

onQ  
SEPTEMBER 2011



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

THE EQUITY  
OFFICE



## EDITOR'S NOTE

Arab Spring brought us the stunning transformation of Middle East nations heading toward something that resembles democracy. In Europe this summer, we witnessed mass protests in the famous squares of major cities and the beginning of the March to Brussels, a protest walk with participants from all over the continent planning to converge in the Belgian capital in October. We watched, saddened and horrified, the violent reaction to a “broken society” (as UK Prime Minister David Cameron has labeled it) manifest in destruction and hatred on the streets of London and in Norway. All of this happened amidst near-crumbling world economies while still coping with natural disasters of epic proportions. It's been quite a summer.

Recently, I listened to a CBC radio interview with Canadian designer Bruce Mau. He is the author of *Incomplete Manifesto for Growth*, which outlines his beliefs, strategies and motivations for helping people reach their highest creative potential. Having worked with the media for much of his career he said, “One of the challenges we face in a media-saturated world is that we are exposed to a perspective on reality. We confuse what we see in the media with reality. When you travel to the Middle East, for example, it doesn't look anything like what is presented in the media. We've got thousands of cameras all focused on the same few people. Meanwhile there are millions of events that take place every day that are absolutely beautiful, extraordinary, brilliant moments of human collaboration. It's not a media story if people cross cultural, religious and disciplinary boundaries to create a collective future.”

Mau's comments struck a chord with me. onQ strives to offer you the non-media story, the human side of Queen's where people come together every day in a spirit of creativity, collegiality, and collaboration. We saw that spirit in action this summer as agreement was reached on at times, tense and difficult, but ultimately successful, labour negotiations. You will read about such people in this first issue of a new academic year.

Your comments are always welcome.

Anita Jansman

Do you  
recognize  
this?

Turn to p. 15 for the answer.

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HIDDEN GEMS



September 2011

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#### EDITORIAL POLICY

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

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

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

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**ON THE COVER:** Jill Christie and Heidi Penning, Equity Office

## VIEWPOINT

# BREAKING DOWN STEREOTYPES BEGINS WITH A CLEAN SLATE

BY EDWARD NKOLE, OFFICE OF ADVANCEMENT

At an event I attended on campus this summer, I could not help but reflect on the reference made by the keynote speaker, a writer and cartoonist who promotes the idea of humour and laughter in the workplace as being fundamental to employees' well-being and morale. In his talk he spoke with great enthusiasm about the "liveliness and fun of black people."

"We need more black people," he chided. "They know how to have a good time, they are fun." He went on to clarify his remark to mean African-Americans in worship services in the South specifically, but his first stereotypical remark about African-Americans succeeded at tossing the race card into the ring of conversation, which reinforced racial generalizations that are potentially harmful.

The key point of the message, I gather, was that we should learn from other groups and embrace a culture of 'fun' like them. This raised the question: who then is 'we' and 'them' when you address an audience at Queen's?

I can see how the message would

promote the idea of diversity. But, I would argue that healthy relationships are formed in the "crucible of non-assumption." What I mean is every single person should be allowed to begin a relationship with me on a clean slate. We are all complex human beings that have been socialized differently, yet we are united by common needs and can share a common purpose. The former is a given, the latter is a process of conversation and building a culture of shared visions. It is this mindset I hope would be the departure point from which folks engage with each other as they go about their daily lives at Queen's.

Sociologist Charles E. Hurst wrote, "One reason for racial stereotypes is the lack of personal, concrete familiarity that individuals have with persons in other racial or ethnic groups. Lack of familiarity encourages the lumping together of unknown individuals."

The beginning of any relationship offers great potential if we listen, look into the person's eyes, and ask questions with an open mind and open heart. 



Edward Nkole

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.



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# THE EQUITY OFFICE: CREATING AN INCLUSIVE ENVIRONMENT

Watch for your opportunity to participate in the *ICount Queen's Equity Census* at the end of September.

Tucked away on the fifth floor of Mackintosh-Corry Hall is a small group of people championing and leading initiatives to promote accessibility and employment and educational equity at Queen's. The Equity Office plays a big role on campus – a role that is sometimes not entirely understood.

“One myth I would like to dispel about our office is that we are the enforcers of legislation and regulations,” says Heidi Penning, Equity Advisor. “Creating a common culture of respect and inclusion on campus is a shared responsibility. The Equity Office advises and reports on equity and accessibility, but it is up to every member of the Queen's community to strive towards achieving a barrier-free environment where differences are celebrated.”

The office's staff possesses a breadth of skills and experience, from data collection and analysis, to policy making, to offering advice to faculty, staff and students. Accessibility and equity legislation and regulations are prescribed and monitored by the provincial and federal governments and by Queen's Senate, which may explain the enforcer myth. But Ms Penning along with Jill Christie, Coordinator, Data Management and Administration, Meri Diamond, Administrative Assistant, Catherine Wells, Special Projects Officer and Irène Bujara, Director are far from an image of enforcers.

