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A NEWSLETTER FOR LAKEHEAD UNIVERSITY STAFF & FACULTY



The youngster who shouted "Way to go Grandma!" when Bernice Clarke crossed the stage appears to have struck a chord with Chancellor Lois Wilson and the rest of the platform guests. Approximately 960 students took part in Lakehead's 32nd Convocation.

Congratulations Class of '96

Those who attended Convocation this year had ample evidence to support the President's statement that Lakehead is indeed "an institution of great spirit and character."

For the first time in the University's history, a Lakehead graduate receiving a honorary degree gave an address to the graduating class.

Scientist Lorne Everett spoke about the choices he made in becoming an expert on hazardous waste and groundwater monitoring. "Stay with your convictions," he said. "Stay with the heat and when it all comes out, you will rise to the top."

Another honorary degree recipient spoke about the role of the unexpected. "The unforeseen is the area of freedom and creativity," said poet Louis Dudek. "You must be open to every opportunity to get the best of it."

Other highlights of the day were:

-- the graduation of the first students in the Master of Forestry program (Edith Abruquah and Frederick Pinto);

-- the graduation of the first Honours Bachelor of Arts students with majors and minors in Indigenous Learning;

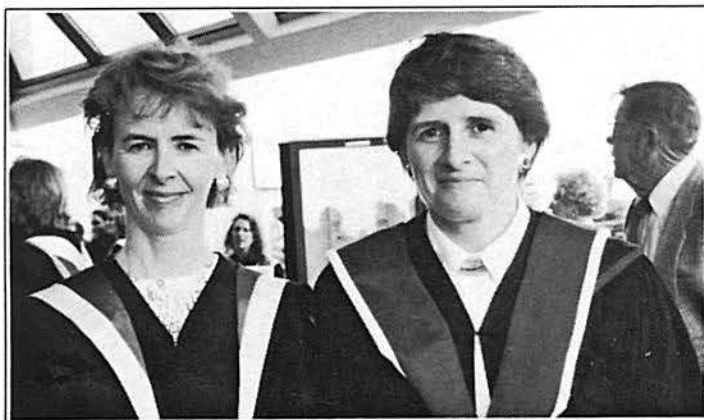
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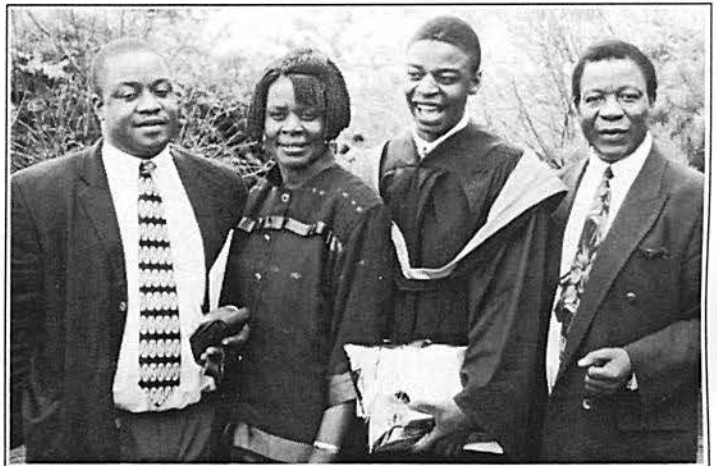
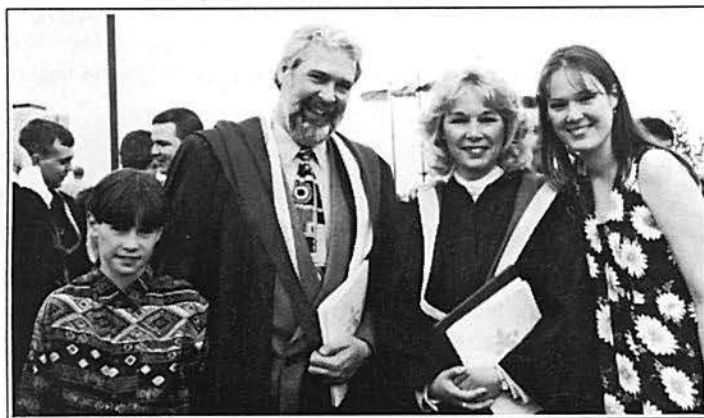
*Lakehead
launches the
Ronald Ristimäki
Chair in Finnish
Studies*

Congratulations, Class of '96 (continued from page 1)

