



Courier

Queen's University Staff Association

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Volume 2/2006

QUSA~Working For YOU!

April 2006

EDITORS: *Bonita Summers & Laurie Vaughan-Evans*

EXECUTIVE REPRESENTATIVE: *Karilee Reinbold* **DESK TOP PUBLISHING:** *Betty Pollard*

QUSA COURIER SURVEY RESULTS

By Bonita Summers

In February, a survey was circulated among QUSA members regarding the QUSA Courier. As the QUSA Executive promised the year before, members were polled about the new electronic format of the newsletter, as well as its relevance to readers. Members were also asked to suggest topics they would like to see featured in the newsletter.

Of the 63 respondents, 51 were very satisfied with the electronic format of the newsletter, and 56 felt the content to be quite relevant to their needs. Based on suggestions from respondents and the ensuing recommendations of the QUSA Courier Committee, the QUSA Executive made the following resolutions:

- To provide a hard copy of the QUSA Courier to survey respondents who indicated that they did not have an email account by which they could receive the electronic version of the QUSA Courier.
- To provide a hard copy to survey respondents who indicated for specific reasons that they did not read the Courier online.
- To ensure that every issue of the Courier dealt with at least one of the following topics:
 - pension/early retirement
 - salary and benefits issues
 - Human Resources matters involving employee improvement, staff contacts, etc.



The QUSA Executive appreciates the involvement of members who took the time to respond to the survey and to make suggestions regarding content preferences.



Last Chance!

**to enter the "Raise Your Voice"
Membership Referral Reward Program**
(All applications must be received by **April 14, 2006**)

- Each new referral of a QUSA member by an existing QUSA member entitles both the new member and the existing member to free Strawberry Social tickets and to an entry into the Grand Prize draw to be held at the Strawberry Social.
- Multiple referrals are permitted with multiple Strawberry Social and Grand Prize tickets awarded.

Full Details at: <http://www.queensu.ca/qusa/raiseyourvoice.html>

THE GRAND PRIZE (Includes all the items below):

- ★ Grand Theatre - 2 tickets for a performance at the Grand Theatre once they reopen in Fall 2006
- ★ Domino Theatre - 2 tickets for 2 performances of the 2006 season
- ★ Kingston Symphony Association - 2 tickets for a performance of the Kingston Symphony
- ★ Canadian Tire - \$25.00 Gift Certificate
- ★ Avanta Beauty Salon - \$30.00 Gift Certificate
- ★ Second Cup - \$20.00 Gift Card
- ★ Chapters - \$25.00 Gift Certificate
- ★ Moxie's Restaurant - \$20.00 Gift Certificate
- ★ Rob McIntosh China - Set Wineglasses
- ★ Campus Bookstore - Queen's Sweatshirt
- ★ Capital Theatre - \$25.00 Gift Certificate
- ★ Lonestar - \$25.00 Gift Certificate
- ★ Mark's Work Wearhouse - \$25.00 Gift Certificate



NEW ASSOCIATION FOR QUEER EMPLOYEES AT QUEEN'S PRESS RELEASE

- **KINGSTON, ON, March 27, 2006:** In what is believed to be the first such association of its kind at a Canadian university, queer staff and faculty at Queen's University have formed the ***Queen's University Association of Queer Employees (QUAQE)***.
- Membership is open to current and former Lesbian/Gay/Bisexual/Transgender (LGBT) employees of Queen's University, and their partners.
- The primary purposes of the association are to serve as a networking and social group for its members, to work for awareness of issues of interest to LGBT employees, and to promote fair, accurate, and inclusive representation of LGBT employees at Queen's University.
- Activities of QUAQE will include social events, discussion groups, LGBT advocacy, and new-employee orientation.
- QUAQE web site: <http://post.queensu.ca/~posspace/Qindex.htm>
- FAQs about queer issues:
<http://clubs.myams.org/equip/index.asp?page=resources&sub=faq>

CONTACTS:

Julie Darke - E-Mail: jd29@post.queensu.ca

Tel. Ext. 75847

Stacy Kelly - E-Mail: skelly@business.queensu.ca

Tel. Ext. 33192

President's Report

by Spring Forsberg

As you can imagine...spring is one of my favourite seasons. Not only does the warmer weather make me feel alive again, but the cycle of the university, seeing the students prepare for end of term, exams, graduation, and summer plans, always makes me think about endings and new beginnings.