“There's a huge human element to our role here. You will never meet a more human-rights focused and socially conscious group of people than in this office,” says Ms Penning. “Yes, we work with policy, but we're very much on the ground too, connecting with offices across campus, advising, consulting and informing.”

The office has recently been transferred to be part of the portfolio of Queen's new Provost and Vice-Principal (Academic) Alan Harrison, who says its work is integral to the university's commitment to creating a climate of inclusivity.

“It's important that as a community we celebrate our diversity, while recognizing that we cannot be complacent in our efforts to broaden perspectives and foster a welcoming campus,” he says. “The Equity Office plays an integral role in providing advice, support, and education to the Queen's community, and acts as a guide and mentor for often complex and challenging issues.”

Data collected for the Federal Contractors Program (FCP) constitutes a significant portion of the information-gathering that is done in the Equity Office. This federally mandated program requires organizations with 100 or more employees

Fairness, equity, open-mindedness. These are the qualities the dedicated staff in Queen's Equity Office exude. They have a big role to play on campus and it's about to get a little bigger with the launch of a new census.

that receive at least \$200,000 in federal contracts to implement employment equity among designated groups: Aboriginal peoples, persons with disabilities, visible minorities/racialized groups, women and LGBTQ (lesbian, gay, bi-sexual, transgender, and queer).

"The FCP data is invaluable. It allows us to spot red flags, where there are gaps in representation. This can send us in the right direction with recruiting and creating employment equity measures that foster the retention of all our talented faculty and staff," says Ms Penning.

Ms Christie admits that she feels at times as though she is drowning in mountains of data, but she sees progress. "In the eight years since I joined the Equity Office I have witnessed a positive change in the diversity of the workforce at Queen's."

An initiative this fall that will involve all faculty and staff is a revised *ICount Queen's Equity Census*, which now includes questions pertaining to sexual orientation and gender identity. This signifies the university's recognition of the historical marginalization of these two groups and its commitment to a discrimination-free workplace that is supportive and respectful of every employee.

Completing the census is voluntary but the FCP requires the form be returned, even if it's blank. However, by filling out the census as completely and accurately as possible, faculty and staff will be contributing to a valuable data bank that will serve to improve equity for everyone on campus.

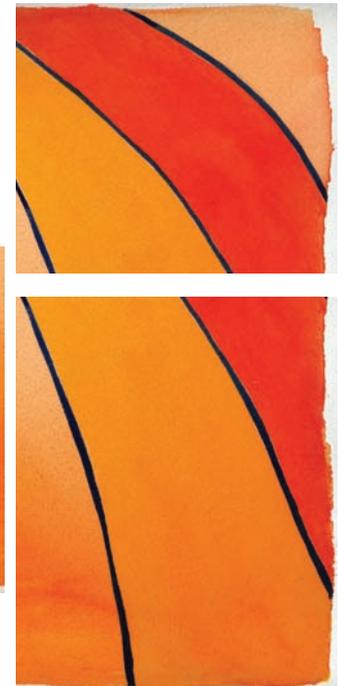
"This data will help to build on the solid foundation of equity that exists at Queen's," says Ms Christie.

Ms Penning is now engaged in building a strategic framework for accessibility on campus. The customer service training, which the provincial government requires be completed by everyone, will become part of this framework. In addition, Ms Penning was involved in the Aboriginal review, which began in April 2009, and is now completed and posted on the Equity Office website.

The Equity Office staff welcome your input, comments and questions and invite faculty and staff to contact them about equity in the workplace.

"Communication is key to maintaining an equitable and fair workplace. We want to hear from everyone," says Ms Penning. 

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



Have you completed your customer service training yet? If not, please go to [www.queensu.ca/equity](http://www.queensu.ca/equity) and click on Accessible Customer Service – Online Training.





Tom Hewitt

## TOM HEWITT ADVANCES THE MANY CAUSES OF QUEEN'S

Chief Development Officer Tom Hewitt joined the Office of Advancement earlier this year to lead Queen's fundraising team and launch the most ambitious campaign in the university's history. He brings to this role two essential ingredients: a significant record of accomplishment in executive fundraising leadership over more than two decades and a passion for Queen's.

"It is a great honour to serve my alma mater," says Mr. Hewitt, Artsci'82. "I met my wife Trish here, and I've always felt a strong affinity for the university. This is a very special place for me."

A seasoned fundraiser with an impressive track record, Mr. Hewitt was honoured as the "top fundraising executive" of 2000 by the Association of Fundraising Executives, Ottawa Chapters and was awarded the Margye S. Baumgardner Scholarship from the Association for Fundraising Professionals Executive Leadership Institute in 2003. He has worked in development roles at three Ottawa healthcare institutions since 1988.