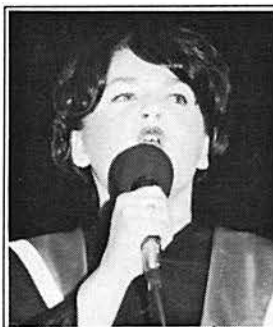
- the graduation of the first two Master's students (Edith Abruquah, Henry Bulley) taking part in the LU-CIDA Ghana Graduate Student Scholarship in Forestry;
- the attendance of Mr. Veijo Sampovaara, Finnish Ambassador to Canada, who had come to Thunder Bay in time for the launching of the Lakehead University Chair in Finnish Studies;
- the participation of special guests -- Satomi Niwa and Yuko Takemoto of Gifu University of Education and Languages; and Khairuddi Yahya from the Consulate of Malaysia in Toronto;
- the conferring of the title "Professor Emeritus" to 22 faculty and the title "Chief Librarian Emeritus" to Fred McIntosh;
- the presentation of the Distinguished Alumni Honour Award to Joe Logozzo;
- the presentation of the title "Fellow of the University" to Mae Katt, Health Director of the Nishnawbe-Aski Nation;
- the attendance of Chancellor Emeritus Bernard Weiler who, along with his son Joe (a law professor at UBC), watched as Bernard Weiler's grandson, John Guerard, received his Honours Bachelor of Commerce degree in accounting.



Convocation is a family affair for faculty and staff as well as students. Above: LU Chaplain Alice Greer was on hand to see her sister Patricia Ambrose graduate with a Master of Education degree in Curriculum Studies. Below: NHHRRU Research Associate Connie Hartviksen is joined by her husband Ken and their children Kellen and Keely to celebrate her graduation from the Master of Education program in Educational Administration.



The audience broke into spontaneous applause when it was announced that Adam Molai's family had travelled all the way from Zimbabwe to attend their son's graduation. Molai is the recipient of this year's Poulin Award and a President's Award.



Something new this year was the singing of O Canada by Communications/Special Events Officer Denise Bruley at the close of each session. The rest of the music was provided by Sessional Lecturer Allan Bevan (organ) and, on trumpet, student Terry Wood and Sessional Lecturer Brenda Sitko.

PROFESSORS EMERITI

Twenty-two faculty received the title Professor Emeritus including: **Henry Akervall**, Professor Emeritus of Outdoor Recreation, Parks & Tourism; **Paul Barclay-Estrup**, Professor Emeritus of Biology; **Anita Chen**, Professor Emeritus of Sociology; **Andre Cloutier**, Professor Emeritus of French; **Richard Freitag**, Professor Emeritus of Biology; **Ian Mark Hoodless**, Professor Emeritus of Chemistry; **Alan Noel Hughes**, Professor Emeritus of Chemistry; **Fred McIntosh**, Chief Librarian Emeritus; **George W. Ozburn**, Professor Emeritus of Biology; **Lisle A. Thomson**, Professor Emeritus of Outdoor Recreation, Parks & Tourism; **Ernst Robert Zimmermann**, Professor Emeritus of History; **Douglas Hamilton Alexander**, Professor Emeritus of Business Administration; **Emil J. David**, Professor Emeritus of Forestry; **Robert J. Day**, Professor Emeritus of Forestry; **Gerrit Hazenberg**, Professor Emeritus of Forestry; **A.C. Hensel**, Professor Emeritus of Business Administration; **William C. Honey**, Professor Emeritus of Business Administration; **Henry North**, Professor Emeritus of Mechanical Engineering; **Martin Oosterveld**, Professor Emeritus of Civil Engineering; **Murray Patterson**, Professor Emeritus of Mechanical Engineering; **Dennis Roddy**, Professor Emeritus of Electrical Engineering; **Peter J. Rutherford**, Professor Emeritus of Education; **Thomas M.K. Song**, Professor Emeritus of Kinesiology.



CHAIR IN FINNISH STUDIES LAUNCHED

Friday, May 24, 1996 was a historic day for Lakehead University.

Thanks to the fund-raising efforts of the local Finnish community and a leadership gift by locally-born businessman Ronald Ristimäki, Lakehead University announced that it had passed the half-way mark toward its \$1 million fund-raising goal for the establishment of a Chair in Finnish Studies.

A total of \$530,000 has been raised towards the endowment -- enough money, said Dr. John Whitfield, Vice-President (Academic), to announce the first appointment would be made in early January, 1997.

The Chair in Finnish Studies at Lakehead will be different from the traditional academic chairs established in a number of North American Universities. Normally, academic chairs are occupied by one individual for long periods of time and are usually associated with the language of the country concerned.

