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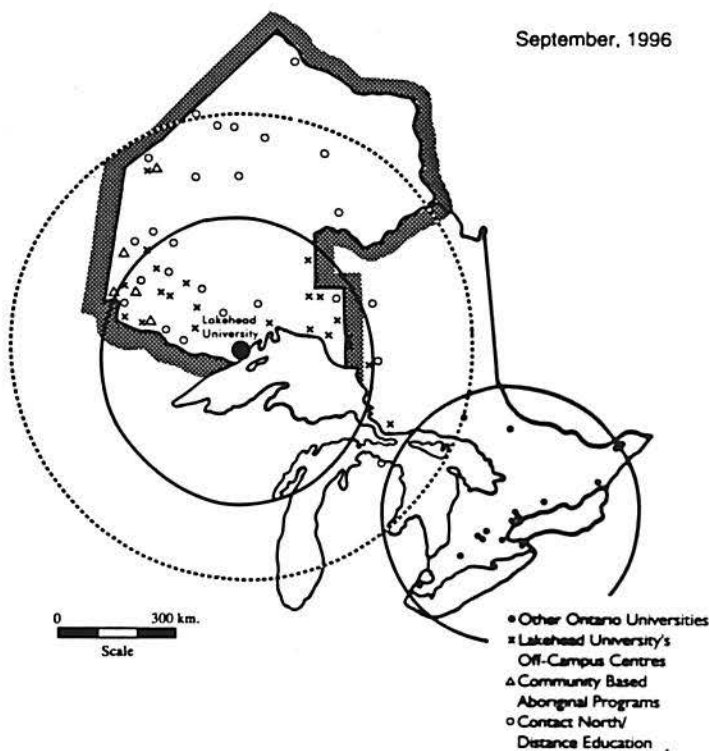
A NEWSLETTER FOR LAKEHEAD UNIVERSITY STAFF & FACULTY

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Meeting The Challenge

A PRELIMINARY RESPONSE TO THE ADVISORY PANEL
ON FUTURE DIRECTIONS FOR POST SECONDARY EDUCATION

September, 1996



LAKEHEAD UNIVERSITY

ADVISORY PANEL BEGINS PROVINCE-WIDE CONSULTATIONS IN THUNDER BAY

Lakehead University and Confederation College made a joint presentation on September 25 to three members of the advisory panel on post-secondary education appointed by the Minister of Education and Training John Snobelen.

The panel, chaired by David C. Smith, principal emeritus of Queen's University, has been asked to:

- recommend the most appropriate sharing of costs among students, the private sector, and the government, and ways in which this might best be achieved;
- identify ways to promote and support co-operation between colleges and universities, and between them and the secondary school system in order to meet the changing needs of students;

- provide advice on what needs to be done to meet the expected levels of demand for post-secondary education, both with reference to existing public institutions and existing or proposed private institutions.

Lakehead's presentation was supplemented by a document entitled *Meeting the Challenge: A Preliminary Response to the Advisory Panel on Future Directions for Post Secondary Education*, September 1996

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Ontario
Hydro,
Abitibi-Price
and Avenor
have in
common?

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Aquatic
Toxicology
Research
Centre

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prepared by the Office of the Vice-President with input provided from across the campus. (Extra copies available from Kerrie-Lee Clarke at 343-8339.)

In it, Lakehead is described as a unique and highly cost-effective institution with "a distinctive balance of Arts and Science and professional programs developed in response to regional needs...."

Speaking on behalf of Lakehead University were President Bob Rosehart, Vice-President (Academic) John Whitfield, Chancellor Lois Wilson, Faculty Association President Robert Dilley, COU Colleague Glenna Knutson, and LUSU President Chris Straka.

During the two-hour presentation Robert Dilley urged the Panel not to forget that research -- especially research on Northern issues -- is an integral part of Lakehead's mission.

Later on, when the Chair invited comments from the audience, Brian O'Connor, Associate Professor of Psychology and Chair of the Senate Research Committee, criticized the Ministry's Discussion Paper (*Future Goals for Ontario Colleges and Universities*, July, 1996) for not acknowledging the important role that research plays in shaping the "rich intellectual environment" of the university. He said the Advisory Panel must appreciate the different roles that universities and colleges play in our society.



Chair of the Advisory Panel David C. Smith came to Thunder Bay a day early to meet with a number of different student groups including LUSU, represented (above left) by LUSU president Chris Straka.

An Interview with David C. Smith

AGORA: *The Smith Commission has an enormous task: to survey the province and provide advice to the Government of Ontario on the future goals of Ontario Colleges and Universities. Why did you agree to take on the role of Chair?*

SMITH: I've spent my life in the university and developed a very deep commitment to universities in general. I knew less about colleges, but I saw that as an important challenge -- to develop my understanding of colleges better. It seems to me we are at an important stage of our development of the university and college system. It is so critical for society and yet the funding constraints, the question of just how to best meet the pressures now on the university/college system ... this was too important a task to turn down.

AGORA: *Do you think this exercise will really make a difference?*

SMITH: I think we are genuinely searching in our province for how to handle the funding constraints and still have a first-class system and I do think there is a genuine search going on for how best to do that. I know the panel is committed to bringing in the very best report we can. Of course, we have nothing to do with implementation since we are not the government.... We don't have a great deal of time -- it must be submitted by December 15, so it's a very short time to do such an important topic, but we're working very hard at it.

AGORA: *There has been so much discussion in recent years on university accessibility, quality, accountability, tenure, tuition, and income contingent loan repayment plans. What new information do you expect to get that hasn't already been presented?*

SMITH: Well, you're quite right. There has been a lot of advice flowing around on various aspects of college/university systems and one wonders what we can contribute given the fairly substantial writings and speeches and so forth.

I think first of all, this is the first review of the college and university system taken together. We have never had that in Ontario, so it does come from a different perspective and I think we are finding that that's a very important perspective -- to look at the system as a whole.