Looking to the next few months, let me assure you that your Salary and Benefits Committee is well prepared for what lies ahead. Much discussion has taken place about the survey results and the direction the Committee will take on your behalf. Our first meeting with the Administration will take place in mid-April. More information will be provided during the next several months as we work towards a final agreement, which will be effective July 1, 2006.

Let me also update you on the status of the pension proposals. There have been no new developments or discussions during the past two months, although we have secured an actuary who will be reviewing the proposed changes and providing QUSA with a snapshot as to the effect these changes would have on our members' benefits. Information will be forwarded as it becomes available.

At this time of year, we invite you to consider serving as a member of the QUSA Executive. Serving on the Executive can be a very worthwhile experience, as you gain a greater awareness of the issues on campus, contribute to important developments, and make new friends.

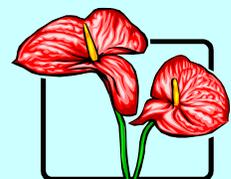
As always, we welcome your comments, questions, and feedback. Please feel free to contact a member of your Executive if we can be of assistance.



Ban Righ Centre ~ Spring AWARDS CEREMONY 2006

"Education is not the filling of a pail, but the lighting of a fire (William Butler Yeats)." Smoldering beneath the surface of the many life situations that cause girls and women to leave school prematurely is a burning desire to return to study. The aim of the Ban Righ Centre is to stoke those fires and to fan the flames when spirits get dampened.

Please accept this invitation to the Foundation's Annual Spring Award Ceremony on **Wednesday evening, May 3, 7:00 p.m. at Grant Hall**. Enjoy the warmth of a ceremony that brings together mature women students and those who support their educational and life goals – benefactors, families, friends, fellow students, and, you, members of the University community. Hear from the students themselves, their appreciation of the fellowship they experience at Queen's and from their patrons, what motivates their generosity. Guaranteed to be an evening alight with good feeling.



Please RSVP by April 10th to KK9@post.queensu.ca or call Karen at 533-2976.

The Office Next Door presents ...

The Queen's Education Library

By Cory Laverty

Libraries were long ago ascribed the term "nutrimentum spiritus" - food for the soul. Queen's Libraries offer just that, but the Education Library offers something for both you and the younger learners in your family.

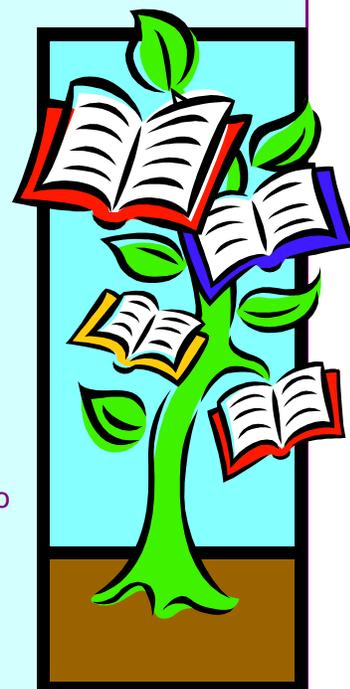
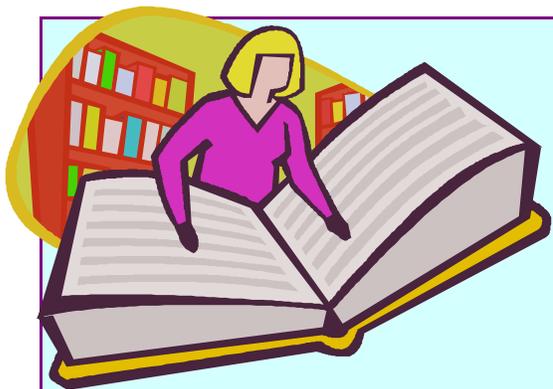
Housed across three floors in an open, sky-lit space, this collection provides a wealth of materials in support of the research and teaching needs of the Faculty of Education at McArthur Hall. It is here that the Bachelor, Master's, and Ph.D. programs in Education are offered. Of special interest to Queen's staff will be the collections that showcase the complex and engaging world of learning resources for school teachers. Teacher candidates in the B.Ed. programme discover the joys of picture books, artifacts like the Rosetta Stone, graphic novels in comic-book style, award-winning fiction and non-fiction, interactive encyclopaedias, lesson plans, multimedia, games, posters, kits, and virtual Web sources for the classroom. Through exploration of these inspiring resources, they learn how to enhance student understanding and spark the imagination during classroom visits.