Mr. Hewitt is well aware that he, Vice-Principal (Advancement) Tom Harris, and the entire Advancement office have the chance of a lifetime to propel Queen's forward through the energy of

the major fundraising campaign. A team of extraordinary volunteers with deep roots at Queen's including Chair Gord Nixon of the Royal Bank of Canada is poised to reach out on behalf of the university. Mr. Hewitt believes fervently that excellence doesn't just happen. Queen's has been a top-tier university for many years because of the excellence of its students, faculty, staff, and the ongoing generosity of its alumni whose names can be seen all around the campus.

"If you make the case for philanthropy in a compelling way, people will be inspired to participate and be part of the next exciting chapter for Queen's," he says.

"The opportunity to interact with faculty and staff at Queen's has been fascinating. With every interaction I have felt a deep sense of pride for Queen's, which I share. Few people have the privilege of working for an organization the calibre of Queen's and we must never take it for granted. I look forward to contributing to the development of the university across the campus and hope that everyone fully understands and appreciates the enormous impact of voluntary donations to Queen's." 

*The Campaign is set to officially launch in the fall of 2012.*

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

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

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## SIX AGREEMENTS REACHED

It's been a very busy time for labour relations at Queen's.

To date this year, six contracts have been negotiated by the university and several employee groups.

New collective agreements were ratified in August with the Queen's University Faculty Association and with the three campus locals of the Canadian Union of Public Employees.

In June, the university and the Ontario Nurses Association ratified a first contract

for the nurses in Queen's Family Health Team, and in May, the university and the Public Service Alliance of Canada (PSAC) agreed to a first contract for graduate teaching assistants and teaching fellows.

"These agreements are the result of a lot of time and hard work from everyone involved," says Principal Daniel Woolf. "I believe they all reflect the value of the contributions that our faculty and staff make to Queen's every day, while re-

specting the fact that we, like other universities, are in difficult financial circumstances."

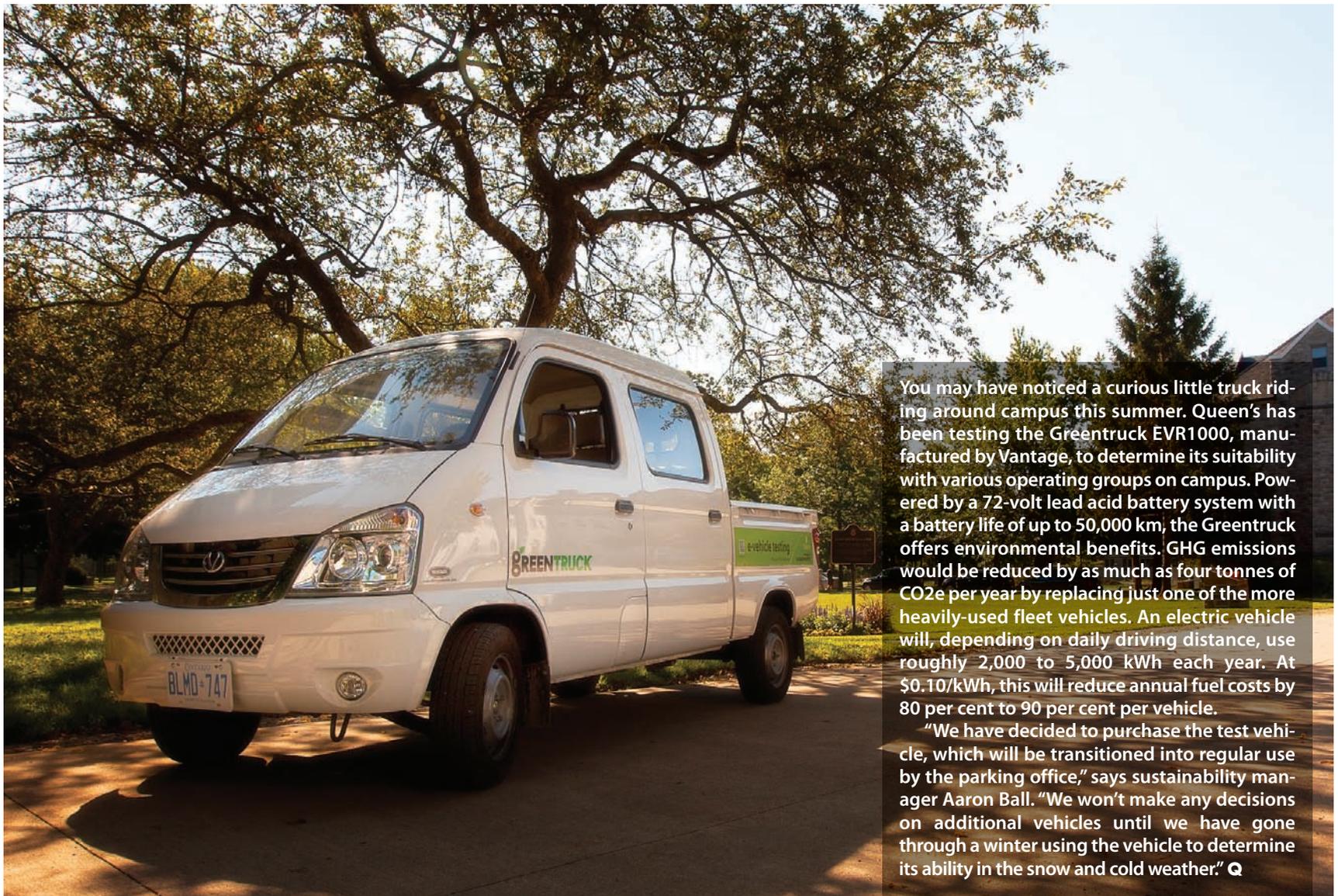
This fall, first contract negotiations regarding the university's post-doctoral fellows will begin with PSAC, their union representative.