Secondly, we are at a more critical time. We have for some years been facing funding constraints and tended to think that surely things cannot get worse. But the cutbacks this past year were of a very different order of magnitude. And there's a very real question as to how the quality of our post-secondary education system is going to meet this new funding situation which is, I think, much more critical than anything we have had in the past. The situation is much more serious.

Thirdly, in Ontario we are very strongly committed to an accessibility principle which I share. We are recognizing, even more than we have in the past, the importance of meeting international standards and a gradual internationalization that's been occurring through so many of our educational and economic institutions. How can we best meet that set of international standards is very important.

We are also in a situation in our society, where the changes in demography can have very profound, though not always well understood, effects on the system. We are in a period in which we are having an aging population. That will put considerable demands on the health expenditure side. The extent to which health and education expenditures, then, may shift relatively with the demographic changes is a matter of considerable importance. And how do we maintain the support on the higher education side while recognizing that the health needs are likely to be expanding, given the context of some constraint overall on the public sector expenditures? So, getting priorities sorted out is particularly important at this stage.

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AGORA: *You've been described as a supporter of private universities. Are you?*

SMITH: I have an open mind on the arguments at this point. I have never made a commitment one way or the other. I think that we are seeing a degree of opening up of the public universities to some elements of greater private support and that is occurring because of the rise in tuition which means a higher proportion from private sources. I think it is occurring through a variety of partnership arrangements with industry. It's bringing in a relationship therefore on the private industry side that we have not had before and we're seeing some cautious experimentation in some cases, say of a privatized MBA program within a public university. And so there is a question as to whether we should allow more flexibility there for public universities to have some programs that are essentially privately supported. And, would this relieve some of the pressures on the public resources? I think that's well worth looking into and I think there are some cases where that has been working quite well.

As to whether you create a new, private university, I don't think that there is a pool of money for any university of substantial size in Ontario to become private. I just don't think there's the endowment that would be necessary. I don't think you could raise that money. In earlier times in the United States that was possible, but now in the context of our Canadian economy, I don't think we can do that. So then it comes down to a question of: Should you allow a small private institution to start? And I think that's worth looking at. Clearly, there are concerns on that score. There may be a drawing on public funds through student support or if the institution gets into trouble ... it would draw funds from the public institution. We have to look at that.

Secondly, I think the Ontario university degree has a very strong reputation and is there some danger of debasing that reputation. You have to look at that. So, are there ways of guarding against at least those two major points? The panel really has got a very open mind on this. We're trying to assemble the arguments. I don't know what we will come out with on that matter. You see, we do have a lot of private institutions now. I was quite surprised at the extent of private vocational institutions in Ontario. There are about 450 I am told [including the DeVry Institute and some on the vocational side i.e. for hair dressing] and they do draw on OSAP. But this key question of whether you should allow a new university to offer a degree -- we really haven't sorted that out yet.

AGORA: *Our publicly-funded system has served the province well. We have an educated population and a stable society without the pronounced class divisions one finds in Britain and the U.S. Yet, the government seems to be following a course where the cost of education is being shifted from society at large to the individual. Is this wise? At what point is the student going to opt out and say university education is just too expensive?*

SMITH: I think the importance of that question is one of the reasons I couldn't resist taking on this assignment when I was asked to. I think you are absolutely right. We have developed an excellent post-secondary education system in Ontario. It is highly respected nationally and internationally. It has served, very much, the goals of the province in recent decades. The question now is, particularly on the funding side, how do you maintain it? And if the public is less willing to provide the resources that it has provided, how do you meet that situation? That's a very critical issue.

And then secondly, given the changes as I mentioned earlier with respect to the international standards and the international forces, are we adapting to those? I think that's another issue.

AGORA: *In your view, is there one issue in the Ministry of Education and Training's July 1996 Discussion Paper that stands out?*

SMITH: I think it lies in how best to adapt to the future challenges that are coming and how you combine the accessibility, which we have all regarded as very important, with the quality that must be maintained or enhanced if we are going to serve our students and society. How do you combine the accessibility and quality together is the key issue.

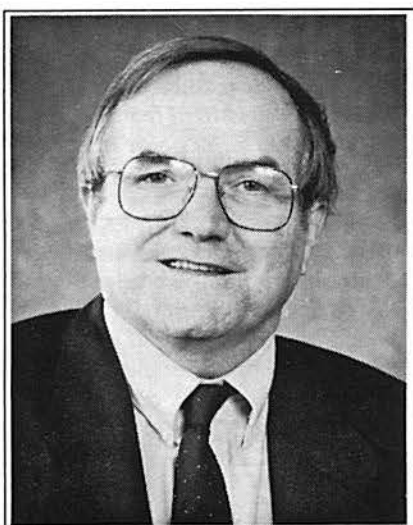
AGORA: *Lakehead has been pro-active in defining its mission and entrepreneurial in developing its programs. Yet there seems to be some fear that if the funding formulas change to create a more competitive environment between post-secondary institutions in Ontario we -- as Northerners -- will lose out. What would you say to faculty and staff who may be feeling anxious?*

SMITH: I think there is a recognition -- and I certainly have it -- of the great importance of an institution like Lakehead serving a very large region and which must have a comprehensive set of programs to provide the appropriate opportunities for people in a large region like Northwestern Ontario. That creates quite different demands than if you are one of several universities closely bunched together in a high density population in Southern Ontario. We have, I think, done fairly well in Ontario to this point in recognizing the differentiation, allowing it to occur, and fostering it. We hope that our system will be marked by that kind of differentiation recognition. It's of great importance.

AGORA: *How will you compile the information and prepare the final report?*

SMITH: We are making sure that all the institutions have an opportunity to talk with us. We encourage briefs from anyone. We are going, therefore, into a very intensive consultation where we will try very hard to hear, listen and learn from a variety of perspectives. We then stop those consultations at the end of October and we have a period up until December when we will collect and write, so we will then have a chance to draw together our thoughts. That will be a very important period of digestion and reflection.





