

QUSA Courier

Queen's University Staff Association

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QUSA~Working For YOU!

DECEMBER 2005

EDITORS: *Bonita Summers & Laurie Vaughan-Evans*

EXECUTIVE REPRESENTATIVE: *Karilee Reinbold*

DESK TOP PUBLISHING: *Betty Pollard*

*Happy Holidays to you and yours.
May the spirit of the season bring
you comfort and joy and
may you stay safe and find peace
in the year 2006.*



from the QUSA Executive &
Courier Editors:

*Spring Forsberg, Gail MacAllister,
Sandra Jeffers, Lisa Neumann,
Pamela Bandy-Dafoe, Debbie Clark,
Sheri Foster, Carolyn Morrison, David Youssef,
Davin Carlson, Karilee Reinbold, Jessica Maskell,
Betty Pollard, Bonita Summers
& Laurie Vaughan-Evans*

Raise Your Voice!



As QUSA's current Memorandum of Agreement expires next year, we believe it's an ideal time to increase our membership, making our voice stronger and louder. Help us be heard by participating in the QUSA members' referral reward program:

Raise Your Voice!

Each referral of a new QUSA member by an existing QUSA member entitles both members to free Strawberry Social tickets. They also receive an entry in the Grand Prize draw to be held at the Strawberry Social.

The Grand Prize is really going to be extraordinary. So far, our sponsors include: ***Avanta Beauty Salon, Canadian Tire, Chapters, Mark's Work Wearhouse, Moxies, Lone Star, the Grand Theatre, the Capital Theatre, Domino Theatre, the Campus Bookstore, Rob McIntosh China and the Donald Gordon Centre.*** We'll be adding to the Grand Prize right up to the draw date; so stay tuned for updates!

Complete program details are available at:
<http://www.queensu.ca/qusa/events.html>



Compassion In Action: Kingston Interval House

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.

This year, Kingston Interval House (KIH) honours 30 years of courage and commitment to Kingston families.

KIH is much more than a safe shelter for women and children in crisis. Their support includes educational and recreational programs for children, personal safety planning, advocacy, legal aid assistance, a 24-hour crisis line, and other free and confidential programs that help families survive abuse and work toward healthy relationships.

Bonita Summers, a long-time QUSA member, is using her extensive journalism and freelance writing experience to provide a helping hand for KIH. Her fundraising publication, *Woman with the Flying Mind*, reflects life through a woman's eyes. Bonita is donating \$2 from the sale of every book to KIH, because she believes it plays a pivotal role in improving and even saving the lives of women and children in our community. She hopes to help ensure the availability of KIH services for those in need. Currently available at the Campus Bookstore and other retailers in Kingston, *Woman with the Flying Mind* is an eclectic collection of poetry that will appeal to all readers.

Providing a safe and secure environment is the first step to a better future for KIH residents, many of whom are without the basic necessities of life. At this time of year, celebrating the holidays is particularly challenging. If you, like Bonita, want to reach out to these families, consider purchasing a \$5.00 membership at KIH, or make a donation of new or used clothing. Here's the KIH wish list for the women and children who need your help:

- baby wipes, diapers
- pajamas, underwear, slippers and socks
- waterproof mitts and boots
- deodorant, toothbrushes, hair spray and cosmetics
- blankets and pillows
- bus tickets



There's also the Cell Phone Drive that can put your old cell phone or cell phone batteries to good use.

Call Angela Cronk at 546-1833 x 23 to arrange delivery, or visit the KIH website to learn more about its valuable contribution to our community: <http://www.kingstonintervalhouse.com>.

If you know of a QUSA member we can acknowledge through the Compassion in Action column, or of upcoming charitable events we should highlight, write to us at:

<http://www.queensu.ca/qusa/newsletter.html>.

Welcome New Members!