Two additional sets of first contract talks will also take place in the coming months with the United Steelworkers of Canada (USW) – that union is representing both academic assistants and

general staff. Discussions continue about the membership of the general staff bargaining unit.

"Labour relations has become highly formalized with several unions representing various groups on campus," says Principal Woolf. "I am confident that as a community, we will adjust to these changes and continue to move forward together into the new academic year." **Q**

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



You may have noticed a curious little truck riding around campus this summer. Queen's has been testing the Greentruck EVR1000, manufactured by Vantage, to determine its suitability with various operating groups on campus. Powered by a 72-volt lead acid battery system with a battery life of up to 50,000 km, the Greentruck offers environmental benefits. GHG emissions would be reduced by as much as four tonnes of CO<sub>2</sub>e per year by replacing just one of the more heavily-used fleet vehicles. An electric vehicle will, depending on daily driving distance, use roughly 2,000 to 5,000 kWh each year. At \$0.10/kWh, this will reduce annual fuel costs by 80 per cent to 90 per cent per vehicle.

"We have decided to purchase the test vehicle, which will be transitioned into regular use by the parking office," says sustainability manager Aaron Ball. "We won't make any decisions on additional vehicles until we have gone through a winter using the vehicle to determine its ability in the snow and cold weather." **Q**



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Mark Swartz

## COPYRIGHT ADVISORY OFFICE A VALUABLE RESOURCE FOR THE QUEEN'S COMMUNITY

BY KRISTYN WALLACE

Mark Swartz wants people to ask him questions. As the university's new copyright specialist, his job is to help faculty members, researchers and students navigate the complex world of copyright.

"The goal of the office is to make copyright less complicated and provide easy guidelines that will translate to the academic environment," says Mr. Swartz.

Mr. Swartz's aim is to help people apply copyright legislation and the university's Copyright at Queen's policy to their teaching, research and scholarly activities.

Queen's did not renew its Access Copyright license, which expired August 31. Many universities across the country have announced similar plans to end their relationships with Access Copyright.

The decision not to renew the license

was made after Access Copyright proposed a new tariff to the Copyright Board of Canada, the scope and cost of which have raised considerable concern at many universities.

"In addition to the dramatically increased cost, the new tariff poses potential privacy concerns, particularly for faculty members," says Mr. Swartz.

Copying services at The Campus Bookstore and the Publishing and Copy Centre (P&CC) will not change because they operate independent of the university and have their own licenses. Faculty members are encouraged to include copyrighted materials they would like to distribute to students in their coursepacks.

You can contact Mr. Swartz at [mark.swartz@queensu.ca](mailto:mark.swartz@queensu.ca) or ext. 78510. <http://library.queensu.ca/copyright>

## LEARNING AND DEVELOPMENT



Shannon Hill

Looking to sharpen your presentation skills? Improve your time management? Re-direct your career path? Shannon Hill can help.

Since Shannon Hill joined Human Resources late last year as Learning and Development Specialist, she has made a name for herself as the “network maniac.” It is one of her missions to be known across campus as the person to whom Queen’s faculty and staff can turn for training and career development.

As a member of the Human Resources Organizational Development and Learning team, Ms Hill coordinates the staff learning catalogue, organizes management orientation and leadership programs, and works with individual departments to design and deliver customized workshops.

To help set the direction for 2012, she is conducting a needs analysis. “We want to direct people to the most appropriate

development path and to do that, we need to really understand the requirements of faculty and staff,” says Ms Hill.

Employees will see many familiar course and certificate offerings this year such as Diversity at Queen’s and Effective Presentation Skills, and certificate offerings such as the Certificate in International Perspectives, while some new ones have been added to the course catalogue. These include Bridging the Generation Gap, Advanced Customer Service: Dealing with Difficult Customer Situations, and workshops to help people make decisions about their career paths.

“We’ll continue to offer workshops that focus on core competencies and that are consistent with Queen’s priorities, building

on the programs that my predecessor, Wendy Lloyd, engineered over the last several years,” says Ms Hill.

Ms Hill holds a master’s degree in Education from Brock University and has over 20 years experience in public education and corporate and government training. New to Kingston and Queen’s, she is enjoying her new life and the culture that this city and Queen’s have to offer. She welcomes comments and suggestions and invites people to visit the website for upcoming courses and registration information. 

