



# Courier

Queen's University Staff Association

Est'd 1972

Volume 1/2006

*QUSA~Working For YOU!*

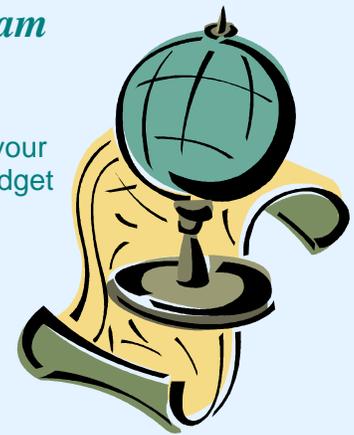
February 2006

EDITORS: *Bonita Summers & Laurie Vaughan-Evans*

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

## *International Educators Training Program*

*by Alison Cummings*



Do you feel the benefits of an increasingly intercultural workplace just beyond your reach? Would specialized training help you to function more effectively? Do budget restrictions limit how far you can travel for professional development?

The International Educators Training Program (IETP) is a professional development opportunity for those whose work is focused internationally, as well as for those who complete tasks that require greater intercultural knowledge and skills. The IETP is offered right here at Queen's main campus. The fourth annual IETP will be held **June 11-16, 2006**.

Offered through Queen's University International Centre (QUIC) the IETP embodies the essence of the training vision of QUIC. The program employs a competency-based approach that focuses on how we behave as we encounter diversity in our daily lives. Through group activities, case studies, and discussions, participants gain a deeper understanding of international education and learn to perform day-to-day tasks more effectively. Over the past 3 years, IETP staff and instructors have been developing courses for international education professionals, especially front-line departmental staff members, international managers, international student advisors (ISAs) and education abroad advisors (EAAs). Some of the course offerings include beginner-level courses in advising and programming for international students, advising and programming for study abroad, and a mid-level course that deals with advanced topics in international education.

A new course being developed for the 2006 program is entitled ***"Increasing your Awareness and Effectiveness in an Intercultural Workplace"*** and will appeal to a broad range of staff here at Queen's, who require new knowledge and different skills as they encounter cultural diversity in their jobs and around campus.

As our institution moves toward a more international learning environment, it is essential that it also makes the opportunities and resources available to staff to develop the skills and knowledge to work effectively in this new and changing environment. As Queen's continues to develop the strategic plan based on Principal Hitchcock's discussion paper "Engaging the World", how we think and function in an intercultural setting will become more relevant than ever, and the IETP provides an excellent opportunity for staff to achieve success in such an environment.

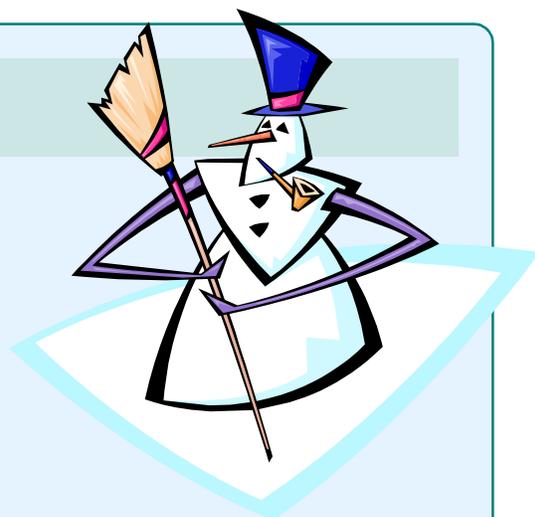
To find out more about the IETP visit: [www.queensu.ca/quic/ietp](http://www.queensu.ca/quic/ietp)

## Toning the Gray Matter

by Bonita Summers

*"If you don't use it, you'll lose it." This is a common phrase we hear, pertaining to physical fitness, but we often forget that the physical includes our brain. While our workday may involve such a flurry of mental activity that we don't want to think about anything by its end, we may not be giving our brain all the exercise it needs.*

*Performing similar tasks each day, no matter how intricate, involves utilizing the same neural pathways repeatedly. Eventually, parts of the brain that are underutilized may atrophy. To keep it healthy, the brain requires challenging activities and the proper nutrients to keep everything operative.*



### The Right Fuel

It's no myth that fish is brain food. The omega fatty acids in fish are essential to the proper functioning of the brain. Vegetarians can get these acids from walnut or flaxseed oil instead. There are a number of supplements on the market that contain a healthy mix of Omega 3's, 6's, and 9's.