These same materials will be of interest to anyone with children engaged in their own project work. Consider the popular grade-four project on life in the middle ages or the grade-five study of ancient Egypt. Need books on Canadian scientists, World War II, genetics, or DNA? Do you have readers in kindergarten through grade twelve who are looking for an appealing fiction recommendation? Do you want to know more about emerging readers or learn from research on teaching children with autism? Do you need a math textbook, so you can secretly provide support for a struggling mathematician? Need a project for the science fair? You'll find it all at the Education Library.

While similar resources can be found at a public library, our collections specifically target the Ontario curriculum and the key topics being taught in local classrooms. The fiction collection for young readers includes award-winning books in Canada, especially those that have won Ontario's *Forest of Reading* awards where students from kindergarten to grade 12 vote for their favourite author. These awards cover specific grade levels: Blue Spruce (K-3); Silver Birch (4-6); Red Maple (7-8); White Pine (9-12); Evergreen (adult); and Golden Oak (adult learners). We also have lists of "best books" on every topic imaginable if you are hunting for just the right title at a specific reading level. The textbook collection includes most of the current Ministry-approved texts for K-12 classrooms. Our general collection reflects the latest teaching strategies if you want to carry out best practices with your children at home.

Going on an extended road trip? Listen to the latest adventures of Harry and friends in *Harry Potter and the Half-Blood Prince*. The unabridged CD set offers you 19 hours of magical listening on 17 CDs. Alternatively, you might consider the complete *Chronicles of Narnia* on 19 CDs for 22 hours of intriguing radio drama complete with full orchestral score and sound effects.

Our multimedia collection includes kits, games, posters, study prints, DVDs, CDs, and videotapes. With about 5,000 videos on current issues and hot topics, there is bound to be something for the learner in your family. Documentaries range from *March of the Penguins*, the intriguing story of Emperor penguins in Antarctica, to *Kilowatt Ours - Energy Conservation and Renewables* to *Africa: who's to blame*. Also look for the lives of great writers, artists, and musicians.



(Education Library...continued)...

The latest marvels and controversies in science and medicine are brought to the classroom in productions such as:

Antibiotics; the Double-Edged Sword; Addiction and the Human Brain; Germs and Viruses: A Self-Defense Guide; Diet and Disease in Modern Society; What Really Killed the Dinosaurs; and The Genetic Takeover. For those disturbed by our preoccupation with fast food these titles will be of interest: *Overweight and obese: why are we getting so fat?; Big Mac Under Attack; Eater Beware! From Chemical Stews to Organic Gardens; and Super Size Me.*

Programmes that help educators explore the minds of children and teens are great information sources for parents too: *Bully Smart* series; *Autism is a World; Child Development Basics; Reading the world; Bringing reading to life; Building adolescent readers; Surviving Peer Pressure: You can do it!; Five Life Strategies of Successful Teens; Go to Bed! Kids & Sleep; and From A to ZZZZ's: What Teens need to Know about Sleep.*



Have you ever used an Ellison Letter Machine? It's a hand-operated die-cutting machine that makes perfectly cut letters, numbers, and shapes with one push of the handle. Teachers use it to decorate their classrooms, and it's great for student projects that require displays. Bring your paper and experiment!

Education Library books and videos are available to Queen's staff for a two-week loan and can be renewed online at the Queen's Library website. Come and talk with your friendly Education librarians to learn more about this invigorating collection. All are welcome!

Help Wanted

SENATE NOMINATING COMMITTEE

The Senate Nominating Committee is currently looking for interested staff persons to serve on:

- John Deutsch University Centre Council
- Senate Committee on Academic Procedures
- Senate Budget Review Committee
- Senate Committee on Creative Arts and Public Lectures
- Senate Educational Equity Committee
- Senate Library Committee

Most terms start September 1st.

