



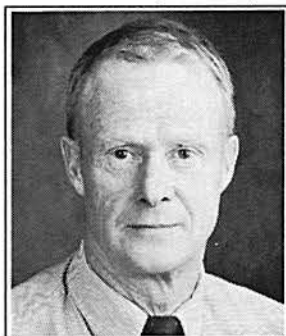
Agora

Thunder Bay, Ontario, Canada
February 1996, Vol. 13, No. 2

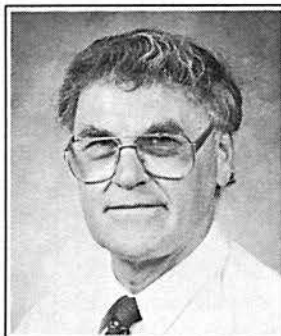
A NEWSLETTER FOR LAKEHEAD UNIVERSITY STAFF & FACULTY



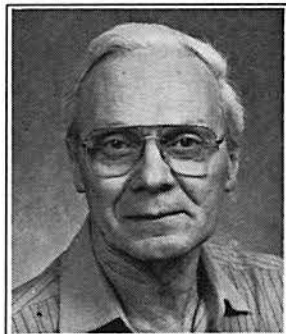
Nurse Jessie Sutherland, Coordinator of Health Services, has left Lakehead University after 27 years of service. Others leaving include:



Dr. George Ozburn, Biology



Don Watson, Re-engineering



Ralph Birston, Forestry



Pam Kozak, Office Services

60 Faculty and Staff take Voluntary Exit Packages

by Frances Harding

Dr. Hank Akervall is leaving -- the sports enthusiast and Director of Outdoor Recreation, Parks and Tourism who helped to establish the Physical Education and Outdoor Recreation programs during the course of his 30-year career at Lakehead.

Fred McIntosh is leaving -- the soft-spoken Chief Librarian who joined the University as a faculty member in the early '70s and, since 1985, has overseen major renovations and automation at the Chancellor Paterson Library.

Bonny Wigmore is leaving -- the always-helpful Paymaster who, during her 16 years at Lakehead, was the first staff representative to serve on the Board of Governors.

Also leaving is Dr. Alan Hughes of the department of Chemistry who helped to build a strong science research base at Lakehead University and who will continue his NSERC-sponsored research at Lakehead after retirement.

Another leaving is Kathleen Gaze who completed an undergraduate degree while working as a technician in the Faculty of Forestry and who has accepted a position with a forestry company in British Columbia.

In all, 60 people are taking advantage of the voluntary exit packages which were available to faculty and staff up until Friday, February 9, 1996 at 4:00 pm.

No doubt these individuals will be missed for each has brought a unique perspective and a particular set of skills, knowledge and experience that has enriched academic and social life here at Lakehead University.

continued on page 2

FAREWELL PARTY

MARCH 7

3:00 - 5:00 P.M.

IN THE

FACULTY LOUNGE

Join us as we bid
farewell to
faculty and staff
leaving
Lakehead University

60 Take Voluntary Exit Packages (continued from page 1)

When the Voluntary Exit programs were announced on December 22, 1995, Lakehead University was anticipating that participation could be in the 3-7 percent range. In fact, 9.1 percent of Lakehead University's full-time faculty and staff have accepted the programs.

The total of 60 individuals consists of 45 staff (11.3 percent) and 15 faculty (5.8 percent). In addition, one faculty member has accepted a three-year leave of absence.

Of the administrative departments, Campus Development is experiencing the greatest loss of personnel with nine people leaving including Helen Coutts, Nick Gallo, Norman Galloway, Mary Harris, Frank Heney, Ruth Legacy, Don Mehagan, Daniel Pikiades and Mike Turek.

Next is Finance with four people leaving: Aline Bresele, Ralph Mauro, Bryan Townson and Bonny Wigmore, and the Library with four people leaving: Barbara Barber, Evelyn Desruisseaux, Mary Garbutt and Fred McIntosh.

Of the academic units, the Faculty of Engineering will see the greatest exodus with a total of six people leaving including four technicians: Scott Connell, Bill Maki, Eric Powell and Edith Ramanathan, and two faculty: Dr. Martin Oosterveld and Dr. Murray Patterson.

Next is the department of Chemistry where four people have taken the package: Dr. Ian Hoodless, Dr. Alan Hughes, Bill Morgan and Verna Petrovich. Also the Faculty of Forestry bids farewell to four people: Dr. Emil David, Dr. Tom Hazenberg, Kathleen Gazey and Ralph Birston.

"The offer of a voluntary exit program was received in different ways by different people," says Director of Human Resources Bill Bragnalo. "Some who were emotionally and financially in a position to take advantage of the exit package, jumped at the opportunity. For others the decision was more difficult. Many commented on how helpful the financial/tax/retirement planning sessions and the pension information were in reaching their final decisions."

"Individuals left for various reasons," says Bragnalo. "The most common ones being the opportunity to make a career move to something new, and early retirement. Without doubt, the current provincial funding cuts and the concern of further cuts in the future had a direct impact on some people's decisions to leave Lakehead University."

"There is no question we have a money problem," says Poulter, "and that we need to restructure and downsize. Voluntary exits are by far the easiest way to at least partially accomplish this task."

Both Vice President (Administration) Fred Poulter and Vice-President (Academic) Dr. John Whitfield, are confident the long-term savings achieved through these programs will, in part, assist the University in dealing with the current government cutbacks. Some positions will be replaced, and this will contribute to the renewal of the institution.

