Happy Holidays!

CONTENTS:

QUSA General Meeting / New Holiday  Page 2
President’s Report/Athletics & Recreation Review  3
“Your Health” - Headaches  4
Bake Contest - “Sweet Success”/ Meet & Greet  5
Office Next Door: NCIC Clinical Trials Group  6
Tuition Support Plan / New Members  7
Pot-Pourri  8
Surviving the Holidays  9
Retreat / QUSA - Administration Volleyball Challenge  10

QUSA - Celebrating 35 Years!
The QUSA general meeting was held on Tuesday, October 23rd. President Spring Forsberg started the meeting with information concerning the QUSA accounts and that a full review is upcoming as there is not enough revenue to cover QUSA’s costs. The Treasurer’s report was deferred as Sheri Foster was ill. Spring discussed the recently held QUSA retreat. One item discussed was surveying the membership as to what they want from QUSA and to solicit their input on a variety of matters. Spring reported that there is no news on the pension plan. QUSA needs more members and participation from members in the standing committees. If interested please contact QUSA at QUSA@queensu.ca.

David Patterson and David Wright of Queen’s Campus Security gave an informative abridged talk on “Campus Security and Workplace Violence Awareness”. This presentation has been given since the Dawson College and Virginia Tech incidents and the full version is available to student, staff and faculty groups by contacting David Patterson.

The mandate of Campus Security is to promote a safe and welcoming environment that recognizes and is respectful of the diverse nature of the Queen's Community. To fulfill that mandate Campus Security offers many services from 24/7 emergency response, Emergency and Assistance Phones, the Walkhome Program, Lost and Found, the Lone Worker Program to courses such as NonViolent Crisis Intervention and RAD (Rape/Aggression Defence).

David Patterson explained that Kingston is a relatively safe city with Statistics Canada crime rates for 2005 ranking Kingston in the middle. Theft is the #1 crime at Queen’s. Workplace violence is any act that results in threatened or actual harm to people or property in the workplace. Fortunately extreme workplace violence resulting in death, such as has occurred at Concordia University, is not commonplace. Workplace violence experienced here at Queen's includes assault, sexual assault, verbal abuse, harassment, suicide, attempt to injure, threat of injury, intimidation and coercion. All such acts leave trauma and fear in their wake. While workplace violence can’t be eliminated it is often preceded by warning signs. Please read “Workplace Violence: What You Can Do About It” which outlines these warning signs and the steps to take when in such a situation. Do not ignore threatening or violent behaviour. If you witness or experience violence or threats of violence, or if you feel that a colleague, student or visitor is likely to become violent, report the situation to your unit head, safety officer or Campus Security. If you or anyone else are in immediate danger, contact Campus Security at 36111 at once.

To notify the Queen’s community if a violent or major event is occurring at the University, Campus Security will use its emergency email system, post it on the University Home Page, and broadcast it on the University Status Line (ext. 3333) and on the plasma screens, currently in 22 key locations.

There is much informative information on the Campus Security website, including recent incidents and safety tips, so please visit them at www.queensu.ca/security.

New Statutory Holiday In February

Recently the Ontario Government has announced the creation of a new statutory holiday to be observed on the third Monday in February. It will be designated as Family Day and will take effect in February 2008.

For many years Queen's University has recognized the importance of a holiday in February and has observed a paid holiday for its workers. It has been referred to by many names including Sir John A. Macdonald Day, Heritage Day and the first Monday of Reading Week. With the official announcement expected in the near future, our February holiday will be officially named Family Day, effective February 2008. If you have any questions please refer them to the Employee Relations Unit in Human Resources.
Summary of QUSA’s Response to the Athletics and Recreation Review

The QUSA Executive reviewed the Queen’s University Athletics and Recreation Review and sent a letter to Principal Karen Hitchcock. While QUSA feels that the recommendations will make a substantial contribution to the athletics and recreation experience for our students QUSA looks forward to future collaborations with Athletics and Recreation and Senior Administration to enhance the staff experience in our Athletic Facilities. A workplace that supports physical activity improves the quality of life for its employees and can result in higher productivity and lower absenteeism (Public Health Agency of Canada). As the Queen’s Centre plans develop and decisions are made regarding the future of recreation and athletics at Queen’s it is essential that staff be included. During the development stages of the Queen’s Centre and further to the recommendations from the Athletics and Recreation Review, QUSA encourages the decision-makers to include staff in the process. The QUSA Executive is willing to collaborate on any initiatives.

