



Courier

Queen's University Staff Association

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QUSA~Working For YOU!

OCTOBER 2006

EDITORS: *Sharon David & Bonita Summers*

EXECUTIVE REPRESENTATIVE: *Karilee Reinbold*

DESKTOP PUBLISHING: *Betty Pollard*

QUSA October General Meeting

Tuesday,
October 24, 2006
at Noon

Robert Sutherland Room,
J.D.U.C.

Recently, Queen's has responded to the changing needs of Student Affairs by hiring innovative and visionary Associate Vice Principal Jason Laker. QUSA feels it is important for staff to come to know those who are involved at the upper levels of administration, to ensure we are informed and involved in the direction of our place of employment. Jason Laker will discuss his vision for Student Affairs at Queen's and how this will impact the student experience and, consequently, the role of staff in contributing to the student experience.

We look forward to seeing you
on the 24th!





Enjoying the Fall Season

by Sharon David



Whether the leaves are still turning, or the winter chill is setting in, fall is a great time of year to explore the outdoors. The beauty of the changing leaves, few to no bugs, the crisp mornings, and the fall smells make it an enjoyable season. There are many places to visit and activities to do: from hiking, cycling, and bird watching, to driving around to view the colourful vistas or visit a winery.

 Going for a walk or a hike is great for your health. Hike Ontario (<http://www.hikeontario.com>) recommends walking to promote weight loss, prevent heart disease, decrease high blood pressure, improve and maintain mental health, and soothe arthritis and back pain.



Kingston is blessed with a wonderful outdoor arena, from the rugged shield north of the city to the lakefront parks and waterways. There is no excuse not to get out and enjoy fall, as there are numerous activities that one can explore as a family, alone, with friends, or with the aide of local clubs. In our backyard are the conservation areas such as Little Cataraqui Creek, Lemoine Point and Parrott's Bay, managed by the Cataraqui Region Conservation Authority. The Little Cat, located on Perth Road (Division Street) north of Hwy 401, is a wonderful place to go for a short walk. Don't forget to bring along sunflower seeds, as young and old alike will enjoy feeding the chickadees that land on your hand to feed. Visit <http://www.cataraqueiregion.on.ca/> for information on the local conservation areas, entrance fees, trail maps and driving directions.

 For long or short hikes, you can try the Rideau Trail – a 300-km route, which runs from Kingston to Ottawa. The trailhead is found in Kingston off King St. near Portsmouth at the Marshlands Conservation Area. The Rideau Trail Association (<http://www.rideautrail.org>) has year-round, weekly outings to areas such as Frontenac Provincial Park (<http://www.frontenacpark.ca/pages/trails.html>) and Gould Lake. They publish the Rideau Trail Guidebook, which contains directions and maps of the Rideau Trail.

 For cycling as well as hiking, you may try several established treks. The Lake Ontario Waterfront Trail (<http://www.waterfronttrail.org/>), with newly posted access points within Kingston, is a 625-km path that connects 35 Lake Ontario communities from Niagara-on-the-Lake to Brockville through the work of the Waterfront Regenerative Trust. Their website has excellent trail maps. The Cataraqui Trail (<http://www.rideau-info.com/cattrail/>) is 104 km long, with 48 access points, and follows the former Canadian National Railway line from Strathcona near Napanee to Smiths Falls.



What about a little nature watching? The Kingston Field Naturalists (<http://kingstonfieldnaturalists.org/>) have outings to view the migrating fall birds, or slow nature walks with field trips to areas such as Wolfe Island, Amherst Island, and Prince Edward Point south of Picton.

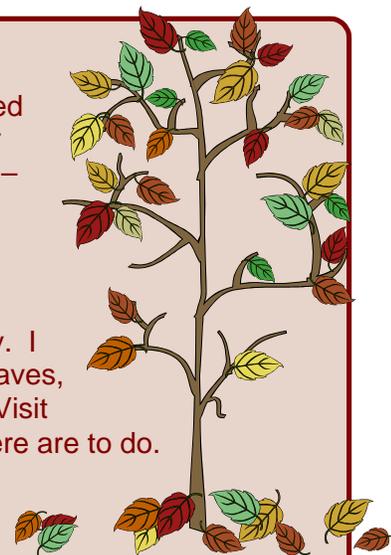


Do you enjoy wine? Prince Edward County is becoming well known for its vineyards. A one-hour drive from Kingston, a visit to the County makes a wonderful day-trip. From Waupoos to Wellington, the region has 24 sites to visit, of which 10 are wineries. See <http://www.tastetrail.ca/tourroute.html> for details on winery tours and hours of operation.