B vitamins are also important to our mental health. In fact, proper diet and supplementation can improve memory and reduce or eliminate depression and aggressive tendencies.

Do be careful around dieting. Some diets bring the body into a state of ketosis, which can cause the body not only to burn fat, but to break down organs for fuel – including the brain!

### Exercise



For the brain, both physical and mental exercise is vital. A brisk walk, some cardio, or a yoga class will make us more alert by increasing blood flow and bringing more oxygen to the brain.

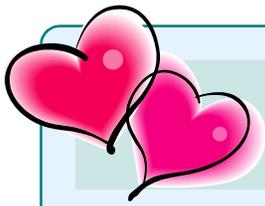
On the other hand, new experiences, creative pursuits, and challenging activities are paramount to maintaining brain fitness. To get your brain in top condition, break with your normal routine: take a different route home (hopefully, on foot), sit with people you don't know at your next public gathering (you'll be introduced to new ideas), read a book on a subject you know nothing about, do crosswords at a level that challenges you, take up a new hobby (even if you're a bit intimidated), or learn another language (it's never too late).

A friend of mine told me, "I've decided to spend one year doing things I suck at." What a great way to form new neural pathways ... and perhaps discover hidden talents along the way!

### What's Missing

Technology enables us to store incredible amounts of information for later retrieval. What generations before now had to memorize, we call up on a computer screen. This is not to our advantage. Memory work is an important factor for enhancing retention later on in life. Whenever you can, use your head instead of a machine to run calculations or recall information.

***What you use now will be all the more useful in the future.***



## Welcome New Members

- ★ Virginia Bartley, Fac. of Law
- ★ Valerie Bauml, Residences
- ★ Stacy Bell, Mining
- ★ Leslie Benecki, Centre for Health Services & Policy Research
- ★ Angela Briceland, P.P.S.
- ★ Gordon Campbell, Physics
- ★ Teresa de Veyra, Cancer Research
- ★ Cathy Dickison, History
- ★ Steve Ferguson, Psychology
- ★ Nicole Fowler, Fac. Applied Science, I.L.C.
- ★ Mary Gillespie, Electrical & Computer Engineering
- ★ Caroline Grant, Cancer Research
- ★ Janette Gray, Apt. & Housing
- ★ Doreen Guimont, NCIC CTG
- ★ Erin Gunsinger, Classics
- ★ Kristi Jamieson, Four Directions Aboriginal Student Centre
- ★ Allison Mackey, Education
- ★ Alison Meehan, Advancement
- ★ Suzan Moase, NCIC CTG
- ★ Terry O'Reilly, Fine Art Dept.
- ★ Judith Pang, Pharmacology
- ★ Ramneek Pooni, Law
- ★ Adair Redish, Drama
- ★ Barbara Russell, Career Services
- ★ David Veitch, P.P.S.
- ★ Kim Wilkinson, Advancement
- ★ Jan Wilson, Regional Assessment & Resource Centre
- ★ Sarah Withrow, Communications & Public Affairs

## E-Life: Web Sites for Brainiacs

by Bonita Summers

*In keeping with my article "Toning the Gray Matter", I offer the following cool sites for exercising your brain:*

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

This web site for the movie "What the Bleep Do We Know?" features articles and links to the scientists who participated in this film about quantum physics and the nature of reality. Not only will the ideas introduced here exercise your brain, they may blow your mind completely.

[www.braingym.org](http://www.braingym.org)

This is the official web site of the Dennison's who developed these movement techniques originally to help developmentally handicapped children, and discovered that the same techniques could be used by anyone to enhance learning on academic, interpersonal, and physical levels.

<http://www.gamesforthebrain.com/>

Fun for the brain! Play with anagrams, enjoy a game of Mah-jongg, or pass the time with checkers. There are plenty of word and number games to keep your brain amused.