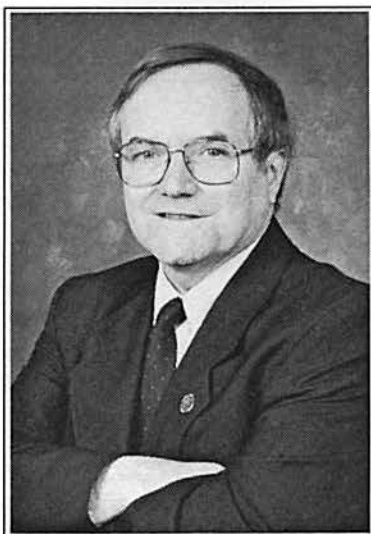
Says Whitfield: "There are many people who have provided excellent service to the University and they will certainly be missed. At the same time, the voluntary exiting of our staff does provide some opportunity for rebuilding and redirection -- a renewal of some of our programs. This process of rebuilding will take some time, and this is our challenge in the next few months."

FACULTY

Henry Akervall	LUFA	Outdoor Recreation
Andre Cloutier	LUFA	Languages
Emil David	LUFA	Forestry
Maria Fine	LUFA	Business Administration
Richard Freitag	LUFA	Biology
Gerrit (Tom) Hazenberg	LUFA	Forestry
Arthur Hensel	LUFA	Business Administration
William Honey	LUFA	Business Administration
Ian Hoodless	LUFA	Chemistry
Alan Hughes	LUFA	Chemistry
Martin Oosterveld	LUFA	Engineering (Civil)
George Ozburn	LUFA	Biology
Murray N. Patterson	LUFA	Engineering (Mech.)
Peter Rutherford	LUFA	Education
Lisle A. Thomson	LUFA	Outdoor Recreation

STAFF

Marianne Arvelin	OPEIU	Student Services
Barbara Barber	OPEIU	Library (Education)
Ralph Birston	Tech.	Forestry
Aline Bresele	OPEIU	Finance (Accounts)
Maureen Charban	OPEIU	Visual Arts/Music
Scott Connell	Tech.	Engineering (Chemical)
Helen Coutts	SEIU	Campus Development
Ellen Curran	SEIU	Residence (Housekeeping)
Evelyn Desruisseaux	OPEIU	Library
Nick Gallo	IUOE	Campus Development
Norman Galloway	SEIU	Campus Development
Mary Garbutt	OPEIU	Library
Kathleen Gazey	Tech.	Forestry
Joan Gerow	OPEIU	Office Services (Switchboard)
Mary Harris	Schedule I	Campus Development
Frank Heney	SEIU	Campus Development
Gwen Henry	OPEIU	Geography
Leslie James	Schedule I	CTRC
Lori Kapush	OPEIU	Nursing
Pam Kozak	OPEIU	Office Services
Karen Kuoppa-aho	OPEIU	Printing Services
Ruth Legacy	SEIU	Campus Development
Bill Maki	Tech.	Engineering (Electrical)
Ralph Mauro	Schedule 2	Finance
Rocco Mazzaferro	Tech.	Science Workshop
Fred McIntosh	Sr. Admin.	Library
Don Mehagan	SEIU	Campus Development
Rhonda Meservier	OPEIU	Office Services
Bill Morgan	Tech.	Chemistry
Verna Petrovich	OPEIU	Chemistry
Daniel Pikiades	SEIU	Campus Development
Eric Powell	Tech.	Engineering (Civil)
Edith Ramanathan	Tech.	Engineering (Civil)
Lorraine Scarcello	OPEIU	Biology
Hennie Schuurhuis-Schonberger	OPEIU	Languages
Donna St. James	Schedule 2	Registrar's Office
Jessie Sutherland	Schedule 2	Student Services
Bryan Townson	Schedule 2	Finance
Mike Turek	Schedule 2	Campus Development
Nick Van Eeden	Tech.	Anthropology
Reino Viitala	Tech.	Geology
Don Watson	Sr. Admin.	Re-engineering
Ron Whistle	SEIU	Residence
L. C. Bonny Wigmore	Schedule 2	Finance (Payroll)
Darlene Yahn	Schedule II	CTRC



*by Dr. Robert Rosehart
President
Lakehead University*

MORE STUDENTS TO APPLY TO LU IN 1996

The preliminary application data has been made available to Lakehead University, and our applications are up 3.9 percent while the system total has declined by 1.3 percent. While the system variation is rather small, the institution to institution spread is, again this year, quite dramatic.

Program increases of note at Lakehead University are Science, Concurrent Education, Outdoor Recreation and Kinesiology (+54 percent).

WINTER OF SURVIVAL -- A SPECIAL THANK-YOU

I would like to thank all of our staff and faculty who have put in the extra effort to help Lakehead University and our students survive the snow and cold of 1996. Your dedication is appreciated.

VOLUNTARY EXITS/RETIREMENTS

The cover story in this issue deals with the Voluntary Exit Plans, but I would like to thank all of the participants for their service to Lakehead University over the years and wish them all the best either in retirement or in their new career options. The program has been successful from the perspective of assisting Lakehead University, in part, in dealing with our Harris Government cutbacks and, at the same time, the program will allow for selective renewal of some of our program areas.

It has been an interesting personal experience being involved with several of the individuals who considered the program, and it does point out a generic need for all of us to do retirement planning in advance.

The so-called "window" of special programs has closed, but I would remind the Faculty that the VER Program in the LUFA Collective Agreement is still available until June 30, 1996.

INTELLECTUAL PROPERTY MANAGEMENT PROGRAM FUNDED

The Office of Graduate Studies and Research has just been awarded a three-year University-Industry Project Grant totalling \$150,000 in order to establish an Intellectual Property Management Program at Lakehead University. This program will, in part, try to get more of the innovations/inventions' development at Lakehead University into the commercial marketplace.

MET ANNOUNCES LU OPERATING GRANT

This past week, we received the formal funding announcement for the year starting May 1, 1996. There were no great surprises, and our year-to-year grant reduction (including the 1 percent announced in the Summer of 1995) is to be \$5.37 million. Our 1996-97 budget process continues and, over the next few weeks, the Task Force on Funding and the Senate Budget Committee will be examining our options in more detail. Les Miller is preparing a three-year budget model which will form the basis for our next round of discussions with the Deans and Directors.