- * Joan Alblas & Stacy Kelly
School of Business
- * Heather Allen
Apt. & Housing
- * Elizabeth Amirault
Centre for Teaching & Learning
- * Nigel Barnett & David de Witt
Agnes Etherington
- * Janie Barr, Physics
- * Jolanda de Groot
GeoEng Centre
- * LeeAnne Howland
- * Darlene Jones-Moar
NCIC CTG
- * Niki Kaloudas
Arts & Science
- * Barbra Land & Brandi-Lee Miller
Registrar
- * Anne-Marie Lemay
Medicine (GI)
- * John Samis
Biochemistry
- * Diane Sullivan & Krista Voigt
Chemistry
- * Zhengxin Sun
Biology
- * Deborah Tracy
Health Services
- * Tulla Tulk, Education
- * Mary Wales,
Physiology





President's Report

by Spring Forsberg

As 2005 draws to a close, I like to take the time to reflect on my life – both personally and in the workplace. For many of us, the year has brought challenges we may not have known we would have to face. Perhaps we wonder how life got so complicated...but then we take stock and assess the year gone by and hopefully take heart in knowing that much good was accomplished, and much was learned.

The QUSA Executive has been busy throughout the year addressing the needs of the staff to the best of its ability. Let me share with you some of the highlights of 2005:



One of the Courier Editors, Bonita Summers, will expand her volunteer role this year and also serve as our Public Relations Volunteer. Her role will be to help QUSA raise our visibility across campus by submitting articles to not only the QUSA Courier, but also to the Queen's Gazette. This will help to educate staff and faculty regarding the issues that face employees across the campus, and will also emphasize the productive nature of the Staff Association .



The Courier went 'on-line'. We are reviewing the on-line format and are consulting with the Courier committee to ensure that this is an effective way to communicate with our membership.



Our Membership Committee has announced the 'Raise Your Voice' membership drive designed to increase QUSA membership. This will piggyback our upcoming Salary and Benefits discussions, which will begin in the New Year. In order to be eligible to vote on the contract negotiated between QUSA and Human Resources, General and Research Grant and Contract staff must be members of QUSA. This year, we will draw attention to that policy to try in our campaign to increase our membership. This promotional campaign will also offer free tickets for our Strawberry Social in June to current members who sign up a new member. All those participants will also be eligible for a grand prize. Please take some time to talk to your colleagues, and encourage them to join QUSA.



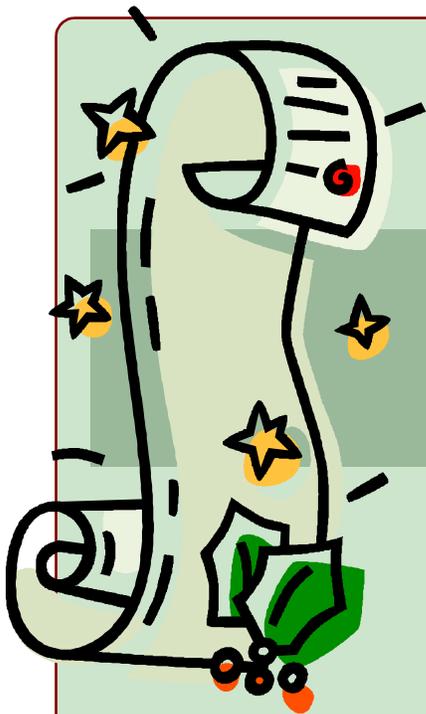
For the past year, Queen's has been considering changes to the Pension Plan. Several meetings were held across campus to provide information to staff regarding those pending changes. QUSA has invited members of the Pension Committee to our Executive meetings on several occasions to review the proposed changes. We also participated recently in meetings with other employee groups on campus to consider the impact of the proposed changes. Each employee group may be affected differently. According to our review, the impact on our membership would be minimal. That said, we are in the process of retaining the services of an actuary who will review the proposed plan and provide us with an analysis of the potential effect on our members' pension benefits. A report will be available to our membership upon its completion.



Recently, you were asked to complete a Salary and Benefits Survey. Please note the Salary and Benefits Committee will use your replies to help guide them over the next few months as they begin discussions with the Administration. I would encourage you to complete the survey and provide your input at this juncture.