Robert G. Rosehart
President, Lakehead University

INTERNATIONAL CONFERENCE -- A Great Success

Special congratulations go out to Walter Momot of the Department of Biology and all those from Lakehead University who helped to make the International Association of Astacology's Annual Symposium a success. I received a letter from the Association which thanked Lakehead University and all of the individuals on behalf of the organization. To quote: "a large number of participants were unanimous in their enthusiasm for Thunder Bay, Lakehead University and the arrangements." Congratulations on a job well done!

SAFETY FIRST

About five years ago, in response to a not-very-impressive workplace safety performance, we initiated a Safety First Program. Through the outstanding efforts of the Lakehead University Health and Safety Committee and Marla Peuramaki of Human Resources, we have come a long way. All of our employees need to be congratulated for these successful efforts. Our safety data is displayed on a regular basis on boards around campus, two annual reports to the Board of Governors and through the regular Human Resources' reports in the Agora.

Our safety record is much better than it was five years ago, but it could still get better, and we need to continue to focus on this initiative and never be satisfied until the day when we have no workplace injuries!

LUFA and BOARD OF GOVERNORS RATIFY FACULTY CONTRACT

After two months of extensive negotiations, the Lakehead University Faculty and the Association have successfully concluded negotiations for a new one-year collective agreement. Glenna Knutson and the LUFA team and John Whitfield and the Board team deserve congratulations for the hard work that went into the successful negotiation of the new agreement.

SMITH COMMITTEE VISITS LAKEHEAD UNIVERSITY

Elsewhere in this issue is a more detailed report on the visit of the Smith Committee to Thunder Bay -- the first stop on a province-wide series of meetings dealing with a policy review of post-secondary education. I believe that the joint presentation by Confederation College and Lakehead University was well received by the Panel as it highlighted the distinctiveness of our two respective and different mandates. At the same time, it was clear to the panel that we have worked together successfully in the past and have several new initiatives in the planning stages.

The issues in front of the Committee are tough ones, particularly in an extended era of fiscal restraint that will likely be with us for a decade. The report of the Committee is anticipated in mid-December, 1996.

GOVERNMENT RELATIONS

The main focus of the government of late has been the primary/secondary system and, recently, the Minister was quoted in the *Globe and Mail* as being somewhat pleased with the way in which colleges and universities have responded to the fiscal challenges of this past year. While Ontario funding per university student has slipped to tenth of the ten provinces, funding per student in the elementary/secondary panel is above the national average. No one knows what the next fiscal year will bring but, if the government does reduce funding, all of the reductions would have to be replaced by fee increases as the system has hit rock bottom in terms of flexibility. Such fee increases would be undesirable from an accessibility perspective, and would, undoubtedly, affect enrolments in a negative way.

All efforts must be made to convince the Harris Government of the merits of further investments in the post-secondary sector.

LAKEHEAD UNIVERSITY

ONTARIO STUDENT OPPORTUNITY TRUST FUND

The response to the matching bursary program has been excellent to date with over \$508,000 pledged so far. The volunteer committee, co-chaired by Al Becker and Fred Poulter, has been hard at work with staff support from Jo-Anne Silverman and Vonnice Cheng. We are still a long way from our goal and much work needs to be done over the next six months to achieve our objective. Funds pledged by March 31 of 1997 need to be paid by March 31, 1999 to be matched by the Ontario government. If you are interested in a student aid legacy, please contact us. Investing in our future by helping students in financial need is a very worthy cause.

ENROLMENT '96

Our full-time enrolment for 1996 is just slightly over our budgeted target of 5,600. As of September 26, we have 5,634 full-time students registered. Our part-time enrolment, in terms of student numbers, is down, but the part-time students are taking more courses so the financial impact at this time is unclear. The challenge we will continue to face next year is enhanced competition for students at the first-year level and the need, as well, to focus our efforts at retention. Part of the retention strategy must include a more user-friendly registration system for the fall of 1997.

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THE PASSING OF AN ERA



CHANCELLOR EMERITUS

G. BERNARD WEILER

Our Chancellor Emeritus G. Bernard Weiler passed away recently after a courageous battle with cancer. Bernie fought the biggest battle of his life the way he approached life -- with vigour, courage, and determination.

Bernie Weiler was a very unique Northerner who arrived in this region in 1934 as a young lawyer and pitched his tent near the gold fields of Jellicoe. He was originally from the region of Georgian Bay (Mildmay, Ontario) and he was destined to have a long, successful and happy lifetime of work in the North.

Although I knew Bernie Weiler prior to his becoming the fourth Chancellor in Lakehead University's history (after Senator Paterson, Bora Laskin and Bob Prettie), it was not until he assumed the role that I really got an in-depth feeling for this special person. As his friend The Reverend Robert Madden of St. Michael's College in Toronto said at his funeral services, "The law was Bernie's vocation, and he never stopped loving it." I soon learned that, even though the Chancellor was in his 80s, if I wanted to contact him in the morning, I could forget calling the house -- I called the law office.

As Chancellor at Lakehead University, Bernie Weiler's most visible role was presiding over Convocation. I suspect that, if one had kept records, the award for "the total elapsed time per degree granted" would probably have gone to Chancellor Weiler. I don't know what he talked about to the graduates, but he enjoyed the yearly event very much. As well, he invariably knew the graduand's uncle, a father, mother or some other regional connection. Bernie liked being Chancellor and, when he had some health concerns and his family encouraged him to retire, he did suggest that I could procrastinate long enough for him to do one more Convocation.

As Chancellor, Bernie also provided voluntary advice to the University and I remember one such occasion during the development of the Code of Student Conduct and Discipline. I remember being lectured by Bernie, on more than one occasion, on one aspect of the law or another. He was a man of the highest integrity.