CONGRATULATIONS TO LUSU

A special congratulations to LUSU (and outgoing President, Adele Ritchie) on a very successful Day of Action Panel on February 7. Unlike the unruly Toronto Program, the LUSU initiative was first-rate, well attended, and focussed on the issues.

Congratulations go, as well, to the newly-elected LUSU Executive for next year. I look forward to working with you in these most challenging times.



INFORMATION ON REGULAR RETIREMENTS FOR 1995-96

**WILL BE FEATURED IN
FUTURE ISSUES OF THE
AGORA**

CTRC Synergy in Action

by Frances Harding

There is a map in the new CTRC annual report that looks as if it belongs in *Bearskin Airline's* in-flight magazine.

But the lines connecting remote communities in Northern Ontario are charting connections to the Internet, not flight paths.

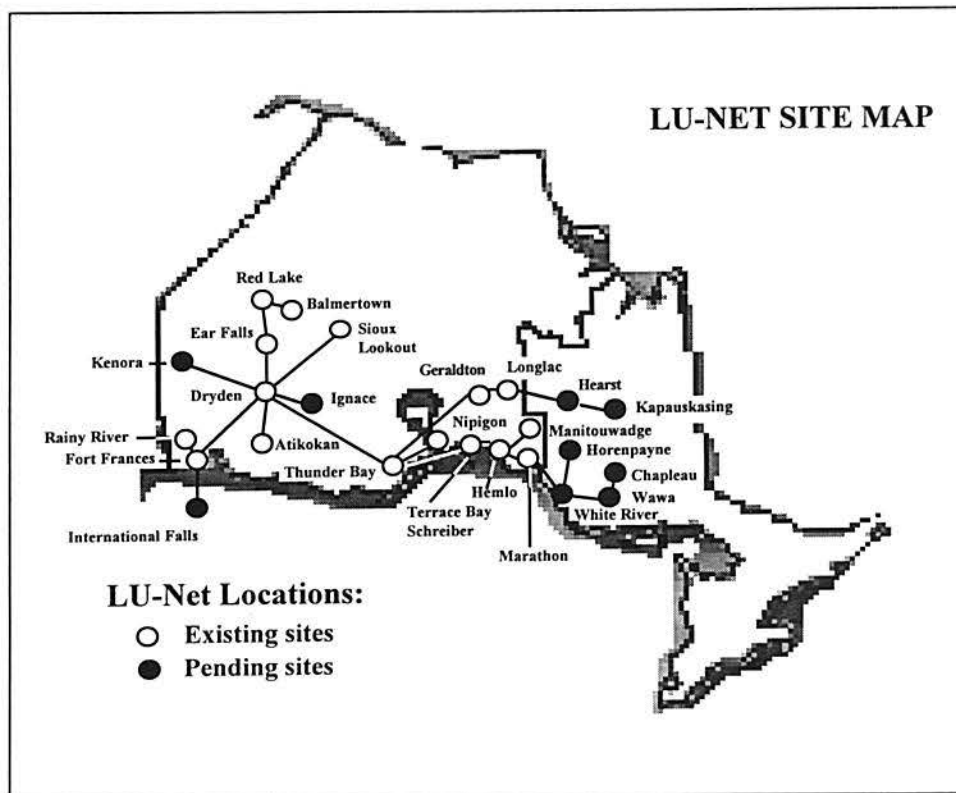
For the last year, CTRC Director Bob Angell and the staff of Lakehead University's Communications Technology Resource Centre have been guiding people onto the information highway. Why? Because it complements the mission of Lakehead University as a University "in and for the North." And, as Executive Director, University Services, Grant Walsh points out, "It is a way of providing badly needed revenues at a time of government cutbacks."

In addition to owning its own campus-wide telephone system, Lakehead University leases telephone lines from Bell Canada which service the outlying regions. This enables Lakehead to install a "stand alone" server in communities such as Marathon and provide Internet connections to hospitals, municipal offices, libraries, police stations, schools, and industries, as well as hundreds of individual households.

(In January, the Lakehead University Alumni Association began offering Internet connections to its members in the 807 area code for a rate of \$.30 per hour, plus a \$20 start-up fee -- the same hourly rate given to Lakehead students.)

With the University becoming a major service provider in the field of computers and telecommunications, a number of opportunities have arisen. These include:

- enhanced educational opportunities through distance education and a greater ability for people in the North to communicate directly with Lakehead University.



By the end of April, 1996, thirteen northern communities from Kenora to Kapuskasing will be connected to the Internet via the Lakehead University's computer network -- LU Net.

- increased demand for computer hardware and software, something Lakehead's Campus Tech Store would gladly meet, given that profits from the retail outlet go towards funding Lakehead University scholarships and bursaries.

- increased demand for computer training as scores of people in the region look to Lakehead University for assistance in becoming computer literate.

But with the increased opportunities come increased pressures -- the most significant one being Lakehead's need to maintain adequate staffing to provide quality service. This is especially difficult at a time when government grants to universities are being reduced.

Nevertheless, Angell speaks proudly of the "synergy" that exists among the staff of CTRC. He describes the department's structure as being a "circle" where technical problems are solved as a group with each person of the team having something of

value to contribute. This management style is essential, he says, given the pioneering nature of the work being done.

As to what the future holds, Walsh is not certain. Market pressures may be the biggest threat to Lakehead's continued presence in the region. Therefore Lakehead is keeping its options open and, if necessary, will consider selling a portion of its Network or working in partnership with a community which may prefer to retain control.

In the meantime, CTRC's forays into the region to install Internet connections have been enthusiastically received. According to Walsh, community leaders are thrilled when they learn that Lakehead University is coming to town. He says individuals like Bob Gregor, the President of James-River Marathon, are already planning for a time when the company will have video conferencing technology made available to them through the University. According to Angell, that time is not far off.