As you reflect on 2005, both personally and professionally, I hope that you find peace in your life, which in itself is priceless. Happy holidays to you and yours, and may 2006 bring many positive and worthwhile experiences.





Gifts for the Seasonally Disillusioned

by Bonita Summers

I don't know about you, but I'm tired of the usual Christmas scene. I've held the Sears commercial-type Christmas, or at least attempted it (though I found out it's ridiculously expensive to hire those people to play family members as replacements for the less aesthetically pleasing ones I already have). I've done my best to get the kids perfectly dressed and coiffed, prepared the glorious Christmas dinner, and decorated the tree until the sheer weight of the ornaments threatened to rend it limb from limb.

Years of striving to meet an unreachable summit of festive cheer have left me spent (in every respect) and aware of my Yuletide shortcomings. So, for Christmas 2005, I've decided to spice up the season with gifts no one will expect ... or want. Hey, we could start a whole new tradition. Imagine the anticipation – or dread – with which your family will greet their presents!

Why preserve a section of rainforest in your children's names when you can dedicate a whole world to them on the Internet! Yes, Canada Post (for a small fee) will sell you the domain of your choice (provided you're the first to stake a claim) as a gift for your loved one. Billy Jr. can invite his friends to read his blog at www.BillysRants.ca. You can create your own online shopping channel and pawn off all your old things as antiques.

Think this is stupid? Tell that to the folks who run www.stupid.com. They love stupid ideas – especially stupid gifts such as the tattoo sleeve. This nylon tube gives the illusion you've gotten your arm heavily decorated without the pain, inconvenience, or nasty allergic reaction to a sub-dermal deposit of ink.

To continue in this vein of good taste, you could visit www.uptownflamingo.com for all things flamingo. Make a style statement that will have Stacey and Clinton from "What Not to Wear" running to the rescue.

Of course, gifts that people wear are always a risk. Tattoo sleeves may not work with your great-aunt's wardrobe. That's when it's a better idea to think décor instead. Check out www.artbygod.com. Here you'll find everything from animal hides to wooden furniture to butterfly collections. Nerds and survivalists will love you for it.

Gift giving of this nature carries a risk of high-speed expulsion from the home. The trick is to give something so unusual, the lucky recipient will be too mystified to take action against you. The solution here is www.dog-in-a-shell.com. It was George Carlin who said, "Nail two things together that have never been nailed together before, and some schmuck will buy it." He was so right! Somehow, this miniature figure of a dog embedded in a seashell is so twistedly cute, it will render people speechless.

So have fun this year, folks, and start a tradition that family and friends will respect ... if not enjoy.

Disclaimer: This article was meant purely as humour. If you took it seriously, you have been watching too many CSI programs. Take two episodes of "This Hour Has 22 Minutes" and call me in the morning. Don't check out these web sites if you are worried about viruses, worms, tarantulas, the boogeyman, or Gumby.





*The Office Next Door
presents...*

Office of the Principal and Vice-Chancellor

Dr. Karen R. Hitchcock, Principal and Vice-Chancellor serves as the chief academic and executive officer of Queen's University, and the staff members in her office work to support her in this role. She is accountable to the Board of Trustees for the management of the institution, including matters of administration, budget, and staffing, and to the Senate for the implementation of academic policies.

Staff members in the office undertake administrative responsibilities that relate to the Principal's overall duties: approval of University budget allocations for each faculty, school and support service in consultation with Vice-Principals and other senior officers; and approval of academic appointments, promotions, or awards of tenure and academic leave, after receiving departmental recommendations.

The Principal also plays a major role in policy-making by formulating proposals for the academic and physical development of the University for consideration by the Board of Trustees and the Senate, and in relation to the advice and the recommendations of a number of advisory committees.

Members of the staff of the Principal's office also provide support for liaison with visitors and for activities and alumni events the Principal attends on behalf of Queen's -- for fundraising and community relations, for government/external relations, and in her role serving on provincial and national councils and organizations.