[http://www.highiqsociety.org/iq\\_tests/](http://www.highiqsociety.org/iq_tests/)

Fancy yourself among the intellectually elite? Test your brain fitness with one of High IQ Society's IQ tests.

<http://www.creativethink.com/>

This is the web site for Roger von Oech, author of "A Whack on the Side of the Head" and "A Kick in the Seat of the Pants". Click on the "Whack" button for a creative kick.

[http://www.wisdomquotes.com/cat\\_creativity.html](http://www.wisdomquotes.com/cat_creativity.html)

"There is nothing in a caterpillar that tells you it's going to be a butterfly." Buckminster Fuller.  
Need I say more?

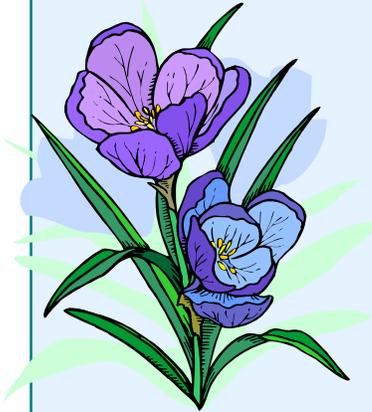


## Compassion In Action:

# Canadian National Institute for the Blind

by Karilee Reinbold

**New to the QUSA Courier, the purpose of the Compassion In Action column is to highlight the selfless acts of QUSA members, so that we can publicly thank them for their contribution to our community. Upcoming charitable events will also be highlighted, giving members the opportunity to make others aware of our community's needs.**



The Canadian National Institute for the Blind (CNIB) has been committed to the Kingston community for about 75 years, and our need for its services is increasing. Baby boomers are growing older, and many suffer the vision loss that often occurs with age. In fact, seniors make up 65-70% of the approximately 1,700 clients in the CNIB Kingston area. The CNIB is the only agency that provides programs, services and access to services that help seniors, and others, adjust to vision loss.

Through rehabilitation activities, like learning to handle money or finding new approaches to kitchen and household maintenance, and through peer groups, support for family and friends, and assistance with accessibility programs, the CNIB teaches life skills that make adapting to a reduction in vision less distressing.

Steve Cutway, a long-time QUSA member, knows that life doesn't end with vision loss – because his began that way. He knows firsthand the value of CNIB Kingston to our community, and he pitches in every year to help ensure the availability of its services through the CNIB's annual Crocus Campaign. Steve has been helping staff beat the winter blues with a taste of spring since the Campaign's inception seven years ago.

All funds raised through the annual Crocus Campaign stay in our community to support local CNIB services. As a private organization, the CNIB does not receive any government funding. Generating one-quarter of the CNIB's budget for the coming year, this campaign is critical to this organization's continuing presence in our community.

If you want to help the CNIB, or just add a little spring to your winter, you can contact Steve at 533-6354 or [steve.cutway@queensu.ca](mailto:steve.cutway@queensu.ca) to place an order or to be added to his distribution list for notification next year.

The CNIB is always in need of volunteers, too, for their Vision Mates program or to sit on boards or committees. If you're able to give some time to this worthy cause, please contact Ginny Kelly, Volunteer Coordinator, CNIB Kingston at 542-4976 or [ginny.kelly@cnib.ca](mailto:ginny.kelly@cnib.ca).

**If you know of a QUSA member we can show our appreciation to through the Compassion in Action column, or of upcoming charitable events we should highlight, write to us at:**  
**[QUSA@post.queensu.ca](mailto:QUSA@post.queensu.ca)**

## QUSA Bursary Thank You

Dear Members of QUSA:

*My name is Chloe Wilson, and I was pleased to hear that I was the recipient of the QUSA bursary this past December. I am very thankful for the help that this money provides me in paying for my last year of education at Queen's University as a Chemical Engineering student.*

*I have enjoyed my time at Queen's, and appreciate all the help and support of the staff. My mother, Olga Oleinikow, who is a long-time QUSA member, also appreciates the support this bursary provides.*