The Chair in Finnish Studies as conceived by Lakehead will have a language component, however, the Chair's position will be occupied each year or so by a different professor from a different Finnish University, in a different academic discipline. The Chair's position would thus rotate among the various academic units at the University, and during his or her tenure at Lakehead, the individual occupying the Chair's position would normally be attached to an appropriate academic department.

Attending the press conference to announce the establishment of the Chair in Finnish Studies was His Excellency, Mr. Veijo Sampovaara, Ambassador of Finland to Canada.

A week earlier Kalervo Siikala, Director, International Affairs, Ministry of Education, Finland, was in Thunder Bay to visit the campus and to meet with members of the Canadian Suomi Foundation. The Canadian Suomi Foundation, along with other Thunder Bay community groups, has been working closely with Lakehead Registrar Pentti Paularinne to raise the necessary funds for Lakehead University's Chair in Finnish Studies.

Lakehead currently has exchange agreements with a number of Finnish Universities including the Universities of Lapland and Oulu and the Espoo-Vantaa Institute of Technology. Lakehead has also been offering a variety of Finnish courses for more than 17 years and has probably done more than any other Canadian University in this field. As well, Thunder Bay and region has a large number of Finnish Canadians. It is as large, if not larger, than any other city in Canada.



ANITA CHEN HONoured FOR HER CONTRIBUTIONS TO LAKEHEAD

Friends and colleagues gathered in the Faculty Lounge last May to celebrate the career of a pioneer in the field of Sociology at Lakehead -- Dr. Anita Chen.

The dinner was organized by the Department of Sociology to raise funds for the Anita Chen--LU 30th Anniversary Bursary in Sociology. The award is one of many established by Anita Chen and her husband, Dr. Min-Sun Chen, Professor Emeritus of History, during their respective careers at Lakehead.

Anita Chen will be remembered as the founding chair of Lakehead's Department of Sociology who joined the University in 1964 as a recent graduate of the University of Chicago and a Fulbright scholar. At the time, she was the only full-time sociologist on staff and promised to stay for only one year. As it turned out, her career at Lakehead lasted over 32 years.

Chen has contributed significantly to the department's scholarly reputation with characteristic charm, generosity, calmness and insight.

Dr. Terry Hill, the Acting Director of the Northern Educational Centre for Aging and Health (NECAH), praised her for her contributions to Sociology at Lakehead. As well, he thanked Chen for believing in the vision of NECAH and in the undergraduate program in Gerontology.

In his remarks, colleague and friend Dr. Bruce Minore said Chen will be remembered for her leadership. "Anita shouldered her share of the often onerous administrative tasks, such as serving a three-year stint as Graduate Studies Coordinator. She also contributed significantly to the department's scholarly reputation as she pursued and published her studies in the areas of aging and health, and ethnicity and migration. Of particular note is her research on recruitment into the profession of nursing and the various social and demographic academic work in the field of nursing, aging and health, and the Filipino cultural life in Canada."

If you wish to make a contribution to the Anita Chen-LU 30th Anniversary Bursary in Sociology, contact Jo-Anne Silverman at 343-8910.



*by Dr. Robert Rosehart
President
Lakehead University*

A Proud Lakehead Graduate: Anna Maria Barsanti

I recently received a note from Anna Maria who is a Lakehead BEd graduate of 1977. Anna Maria teaches at Lo-Ellen Park Secondary School in Sudbury, Ontario, and has recently been selected as one of 55 teachers from 25 states and 11 countries who have been named to the ASTC (Association of Science and Technology Centres) Honor Roll of Teachers in recognition of her work between Lo-Ellen Park School and Science North.

Special congratulations on this award, and keep up the outstanding work.

Lakehead wins CCAE Award for Best Program: Student Recruitment

The Canadian Council for the Advancement of Education annually presents their Prix d'Excellence, which recognizes excellence in promoting a greater understanding and support of post-secondary education in Ontario. This year, I am pleased to report that Lakehead University has been awarded a Silver Medal for its entry in the category, Best Program, Student Recruitment. Congratulations to Sarena Knapik, Angela Lockhart, Darlene Althoff and all the rest of the staff in the Office of the Registrar who help with student recruitment.