Historically, the role of Chancellor is a ceremonial one. Bernie knew this but sometimes he would call up, make the customary preface comment on the role of the Chancellor, and then proceed to champion the cause of the latest student who had sought him out. He continued this advocacy in his role as Chancellor Emeritus. Bernie was a man of causes and we have been fortunate that Lakehead University was one of them.

On a personal level, Bernie was most dedicated to and proud of his family, and it is indeed a family to be proud of.

Some of you may know that Bernie Weiler had a passion for golf and that, on occasion, I have been known to lose a ball or two. A few years ago, Bernie invited me out for a game (at the time, I believe that he was 81). After the first hole tee off, Bernie was in some difficulty, and I must admit I thought I had found, at last, a partner that I might actually better at this game. My feelings lasted only until we got to the first green. Although it took him a while to get to the green, Bernie gave credence to the old adage "drive for show, putt for dough." Needless to say, he bettered me that day and on a few others as well.

Bernie dropped by to see me a few months ago and said that he was not going to win his current health battle. He was in the process of finalizing his affairs which included a special academic award at Lakehead University in the name of Bernard and Marcella Weiler.

Personally, I will miss Bernie Weiler, Chancellor Emeritus, the lawyer, the person, a true supporter and friend of Lakehead University.



HONORARY DEGREES

A CALL FOR CANDIDATES

The Senate Committee on Honorary Degrees invites all members of the University community to submit the names of suitable candidates for honorary degrees to be awarded at the spring Convocation in May of 1997. It would be helpful if as much information as possible could be provided about each candidate proposed. All suggestions will be carefully considered by the Committee which will then make its recommendations to Senate. Please send your proposals, as soon as possible, to the attention of Dr. Dave Twynam, Chair, Senate Committee on Honorary Degrees, c/o Outdoor Recreation.

Lakehead University's

Aquatic Toxicology Research Centre

by Sara Hatherly

The challenge of making industry environmentally friendly is one of the critical issues facing the mining and pulp and paper industries in Thunder Bay. It comes as no surprise, then, that business for Lakehead's Aquatic Toxicology Research Centre is booming.

The Aquatic Toxicology Research Centre (ATRC) specializes in providing services in acute toxicity testing. The lab has the capability and expertise to monitor the toxicity levels of discharge from pulp and paper mills, mines and related industries. And, since levels of such substances are subject to government regulation, many companies including Ontario Hydro, Abitibi-Price and Avenor actively seek out the services of the ATRC.

Superior testing facilities and expertise make Lakehead's ATRC appealing as a service provider to outside industry. As a division of Lakehead's Centre for Analytical Services (LUCAS), the Research Centre has the advantage of offering industry a common invoicing system, shared resources and expertise, and beneficial rates which provide industry with a less expensive alternative to shipping samples to Winnipeg or Southern Ontario for analysis.

Revenue generated by the ATRC not only goes to fund the continuing activity of the ATRC with outside clients, but also helps to fund ongoing research within the University. Allan MacKenzie, the Manager of LUCAS, says, "What we are trying to do is provide research opportunities for students and faculty by providing the basic tests they need to do their work. In addition, we can sell extra capacity from the laboratory and take the money and use it to subsidize our operations."



Lakehead's Dean of Graduate Studies and Research Connie Nelson (right) along with Toxicology Technician Al Smith examine a tank full of Rainbow Trout in Lakehead's Aquatic Toxicology Research Centre.

The training of University students hired to work at the ATRC is an additional benefit. Not only does it contribute to the ongoing successful operations of the Aquatic Toxicology Research Centre, it gives Lakehead students valuable experience in marketable technical skills.

Future plans for the ATRC include expanding its list of industrial clients to further help fund ongoing research at Lakehead. In addition, the ATRC will expand testing services to include the areas of both chronic and sedimentology toxicity.

THE HISTORY OF AQUATIC TOXICOLOGY RESEARCH AT LAKEHEAD

Aquatic toxicology started at Lakehead in 1970 through the pioneering work of George Ozburn of the Department of Biology. In the early days there was one technician conducting static bioassays on trout fingerlings. When acid rain became an important issue in the 1970s, the Ministry of the Environment approached Ozburn with a proposal to research the effects of depressed pH from acid rain on fish life cycles. Eventually, flow-through bioassay facilities were established at Lakehead. Today, Lakehead's ATRC is regarded as one of the finest in the country.

Analytical chemistry has always been an important component of Lakehead's toxicology research. The analytical chemistry section emerged under the guidance of Donald Orr of the Department of Chemistry. Orr's involvement was initiated in the mid-1970s when the existing Aquatic Toxicity Research Group began researching organic pollutants. In a three-year study of the evaluation of proposed PCBs (polychlorinated biphenyls), Orr led the way to the establishment of a renowned analytical chemistry section.

Ozburn's research initiated the development of many tests which have had an impact on the field of toxicity testing. The original "bag test" method for acute exposures was developed at Lakehead, as well as a unique version of the "early life-stage" toxicity test. Lakehead also has played a major role in the development of new procedures for the recovery of organics from water and tissue samples.

In 1991, Lakehead University's Dean of Graduate Studies and Research Connie Nelson, working in association with Ozburn, developed the structure for the current operations: the Aquatic Toxicology Research Centre.

The primary objective of the ATRC is to generate income while providing regional access to Lakehead University's toxicology facilities. Operations are managed by the Office of Graduate Studies and Research and Al Smith has been hired to work as the Toxicology Technician. In 1995, Nelson, with the assistance of Axion Infoscan, Inc., implemented a quality management system for ATRC which subsequently has been accredited by the Standards Council of Canada.

For further information about ATRC contact Allan MacKenzie, 343-8853.

Sara Hatherly is one of several Lakehead students participating in a student writing program sponsored by The Chronicle-Journal.