YOUR GUIDE TO THE

Communications Technology Resource Centre

COMPUTER SERVICES

All academic and administration computing including University Registration and Finance

Bob Angell

Geoff Hill

Timo Miettinen

Carol Perry

Carol Otte

Michelle Colquhoun

Paul Inkila

Christine Nielsen

TELECOMMUNICATIONS

In-house campus telephone service

Frank Christen

Vali-Martti Rautio

NETWORKING

Connecting computers to computers through telephone lines

Manfred Plank

CAMPUS TECH STORE

Retail sales office with a mandate to increase computer literacy on campus

Azhar Ladlin

MICRO MAINTENANCE

Services all computers on campus

Derrick Patola

Jerry Crichlow

MULTI MEDIA

Operation of the TV studio, manufacture of CD-ROMs, Home Page creation, coordination of distance education courses and video conferencing, graduation and academic video production

Subby Szterszky

AUDIOVISUAL

Set-up and booking of audio visual equipment including multimedia presentations, video, film, and slide projectors

Glenda Squier

John Bonofiglio

Dan Symons

A/V MAINTENANCE

Maintenance of audio-visual equipment on campus including slide projectors, television, sound systems, etc.

Tom Austin

OPERATIONS

Functional, day-to-day computer operations including the production of lists, cheques, reports, tape backups, and student printing services

Debbie Kuchel

Lyne Patterson

DID YOU KNOW?

Lakehead will soon have three accredited Novell Engineers:

Michelle Colquhoun

Richard Glew

Christine Nielsen

Training was provided at Lakehead University thanks to a partnership arrangement with organizations in the private and public sectors. Another Novell Engineering course will be offered this year.

A new **Unix based DEC Alpha Server** was added last October to service the needs of academics and researchers looking for a high speed, high calibre system.

Public Libraries in communities connected to LU-Net get a free Internet connection.

You may purchase a computer from Campus Tech through payroll deductions through the **Employee Purchase Plan (EPP)**.

Introductory classes for popular topics such as Microsoft Windows, Windows applications for Pegasus Mail, Internet access, WordPerfect, Lotus and Corel Draw are taught by CTRC staff to both students and staff.

During the school year you can access the **HELP Desk** by phoning 7777. It is staffed by student advisors and is open:

Monday to Thursday:
8:30 am to 10:00 pm

Friday: 8:30 am to 8:00 pm

Saturday and Sunday:
10 am - 5:00 pm

Dual Winners

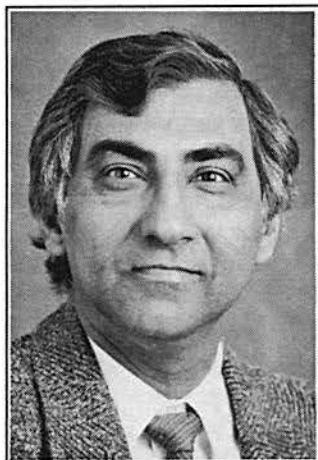
Dr. Sher Ali Mirza 1995-96 Distinguished Researcher
and
Dr. Inderjit Nirdosh 1995-96 Distinguished Instructor

by Sara Hatherly

There is no doubt about the interconnectedness of teaching and research at Lakehead University.

Dr. Sher Ali Mirza, this year's recipient of the Distinguished Researcher Award, received the honour of being Lakehead's Distinguished Instructor in 1991 and Dr. Inderjit Nirdosh, this year's recipient of the Distinguished Instructor Award, was previously presented with the Distinguished Researcher Award in 1989. Congratulations to these "dual" winners for receiving Lakehead's highest honours for teaching and research.

Dr. Mirza, a professor of Civil Engineering with a specialty in Structural Engineering, received his PhD from the University of Texas at Austin. He then completed postdoctoral work at the University of Alberta in 1980 before coming to Lakehead. Throughout his career Dr. Mirza has been actively involved in teaching, research and consulting.



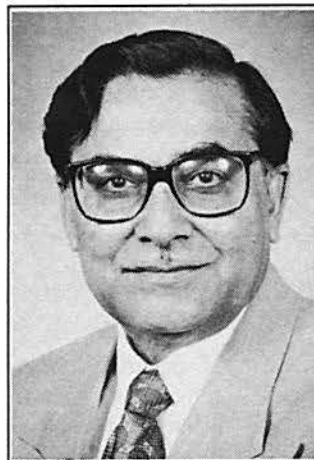
Dr. Sher Ali Mirza

Travel across the Kennedale River Bridge in Edmonton, visit Dallas City Hall or the terminal of the Dallas-Fort Worth International Airport and you will see just a small sample of Dr. Mirza's work. One of the most profound impacts of Dr. Mirza's research has been on the safety clauses of the Canadian Code for Design of Concrete Structures for Buildings as well as on those of the American Concrete Institute Building Code. Dr. Mirza's most recent research also includes a study of the behaviour and design of high performance concrete. High performance concrete, a far more dense and durable type of concrete, not only increases the strength of structures, but holds promise for increased economic revenue for property developers since it allows for a decrease in column size and an increase in rental space. In 1990, Dr. Mirza and two co-authors received the American Concrete Institute's Raymond C. Reese Structural Research Award for their work on bridge bentcap girders. Complementing his busy research and teaching schedule, Dr. Mirza acts as a reviewer for NSERC and the U.S. National Science Foundation as well as a number of civil engineering journals. He also serves as the chair of the Joint ACI-ASCE Committee on Reinforced Concrete Columns.

In his nomination of Dr. Mirza for Distinguished Researcher, Dr. J.G. Locker, Dean of the Faculty of Engineering, stated, "His C.V. literally

'screams' excellence in every line. At a time when government ministries and related groups such as OCUA are attempting to isolate teaching from research, Dr. Mirza stands out as a very solid barrier to that line of thought."