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## EMPLOYEE SPOTLIGHT

Joan Jones



# FORGING LINKS WITH CITY OF KINGSTON

BY REBECCA ELMING

The Via Rail station, downtown, on a city bus, and even in another city – these are just a few examples of the many places that Joan Jones has been stopped for advice by students, parents and faculty in her role as Student Residents/Community Liaison. Ms Jones takes great satisfaction from the fact that students and parents feel comfortable enough to approach her away from Queen's campus.

Her position in Town-Gown Relations in Student Affairs is multifaceted. Since 1999 she has been an advocate for students who live off campus. Often, this means that she focuses on housing. As such, Ms Jones has become the campus expert in helping students navigate landlord/tenant, neighbour/neighbour and tenant/tenant relationships. More than 200 students come to her office on a monthly basis and that number usually doubles in September and January, her busiest times of the year.

The variety of people she works with is one of the things that she likes best about her job. "I meet with domestic and international students, faculty and staff, landlords, members of the near campus community, students' families, city departments and local services," says Ms Jones. "Each person and each problem is unique, which requires flexibility and creativity to broker solutions."

Ms Jones believes that the size of Queen's provides opportunities for interactions that are less likely to happen at larger institutions. For example, she recalls first meeting Principal Daniel Woolf. "He walked into my office on his very first day here. That shows real commitment to town-gown relations and the importance of students' place in Kingston," she says.

In addition to her duties in Student Affairs, Ms Jones is a mother of two and a part-time Gender Studies student at Queen's. 

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## FROM INDIA TO ICE-SKATING

BY CHRISTINA ARCHIBALD

Since arriving at Queen's, Chandra Tayade has received a slew of funding, established a fully-functioning lab, recruited five graduate students, and won the prestigious J. Christian Herr Award, an honour rarely bestowed on early-years researchers. But while he may be ruling the roost in his Department of Biomedical and Molecular Sciences laboratory, the shoe is definitely on the other foot when he's at home.

"I'm at the bottom of the food chain," Dr. Tayade laughs. "The other day I was rushing to get out the door to teach a graduate class, but my three-year old daughter was playing with her toys and wouldn't be hurried. She said 'Dad, I'm busy—I have to teach too.'"

Dr. Tayade arrived in Canada from India in 2003, six months after his wife moved to Guelph to pursue her PhD. He still vividly remembers the night he landed in Toronto—a -30C evening in January.

"I had ignored all the advice my wife gave me about Canadian winters and getting some good quality winter jackets. I couldn't even breathe it was so cold. I found myself wondering if it was humanly possible to live here!"

Despite the shock of his first Canadian winter and an initial period of cultural adjustment, Dr. Tayade views his relocation to Canada as a positive and exciting experience, both professionally and personally.

As a postdoctoral fellow at the University of Guelph, Dr. Tayade—who had previously worked in a prestigious position as an immunologist for the Government of India—further specialized in reproductive immunology and sowed the seeds for his career at Queen's.

While Dr. Tayade's future career goals are to continue growing as a teacher and to establish fruitful multinational research collaborations, his immediate personal ambitions are to develop certain practical skills essential to the enjoyment of a chilly Canadian winter.

"This year I'm definitely taking ice-skating and skiing lessons. Last winter, I took my daughter to the downtown Kingston ice rink and I didn't have the guts to get on the ice. This year I have to prove myself to her!" ❄️

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# STAFF MEMBER HELPS EASE TRANSITION TO NEW STUDENT ADMIN SYSTEM

BY MARK KERR

Brian Lewis wears two hats these days. The research analyst in the Office of Institutional Research and Planning has been engaged since June in assisting people who are learning how to access data in the new student administrative system.

As someone who relies on the query tool to do his primary job, Mr. Lewis realizes the importance of this system component across campus.

“Learning about the query tool and the data structures helps me as a research analyst and then I can transfer that knowledge. I don’t do the work for people. My role is to get them the information so that they can do it themselves,” he says.

Mr. Lewis’ previous work experience made him a natural fit for this role. Working in the Office of the University

Registrar in the late 1990s, he managed the student data warehouse which involved writing reports, compiling a data dictionary and conducting training.

Under the old administrative system and the student data warehouse administrative staff could quickly and easily find out, for example, the number of students in their programs or the people who applied and accepted offers of admission. Now with the new student administrative system that was implemented earlier this year, users are basically starting from scratch.

“People are trying to get information out of the system for the first time and it’s not always easy. The new system offers more capabilities but it’s much more complicated,” he says.

Approximately 24 people across campus received advanced training to



Brian Lewis

allow them to write queries. Mr. Lewis works with this ad hoc group to answer their questions and help them learn the data structure. When he needs help, Mr. Lewis consults directly with the technical and functional experts connected with the PeopleSoft project.

“It’s like a CSI investigation: you see the result and try to work backward to determine why certain things happen. It certainly keeps you busy,” he says.

And it will only get busier when the

school year starts and more people want more information out of the system.