DESCRIBE YOUR RESEARCH IN PLAIN LANGUAGE ADVISES NSERC SITE TEAM

University researchers applying for NSERC funds will have to get better at explaining what they do in ways that ordinary people can understand.

This was a key message delivered by representatives of NSERC Grant Selection Committees (GSCs) when they met with faculty and staff on campus last month.

The purpose of the day-long visit was to inform Lakehead researchers of recent changes in practices and policies; to provide specific information on the application process; to facilitate communication between committees; and to gain an understanding of the research environment and resources here at Lakehead.

One of the issues discussed was a significant change to NSERC Form 101 which requires the researcher to provide a public summary in plain language which would explain and justify their research in language that their teenage children or parents would understand.

NSERC president Tom Brzustowski explains the reasoning behind the policy in a recent issue of the NSERC newsletter, *Contact*:

"First, the researcher will be making a good start on communicating with the public -- something that is essential at a time when public funds are in very short supply, and public support for investments in research is essential.

Second, we will have material at our fingertips which we could use immediately to answer destructive criticism based on the title alone, and maybe even head off the criticism by providing quick and understandable answers when questions are first raised.

Third, we will have a database from which we can develop communications for building public support for research sponsored by NSERC.... So my message to the NSERC applicant is: When you come to this new section, please remember why it is there, choose your words carefully, and if you are really uncertain about their impact, ask a non-scientist friend for a second opinion."

Another point noted by the NSERC Site Team is that applicants are being asked to highlight the quality and impact of their research on the community rather than the sheer quantity of research they have done in the past.

According to Lakehead's Dean of Graduate Studies and Research Connie Nelson, the NSERC site team made it very clear that the training or research personnel is a critical component of the application.

Moreover, she said the shift from justifying how research personnel assist with the research to one of *how the research enhances training*, highlights the significance of viable graduate programs in ensuring the successful competitiveness of our research proposals.

As well as meeting with new faculty, NSERC representatives met with Gordon Hayman and Mike Wesner from the Department of Psychology, Azim Mallik, Murray Lankester, Robert Omeljaniuk and Alastair MacDonald from the Department of Biology, Doug Morris, a cross appointment with both Forestry and Biology, and Bill Parker, Peter Duinker, Len Meyer and David Euler from the Faculty of Forestry.

During the Site Visit, one of the members of the NSERC Team visited the Instrumentation Laboratory and commented how impressed he was with the dedicated laboratory infrastructure support for research.

In May, Lakehead announced that 29 of its researchers received a total of 41 awards from NSERC valued at \$730,000.

NSERC's 1996-97 budget for Research Grants Programs is \$257.9 million and they aim to guarantee a 50 per cent success rate for new applicants.

Copies of NSERC Guides and application forms can be found on the Internet via the NSERC WWW site. The address is <http://www.nserc.ca>.

For more information contact Research Officer Anne Klymenko at 343-8223.

Final Advice from NSERC

- make sure you use the 1996 version
- read all instructions carefully
- follow print size and page limitations
- make sure the application is complete
- remember that two audiences read your application
- ask a colleague for comments
- deadline for all NSERC Research Grants is November 1



PUBLIC LAUNCH SCHEDULED FOR LAKEWIDE MANAGEMENT PLAN

Thunder Bay Community Auditorium

October 25, 1996

The Lake Superior Binational Program announces the public release of the Lake Superior Lakewide Management Plan (Stage 2). The report, prepared by Canadian and U.S. governments, gives targets for the reduction of the loadings of toxic chemicals to the Lake.

Call the Lake Superior Programs Office for details (807) 768-1826.

PUBLICATIONS

Laure Paquette (Political Science) has recently returned from a working visit to Australia and New Zealand, funded by the Department of National Defence and the High Commission. At the invitation of the Canadian High Commission in Canberra, she presented a paper, "Canada in the Web of East Asian Relations," at the conference of the Association of Canadian Studies of Australia and New Zealand, held in July in Hobart, Tasmania. The High Commission also hosted Paquette during a three-day visit to Canberra, where she met with distinguished scholars, military officials and journalists at Australia National University, the National Defence College of Australia and Parliament House. Paquette also visited several universities, including the University of Tasmania, the University of New South Wales, the University of Sydney and the University of Auckland.

Bill Heath (English) recently had three poems published in the journal, *World Literature Written in English* (May/June 1996). The poems are: "The Cello"; "Dilsey"; and "Psyche."

BOARD OF GOVERNORS RATIFIES FACULTY AGREEMENT

At a meeting on September 20, Lakehead University's Board of Governors ratified the Collective Agreement between the Board of Governors and the Lakehead University Faculty Association (LUFA). This was the second step in a two-step process. LUFA previously ratified the agreement at a meeting September 11, 1996.

The approved collective agreement reflects significant governance changes in the university in the past two years. It provides for enhancement of conditions for full-time and part-time members of the Association. The administration will work with faculty to provide support and encouragement for professional and academic development. The agreement also includes improved compensation for some members of the Association. Although there is no across-the-board scale increase for Faculty, there will be a Career Development Increase (CDI) for those faculty members who qualify. The value of the increment is the same for all ranks and consequently gives a greater percentage increase to more junior faculty. It is a one-year collective agreement.

"After intensive negotiations in which a good deal of the contract was open, we are pleased to come to a settlement with the Faculty Association which is, I believe, to the mutual advantage of both the Board and the Faculty," said John Whitfield, Vice-President (Academic).

"LUFA is pleased that a settlement of its collective agreement was reached," said Robert Dilley, President, Lakehead University Faculty Association. "LUFA would have liked to have achieved an overall increase in salary for its members. However, in the current uncertain economic climate it settled for some acknowledgement of the increased workload undertaken as a result of large enrolment increases in recent years. Although the CDI does not benefit all members, LUFA is pleased that its effect is proportionately greater for the lower-paid members, and that some gains were also achieved for sessional lecturers."