The desire to excel and to create knowledge are, according to Dr. Mirza, the two keys to being a good researcher. Dr. Mirza further remarks, "Having done research in your area you feel good about your work. That is what creates the spark inside you and without that spark you cannot be a university professor."



Dr. Inderjit Nirdosh

Distinguished Instructor Dr. Inderjit Nirdosh of the Department of Chemical Engineering completed his BSc and MSc in Chemical Engineering at Punjabi University. In 1971 Dr. Nirdosh travelled to Birmingham University in England to begin work on his PhD. Arriving in Canada in 1974, he accepted a teaching position with McMaster University and in 1981 came to teach at Lakehead.

One of Dr. Nirdosh's most satisfying accomplishments has been serving as faculty advisor to Lakehead's Student Chapter of

the Canadian Society for Chemical Engineering. The chapter, which has won numerous awards, recently received the 1995 National Merit Award of the Canadian Society for Chemical Engineering. Given to the best student chapter in the country, the award is a tremendous achievement for the Lakehead Chapter, especially given the fact that the chapter represents the smallest chemical engineering school in Canada.

In addition to his teaching and research on topics such as the development of hydrometallurgical processes for the leaching of uranium ores for obtaining environmentally acceptable mill tailings, Dr. Nirdosh is currently actively involved in preparations for the Fourth Annual Chemical Engineering conference to be held at Lakehead in March of this year.

One of the best things about teaching according to Dr. Nirdosh is being of assistance to his students. As a teacher one must play many roles. "The role of a parent when it is needed, the role of a friend when it is needed, and of course the role of the instructor." His work is largely motivated by interactions with students. "New visions keep on motivating you and that keeps on working every

time. Every day there is a new thing to think about, a new aspect. There's no shortage of ideas."

Hailing from a family of teachers (including his grandfather, uncles and sister), Dr. Nirdosh knew that he always wanted to go into teaching. He does, however, acknowledge that a strong interest in research is crucial to being a good instructor. "When you take up this profession you know you are interested in both. You are not just interested in one because otherwise you are doing half the job, you are forfeiting half your aims and you will only be half satisfied." Furthermore, according to Dr. Nirdosh, "Research improves your perception and so does teaching and both help each other."

Dr. Mirza also agrees that teaching and research are interconnected. "In my view teaching and research are one and the same. They go hand in hand. I always bring my research into the lectures. ...If you are doing research in a certain area, you have to be current. You have to be on top of your work so your knowledge is very up to date and that's what I try to give to my students." Dr. Mirza concludes, "I don't think you can separate teaching and research...They are synergistic to each other. You cannot take research out of university teaching or university teaching out of research."

Sara Hatherly (HBSc'94) is enrolled in the Master's program in Experimental Psychology. She is one of several students participating in S.P.A.R.K. - Lakehead, a student writing program sponsored by The Chronicle-Journal/The Times-News.

The Reading Edge

The Learning Assistance Centre and the Chancellor Paterson Library invite you to attend a demonstration of a new reading machine that assists people with disabilities.

The Reading Edge is easy to use and is a completely integrated single unit that incorporates a bookedge scanner, a speech synthesizer and speaker, a moveable keypad and software that can recognize virtually any typeface. This reading technology can read a variety of printed materials including books, magazines, photocopies, and documents with multiple columns. Scanned documents can be recorded on a tape recorder or sent to a personal computer.

Come to the Library's 4th floor, room 4001 to learn more about this wonderful technology:

Thursday, February 29, 1996

10:00am - 11:00am

or

2:00pm - 3:00pm

If you have any questions, contact Donna at 343-8087.

1996 MORRIS LECTURE

The Department of Philosophy and The Dean's Committee on Religious Studies through the William S. Morris Memorial Fund

present

Dr. John S. Kloppenborg

PROFESSOR OF THEOLOGY

UNIVERSITY OF ST. MICHAEL'S COLLEGE

"The Lost Gospel Q and the Quest for the Historical Jesus"

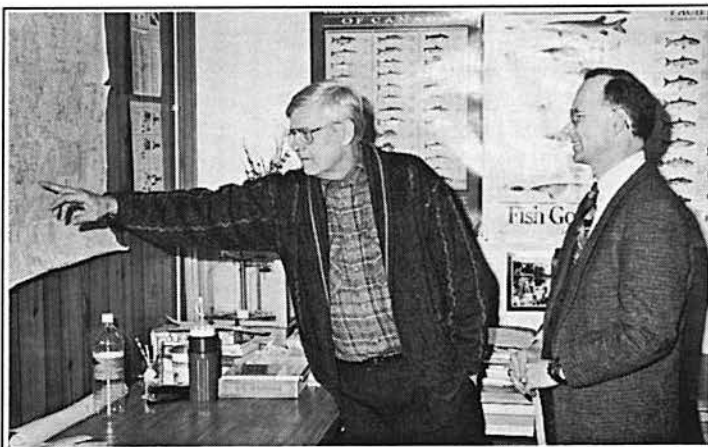
Friday, March 8, 1996

8:00pm

Braun Building, Room 1021

ONTARIO HYDRO'S

CONTRIBUTION MAKES PUBLICATION A REALITY



Biology professor Walter Momot indicates the extent of his research on cataloguing fish distribution in the western part of Lake Superior to Ontario Hydro's Gary Whitney.

Whitney, who is Plant Manager with Ontario Hydro's Northwest Hydroelectric Production Division, was on campus in January to present a cheque for \$4,000 to Lakehead University.

The funds will be used to publish Dr. Momot's extensive research which encompasses 60,000 square kilometres including 650 lakes and 120 streams. His book, co-authored with Sam Stephenson, will be published by the Lakehead University Centre for Northern Studies in May, 1996. The book will be of value to Ontario Hydro as well as to other groups including anglers, consulting engineers and environmental organizations concerned with the watershed in Northwestern Ontario.