“It presents a big learning curve for the staff who need to access data using the query tool,” says University Registrar Jo-Anne Brady. “We really appreciate Brian’s assistance and I expect it will get easier over time as we learn the new system, which is going to allow us to do so much more than the old one. While it is challenging, it’s a real leap forward.”



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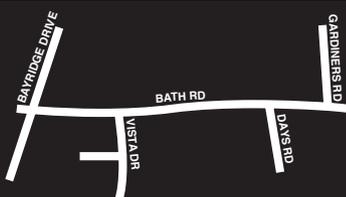
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# KINGSTON writers fest

THE LIVES OF QUEEN'S PEOPLE OFF CAMPUS

Kingston WritersFest has become a cultural fixture each September, offering a lineup of well-known and new writers from Canada and abroad. It comes as no surprise that Queen's staff, faculty and students play significant roles in this exciting event.

"It's a natural partnership and a valuable one," says Artistic Director Marilyn Simonds, who speaks glowingly about the Queen's relationships that have formed over the years. In addition to eight featured authors with Queen's connections, the festival grants all Queen's students free admission to the 43 events taking place over the four-day period, and counts four Queen's employees among its impressive list of volunteers.

"Our two Queen's students, Kelly Loeper and Holly Tousignant, bring lots of ideas and a fresh perspective to the board," says Ms Simonds.

Ms Tousignant is also the "poster child" for the festival – the enthusiastic reader sporting a bowler hat who appears on this year's promotional material.



Holly Tousignant

"As an English major, I love anything to do with reading and writing so I jumped at the chance to get involved with fellow book-lovers and get an insider's view of how these festivals work. Rubbing shoulders with a bunch of authors I admire doesn't hurt either!" says the fourth-year student.

Communications officer Michael Onesi has been a festival volunteer for three years and this year is diligently keeping tabs on the finances. He was also among one of the featured authors last year with his own book, *Four Word Film Reviews*.

Lyndsey Darling is communications manager at GreenCentre Canada by day, and the festival's database manager by night, responsible for promotional email blasts and social media. "I am an extreme book-lover and also a proud Kingstonian so the chance to help bring such a great literary event to Kingston is a true pleasure for me," says Ms Darling.

A tutor at the Writing Centre, Susan Olding is the festival's web content editor, responsible for writing and editing author profiles. She was also a featured author last year with her book *Pathologies: A Life in Essays*.

Kingston WritersFest takes place September 22-25. [www.kingstonwritersfest.ca](http://www.kingstonwritersfest.ca)

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)

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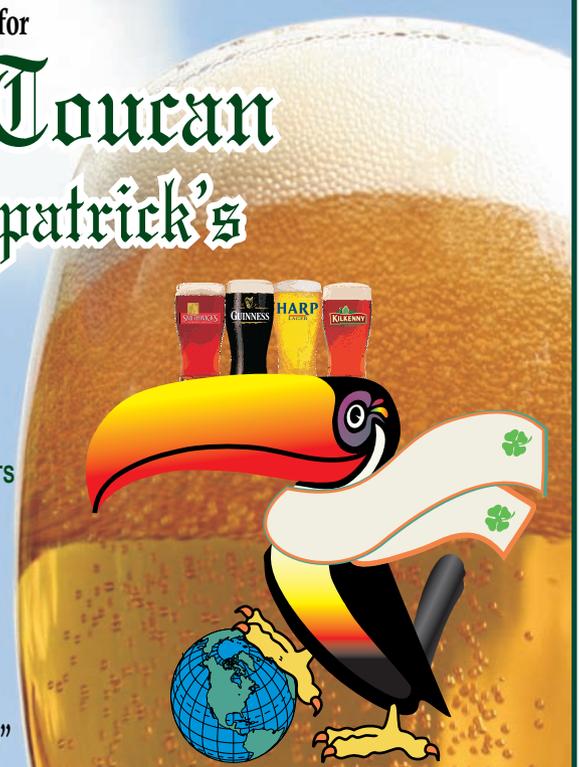
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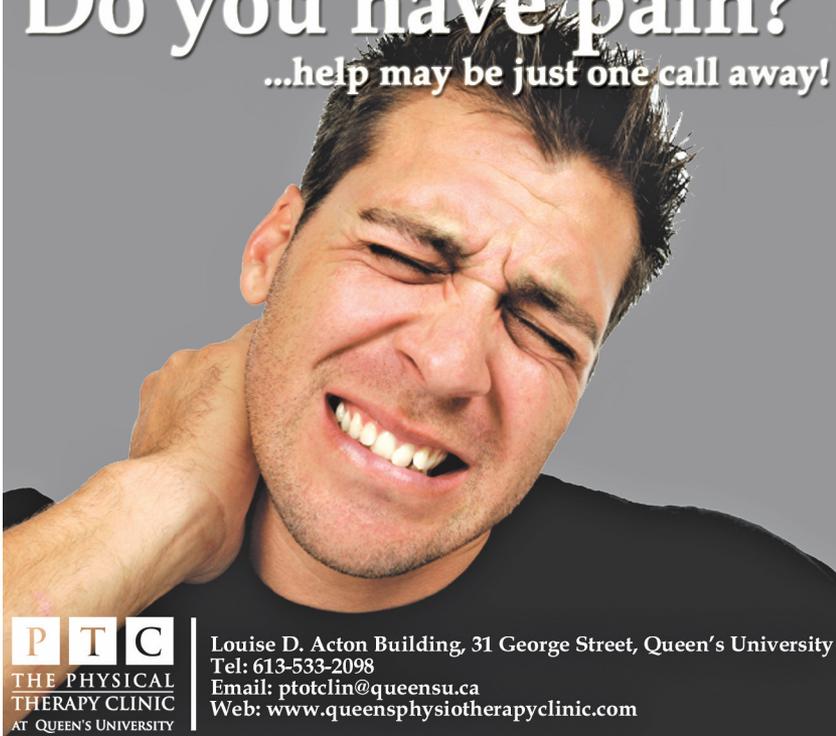
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Girls Getaway: Nov 10-13  
Deluxe Tour: Nov 21-24