 If visiting a new area in Ontario is appealing, then check out the Ontario Fall Travel website at: <http://www.fallinontario.com/>. A fall colour report is posted each Tuesday and Friday from mid-September through the end of October for seven Ontario regions, to help you plan your trip according to the colourful vistas – Northern, Central, Eastern, South-Western, Niagara Falls, Ottawa, and greater Toronto (<http://www.ontariotravel.net/publications/fallcoloureport.pdf>).

 Want to go further afield? Visit the American Trails website at: <http://americantrails.org/> for locations in the US, Canada, and internationally. I have fond memories of family trips to Lake Placid, NY to view the changing leaves, and highly recommend the Adirondack Mountain area for a day or weekend trip. Visit <http://www.iloveny.com/fall/> to help plan your trip and see what other things there are to do. Check the fall colour map at: <http://www.iloveny.com/fall/pages/foiliagereport.html>.



Whether it be on your drive to or from work, or a weekend getaway, take some time to enjoy the wonderful fall colours and the changing season.



Welcome New Members

- * Kim Akerblom
Office of Institutional Research & Planning
- * Julie Banting,
QSB - Business Career Centre
- * Erika Becker, School of Policy Studies
- * Susan Bowen,
Mechanical & Materials Engineering
- * Haley Everson,
Faculty of Arts & Science
- * Andrew Gould, NCIC Clinical Trials
- * Kathy Grant,
Office of the University Advisor on Equity
- * Barbara Ann Higgins,
Mechanical & Materials Engineering
- * Christine Mandy,
Faculty of Health Sciences
- * Ann MacDonald,
Psychiatry, Hotel Dieu Hospital
- * Ashleigh Messenger,
Electrical & Computer Engineering
- * Donna Richardson, Physics
- * Monica Stewart,
Office of the V.P. Academic
- * Anne Tobin, Biochemistry

Upcoming Events...

Monday, October 16 - 8:00 am to 3:00 pm
(FAO World Food Day)
Indoor Farmers' Market at Queen's
Lower Ceilidh, JDUC

Wednesday, November 1 - until 3:00 pm
Kingston General Hospital Auxiliary
Christmas Harvest Bazaar
*Home & Christmas Gifts, Silent Auction,
Bake & Candy Table, Hot Apple Cider, 50/50
draw, Lunch Served 11:00 am to 1:30 pm*
More Information: 549-6666 ext. 6352

Tuesday, November 7 -12 to 1:30 pm
QUFA Annual Lecture on Academic
Freedom: ***"Is There a Future for
Curiosity-Based Research?"***
Watson Hall - Room 517
ALL WELCOME

Saturday, November 18 (10 am to 4pm)
Sunday, November 19 (11 am to 3 pm)
Christmas Craft Fair at the Kingston
Military Community Sports Centre
Free Admission with donation to the Partners
in Mission Food Bank
More Information: 541-5010 ext. 3996





Pot-Pourri

Congratulations!

to Susan Anderson, International Centre, on the birth of her second grandchild, George Spencer born on August 28, 2006

to Myrna Raymond, Performing Arts, on the arrival of her new granddaughter, Faith Emma Ann Leroux born to Courtney & Jason on August 14, 2006



Update your address online!

It is now quicker and easier for University employees to update both Queen's internal and home addresses. Instead of contacting Human Resources with your information, you can now use the new Self-Service System.

Simply log in with your NetID and password using the link below:

<http://www.hr.queensu.ca/payroll/changeaddress.php>

The United Way Campaign: *How Can You Help?*

Wouldn't it be great if you could:

- ✓ Provide breakfast, lunch, and snack programs for children who are hungry?
- ✓ Help an adult learn to read?
- ✓ Give support and assistance to those with visual and hearing impairment?

Well, you can! You can do those things and more to help make our community stronger; simply and easily, by making a donation to the United Way.

The 2006 Queen's United Way Campaign is well underway. This year we have set our most ambitious goal of raising \$300,000. We can reach it with your help. If we all give a little, together we can make a big difference in our community.

If you have already made a donation this year or are a regular supporter of the United Way, **THANK YOU!** If you have never supported the United Way, we hope that this is the year you decide to join your colleagues across campus by giving a contribution that will help make our community a better place to live for all of us.