FROM CANADA TO PERU AND BACK

by Yves Prévost

In the background one could hear panpipes. The conversation at the table to my left was in German. To my right it was in Italian and the waiters spoke to me in Spanish. We enjoyed our hot wines and Peruvian pizzas as I discussed with Alain and Carolyn their successes and challenges of the day.

Alain and Carolyn are two of 30 Canadian university students who were selected to participate in the World University Services of Canada (WUSC) Seminar.

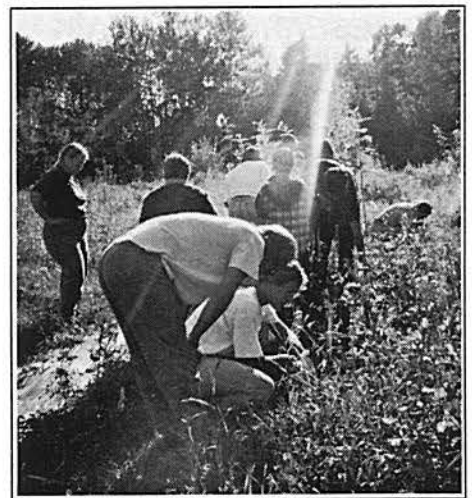
Each student conducted a field study ranging in topics from traditional medicine to legal reform to water pollution. I was one of three professors selected from across Canada as a faculty advisor to provide discussion to the students on their projects.

Our group of 11 worked in Puno on the shores of Lake Titicaca, the highest navigable lake in the world near the Bolivian border. A second group was stationed in Cusco, the ancient capital of the Incas some eight hours north of Puno. The third group was in Trujillo, a colonial Spanish city on the Peruvian coast some nine hours north of Lima, the capital.

In Puno, the students were well integrated into the community. They lived with families and they had a Peruvian student as a research counterpart. The Universidad Nacional del Altiplano and the Regional Economic Development Committee welcomed us by leading a three-day seminar exposing their realities.

Language was not a barrier to the Canadians as we became quite fluent after two weeks. We learned how to do the saya, a Bolivian dance from the Altiplano that resembled line dancing. We visited several Canadian development projects, such as water system development, alpaca rearing, construction of greenhouses and more.

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A TEACHING GARDEN

Thanks to the initiative of Lucie Lavoie, people in Thunder Bay know a lot more about organic gardening now than they did six months ago.

With funds from LUSU, Bell Canada and Friends of the Environment Foundation, Lavoie started "a teaching garden" on a 50' x 100' plot of land behind Lakehead's Shipping and Receiving Building on Oliver Rd.

The idea was to learn by doing. Throughout the summer a total of 25 people came out to work alongside Lavoie to learn a variety of organic gardening techniques such as composting, mulching, and companion planting.

Lavoie is an avid organic gardener who grows just about all her own food. For the last several years she has been teaching people informally by having her "students" visit her own personal garden.

She says younger people are particularly interested in growing their own food and in growing food organically. The advantage of having a teaching garden on campus is that people are able to work together in a communal setting and to learn together over the course of an entire growing season.

Lavoie is hoping to keep the project running next year. For more information contact her at Thunder Bay 2002 at 344-2002.

Thunder Bay 2002 is a team of community partners working to help Thunder Bay conserve water and energy, reduce waste and preserve green spaces.

STUDENT WRITING PROGRAM RECEIVES FUNDING, AGAIN!

Northwestern Ontario's largest newspaper is once again funding a student writing program that allows Lakehead students to be paid for writing stories about University research.

The program began in 1994-95 when Lakehead's Dean of Graduate Studies Connie Nelson worked in collaboration with colleagues at the University of Guelph to obtain a \$1000 seed grant from NSERC. It was allowed to continue the following year thanks to a \$1500 donation from *The Chronicle-Journal*. Recently Lakehead was informed that another donation of \$1500 would be made to keep the program running during 1996-97.

"Education is a cornerstone for any good newspaper," says *Chronicle-Journal* Publisher Colin Bruce, "When we see a role where we can help to develop young people and students, it's more than an opportunity ... it's a responsibility."

The stories are not limited to the engineering and the natural sciences. All kinds of research projects have been featured in the past including those in the social sciences, arts and humanities.

The students' stories are published in Lakehead's alumni magazine and its staff and faculty newsletter. Student writers are paid approximately \$100 for a 500-word story that should take about 10 hours to research and write. And faculty are encouraged to check the stories for accuracy before they go to print.

The program is called *S.P.A.R.K* -- *Lakehead*, a name based on the acronym for *Students Producing Articles on Research Knowledge*. It is coordinated by the Information Office in consultation with the Office of Graduate Studies and Research.

Students interested in participating in the program are asked to submit 2-3 writing samples (i.e. newspaper articles, short stories, essays), a resume and a covering letter to Frances Harding, Publications Officer, Student Services and Community Relations, Lakehead University (Avila Centre). For more information call 343-8193.

BUFFY STE. MARIE -- LIVE AT THE OUTPOST



"I come from a place called the Sixties," said Buffy Ste. Marie during a performance at Lakehead's student pub in September where she sang her most popular hits including *Universal Soldier*, *Up Where We Belong*, *Starwalker*, and *Bury My Heart at Wounded Knee*. Billed as *"An Evening with Buffy Ste. Marie,"* the show included an hour of conversation, two hours of song, plus another hour signing autographs under the watchful eye of Outpost security staff. Her most ardent fans applauded when she said how pleased she was to be performing at a Canadian university, and that she would like to come back to Lakehead to teach! Among them were Madge Chan (left), a Secretary in the Registrar's Office, and Loretta Sheshequin (right), a second-year student in the Honours Bachelor of Fine Arts program.

The Saskatchewan-born singer-songwriter now lives in Hawaii where she works on music recordings and computer-generated visual art.

