCOUNTS APPLY TO YOU!  
SIMPLY PRESENT YOUR QUEEN'S EMPLOYEE CARD AT  
THESE GREAT LOCAL BUSINESSES AND SAVE!



**15% OFF**  
FOR ALL  
QUEEN'S  
FACULTY

**8 RIDEAU STREET, KINGSTON 613.544.8448**  
[www.karmaesthetics.com](http://www.karmaesthetics.com) • [info@karmaesthetics.com](mailto:info@karmaesthetics.com)



*Dine In, Take Out, Catering*

*We're pleased to offer to Queen's faculty and staff:*

MEALS UNDER \$10 <b>\$1 OFF</b>	MEALS \$10-\$20 <b>\$2 OFF</b>
------------------------------------	-----------------------------------



613-434-7770 • 340 Barrie Street  
[WWW.MINOSONBARRIESTREET.COM](http://WWW.MINOSONBARRIESTREET.COM)



**10% off**  
all pool and spa  
chemicals\*

*\*With Queen's  
employee ID*

**(613) 634-8889**  
2500 Princess Street <http://aquaticapools.com>

**10% OFF**

Personal Training  
Sessions  
for Queen's employees  
CALL 613.544.7999



*Offer valid from Sept. 1st, 2010 – Aug. 31st, 2011*



• DAYCARE • DOGGIE WASH  
• FREE DELIVERY

**10% DISCOUNT\***  
for Queen's  
faculty, staff and students



*\*excluding foods and sale items*  
[www.birdsnpaws.com](http://www.birdsnpaws.com) 79 Brock St. • 613-546-6777

10% DISCOUNT WITH A MATCHING 10% DONATION  
HELP US SUPPORT QUEEN'S ATHLETICS...  
'USE YOUR HUB RESTAURANT CARD'  
VALID ON FOOD ITEMS ONLY.



**THE GRIZZLY GRILL**

*'Redefining Casual Dining'*  
395 Princess | 613-544-7566 | [grizzlygrill.on.ca](http://grizzlygrill.on.ca)

Think Local...

**24 hour Local Protection**

- ✓ Burglary
- ✓ Fire
- ✓ Flood
- ✓ Life Safety

**Special Offer to Queen's University**  
staff of 3 months free monitoring on  
new activations.



**Alliance**  
SECURITY SYSTEMS  
1948  
613-547-6666  
[www.alliancesecuritykingston.com](http://www.alliancesecuritykingston.com)

Laurier **DESIGNER**  
Optical. EYEGLASSES

**50% OFF**  
FRAME & LENSES

See store for details

Cataraqui Town Centre  
www.laurieroptical.com

**(613) 546-4444**

Valid Queens University  
Identification required.

1 - (2 0 - -

8C 00) 1

W - 01

!!!

Visit us at . . .  
248 Ontario Street • aromawinebar.com

## HIDDEN GEMS

### \$5 FRIDAYS FOR QUEEN'S STAFF AND FACULTY

Queen's Hospitality Services is proud to offer all Queen's staff and faculty an all-you-care-to eat lunch every Friday at Leonard and Ban Righ Dining Halls for just \$5! Show your employee card at the front desk. Find the schedule at [housing.queensu.ca/hospitality\\_services](http://housing.queensu.ca/hospitality_services) for \$5 Fridays in December and in the new year.

### Two new offerings from Hospitality Services

VIP cards offer a convenient new method for Queen's staff and faculty to purchase food around campus and get more for their dollars! They are preloaded with funds and have a declining balance. The major advantage is that employees no longer have to worry about carrying cash to buy snacks and food across campus.

The Grab and Go card billed quarterly, offers a convenient catering option to departments. Have a small meeting? A working lunch? Head down to a campus retail location and pick up what you need with the Grab'n Go card.

**THE GRAND THEATRE**

**Grand Theatre Presents - December**

Jigu! Thunder Drums of China Dec. 2  
Oklahoma! Dec. 6  
RUBBERBAND Dance Dec. 9  
Caillou's Greatest Skate of All Dec. 12

John McDermott with Dan Hill and Rosie McKenzie Dec. 15  
State Ballet Theatre of Russia presents The Nutcracker Dec. 17, 18 & 19

**Tickets:** Grand Theatre Box Office, 218 Princess St. Monday to Friday, noon until 6pm 613.530.2050  
[kingstongrand.ca](http://kingstongrand.ca)