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v. Patriots Sept 25  
v. Jets Nov 5-6  
v. Titans Dec 4  
v. Dolphins Dec 17-18  
v. Broncos Dec 24



Pre-Season  
v. Leafs Sept 27  
v. Flyers Oct 18  
All games online

### Niagara Falls Getaways

Oct 3-5, Oct 31-Nov 2, Nov 17-19, Dec 8-10  
Enjoy 2 deluxe continental breakfasts, \$10  
Casino voucher & \$25 meal voucher (each),  
a bottle of Niagara Wine, visit Niagara on the  
Lake, tour & tasting at Vineland Estates!

Oct 24, Nov 28 Montreal  
Nov 4-6 Girls Getaway in North Conway  
Nov 12, 19 SAMKO Toy Warehouse & Dixie  
Nov 14 Syracuse, Watertown  
Nov 18 IKEA & Vaughan Mills Mall  
Nov 18-20 Girls Getaway in Erie, PA  
Nov 24-26 Girls Getaway in Waterloo, NY  
Nov 26 Ottawa - Rideau Centre, IKEA  
Nov 27 Waterloo Outlets, NY

**Shopping!**

### PLANNING AHEAD?

New Years in Orlando Dec 27-Jan 4  
Quebec City Winter Carnival Feb 3-5  
Spring Break Orlando March 10-18

**Theatre**  
Nov 17, 19 Addams Family  
Nov 30, Dec 7 Mary Poppins  
Dec 7, 10 Memphis  
Jan 4 American Idiot

Rideau Canal Westport to Chaffey's Lock Oct 11  
Discover the MAYA at the ROM Nov 22, 29  
A'Light at Night Upper Canda Village Dec 5, 12, 19  
Le Chateau Montebello Dec 6

566 Cataraqui Woods Drive, Kingston ON K7P 2Y5 TICO # 50007364



Year of birth of most incoming first-year students: **1993**



Most popular lunch dish ordered from the Grad Club menu: **daily quiche**



Number of textbooks delivered to the Campus Bookstore in the month of August: **75,000**



Number of recordings held in CFRC's music library: **90,000 (vinyl and CD)**



Number of pillows supplied in residences to first year students this month: **3,482**

## MILLER MUSEUM, MILLER HALL

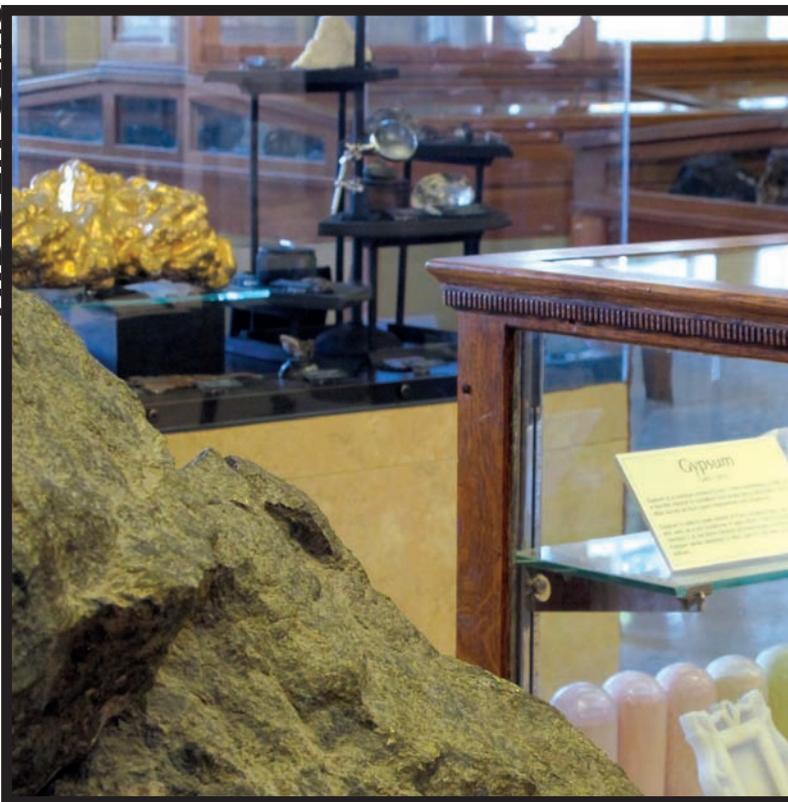
The Miller Museum is located in the Department of Geological Sciences in Miller Hall. It is a small but active earth-science teaching museum for local schools and natural-science interest groups in eastern Ontario.