KINESIOLOGY

Dr. Thomas M. K. Song has published a paper entitled "Relationships of physical fitness, and lifestyle indicators with blood iron in children and adults" in the *American Journal of Human Biology*, Volume 7, pp. 631-641, 1995. The study was done in collaboration with Drs. C. Bouchard, G. Theriault, D. Prud'home, Physical Activity Science Laboratory, Laval University, Quebec, and Dr. R. Malina, Department of Physical Education and Exercise Science, Michigan State University, East Lansing, Michigan.

Dr. Tony Bauer recently was accepted for publication to the *Journal of Strength and Conditioning Research*, National Strength and Conditioning Association.

T. Bauer, C. Zepa. The Design of a Test Ergometer for Leg Strength and Power Measurement in Skiers. A Technical Report. The device has been developed in the Biomechanics Laboratory in the School of Kinesiology over the last four years and has been adopted for use by Freestyle and Alpine skiers. The specific design of the ergometer also lends itself to a variety of research applications in the area of lower extremity rehabilitation of joint and muscle injuries. Special acknowledgments must go to **Mr. Ed Drotar** and **Mr. Rocco Mazzaferro** in the Science Workshop, for their support and design expertise during the construction of the device.

The ergometer is currently being used on a joint research project "Anterior Cruciate Ligament Injuries Related to Fatigue" in conjunction with the University of Staffordshire, England.

GEOGRAPHY

Dr. Robert Dilley and **Dr. Margaret Johnston**, Centre for Northern Studies and the Department of Geography, both recently had papers appear in a collection published by the Institute for Geography at the University of Salzburg, Austria. The volume is titled *Themes and Issues of Canadian Geography I*. Dr. Dilley's paper was co-authored by Eric Strand, a former student, and is titled "Rivalry and harmony in an amalgamated city." Dr. Johnston's paper is titled "Communities and the resource economy of northwestern Ontario."

Dr. Johnston has also had published a co-edited book titled *Polar Tourism: Tourism in the Arctic and Antarctic Regions* by John Wiley and Sons. Her co-editor is Dr. C. Michael Hall, who is with the Tourism Program, University of Canberra, Australia. Drs. Hall and Johnston co-authored two chapters. Johnston also authored a chapter entitled "Patterns and issues in Arctic and Subarctic tourism," and co-authored with Diana Madunic, a former student, a chapter on "Waste disposal and the wilderness in the Yukon Territory." Johnston continues her research on tourism management strategies in the Arctic with colleagues from Britain and Norway.

OUTDOOR RECREATION PARKS & TOURISM

Dr. Tom G. Potter presented two papers, "Seeds to Trees: Towards an Understanding of Human Growth in Wilderness" and "A Vision for Change: Sowing Seeds from the Heart," in November (1995) at the Association for Experiential Education 23rd International Conference in Lake Geneva, Wisconsin. Potter also co-authored an article with Teresa L. Socha that appeared in the fall edition of *Kanawa Magazine*, titled "Horton Hears a Canoe."

Dr. Bob Payne delivered an invited paper entitled "The Role of Social Science in National Park Establishment: A Canadian Case Study," at the New England Conference on Nature Conservation, Reserve Selection and Park Boundary Issues at the University of New England, Armidale, NSW, Australia on January 24, 1996.

SOCIOLOGY

Dr. David A. Nock had his article "Lessons From Davis: The Sociology of Arthur Kent Davis," published in *The Canadian Journal of Sociology*, Volume 20, No. 3, Summer 1995, pp. 387-407.

Dr. Terry L. Hill was anonymously nominated and was successful in appearing in the 1995-1999 edition of *Who's Who in Ontario*, R. W. McLeod, ed., (p. 520). As stated in the Preface, "The aim of this publication is to pay tribute to the men and women in this province who have contributed to the growth and development of their communities, and to the province as a whole."

POLITICAL STUDIES

Dr. Laure Paquette has recently been invited to publish an abstract of her article "The Importance of a Strategic Concept," published in the *International Journal* last year, in the *International Political Science Abstracts*. Founded in 1951 by the International Political Science Association, the *Abstracts* is the major scholarly reference journal in the discipline. It publishes non-critical abstracts of articles in the field of political science, drawn from major journals and yearbooks. Its circulation will assure her article world-wide attention.

Dr. Laure Paquette was elected to the Board of Directors of the Canadian Consortium on Asia-Pacific Security (CANCAPS) at its annual conference in Vancouver Dec. 8-10, 1995. Membership on CANCAPS is limited to those individuals with expertise on security matters in Asia and the Pacific, making it a small but influential professional association with ties so close to the Department of Foreign Affairs and International Trade that academic members regularly serve on diplomatic missions to the region and serve as alternatives to traditional diplomatic contact.

NURSING

Dr. Darlene Steven and **Professor Rhonda Kirk-Gardner** recently published a chapter on cardiovascular health in Luekenotte, A. (1996). *Gerontologic Nursing*. Toronto: Mosby Book Company.

Dr. Darlene Steven, a contributor to the text *Leading and Managing* (1995), Mosby Book Company, was recently informed by the editor Patricia Yoder Wise that the book received the "Book of the Year" Award by the *American Journal of Nursing*. This is a highly prestigious award. Steven's chapter was titled, "Strategic Planning, Goal Setting, and Marketing." The second edition of the text is in the planning stages.



Lakehead University Business Students among the top six teams in Canada

at the
Queen's Intercollegiate Business Competition
January 11-14, 1996



What a team! Lakehead business students competing in the annual Queen's Intercollegiate Business Competition (ICBC) include: **Back Row** (l-r): Chris Fernyc, Bill Honey (Supervisor), Stephen Tapajna, Jeff Horwath, Catherine McMahon. **Front Row** (l-r) Jari Sallasvaara, J.R. Pierman, Harley Young, Adam Molai, John Bonn, Darcy Tuomi, Rose Norback. **Missing:** Terry McKay, Jeffrey Zweep, Rob Mulder.