LAKEHEAD UNIVERSITY IS THUNDER BAY'S WINDOW TO THE WORLD

Thirteen families from Thunder Bay's Japanese Canadian community have been invited to Japan for a week in October to celebrate Yanaizu's 40th anniversary. All have hosted visitors from the town of Yanaizu over the past six years.

Yanaizu (pronounced yah-nah-ee-zoo) is the town where Gifu University for Education and Languages is located.

The connection between Thunder Bay and Yanaizu began several years ago as a result of discussions between Lakehead's Director of Continuing Education Dan Pakulak and Gifu University's Director of International Relations Takafumi Hirose. These talks culminated in the establishment of a faculty and student exchange program that was launched in 1989.

Lakehead and Gifu now have an exchange program that includes an English Immersion Program, a Canadian Studies program, and a Homestay program for Gifu students, as well as beginner Japanese courses open to the general public.

Since the program began, Lakehead has welcomed more than 350 students from Japan including four students (Kyoko Kondo, Natsue Nishio, Rieko Sakaida and Masashi Otsubo) who are currently enrolled as full-time students as part of Lakehead's International Exchange program. In addition, five Lakehead faculty and staff have taught at Gifu University.

Thunder Bay mayor David Hamilton along with Dan Pakulak have been invited to join the Thunder Bay families on their trip to Yanaizu.

The trip is providing an opportunity for Hamilton to visit Thunder Bay's two Asian sister cities: Keelung, Taiwan, and Jurong East, Singapore, which he will do with Dick Charbonneau, Senior Development Officer, Development Thunder Bay before returning to Thunder Bay on November 3.

"Lakehead University," says Hamilton, "is Thunder Bay's window to the world."

MENTORTECH SERIES

The Mentortech Technepreneur Program is a series of 12 seminars to be held in seven Universities from October to April. It is designed to encourage entrepreneurship among graduate students, and at Lakehead, the program has been extended to undergraduates and small businesses.

The seminars are presented live at one university and on video at the others. The initial seminar was held in the Senate Chambers at Lakehead on October 8 and featured Joe Paradi, a faculty member at the University of Toronto and a successful entrepreneur, venture capitalist, and most enthusiastic supporter of entrepreneurs.

There is no charge for the introductory seminars. However, if you decide to continue, the fee is \$50 for the whole year, for students and businesses. Topics are:

Oct. 8	<i>The Entrepreneur</i>
Oct.22	<i>Venture Search</i>
Nov. 5	<i>The Business Plan</i>
Dec.3	<i>Business Environment</i>
Jan.7	<i>Market Research</i>
Jan.28	<i>Intellectual Property</i>
Feb.25	<i>H.R. - Team Building</i>
March 4.	<i>Marketing</i>
March 25	<i>Record Keeping</i>
April 8	<i>Raising Funds</i>
April 29	<i>Import/Export</i>
May 13	<i>Start Up Procedures</i>

Note: The Lectures will be held in the Little Dining Room at 6:00 p.m.

The speakers for each program are selected as leaders in their field, and previous year's speakers have included Nuala Beck, Denzyl Doyle, and Milton Chang.

"This is an excellent learning opportunity for both students and business people, and an opportunity for business people to mentor potential entrepreneurs," says Doug Stone of Innovation North.

Students are eligible to enter their business plans in a competition for which there is a \$35,000 prize. For more information contact Doug Stone 343-8124 or Ray Rivard 343-8953.

From Canada to Peru and Back

(continued from page 8)

After four weeks of field work the students had reached most of their objectives and it was time to go to the debriefing held in Cuzco. We met the two other groups where we exchanged findings, discussed ideas and wrote the final report.

In 1997 the WUSC seminar is returning to the same regions in Peru! You too can take part in this incredible human experience.

The Lakehead University Local Committee of WUSC is now accepting applications from professors willing to act as faculty advisors, and from students to participate in the 1997 seminar. Applications are due by November 1, 1996. For more information contact Yves Prevost at 8342 or yprevost@lakeheadu.ca.

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NEWS FROM NECAH

NECAH has implemented an undergraduate interdisciplinary minor in gerontology (in its third year) and a collaborative graduate program in gerontology (second year).

NECAH hosts an annual Seniors' Day on campus.

The Centre was awarded an annualized grant of \$75,000 from the Ministry of Health (Community Initiatives Fund).

Visiting lecturers to date have included Sandi Spaulding, Neena Chappell, Phillip Clark, Jennie Chin Hansen, Jane Aronson, Betty Havens, Susan McDaniel, Anne Martin Matthews, Elaine Gallagher, Professor Sharon Taylor, Phyllis Blumberg, Sandy McPherson, William Molloy, and Ken LeClair, and Len Fabiano.

Terry Hill, Mary Lou Kelley, and Susan Plumridge (and Jane Taylor in absentia) will be presenting papers at the Canadian Association for Gerontology Conference in Quebec City in November.

Mary Lou Kelley will be submitting a paper for the Association for Gerontology in Higher education, Boston, in February.

Several staff members will be attending the ECAH Conference at McMaster University, next Spring.

Marilyn Arthur is submitting a paper for the Ontario Palliative Care Association Conference in Toronto in April.

Terry Hill will be presenting a paper in leading a discussion session at the Society for Applied Sociology 14th Annual Meeting, Atlanta, Georgia, in October.

The offices of NECAH are situated in the Health Sciences North building on campus. The Centre can be reached by phone at 1-807-343-2126, Fax 1-807-343-2104, or e-mail at tlhill@sky.lakeheadu.ca.



Insurance Premium Reductions



In the fall of 1995 Lakehead University, along with 14 other Ontario universities, marketed their group life insurance coverage to determine the merits of consolidating employee benefits across universities. The life insurance companies were also given the opportunity to quote on Accidental Death & Dismemberment (AD&D) and optional life insurance.

Group Life Insurance

Sun Life was the lowest bidder, and the range of premium reduction by university ranged from no change to 33%. Lakehead will experience premium savings of approximately 30%.