President’s Report

by Spring Forsberg

The holidays are close at hand which means time away from our busy work places and hopefully, time to enjoy friends and family. I am not sure about you, but I am looking forward to extra hours to linger at home and to enjoy the peace of this season. For me, it is a time of celebration and causes me to pause and consider all things that represent hope and happiness.

Your QUSA Executive have been involved in several important areas recently but a couple to highlight is the review of our Pension Plan. At this juncture, there has been an initiative set in motion by the Board of Trustees to consider a change to the governance structure of the Queen’s Pension Plan. All employee groups on campus are concerned regarding this proposal as, if a committee is established, it will significantly change the governance structure of the Plan. Discussions regarding both issues – changes to the current pension plan and plan governance changes – will continue and more will be brought to your attention, but at this time, this governance issue has become the focus of the Pension discussions.

In addition to discussions regarding the Pension Plan, the Executive have also been busy working with Human Resources on the Job Evaluation System. The Working Group has begun the process of reviewing positions and as work continues with this project, you will be advised.

With luck, you have been able to participate in our year-long party to celebrate 35 years of QUSA. Many of our members have won wonderful prizes with a great deal of fun had at each of our events. Thank you to all those who have participated, and particularly to members of the Anniversary Committee who have organized a wonderful year of fun.

I would also like to honour all recipients of the Staff Award for 2007! It is thrilling to see so many of our colleagues honoured year after year, and it is my sincere desire that everyone would have a chance to be shown such appreciation. To the 2007 recipients, CONGRATULATIONS!!!!

May you enjoy the holiday season that is upon us and may 2008 bring much growth and happiness.

Happy Holidays!
Headaches...

Each year more than three million Canadians suffer from migraine headaches. Millions more suffer from chronic, recurring headaches. Headaches are the most common cause of absenteeism from work and school. About 70% of sufferers are women.

Headache Types

Primary headaches are those that are not the result of a medical condition. They include tension, migraine, mixed headache syndrome and cluster headaches. These are described in the Journal of the American Medical Association (JAMA) article Headaches. Secondary headaches result from a medical condition which may be minor such as a sinus infection or hormone imbalance, or serious and life threatening such as from a tumour or stroke.

Causes

Headaches, especially migraines, have a tendency to run in families. Headaches can be triggered by specific environmental factors such as household products, pollution, noise, lighting and weather changes. They can also be caused by certain foods, stress, alcohol use, caffeine, skipping meals, changes in sleep patterns, excessive medication use, hormones, and depression. Tension headaches are caused by muscular tension often associated with emotional stress related to relationships, work or school. Other causes of tension headaches include eye strain and neck or back strain caused by poor posture.

How are headaches evaluated and diagnosed?

Not all headaches require medical attention but if you are bothered by headache symptoms the first step is to go to your family physician. He or she will perform a complete physical examination and a headache evaluation. The good news is that once a correct headache diagnosis is made an effective treatment plan can be started.

How are headaches treated?

Your family physician may recommend different types of treatment to try, recommend further testing, or refer you to a headache specialist. The proper treatment will depend on several factors, including the type and frequency of the headache and its cause. Treatment may include medication, education, counselling and stress management.

For more information on headaches and their treatment visit the links below:

- HealthyOntario.com: Headaches
- WebMD® Migraines and Headaches Health Centre
- Alternative headache treatments
- Stress reduction as a treatment
- Self-management

Source The Cleveland Health Information Centre.
Celebrities, a contest, delicious cakes and lots of prizes ensured an excellent turnout for QUSA’s 35th Anniversary Coffee & Cake & Tea, Too! celebration held on Thursday, November 8th in the McLaughlin Room of the JDUC.

During this commemoration, the Bake A Cake to Celebrate contest entries were tasted and prizes awarded. Mark Publicover chaired the judges committee which included Principal Hitchcock, Buzz Collins (FM96 On Air Host) and Krista Veryzer (Cakes by Krista, Card’s Bakery). They had the very difficult task of choosing which of seven single layer cakes made entirely from scratch would win the prizes.

Although all contestants baked memorable cakes, the judges awarded First Prize to Jane Dauncey for her Pumpkin Spice Cake. When presenting Jane with her prize, Principal Hitchcock commented that the judges found Jane’s cake to have a nice mix of spices that wasn’t too rich. Buzz Collins, when awarding Second Prize to Ann Lablans for her Deep Dark Chocolate Cake, said that her recipe was “yummy.” Marg Lawson’s South Seas Carrot Cake took Third Prize and Krista told her that the judges found it to be a nice mix of spices with good flavour. Everyone who attended filled out a ballot to determine the prize for Best in Show. Our tally gave the people’s choice award to Kathy Baer for her Mexican Wedding Cake. Receiving a Participation Prize for their tasty recipes were Susan Anderson (Carrot Cake), Gail MacAllister (Chocolate Newfoundland Cake) and Lauren Sharpe (Chocolate Zucchini Cake). All of these recipes, along with photos of the event, will be available on the QUSA website.