Lakehead University may not have the largest business school, but when it comes to quality, there is no question it ranks among the top six in Canada.

Four student teams made it to the final round of the Queen's Intercollegiate Business Competition this year and when it was all over, Lakehead had placed first in the Management Information Systems (MIS) category, beating out Calgary, Wilfred Laurier, Carleton, Memorial and Queen's.

In addition to Management Information Systems, Lakehead competed in the categories of Marketing, Labour Arbitration, and Debating.

During the final phase of the competition, students presented solutions to case studies before a panel of judges made up of top executives in their respective fields. Lakehead's results, which have been consistently good over the last several years, are a testament to the excellence of its business program. They also have enhanced Lakehead University's visibility within the Canadian business community.

Professor Bill Honey, who took over from Professor Gabriella Sacchetti as ICBC coordinator this year, credits the team's sponsors: KPMG Peat Marwick Thorne, CMA, Honeywell, Cheadle Johnson Shanks MacIvor, and Lakehead University. --FH

FORESTRY

Dr. Peter Duinker has several papers just out or in press. An article on "Clearcut" has appeared in *Conservation and Environmentalism: An Encyclopedia* (pp. 128-129), edited by R. Paehlke and published by Garland. Dr. Duinker co-authored a paper with former graduate student Ian McCallum on "Long-term effects of timber management on marten habitat potential in an Ontario boreal forest," which Mr. McCallum presented at the Second North American Martes Conference in Edmonton in August 1995. The paper has been submitted for publication in peer-reviewed proceedings. Dr. Duinker presented a paper entitled "Managing Ontario's Forests as Natural Landscapes: Opportunities and Challenges" at two OMNR workshops on "Emulating Natural Disturbances in Forested Landscapes," in Kapuskasing in September and Thunder Bay in November.

With colleagues Gary Bull and Jeremy Williams of Toronto, Dr. Duinker recently co-authored a report entitled "Sustainable Paper Cycle Study: Northern Temperate and Boreal Forests," a work completed for the International Institute for Environment and Development in London, UK. Dr. Duinker will have the following papers appear soon as chapters in books:

(a) "Managing Biodiversity in Canada's Public Forests," which will be Chapter 28 (pp. 324-340) in the forthcoming volume from CAB International on *Biodiversity, Science and Development* edited by F. di Castri and T. Younes; and

(b) "People and Forests in Canada: Fitting Carbon into a Complex Future" (pp. 375-386) and "WG4 Summary: Human Dimensions of the Forest Carbon Issue" (pp. 401-412), both chapters in the forthcoming Springer-Verlag NATO ASI volume 40 entitled *Forest Ecosystems, Forest Management and the Global Carbon Cycle*, edited by M. Apps and D.T. Price.

BUSINESS ADMINISTRATION

Dr. Bahram Dadgostar and **Professor Bob Isotalo** have recently had their research paper entitled, "Content of City Destination Image for Near-Home Tourists" accepted for publication in the *Journal of Hospitality and Leisure Marketing*. It is scheduled to appear in V3, N2 in 1995.

LUSU Day of Action

WEDNESDAY, FEBRUARY 7, 1996



Approximately 500 students, staff and faculty at Lakehead attended a panel discussion organized by LUSU in support of The Canadian Federation of Students' National Day of Action to protest cutbacks to social programs.



The staff in Campus Development, Security, and the Power House get full marks for keeping the main roads open and the engineering functions running during Thunder Bay's two-day Snow Emergency in January.

Director of Campus Development Jim Podd says LU staff had to "break trail" on Reaume Street to permit an ambulance to respond to an emergency in one of the campus residences.

They also had to dig out a few visitors who were stuck in the parking lot at Health Sciences North. According to Administrator Jim Kraemer, they were medical students who were in Thunder Bay to be interviewed for the Northern Ontario Medical Residency program.

Oh, and the Volleyball game scheduled for Friday night at the C.J. Sanders Fieldhouse? No problem. Although the University was closed for two days, Lakehead staff had the parking lot cleared so the out-of-town players wouldn't be inconvenienced and the game could go on as planned.



Diane Maltby-Brown, Women's Studies, holds a carved mask from Tibet -- one of the items on sale in the Silent Auction during International Days January 22-27, 1996.

CHECK OUT THE LIBRARY'S HOME PAGE . . .

For exciting and informative links

The Chancellor Paterson Library invites you to connect to useful Internet library resources through its Web Page. Some of these links include:

LU Library's Online Catalogue: type Lakehead as Username

WorldWide Library Catalogues: The National Library link provides a complete list of Canadian library catalogues and gophers to access. The Library of Congress link lets you search its holdings

Clearinghouse of Internet Resource Guides through Internet information University of Michigan: A great starting point for finding

All-in-One Search Page: This page connects you to many Web search interfaces

INTERCAT: This catalog of Internet resources prepared by OCLC, provides access to over 6,000 academic sources.

YAHOO: Another great starting point for Internet information.

UNCOVER: This searchable index lets you search through academic journals in many different subject areas.

If you need assistance with searching any of these links, please ask at the Information Desk on the Main Floor of The Chancellor Paterson Library. The Library's Home Page is undergoing constant revision. Check this page frequently for new links and announcements.

SELECTED NEW REFERENCE TITLES

These titles can be found in the Reference Collection on the Main Floor of The Chancellor Paterson Library. For assistance, please ask at the Information Desk.

Cardiovascular Drug Therapy

REFRM345C3753 1995

A Dictionary of Scientific Quotations

REFQ173H36 1991

An Historical Dictionary of Forestry and Woodland Terms

REFSD179J349 1991

Moody's Handbook of Dividend Achievers 1995

REFHG4050M66 1995

Pequeno Larousse Ilustrado

REFPC4625L33P 1992

Profile of Ontario's Provincial Electoral Districts. Based on 1991 Census Data.