If you have any questions or suggestions regarding the 2006 Queen's United Way Campaign, please contact Ivanka Franjkovic at extension 75119 or at: franjkov@post.queensu.ca.





President's Report

by Spring Forsberg

Life on campus is back to normal...whatever normal is! The students are settling into their routines, and the staff continue to provide service to address their various needs. Like you, the QUSA Executive has been very busy this fall. At long last, the Salary and Benefits Committee officially signed the current Memorandum of Agreement at the end of September. I would like to thank the Salary and Benefits Committee for all its hard work on this Agreement.

Recently, we held our Annual Retreat at the University Club and established our goals and direction for the coming year. There is a wealth of enthusiasm from new Executive members, which should ensure we see a positive effort during the year. The QUSA Executive's primary goal is to ensure that the items included in our Memorandum of Agreement are brought forward to the administration. Shortly, we will begin work with Human Resources on the Job Evaluation System, which emerged as a priority during our Salary and Benefits meetings in the spring. Along those lines, another important topic that was raised at the Salary and Benefits meetings was with regard to Elder Care. As was identified during these sessions, some of us are in the position of providing support and care for our aging parents. This can be a bit of a juggling act at times, especially if we are working full-time and also have children at home. While we may be happy to care for our parents in their old age, situations can arise that add to stress levels, such as a sudden illness, financial concerns, or decline in one or both parent's ability to live independently. After the meeting, the Executive spent a considerable amount of time discussing this important issue, and they wished to address it in this report.

If you are caring for your parents or other aging relatives, you may wish to visit the Queen's Elder Care website at <http://www.hr.queensu.ca/guides/eldercare/>. This informative website contains links to a range of contacts related to healthy living and housing options. Under "Other Resources", you will find a description of several support services that are available, including the Queen's Employee Assistance Program (EAP).

When considering time away from the workplace, for the purpose of caring for older relatives, there are two sources of information: the time off that is available based on current legislation, and the existing University leave policies. You will find that Ontario Legislation (Employment Standards) refers to two options that specifically apply to elder care: Emergency Leave and Family Medical Leave. To thoroughly review these options and the Queen's University leave policies, please visit the web sites noted above.

The QUSA Executive is pleased to continue to participate as a member of the Joint Consultative Committee – which holds quarterly meetings with members of the QUSA Executive and the Administration. We are the only employee group on campus to enjoy this communication.

The QUSA Executive continues to raise the issues that are of concern to you in this forum and others. However, to do that, we need to hear from our members. Please feel free to contact me or another member of the Executive and make us aware of the hot issues that are important to you.

Halloween is just around the corner! I do hope you will enjoy this beautiful season of colour and fun.





The Office Next Door presents ...

The Centre for Neuroscience Studies

by Sharon David



We all wonder how our brains work and worry that someday they won't. Many of us know someone battling depression, stroke, Alzheimer's disease or one of the myriad of other neurological or psychiatric diseases facing our society. The Centre for Neuroscience Studies (CNS) was founded in 2001 as a mechanism to further research and scholarship in neuroscience by promoting multidisciplinary initiatives and collaborations amongst basic scientists and clinical investigators. The CNS is a group of 54 internationally recognized scientists spanning 13 departments and 2 faculties, with its main offices located within Botterell Hall, Suite 234.

The Centre for Neuroscience Studies is a university-based research centre, which operates under the Office of the Vice-Principal Research and is directed by Dr. Doug Munoz. An Executive Council of both elected and appointed members functions as guidance to the director on all operations. In addition, an Education and Training Committee and Magnetic Resonance Imaging (MRI) Management Committee control additional aspects of the CNS.

September 2004 saw the launch of Queen's University's first cross-faculty graduate program. The CNS now offers graduate degrees at the MSc and PhD levels. Since 2004, our program has grown exponentially; we started with an inaugural class of 18 and anticipate an enrollment of 45 for September 2006.

In September 2005, the CNS launched its new state-of-the art Queen's MRI Facility, directed by Dr. Patrick Stroman. Located in the basement of the Cancer Research Institute, the MRI Facility houses a Siemens 3 Tesla MRI scanner and supports research spanning the physical, biological and medical sciences in both human and animal research. One focus of the Facility is the use of functional magnetic resonance imaging (fMRI) of the brain and spinal cord, but it is also equipped for MR imaging and proton MR spectroscopy applications. Keep your eyes open for posters seeking volunteers for the various imaging studies.