Staff can apply on line at:

<http://www.queensu.ca/secretariat/senate/vacancy/stafform.html>

Please direct any questions to Peggy Watkin, Associate Secretary of the Senate, ext. 36093 or watkinm@post.queensu.ca.

PRINCIPAL'S OFFICE SEEKING VOLUNTEERS FOR THE 2006 QUEEN'S UNIVERSITY UNITED WAY CAMPAIGN

Queen's University is proud of its contributions to the local United Way to assist in its efforts to support important community programs. Last year, together we raised over \$275 000, making the single largest employer contribution in the region. Of course, we could not achieve these results without the dedication and commitment of Queen's employees who co-chair the Campaign.

I am inviting members of the Queen's University Staff Association who are interested in serving on the United Way 2006 Campaign on behalf of the Principal's Office to contact Jeanette Parsons at:

parsonsj@post.queensu.ca or by phone at extension 78984. Thank you in advance for giving this invitation your consideration.

Pot-Pourri



Welcome New Members!

- * Paul Chesser,
Advancement Business Office
- * Amanda Eyer
Electrical & Computer Engineering
- * Anne McCormick
School of Rehabilitation Therapy
- * Beverly Howes, Urology
- * Jeannie LeMesurier
Health Counselling & Disability Services
- * Ken Maharaj, Faculty of Education
- * Anne Ritchie, Medicine

Mark Your Calendars!

Thursday, May 4 at Noon
McLaughlin Room, J.D.U.C.

Primerica Financial Services will be giving a Lunch and Learn seminar on "How Money Works". Free pizza and drinks will be available to everyone who attends. This seminar will only be available for the first 65 people who sign up. Please sign up by contacting the QUSA Office at:

qusa@post.queensu.ca

QUSA Annual General Meeting
Tuesday, May 30 at Noon
McLaughlin Room, JDUC

Queen's University
Faculty & Staff Golf Tournament
Tuesday, June 20, 2006
12:30 Shotgun Start
Colonnade Golf & Country Club
\$60 per golfer, which includes meal
Contact: Janean Sergeant:
jds1@post.queensu.ca
Registration begins in May.

Congratulations!

to Carrie Fraser, Family Medicine,
on the birth of her baby boy
Griffin, born on January 10, 2006,
weighing 7 lbs. 3 oz.

to Debbie Maitre, School of Business,
on the birth of her new grandson,
Samuel Vincent Worcester, born on
March 8, 2006, weighing 9 lbs. 2 oz.

Fond Farewells

to Mary Fraser, Department of Art, who will be
retiring after 28 years of service at Queen's.

Mary served on the QUSA Executive
from 1987 to 1995 in the positions of
Member-at-Large, President, and
Past-President. Good Luck, Mary!

Congratulations and a fond farewell to Ellen McKay
from the Department of Economics for
38 years of dedication and hard work.

An Open House in honour of Ellen will be held
on Wednesday, May 31, 2006, from
1:00 - 4:00pm in the Hand-Purvis
Conference Room, Dunning 213.

Please join us in wishing Ellen a Happy Retirement!

A fond farewell and best wishes
to Thelma Rikley, School of Medicine
who will be retiring from Queen's
at the end of April
after 35 years of service



Work Perks: Extras for Staffers at Queen's

By Bonita Summers

Since I began working at Queen's in the fall of 2000, I've loved the many benefits of being a staffer in a university environment – working in a place of learning, the opportunities for cultural experiences, and the sheer fun of Orientation Week. In the good weather, I love to sit by the water during my lunch hour and watch the boats, or wander downtown to the market.

I also appreciate the perks that go with the job, some of which I didn't know about when I first arrived at Queen's. Some are quite grand, such as receiving a free education, and others are simpler but handy nevertheless, like getting a deal on car rentals.

Below are a list of benefits beyond medical and dental and how to find them on the Web:

❖ ❖ Work up a sweat in your spare time. ❖ ❖

All card-carrying Queen's employees may use the athletics facilities free of charge, with modest fees for their family members. Facilities and services include an indoor track, basketball, volleyball, badminton, and soccer in the gymnasium, family skates and swims, and various sports and dance clubs. Go to: <http://www.goldengaels.com/services.html> for more information.