Our corporate and community sponsors provided really strong support of our fundraising efforts with their contributions to our silent auction, posted during the celebration. Proceeds from this auction will be added to the donations collected at the door at this and all other events held this year. Our total contribution to Martha’s Table will be announced in a later edition of the Courier.

Join Us for our Final 35th Anniversary Event ...

Holiday Meet and Greet

The final event to celebrate a year of fun will be a Holiday Meet and Greet lunch hour event being held Monday, December 10th. Please pop by the McLaughlin Room in the JDUC between 11:30 am and 1:30 pm for some hot apple cider and a cookie...and to mingle with your QUSA friends. Door Prizes will be awarded with donations again accepted for Martha’s Table.
The National Cancer Institute of Canada Clinical Trials Group (NCIC CTG) at Queen’s University is located in, and forms part of, the Queen’s University Cancer Research Institute. We conduct national and international clinical trials of cancer therapy, including trials testing new cancer drugs, cancer prevention strategies and supportive care interventions that are designed to improve the quality of life of people with cancer. Our core support comes from a grant received from the National Cancer Institute of Canada with funds from the Canadian Cancer Society. Additional peer-reviewed funding comes from the National Cancer Institute (United States) and from other agencies such as the Canadian Institutes of Health Research.

When the NCIC CTG was developed in 1980 under the direction of Dr. Joseph Pater, we were a modest research group consisting of just a few staff members. Over the years, Dr. Pater built on the successes of the Group to the point where, in 2003, Canada was recognized in a study published in the European Journal of Cancer for having the highest impact factor in clinical cancer research publications than any other country. The article stated, in part: “As CTG director, Dr. Pater deserves a large part of the credit for this international accolade. The clinical trials network that he has established in Canada now serves as a model for other countries around the world.”

Today, under our new Director, Dr. Ralph Meyer, more than 150 faculty and staff work at the NCIC CTG central office. Trial teams consisting of faculty-level physician coordinators, Master’s-level study coordinators, research associates, and clinical trial assistants are responsible for the day-to-day management of our trials. Other responsibilities related to the overall conduct of our trials are divided among our Information Technology and Databases, Ethics and Regulatory, Quality Assurance, Audit and Monitoring, and Operations offices.

Since 1980, we have enrolled more than 40,000 patients from Canada and around the world into over 300 clinical trials evaluating patients with brain, breast, gastrointestinal, genitourinary, gynecologic, head and neck, hematologic and lung cancers, melanoma, and sarcoma, and problems related to symptom control. These studies span the continuum of phase I testing of novel new agents to large phase III (randomized controlled) trials. Over 90 member institutions from across Canada, ranging in size from major cancer centres to community hospitals, enrol patients in our studies.

The NCIC CTG are very proud of our national and international reputation for conducting high quality, scientifically important research that ultimately improves the lives of people with cancer. Many of the trials conducted through our Investigational New Drug Program allow patients access to cutting edge drug therapies that would otherwise not be available to them. Trials result in advances in the ways that patients are treated and are published in the world’s leading health journals.

Most recently, a colorectal cancer trial that demonstrated the use of an experimental drug compared with the standard of best supportive care significantly improved overall survival was published in the New England Journal of Medicine. An example of a past trial that has advanced cancer treatment is a study of more than 5,000 post-menopausal women who were survivors of early-stage breast cancer and, after completing five years of tamoxifen therapy, received the drug letrozole or placebo; letrozole significantly reduced the risk of recurrent cancer. A brain cancer trial that demonstrated people suffering from glioblastoma multiforme – an aggressive form of brain cancer that is difficult to treat – experienced a 20 per cent improvement in
survival when the drug, temozolomide, was added to their radiation treatment. Two separate lung cancer trials that each demonstrated improved survivals in patients treated with the experimental regimens that included a form of chemotherapy and a new molecularly-targeted therapy – both are now standards of care. The trials of the NCIC CTG are not limited to studying chemotherapy; other cancer treatments such as radiation and surgery are also evaluated and recently the Group has initiated a trial testing a form of life-style intervention – a structured exercise program – in order to evaluate its effect on cancer control.