The CNS is forging ahead on the creation of a multidisciplinary Brain Institute at Queen's University. This institute will comprise a number of core research nodes that will include the MRI Facility, and will bring patients and their doctors together with leading researchers in areas of study such as Alzheimer's and Parkinson's Diseases, Fetal Alcohol Spectrum Disorder (FASD), Attention-Deficit Hyperactivity Disorder (ADHD), stroke, depression, and pain disorders.

The CNS coordinates several programs and happenings throughout the year. One of our most successful is our Brain Awareness Week event. Brain Awareness Week is an International event occurring each March to increase public awareness about the brain and has been celebrated annually by the CNS since 2004. For one day, neuroscience faculty, staff, and students volunteer to host between 150-180 Grade-6 elementary school students from local schools. These students are afforded the opportunity to learn neuroscience research through demonstrations, games, activities, and hands-on interactions in a variety of scientific areas. This year, the students visited 15 laboratories and learned about MRI and robotics, and played with model brains to learn what happens in diseased and injured brains.



The Neuroscience Outreach Program (NOP) is a student initiative lead by CNS graduate students. The program is a means for our students to interact with each other, our departments, and the community, with a primary goal of developing long-term, consistent, community-based projects focused on issues of mental health, aging and physical rehabilitation through education, friendship and fun. The program began in Kingston-based nursing homes, hospitals, and mental health facilities, but will eventually develop international initiatives via our local programs.

The Annual Neuroscience Research Day, held each September since 2005, brings faculty, staff, and trainees involved in neuroscience together for an afternoon and evening of neuroscience talks and poster presentations.

The CNS has three staff members – two full-time administrative personnel and an MR Technologist. To find out more about the Centre for Neuroscience Studies and its programs, visit us at: <http://www.queensu.ca/neurosci>.



During Brain Awareness Day 2006, Dr Patrick Stroman demonstrated to grade 6 students what it would be like to have an MRI using our mock-up MRI system.



Report on Employment Statistics at Queen's University



In September, QUSA received the annual employment statistics for the year ending December 31, 2005. Human Resources reported that it had been a very busy year for staffing, with approximately 180 positions being advertised through their office. (Please note that internal promotions are not reflected in the 180 advertised positions.) A concern for QUSA is the number of term positions versus continuing positions being created/filled. It is the goal of our Research Grant and Contract Committee to monitor these appointments and further investigate why departments are increasingly going in this direction.

Statistics

Of the 180 General Staff positions posted, 66 positions were continuing, and 114 were term positions. Seven positions were withdrawn and, of the remaining 173 General Staff job postings filled, 72 were internal hires and 101 were external hires. Of the 72 postings filled by Internal candidates, 51 were in salary grades three through six, 17 were in salary grades seven through nine, and 4 were in salary grades ten through twelve.

Of the 101 General Staff positions filled by external candidates, 38 did not have any internal applicants. Of the 114 General Staff term positions, 41 were filled internally, 69 resulted in external hires, and 4 postings were withdrawn.



What does Convocation Mean to You?

The Senate Convocation Taskforce is exploring the full range of elements surrounding graduation at Queen's. There are immediate issues, due to the demolition of Jock Harty Arena in the summer of 2007, and longer-term opportunities for change and enhancement. If you have thoughts on the current ceremony, honorary degrees, traditions, and the like, please send them to Bob Burge, staff senator on the taskforce, by e-mail: bob.burge@queensu.ca.

REMINDER: The deadline for applications for the Tuition Support Benefit for dependents is October 31, 2006.

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.

2006/2007 QUSA EXECUTIVE

		Members-at-Large	
President - Spring Forsberg, Cont.Distance St.	78560	Jane Dauncey, Psychology	32876
Vice-President - Gail MacAllister, Psychology	36406	Peg Hauschildt, Physics	32169
Secretary - Sandra Jeffers, Intl Centre	32604	Patti George, Purchasing	74233
Treasurer - Sheri Foster, Political Studies	77451	Jessica Maskell, Fac. of Education	74286
RG&C - Pamela Bandy-Dafoe, Chemistry	32630	Carolyn Morrison, Psychology	32493
RG&C - Karilee Reinbold, HPCVL	78485	Lori Rand, Residences	32048

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