Thank you.  
**Chloe Wilson**



# President's Report

by Spring Forsberg

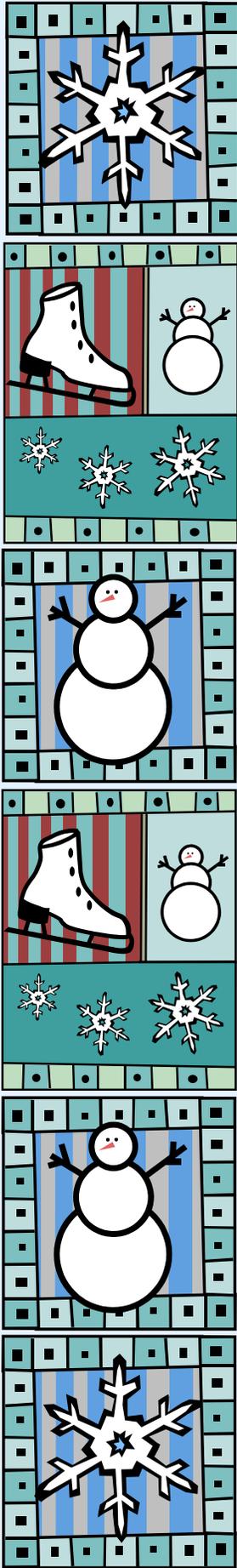


The new year brings a need for us to be aware of our Queen's community and the impending changes that are brewing for 2006. There are some important issues on our campus at the moment, and I would encourage you to make yourself aware of them: Principal Hitchcock's desire to define a vision for our future; issues around the Queen's Pension Plan; and the Salary and Benefits discussions. Along with those broad issues, various faculties and departments are appointing senior administrative posts, which most certainly affect our various working environments. The QUSA Executive would encourage you to review information coming from the administration in this regard.

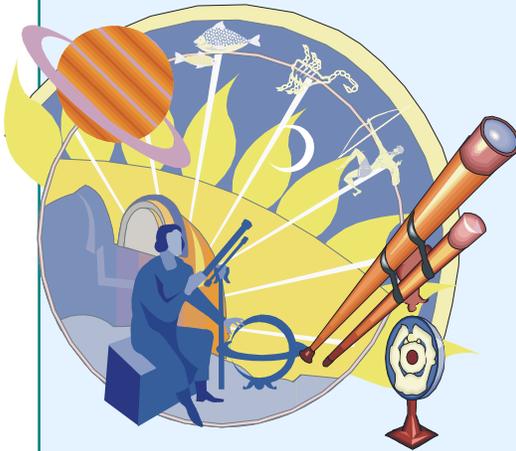
As you may know, the QUSA Membership Committee has embarked on a "Raise Your Voice" membership drive campaign - a member to non-member referral program. We hope that with an increase in our membership, the voice of staff will be stronger, thus enabling us to tackle ongoing issues that are a concern for both the General and RG & C staff. Matters such as an improved grievance procedure for our group, the need to monitor contract positions, an enhanced job evaluation process, and a review of our current salary structure are some of the issues that are on this Executive's 'radar'. As a result of the recent survey, we could see that these issues are also of concern to our members. The survey provided some excellent feedback, which will not only help guide this Salary and Benefits committee during the next several months, but indeed inform QUSA in the ensuing years. For your information, the results of the survey will be reviewed at our next General Meeting. Hope to see you there.

In an effort to 'Raise Our Voice', the QUSA Executive hopes to keep you informed about the important issues on campus including the status of our Pension Plan. At a recent meeting with the Administration and the various employee groups on campus, the Queen's University actuaries from Mercer Human Resource Consulting presented an up-to-date snapshot of the shortfall in which our Pension Plan may find itself should some recommended changes not be made. At this point, further analysis of the information we received is being considered by all the employee groups jointly, and information will be forwarded as it becomes available.

Thank you to our long-term members who continue to support the wellbeing of staff on campus, and a special welcome to our new members. We hope you find your membership in QUSA to be beneficial and rewarding.