A very exciting aspect of modern cancer clinical trials is that they provide an opportunity to investigate additional aspects of the disease and its impact on patients, including patient quality of life. Many of our cancer investigators, both here at Queen’s and elsewhere, have long been interested in how we can help patients feel better by decreasing or preventing pain, nausea, fatigue, and the side-effects of treatment. As a result of their efforts, the Group now has a rich database of quality of life information that is regularly being used for Master’s theses and collaborative research projects here at Queen’s and at other institutions across the country and around the world.

A more recent development has been the collection of “biologic” materials from patients enrolled in trials, including tumour specimens and blood samples. With the support of the Department of Pathology, the NCIC CTG now has a dedicated facility for the collection, processing and storage of these materials. The presence of this tissue bank gives us the ability to explore what is currently the most challenging question in clinical cancer research – can we harness advances in genetic and information technology to identify, on the basis of tumour gene expression, for example, can new therapies be tailored to individual patients? Hopefully, the answer will be “yes”, enabling doctors to tailor cancer treatments to the needs of each individual patient.

You can find more information about the NCIC CTG at our website www.ctg.queensu.ca.

Editor’s note: If you are interested in participating in a cancer clinical trial please visit http://www.ontariocancertrials.ca

Update Regarding the Tuition Support Plan

Please be advised that, due to an ever increasing number of staff members taking advantage of this exceptional plan, where there is funds available to help with tuition for dependants who are attending a post-secondary institution, we will not have funds available for a WINTER term payment for Continuing staff members. Until our Salary and Benefits Agreement has expired and a new one negotiated in 2009, the amount of funds in the Tuition Support Plan will not be adjusted. For those who applied and qualified, Fall payouts will be on your December pay.

If you are a Research, Grant and Contract employee, you will have access to your Winter term tuition payment and can apply on-line in the new year.

Welcome New Members!

Heather Cross - Faculty of Education
Carla Ferreira - Alumni Relations
Barb Gertridge - Continuing Teacher Education
Csop Glew - Registrar/Admissions
Cindy Graham - Arts & Science
Monica Hurt - Physiology
Niki Kaloudas - Arts & Science
Cathy Linden - Faculty of Health Sciences
Neli Martinez - Health, Counselling & Services
Terry O’Reilly - Fine Art Department
Robin Schock - R A R C
Benjamin Seewald - Alumni Relations
Deborah Spaar-Mueller - Advancement
Jie Sui - Chemistry
Sharon Wilkinson - Jewish Studies
Susan Wood - Research Services
Greeting from the Principal

To members of the community of Queen’s University:

Greetings and sincere best wishes to you and your families for a safe and joyous holiday season and a New Year filled with happiness, peace and goodwill.

Karen R. Hitchcock
Principal and Vice-Chancellor

Congratulations to Staff Award Winners

- Kathy Beers - International Centre
- Laura Esford - International Programs
- Steven Hodgson - Chemical Eng.
- Linda Lam - Financial Services
- Wendy Powley - School of Computing
- Diane Reid - Arts & Science
- Barbara Saunders - Pathology & Molecular Medicine
- Jacqueline Schutt - School of Medicine

Fond Farewell

A fond farewell and best wishes to Lise Thompson from the Department of French Studies, who will be retiring on December 21st, 2007. Having started her career in September 1977, Lise has now reached 30 years of excellent service at Queen’s University. She will spend this next phase of her life being a more active grandparent to her grandchildren, and travelling with her husband. She will be very much missed by the faculty members of the French Studies Department, her fellow staff and colleagues across the University. We wish Lise all the best in the coming years.

Greeting from the Executive

Happy Holidays!

The QUSA Executive wishes you a safe and happy holiday and a very Happy New Year. May you enjoy family, friends and all that is good during this special time of year.

QUSA Executive Committee

QUSA Education Committee presents...

“Local, organic, 100 mile diet … what does it all mean?”
Thursday, December 13 at Noon
McLaughlin Room, JDUC
For more details see: http://www.queensu.ca/qa/events.html

International Choir for People Who Can't Sing

A brave little group of staff and students have been meeting weekly on Wednesdays from 12:00 to 1:00pm to treat our hearts (if not our ears) to our own singing. We’ve learned songs in French, Spanish and Farsi as well as English. This is a fine way to reduce stress and forget about the pressures of the office for a few minutes. We are honestly not concerned about the quality of our voices, only that we sing together. We’ll meet in the John Orr Room, 2nd floor of the JDUC on Wednesdays. Please join us! For more information, contact Susan Anderson at susan.anderson@queensu.ca
Surviving the Holidays

Ah, the stores are bustling with holiday shoppers while office parties and family gatherings are being planned. It is that time of year when we are supposed to be happy about the holidays – a time to gather family and friends together. But for some, probably many, this can be a difficult time, from the stress of mingling at office parties, to celebrating the holidays with dreaded family members, or alone, or as a single parent, or as a recent divorcee. Here are some sites to help you get through this holiday period feeling the joy this season should bring us all.