Up to 10 PERCENT OFF for Queen's faculty and staff

*Aroma*  
resto winebar

613 541 0330  
DOWNTOWN KINGSTON

**15% off** \*  
with Queen's employee ID

\* offer applies to food only

Visit us at . . .  
248 Ontario Street • [aromawinebar.com](http://aromawinebar.com)

We salute Queen's Faculty & Staff!

save **10%** on photofinishing, albums, frames & accessories when you present your staff card

**Camera Kingston**  
camerakingston.com

114 Princess St near Wellington open 7 days 613 549.3747  
weeknights 'til 8 focused on YOU

**FANATICS**  
SPORTS LOUNGE

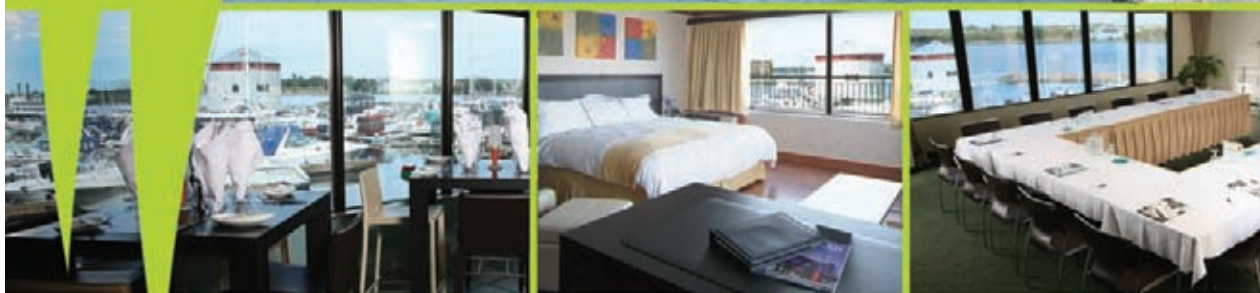
**15% Off**  
For Queen's Staff  
WITH VALID STAFF ID

On all regular priced food items.

[www.FanaticsSportsLounge.com](http://www.FanaticsSportsLounge.com)



IN THE HEART OF THE ENTERTAINMENT  
& HISTORIC DISTRICT OF DOWNTOWN KINGSTON



Innovative, Contemporary Cuisine

AquaTerra by Clark  
Restaubistro

Best Wine Selection in Eastern Ontario  
Recommended in Where To Eat In Canada 2005-10  
VQA Award of Excellence

Radisson Hotel Kingston Harbourfront  
One Johnson Street, Kingston, ON • 613.549.8100



Radisson

1.800.333.3333 • [www.radisson.com/kingstonca](http://www.radisson.com/kingstonca)

## HELP LINES

Campus Security  
Emergency Report Centre

613.533.6111

**Human Rights Office**  
Irène Bujara, Director 613.533.6886

**Sexual Harassment Complainant Advisors**  
Margot Coulter, Coordinator 613.533.6629

Chuck Vetere, Student Counselling  
613.533.2893 ext. 77978

**Anti-Racism Complainant Advisors**  
Stephanie Simpson, Coordinator 613.533.6886

Audrey Kobayashi, Geography 613.533.3035

**Anti-Heterosexism/Transphobia  
Complainant Advisors**  
Jean Pfeleiderer, Coordinator 613.533.6886

Eleanor MacDonald, Politics 613.533.6631

**Coordinator of Dispute Resolution Mechanisms**  
Harry Smith 613.533.6495

**Sexual Harassment Respondent Advisors**  
Greg Wanless, Drama 613.533.6000 ext. 74330

**Anti-Racism Respondent Advisor**  
Ellie Deir, Education 613.533.6000 ext. 77673

**Internal Dispute Resolution**  
SGPS Student Advisor Program 613.533.3169

**Freedom of Information  
and Protection of Privacy**  
Diane Kelly, Access and Privacy Coordinator  
613.533.2211

**Equity Office**  
613.533.2563

**Accommodation and Wellness**  
Shannon Jones, Workplace Advisor  
613.533.6000 ext. 77808

**Employee Assistance Program**  
1.800.387.4765

**University Chaplain**  
Brian Yealland 613.533.2186

**Rector**  
Nick Day 613.533.2733

**Health, Counselling and Disability Services**  
613.533.2506

Queen's University is committed to contributing to a sustainable global environment.

This publication is printed on Rolland Enviro100 paper which contains 100% post-consumer waste, and is processed chlorine-free, using bio-gas energy.