*The Office Next Door presents ... The Universe Next Door:*



## Queen's Observatory

The first Queen's Observatory was established in the mid-19th century, the beginning of a long and distinguished history of astronomical observing at Queen's University. The current Observatory houses a state-of-the-art 16" automated telescope. This telescope can be used both with eyepieces for visual observing, or with a digital camera for taking pictures. Recently, the Observatory obtained a Coronado telescope specially designed for observing the Sun. Through a custom-built filter for safe solar viewing, it provides glorious views of sunspots, solar prominences and flares.

The Queen's Observatory is a non-profit facility run by the Queen's University Astronomy Research Group (QUARG) and the Department of Physics. The Observatory receives its funding through public donations, like that of the McGirr family, and the recently completed Adopt-A-Star program. The Trillium Foundation and the Kingston Community Foundation have also provided financial support.

Staffed by graduate and undergraduate students in Astronomy, the Observatory is used for Queen's undergraduate astronomy courses, public open houses, and visits by cubs, Brownies, and schools. As well, the Observatory has recently launched a very successful joint educational program with Mark Badham of the Queen's Geology Museum for Kingston-area elementary schools.

Public demonstrations are available on the second Saturday of each month during the Observatory's Open Houses, which are held in collaboration with the Kingston branch of the Royal Astronomical Society of Canada (RASC).

**The next Open House will be held on Saturday, February 11, 2006, from 7:30 - 9:30 pm.**

The Queen's Observatory is located on top of Ellis Hall, 4th Floor, University Avenue. An elevator to the 3rd floor is available, but wheelchair access to the Observatory is not. Parking is available in the underground parking lot across from KGH or behind Mac-Corry Hall off Union.

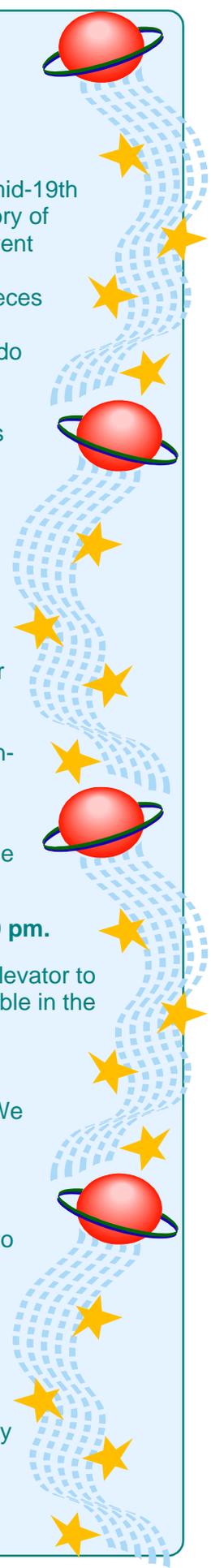
If weather permits, celestial objects like Saturn, Mars, the brighter galaxies, star clusters, nebulae, and constellations can be viewed through a variety of astronomical telescopes. We also discuss current astronomical topics, and present astronomy slide shows and DVDs.

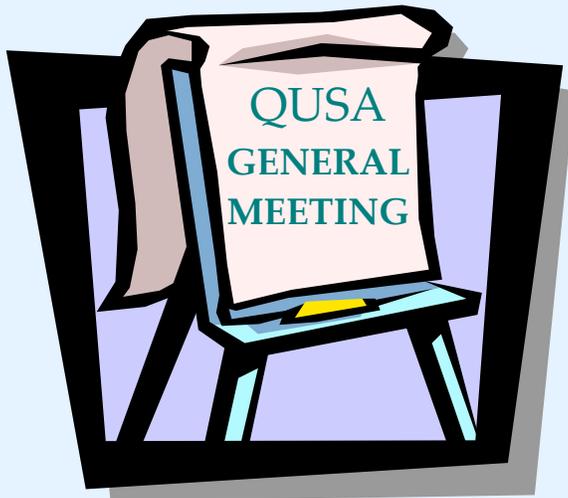
**All Open Houses are free, and run rain or shine.**

If you'd like to arrange an Observatory tour, please leave a message at 533-2711 or write to the Observatory Coordinator at [observatory@astro.queensu.ca](mailto:observatory@astro.queensu.ca).

More information on the Observatory is available at:  
<http://observatory.phy.queensu.ca/>.