What Does It Mean To Lakehead University?

Effective 1 October 1996 Lakehead University is changing coverage from Prudential (now London Life) to Sun Life. Lakehead University will be paying less for *the same* group life insurance and can use the savings to help offset other budget pressures.

What Does It Mean To Employees?

Since group life insurance is a taxable benefit under Revenue Canada rules, the reduced premiums mean a reduced tax deduction on your paycheque and a few more dollars in your pocket. As an employee, you don't have to do anything - the adjustment is done by Payroll and changes will be reflected on your October pay deposits.

Voluntary Accident Insurance (AD&D)

AD&D was awarded to Mutual of Omaha. This company is our present carrier, but since we are now part of a much larger group, we gain the economies of scale. Since this is a voluntary benefit, there are no savings to the University, but there are substantial premium savings for employees with this coverage.

Rates Including PST:

	Single	Family
Current rates per \$1,000 coverage	\$0.029	\$0.044
New rates per \$1,000 coverage	\$0.011	\$0.018
Savings per \$1,000 coverage	\$0.018	\$0.026

The above reduced rate changes are effective 1 October 1996 and will also be reflected on your October pay deposits.

Optional Life Insurance

Up until now, Lakehead University did not have optional life insurance, however, I am pleased to announce that, effective 1 December 1996, this benefit will be available to employees and their spouses. *More information concerning this benefit, its cost and registration instructions will be mailed to full time employees in late October or early November. This mailout will also contain registration information for AD&D mentioned above.*

University Christmas Closure Schedule

Monday		Tuesday		Wednesday		Thursday		Friday	
23	Dec/96 OPEN	24	Dec/96 OPEN	25	Dec/96 CLOSED	26	Dec/96 CLOSED	27	Dec/96 CLOSED
30	Dec/96 CLOSED	31	Dec/96 CLOSED	1	Jan/97 CLOSED	2	Jan/97 OPEN	3	Jan/97 OPEN
6	Jan/97 OPEN CLASSES RESUME	Have some outstanding vacation?? Perhaps look at December 23rd and 24th, or January 2nd and 3rd as an option. Check with your supervisor. Campus Development Staff: Check with your supervisor re Christmas closure.							

Canada Savings Bonds - REMINDER

Full time employees must return their applications for the payroll savings plan to Payroll before 25 October 1996.

Quote of the Month:

Yesterday is History; Tomorrow is a Mystery
Today is a Gift; That's why they call it the "Present"

DOWN UNDER

Human Resources

Telephone 343-8334
Fax number 346-7701

THUNDER BAY ART GALLERY

In celebration of the Gallery's 20th Anniversary, work from the permanent collection by Carl Beam, Joanne Cardinal-Schubert, Alex Janvier, Goyce Kakegamic, George Littlechild, Jim Logan, Norval Morrisseau, Shelley Niro, Roy Thomas and others will be on display September 13 - October 27. As well, a Speakers Series is planned:

Saturday, October 19, 8:00 pm

Lee-Ann Martin

"Contemporary First Nations Art"

In conjunction with the Aboriginal Peoples Conference at Lakehead

Friday, October 25, 8:00 pm

Roy Thomas

"My Elders Teach Me What to Paint"

Free admittance to the Speakers Series with paid admission to the Thunder Bay Art Gallery.

ABORIGINAL PEOPLES CONFERENCE

October 18-20
Lakehead University

ALUMNI DAY AND JOHN ZANATTA MEMORIAL BASKETBALL GAMES

Saturday, October 19

6:00 p.m. Women's Game

7:30 p.m. Alumni All Stars vs Media All Stars

8:00 p.m. Men's game

10:00 p.m. Post-game social in faculty Lounge including light Meal

Outpost - Post-game Party

Students, Alumni, Faculty & Staff are Welcome. For Information call 343-8155.

NWO ANIMAL HABITAT (NOAH)

presents an evening with

Robert Laidlaw,

Director of Zoocheck Canada

Wednesday, October 23

7:30 p.m.

Confederation College

(check monitor for Room number)

please phone to confirm attendance

622-9325 or 344-1365

DEPARTMENT OF MUSIC LUMINA CONCERT SERIES 1996-97

Concerts are held in the Jean McNulty Recital Hall Music and Visual Arts Centre 12:30 p.m. unless otherwise noted.

October 22

Yves Lussier, trumpet

Joy Fahrenbruck, piano

November 5

Heather Pawsey, soprano;

Cristopher Foley, piano

(Eckhardt-Gramatté

National Music Competition winner)

November 17

Frédéric LaCroix, piano

(Ontario Young Artist Competition winner, sponsored by the Canadian Federation of Music Teachers' Associations and the Thunder Bay Branch of the Ontario Registered Music Teachers' Association) (Note: 2:00 p.m.)

Subscriptions and tickets available from the Department of Music. For further information call 343-8787.

DEPARTMENT OF ENGLISH AUTHORS' SERIES

presents

Constance Beresford-Howe

Author of A Serious Widow, The Book of Eve, The Marriage Bed and Night Studies will give a public lecture entitled "Genesis and Exodus"

Wednesday, October 23, 1996

in the Faculty Lounge

Cash Bar, Reception & Book Signing, Free Admission

ALUMNI THEATRE NIGHT

The Alumni Association and Cambrian

Theatre present Agatha Christie's

The Mousetrap

November 14, 1996

Bora Laskin Theatre

Pre-event social at 7:00 p.m.

Tickets \$7

Call 343-8155

CHANCELLOR PATERSON LIBRARY HOURS

Regular Hours

Monday to Thursday

8:00 a.m. to 11:30 p.m.

Friday

8:00 a.m. to 8:00 p.m.

Saturday

10:00 a.m. to 6:00 p.m.

Sunday

12:00 noon to 9:00 p.m.

Agora

October, 1996

Vol. 13, No. 8

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

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