❖ ❖ Put a roof over your head ❖ ❖

For qualified employees, Queen's will provide guaranteed housing loans of up to \$40,000 at a rate of interest equal to the bank's prime rate. See: <http://www.hr.queensu.ca/benefits/lt-housing.php> for more information.

❖ ❖ Get an education. ❖ ❖

Queen's Tuition Assistance Plan not only covers education costs at Queen's University, but will reimburse tuition for courses taken at other qualified institutions for work-related courses. See: <http://www.hr.queensu.ca/benefits/lt-tuition.php> for more information.

Tuition support and assistance with childcare are also provided through QUSA, details to be found at: http://www.queensu.ca/qusa/compensation.html#2003_2006. Tuition support in this case is extended to spouses and children of qualified employees.

❖ ❖ Go places. ❖ ❖

Queen's employees are entitled to a 10% discount off of a VIA 1 ticket or 20% off economy class. See: http://www.queensu.ca/fins/info/via_rail.html for details.

Information on car rental rates at a discount from Budget and Enterprise car rental agencies is available at: http://www.caubo.ca/pr/agreements_car_e.cfm.

Corporate hotel rate information can be found at:

http://www.caubo.ca/pr/agreements_hotels_e.cfm.

❖ ❖ Buy locally and save. ❖ ❖

Within the Kingston area, local merchants offer Queen's staff discounts on antiques, optical services, home furnishings and women's fashions. Check out:

<http://www.hr.queensu.ca/benefits/local-merch.php> for details.

❖ ❖ Get the computer you want – now. ❖ ❖

Qualified staff may purchase computers through Queen's Microcomputer Sales with an interest-free loan in the form of a monthly payroll deduction. To learn more, see:

http://www.queensu.ca/fins/policies/computer_loans.html

Enjoy the perks of working at Queen's. With all the money you save, you'll have a little extra in your pocket just in time for the Sidewalk Sale in September!

Pension Proceedings

While discussions are underway regarding the Queen's pension fund, the QUSA Executive will be consulting with an actuary, Ashley Crozier. Mr. Crozier is involved with the pension fund analysis process for both QUFA and QUSA, and will be instrumental in assisting both parties in ensuring that the Queen's pension fund operates effectively. QUSA members will be informed of further developments.



Senate Elections

April 3 through 28, 2006 - vote online at: www.queensu.ca/secretariat/election for your STAFF representative on the SENATE.

Nominees are:

- Linda Horton (Human Resources)
- Ann Lablans (Physiology)

Let's Hear From You

Take a few minutes to write us
2 or 3 lines on E-Mail to:
QUSA@post.queensu.ca

SEND A BOUQUET:

Give someone a pat on the back: let us know if something is going right.



SOUND-OFF:

Have a comment, complaint, question?

Bouquets/Sound-offs should be sent to the QUSA Office, Room 235, JDUC

POLICY REGARDING LETTERS TO THE EDITOR, SOUND-OFFS, OR BOUQUETS

We would ask that submissions be signed so that, if need be, we can clarify any information with the writer. If you wish to have your name withheld, should your letter be published in the Courier, simply indicate so and we will honour your request.

Contributors Wanted for:

- Announcements
- Bouquets
- Compassion in Action
- Sound-Off
- The Office Next Door
- Any other topic

NEW! Announcements for staff members other than yourself must be accompanied by written permission from the staff member concerned.

2005/2006 QUSA EXECUTIVE

		Members-at-Large	
President - Spring Forsberg, Cont.Distance St.	78560	Pamela Bandy-Dafoe, Chemistry	32630
Vice-President - Gail MacAllister, Psychology	36406	Debbie Clark, Stauffer Library	32517
Secretary - Sandra Jeffers, Intl Centre	32604	Sheri Foster, Political Studies	77451
Treasurer - Lisa Neumann, Arts & Science	74722	Jessica Maskell, Fac. of Education	74286
RG&C - Davin Carlson, QBCC/Psychology	78632	Carolyn Morrison, Psychology	32493
RG&C - Karilee Reinbold, HPCVL	78485	David Youssef, Admissions	77147

QUSA OFFICE - Betty Pollard, Business Administrator, Tel: 32215, JDUC Fax 533-6190
OFFICE HOURS: Monday to Thursday 8:30 a.m. to 2:30 p.m. Closed July & August