For well over a century, the Queen's Observatory has been providing access to the campus and community through its student training and public programs. We hope that the Queen's and Kingston populace will continue to enjoy the Queen's Observatory, as they have for nearly 150 years!





**DATE:** Tuesday, February 28/06  
at Noon

**WHERE:** McLaughlin Room, J.D.U.C.

This will be an opportunity for you to hear the results of the recent Salary and Benefits Survey.

Along with reviewing the Survey results, the Salary and Benefits Committee will provide information on our current benefits and salary structure. From the survey, we noted that there may be some confusion for some of our members around salary and benefits issues and we hope to offer information that will clear up any questions you may have regarding our current structure and policies.

We look forward to seeing you!

### ***Congratulations!***

*to Gail MacAllister, Psychology on the birth of her first grandchild, Jameson Keith, on January 12, 2006*



*to Dean McKeown, School of Computing on the birth of his third daughter, Laura Anne McKeown on January 10, 2006*



*to Myrna Raymond, Performing Arts, on the birth of her granddaughter Elizabeth Jane Raymond on Tuesday, January 24, 2006*



*to Don (Centre for Neuroscience Studies) and Nora Brien on the safe arrival of Hannah, born January 11, 2006*

## **Sound-Off**



*"Courier Eds,  
I must admit disappointment that the annual QUSA Holiday Lunch was cancelled this year, ostensibly due to increasing costs and decreasing interest. Should our wages not be keeping up with the same levels of inflation that govern the food and facilities for our Lunch? If we are relevant, should not our members want to celebrate with us? Perhaps its time to re-examine how well QUSA is meeting our needs.*

**Mark Publicover**  
**Programme Coordinator, Geography"**



### ***Response from Spring Forsberg, QUSA President***

Thank you for your comment. I am pleased that the Holiday Luncheon was indeed a social activity that was missed!

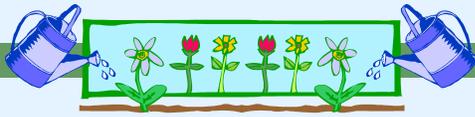
This Executive has made it a habit to review past practises that may be considered mainstays for QUSA to ensure those events/practises still meet the needs of our membership. We feel that by not offering this event in a long-standing format, but considering an alternative for the future, we are in fact meeting the needs of our members. Should we have carried on with the tradition and offered an activity that was no longer viable, that would perhaps be seen as not meeting the needs of our membership?

As you may recall, this decision was not one made in haste. In a survey sent to members over two years ago, the QUSA Executive addressed the decreasing participation at this event in hopes that the input provided would offer us direction for its future. Due to the feedback provided by staff, and based on the input provided in the survey, which prompted us to review this event, we addressed some of the issues that came to light (busy time of year, choices to be made at that time of year as to where 'resources' can be used, rising costs from the caterer, etc.) and offered the Luncheon in late November of 2004. Unfortunately, although a good time was had by all who attended, the attendance was once again down.

We are pleased to learn that the Holiday Luncheon was missed, and we would welcome your input and participation in organizing an alternate activity that would celebrate the season.

## The Lung Association's Gardening Festival

will be from March 2-5 2006 at the  
Portsmouth Olympic Harbour.



Gardens, gardening products and services, speaker series, family fun night, entertainment, demonstrations, raffles, silent auction and much more!!

### Dates and Times:

March 2 9:30 a.m. - 9:00 p.m.  
March 3 9:30 a.m. - 9:00 p.m.  
March 4 9:30 a.m. - 5:00 p.m.  
March 5 9:30 a.m. - 5:00 p.m.

### Admission:

\$7 or a Festival Pass (all 4 days) for \$20

### More information:

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

The QUSA representative on the  
**QUEEN'S Food Services Committee**  
would like to hear from you if  
you have any issues, questions or  
concerns. Please contact the  
QUSA Office at 32215 or  
[qusa@post.queensu.ca](mailto:qusa@post.queensu.ca)



## Let's Hear From You

Take a few minutes to write us  
2 or 3 lines on E-Mail to:

[QUSA@post.queensu.ca](mailto: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

## 2005/2006 QUSA EXECUTIVE

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<b>RG&amp;C</b> - 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**