REFJL278.505P7 1995

The World's Women 1995 Trends and Statistics

REFHQ1154W95 1995

WORKERS' COMPENSATION 1995 REVIEW -- 1996 OUTLOOK

The first Claim Cost Statement under the Workers' Compensation Board's New Experimental Experience Rating (SEER) arrived with good news for the University for the 1995 calendar year. With hard data to September 30, extrapolated to year-end, the University was sitting in a rebate position of approximately \$14,000. This number will remain fluid for another three years, as actual costs for injuries incurred during 1995 are tracked and projected. In reality, we will not begin to see any money coming in as a rebate or leaving as a surcharge until fall, 1996. Needless to say, the rebate/surcharge calculation is not simple, and the final tally - whether rebate or surcharge - will not be known until the end of 1998.

The \$14,000 may seem significant today, given the present strain in funding; however, it should be seen in the context of the total cost of Workers' Compensation for the University. In 1995, the University paid in excess of \$163,000 in premiums (assessments). At the same time, costs covered by the Board on behalf of University employees injured during 1995 totalled approximately \$5,400.

Actual costs for 1995 can continue to accrue over the next three years, if any 1995 claim remains active, or is reactivated. If a claim which was originally denied by the Board is accepted as a valid claim, those costs, too, will be added to the '95 actual cost base. When plugged into the rebate/surcharge equation at the end of 1998, that cost base, combined with the estimated future costs of each claim, and with Board overhead (applied at a rate of 34%), could spell out a maximum surcharge of \$42,000 for the 1995 calendar year, or a rebate of something less than \$21,000.

And that is just 1995. Under NEER, rebates or surcharges apply in every calendar year.

While it may sound like we're trapped into a workers' compensation lottery, we're not. The keys to cost containment remain fixed and predictable: accident prevention, early return to work, and effective claims management. It's a formula that we are all involved in. As members of the University community, we have a responsibility to strive to create a safe and healthy environment for work and study and to support injured co-workers in their timely return to the workplace.

Even more importantly, as a community, we need to believe that we can eliminate all workplace injuries at the University, and we need to commit to achievement of that goal.

-- Marla Peuramaki,

Human Resources Officer -- Health & Safety

□ **Dr. François Messier** of the Department of Biology, University of Saskatchewan, will give two lectures:

"Spatial Organization of Polar Bears in the High Arctic" on February 28, 1996 at 3:30pm in UC0050, and

"Trophic Interactions in Two Northern Wolf-Ungulate Systems" on February 29, 1996 at 11:30am in RC0005.

Both lectures are part of the Northern Studies Lecture series and co-sponsored by the Centre for Northern Studies and the Centre for Northern Forest Ecosystems Research.

□ **Donors Reception:** LU's annual reception for scholars and donors is being held Thursday, March 21, at 4:30 pm in the Faculty Lounge.

□ **Alumni Mixed Curling Bonspiel** for alumni, staff, faculty and friends is scheduled for Friday, March 22, 1996 from 6:00 - 10 pm at the Port Arthur Curling Club. \$30/person \$120/team. Register by calling 343-8155 or by Fax at 343-8999. Deadline: March 15, 1996. Cash, Cheque, Visa or Mastercard accepted.

□ **"Rite of Passage" for Dr. Ernst Zimmermann.** Staff and faculty are invited to join Dr. and Mrs. Zimmermann for dinner in the Faculty Lounge on Saturday, March 23. For tickets and information contact Jo-Anne Silverman at 343-8910.

□ **Regional Dialogue'96** is being hosted by Lakehead University on Friday, April 26, 1996, for regional secondary school guidance counsellors and Ontario university liaison personnel.

LAKEHEAD UNIVERSITY CONCERT SERIES

All concerts, unless otherwise noted, are held in the Jean McNulty Recital Hall, William H. Buset Centre for Music and Visual Arts

Tuesdays, 12:30 pm

For tickets and information call:

343-8787

March 5: The Music of Martin Arnold

March 19: Mary Fahrenbruck, piano

LAKEHEAD UNIVERSITY ANNUAL JURIED STUDENT EXHIBITION

March 1 - 17

Thunder Bay Art Gallery

An exciting and dynamic exhibition featuring works produced since May 1995 by students currently enrolled in the Visual Arts program.

This annual exhibition of LU student work hosted by the Thunder Bay Art Gallery, is a special celebration, as the Gallery celebrates its twentieth anniversary. The ongoing nature of this endeavour underscores the cooperative relationship between the Gallery and the Visual Arts Department, and provides visitors with an intriguing opportunity to view the art of promising new artists.

CHEMICAL ENGINEERING CONFERENCE SATURDAY, MARCH 23, 1996

The 4th Annual Chemical Engineering Conference with its theme "Changing Faces of Chemical Engineering" with LU president Dr. Bob Rosehart as the keynote speaker. For information contact Dr. I. Nirdosh at (807) 343-8343.

CHEMISTRY DEPARTMENT SEMINAR

"Applied Analytical Chemistry in the Oil Sands Industry" by Dr. Jean Cooley, Research Associate, Syncrude Canada Ltd., will be held on Friday, March 8, 1996 at 1:30pm in RB 2026.

All interested persons are invited to attend. Sponsored by Syncrude Canada, Industrial Research Institute, NY, and LU Chemistry Department.

SURVIVORS, IN SEARCH OF A VOICE THE ART OF COURAGE

Thunder Bay Art Gallery

May 11-May 24, 1996

The Woodlawn Arts Foundation created *Survivors, In Search of a Voice: The Art of Courage* to raise both awareness and money for the fight against cancer, specifically breast cancer.

For more information call 344-1690 or 344-7978.

Agora

The Agora is published by the Information Office of the Department of External Relations. The newsletter is distributed monthly (except for July and August) to faculty, staff and friends of Lakehead University.

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