In addition to Dr. Hitchcock, staff members of the Office of the Principal include the following:

- * **Chris Berga**, Administrative Assistant
- * **Lynn Desforges**, Office Assistant/Receptionist
- * **Sandy Fox**, External Relations Assistant
- * **Leslie Monkman**, Special Advisor to the Principal
- * **Patrick McNeil**, Executive Assistant to the Principal
- * **Sally Rigden**, Research Associate, External Relations

Drop by and say hello!



Queen's Special Recognition for Staff Awards 2005



Once again, Queen's staff members have been recognized for consistently providing outstanding contributions to Queen's University above and beyond expectations.

This year's award recipients are:

- Lee Atkinson, Drama
- Janet Cowperthwaite, University Secretariat
- Jill Moore, Psychology
- Diane Nolting, Health Counselling & Disability Services
- Teresa Smith, Classics
- **The School of Computing Technical Support Team:**

Tom Bradshaw
Dave Dove
Gary Powley
Richard Linley and
Ben Hall

Hats off to all the nominees!



Greeting from the Principal

I am pleased to extend to all Queen's Staff my gratitude and appreciation for their continued commitment to Queen's, and to QUSA for the work they do on behalf of their members.

I wish you and your families a happy and safe holiday and a prosperous New Year.

E-Life: Cool Web Sites for Savvy Staffers

by Bonita Summers

This column is the start of what I hope will be a regular contributing feature of the QUSA Courier. I'm getting the ball rolling, but I hope you will join in the game by sending us your favourite URL's; you know, the ones you send around the office to the delight of coworkers.

We hope you'll enjoy the following useful and fun web sites:



WORK LIFE

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

Need to collect information in a hurry? Survey Monkey allows you to formulate a survey, collect the data, and generate reports on line. There is a modest fee for subscription to the site. However, users can ask as many as 10 questions of 100 participants for free.

www.wikipedia.org

Never have an encyclopaedia around when you need one? Then bookmark this site. It's free, comprehensive and multilingual. Wikipedia is hosted by the non-profit Wikimedia Foundation, which operates several other multilingual and free-content projects: Wiktionary-Dictionary and thesaurus, Wikibooks-Free textbooks and manuals, Wikiquote-Collection of quotations, Wikisource-The free library, Wikispecies-Directory of species, Wikinews-Free content news source, Commons-Shared media repository, Meta-Wiki-Wikimedia project coordination. (submitted by Karilee Reinbold, HPCVL)

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

This site serves as a knowledge base for digital tools that make your work life easier. Check out the top ten tools and free samples.

<http://www.lavasoftusa.com/software/adaware/>

While you're surfing, spyware may be monitoring your every movement. Invisibly loaded onto your system, spyware will often slow down your computer's performance or crash your box all together. "Ad Aware" looks for spyware on your computer and gives users the option of eliminating it.

PERSONAL LIFE

www.behr.com

This is an interactive site that allows you to plan the colour scheme for your home and save the result for reference at the store. Helpful and fun! (submitted by Karilee Reinbold, HPCVL)

<http://www.canadianliving.com/CanadianLiving/client/en/Health/Special.asp?IdSM=420&Special=1>

Balance TV's web site, affiliated with Canadian Living Magazine, provides a plethora of ideas on balancing work and personal life, maintaining health, and enhancing your lifestyle.

http://www.bbc.co.uk/health/interactivearea/living_100.shtml

Find out your approximate life expectancy by using this calculator. Beware! Calculating your life expectancy could stress you out ... and affect your life expectancy. This site also provides a wealth of information on health risk factors and how to increase your chances of having a long and healthy life.

LEISURE LIFE

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

Looking for a date, an activity partner, a friend, or life partner? This site is a lot of fun, and it's free. Hey, that's how I met my husband! But, that's a story for another day...