The museum features many fossil and mineral displays, an extensive Geology of the Kingston Area exhibit, and an educational tour program of "hands on" geology activities for school groups.

The museum is open weekdays, 8:30 am – 4:30 pm.

<http://geol.queensu.ca/museum>

From p. 2  
**HIDDEN GEMS**



### Special Recognition for Staff Award – Deadline for:

**Nominations: October 17, 2011**

This award recognizes staff members who consistently provide outstanding contributions during their workday, directly or indirectly, to the learning and working environment at Queen's University at a level significantly beyond what is usually expected. For example, improving the workplace efficiency, quality of worklife, customer service, and problem-solving. Information and nomination forms available at

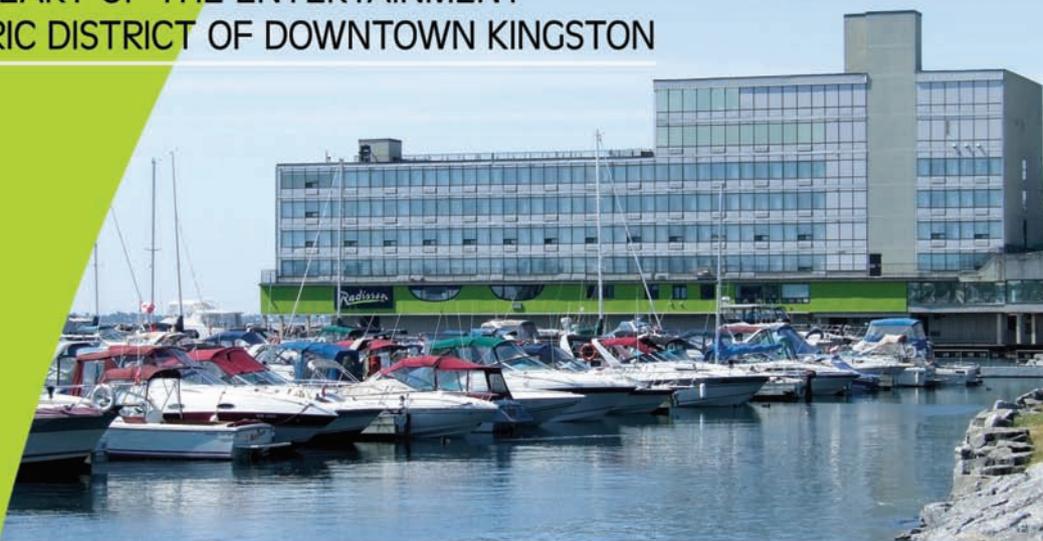
[www.hr.queensu.ca/workandcareer/awards-procedure.php](http://www.hr.queensu.ca/workandcareer/awards-procedure.php)

**Ban Righ Centre's Fall/Winter Speakers Series** will be dedicated to the topic of Reconnecting With Nature in response to recent global events. Speakers will focus on our relationship with the natural environment and suggest ways to improve that relationship through discussion, our activities of daily living, advocacy, volunteerism, mindfulness, choice, recreation, politics, and spirituality. noon – 1 pm at Ban Righ Centre. For schedule of speakers visit: <http://banrighcentre.queensu.ca/speakersseries.asp>

### Four Directions Aboriginal Student Centre

5th Annual Educational Pow Wow "Celebrating the Diversity of our Nations"  
Saturday, October 1, 2011.  
6 am – 5 pm  
[www.queensu.ca/fdasc/news/powwow2011.html](http://www.queensu.ca/fdasc/news/powwow2011.html)

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## HELP LINES

Campus Security  
Emergency Report Centre

613.533.6111

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

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

Chuck Vetere, Student Counselling  
ext. 77978

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

Audrey Kobayashi, Geography 613.533.3035

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

Eleanor MacDonald, Politics 613.533.6631

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

**Sexual Harassment Respondent Advisor**  
Greg Wanless, Drama ext. 74330

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

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

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

**Equity Office**  
613.533.2563

**Accommodation and Wellness**  
Shannon Jones, Workplace Advisor  
ext. 77818

**Employee Assistance Program**  
1.800.387.4765

**University Chaplain**  
Brian Yealland 613.533.2186

**Rector**  
613.533.2733

**Health, Counselling and Disability Services**  
613.533.2506

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