• The Office Party
  Are you nervous about your upcoming office party and not sure if you should go? Well you are not alone. You should go as the office party is the best opportunity to talk with your colleagues and boss on a personal level outside of the workplace and a great place to network. If you are a little apprehensive about networking, you can break the ice with "Are you going away for the holidays?" Introduce yourself to someone you don’t know. It may turn out to be someone who can help you on that next project, or just turns out to be an interesting person. Keep in mind that you should not talk about work, and avoid getting into controversial subjects like politics. Also, do not overindulge in the alcohol.

  • Eight tips to ensure success at the office party
  • Surviving the holiday party

• Family and Extended Family Celebrations
  How do you celebrate the holidays? Do you have a small family gathering, or are you in extended families where who to invite and where to celebrate can be issues? Some family holiday decisions can be overwhelming and trying to divide your time between your family and your spouse’s can be daunting. Kids can also feel holiday stress when routines are changed and the excitement of the holiday gets to them.

  • Get out of sticky holiday situations
  • Celebrating Christmas with a blended family
  • Preparing stepfamilies/blended families for the holidays
  • Is holiday stress hurting your kids? and 10 Ways to Reduce Kids’ Stress

• Celebrating Alone, as a Single Parent, or as a Divorcee
  Coping with separation, divorce and loss is magnified during the holiday season. If you are a single parent the holidays can be even more difficult if you don’t get along with the ex. Being alone with no one to spend time with when family and being with a partner is so heavily emphasized can cause feelings of loneliness and create depression and holiday blues. But you can take action and make this holiday season wonderful. If divorced, create new rituals and family traditions as a way of moving on from the previous traditions. If alone, get together with other single friends and plan a shopping day or even a day-trip.

  • How to celebrate when single or alone
  • Holiday tips for single parents
  • Children and the holidays after your divorce
  • Holidays and divorce and Getting along at the holidays

• Forget it All and Get Away!
  Holiday cruises and other vacation destinations such as Walt Disney World and Las Vegas are popular even though this time of year can be the busiest and most expensive time to travel. Many are using their Christmas holiday as a vacation, and it gives everyone a sense of space that you often can’t find at family gatherings. So why not go away?

  • Ten great places to spend Christmas
  • Forty trips to change your world
  • How to choose your cruise
  • Find a destination
QUSA’s Annual Retreat was held on October 17th at the University Club where members of the Executive shared a working continental breakfast and lunch. The meeting was highly productive as we began the session with a personality test activity led by Lori Rand of Residences. Lori’s experience guided us to a very positive view of our Executive members, recognizing that we each bring a unique set of traits with us that serves to enhance the Executive.

Issues discussed included: a reminder that a full audit of our books should be conducted and a committee was established to review the books and set up a procedure to ensure regular future audits are conducted; a discussion regarding our membership in the provincial organization, Council of University Staff Association (COUNSA) and the benefits of our membership in that organization; the need to survey our members to ensure we continue to meet the demands of our membership; a discussion regarding the possibilities of formulating a Social Committee; the need to look closer at the concern of Gender Balance within the Executive; and the proposal that we hold a year-end review meeting to evaluate our progress annually and to prepare an Annual Report for the Joint Consultative Committee.

As always, the social interaction was enjoyed by all and the goal setting provided valuable direction for the current year.

**QUSA vs Administration Volleyball Challenge**

*held at noon on Wednesday, December 5th at the Bartlett Gym*

**Game Results:**

1. QUSA 25 / Admin. 13
2. QUSA 25 / Admin. 12
3. QUSA 25 / Admin. 10

Playing for the QUSA team (Wild Cats) were (alphabetically and not as pictured):

Margaret Burns, Cindy Butts, Cathy Dickison (Captain), Tammy Donnelly, Susann Gauthier, Csop Glew, Terry Gratto, Tom Herra, Michelle Knapp-Hermer, Pam LeBlanc, Paul Persall & Lori Rand.

Thank you to Jason Laker for the commentary during the match.

Playing for the Administration team (alphabetically and not as pictured) were:

Allison Bailey, Shannon Casteels, Patti Evaristo, Margaret Goslin, Linda Grant, Dan Hogg, Morgan Nicholson, Laurie Schnare, Sandra Valente with Rod Morrison (VP Human Resources) acting as Coach.

Thanks to All for your Support!