Interaction with the safety of a username and on-site mailbox allows you to maintain your anonymity until you're ready to meet that someone special. You can indicate what type of relationship you're looking for and use email or chat on site to make new friends.

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

"When I woke up this morning my girlfriend asked me, 'Did you sleep good?' I said 'No, I made a few mistakes.'"

It's quotes like this one from US comedian, Steven Wright, that keep me coming back to this quotations page. Search for quotes by subject, author, and more. Check out the Quote of the Day.

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

Now that you know how long you're going to live, let's see how smart you are. Here's a chance to impress yourself and your friends with what you know.

I hope you enjoy these sites. Appropriate precautions should be taken when viewing a site and/or downloading in order to protect your computer from viruses. Also, just a reminder to check out the Queen's Computer User Code of Ethics, which governs the use of computers on campus. (<http://www.queensu.ca/secretariat/senate/policies/codes.html>).

See www.its.queensu.ca for more information on safe surfing. Please send your favourite URL's to QUSA at qusa@post.queensu.ca and feel free to tell us why you like the site.

DISCLAIMER

The listing or mention of any website address in the QUSA Courier is for information only. It does not constitute in any manner, an endorsement by Queen's University or the Queen's University Staff Association of such websites or any services or products which might be mentioned therein.



QUSA Executive Committee Retreat 2005

The Annual QUSA Executive Retreat was held on September 27, 2005 in the West Lake Dining Room at the University Club. The purpose of the Annual Retreat is to provide direction for the Executive Committee by setting goals for the upcoming year. Committee members break into strategic groups to develop a plan for the Standing Committees on Membership, Grievance and Salaries & Benefits.

We determined that this year's focus for the Executive Committee should include:

- Reviewing departmental rationale in regards to the establishment of Research, Grant & Contract positions.
- Continuing to place the review of grievance policy and procedures as a priority.
- Including discussion items on the agenda at Joint Consultative Committee (JCC) meetings.
- Implementation of a membership drive.
- Raising the visibility of QUSA to the university community.

Organizations across campus donated generous door prizes for a draw, and the University Club provided a delicious lunch for the Committee.



QUSA Holiday Luncheon

Traditionally, the Staff Association has hosted a holiday luncheon to celebrate the season. During the past few years, however, costs to host this event have risen as have the ticket prices for staff. Due to dwindling numbers of members attending this special lunch and the related rising costs, QUSA will not be hosting our annual holiday event this year.

We hope you will find another way to enjoy the holiday season with your colleagues and friends. Please let us know if you have any ideas for a more economical holiday celebration for our members and their guests.



Condolences

to:

Lynda MacDonald, Arts & Science,
on the death of her father who passed away on
November 15th

Judy Wheeler, Arts & Science,
on the death of her mother-in-law
who passed away on November 13th

Fond Farewells

to Pat Addy, Financial Services, who
retired on August 31, 2005
after 38 years at Queens.



to Pat Lewis, Electrical and Computer
Engineering, who retired on October 31, 2005

Congratulations

to Carolyn Morrison, Psychology, on the
birth of her new grandson, Jeremy William
MacLeod on November 16th

Contributors Wanted

QUSA Courier now has an online submission
form available for suggestions on:

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

The QUSA Courier represents all members and
invites your input and feedback:
<http://www.queensu.ca/qusa/newsletter.html>

2005/2006 QUSA EXECUTIVE

President - Spring Forsberg, Cont.Distance St. 78560
Vice-President - Gail MacAllister, Psychology 36406
Secretary - Sandra Jeffers, Intl Centre 32604
Treasurer - Lisa Neumann, Arts & Science 74722
RG&C - Davin Carlson, QBCC/Psychology 78632
RG&C - Karilee Reinbold, HPCVL 78485

Members-at-Large

Pamela Bandy-Dafoe, Chemistry 32630
 Debbie Clark, Stauffer Library 32517
 Sheri Foster, Political Studies 77451
 Jessica Maskell, Fac. of Education 74286
 Carolyn Morrison, Psychology 32493
 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