News from SSHRC

We often hear how tough it is to get a research grant from SSHRC, and it is difficult. However, it is not impossible. In an analysis shared with the Presidents recently, Lynn Penrod, SSHRC President, notes that the success rate is 29.8 percent of the applicants. That means about 1 in 3 receive awards, not a good statistic but, in a global sense, a 1 in 3 odds. On the other hand, if you don't apply, you don't have any odds. In our case, only about 20 of the 130 or so eligible SSHRC faculty make the yearly applications. Although encouragement and support have increased the number of applicants from 1 or 2 a few years ago, we have a long way to go. Think about developing a proposal over the summer for the fall deadline!

Government Update

Lots of rumours on a variety of fronts, but nothing definitive. With the demise of OCUA, COU has started to conceptualize some alternative self-regulating mechanisms that could replace at least some of the OCUA functions. The competitive market for new enrolment continues, and it has been suggested that some institutions did not pay strict attention to the June 15 admission date. Confirmations are still coming in, and it is too early to predict our situation.

Ken Brown Seminar "Lives On"

I heard so much positive feedback from the seminar sessions that Ken Brown led on "Creating a Learning Environment" that I asked Ken to repeat the effort for the senior administrative group. The session went well, and we are going to follow up with some specific initiatives. Special thanks to Ken Brown for this effort. For those who missed Ken's sessions, you can get an overview by reading his article "Reinventing the University: Creating Our Own Bright Future" on page 6 of this issue.

Restructuring

Slowly, and with input from the transition groups, we will move, over the next year, to a more decentralized and empowered organization. With this subtle shift will come enhanced budget flexibility for our budget centre managers but, as well, more accountability and responsibility. We are moving slowly to ensure that we create the most effective and efficient organizational structure that we can. I expect that, by mid-July, we will circulate a new organization chart.

LU Student Opportunity Trust Fund

On the following page, you will read more about this special project under the Northern Vision Campaign that will be co-chaired by Al Becker and Fred Poulter. Our future students need enhanced student aid programs, and this matching fund initiative announced by the Harris government is a very attractive offer to potential donors. If you are interested, please get in touch. We have until March 31, 1997 to secure the donations and/or pledges.

Fred Poulter Retires

After nearly nine years of service to Lakehead University, Fred Poulter has officially retired as our Vice-President (Administration). Fred has served Lakehead extremely well in this position and has put his untiring efforts behind a number of our important initiatives. Fred will be doing limited work for Lakehead on a project basis in the future as well as being one of the volunteer co-chairs of the Student Opportunity Trust Fund. On behalf of all of us at Lakehead University, I would like to thank Fred Poulter for all of his efforts and to wish him and his family happiness in retirement.

Summer '96

At last, even the weather seems to have acknowledged that the summer of 1996 is upon us. Whatever you do over the summer, be it work or play, do it *safely* as we look forward to the challenges of September.



Changing Times at Lakehead

Lakehead University re-organizes in light of budget reductions and a changing environment

by Dr. John Whitfield, Vice-President (Academic)

Lakehead has undergone considerable change in the past few months. This is driven in a large part by budget reductions and changing environment. Change will continue. Indeed, it has been said, "When you're through changing, you're through." Stress, uncertainty, and dislocation are by-products of this process. Efforts continue to minimize these. The patience, support, and input from the units involved in the entire University community have been appreciated.

Effective July 1, 1996, the following restructuring and decentralization of responsibilities have occurred:

Vice-President (Administration) Retires

Upon the retirement of Fred Poulter, the position of Vice-President (Administration) will be unfilled for the next few years. During this period, the Administrative Directors of Finance, Human Resources, and University Services will report directly to the President.

Student Services and Community Relations

A new Department of Student Services and Community Relations has been formed by amalgamating External Relations, Student Placement and Cooperative Education, and Student Services (except for the Learning Assistance Centre). Joy Himmelman will be the Director of this Department. A Transition Team is in place to develop a vision and operational structure and plan for the new Department.

Learning Systems

The Department of Learning Systems will comprise Distance Education, Learning Assistance Centre and the Library. A Director will *not* be appointed immediately. In the meantime, an Acting

Chief Librarian will be appointed; and the Coordinators of Distance Education and Learning Assistance Centre and the Acting Chief Librarian will report directly to the Vice-President (Academic). A committee will be struck to develop a vision and structure for the Department as well as a job description for the Director who will be appointed by July 1, 1997 at the latest.

Part-time Studies and Continuing Education

Each Faculty will assume responsibility for part-time studies and continuing education. The Continuing Studies Office has been transferred to the Faculty of Arts and Science. The Faculty of Education has an Office of Continuing Teacher Education. In the other Faculties, questions concerning part-time studies can be directed to the Dean's office.

Graduate Studies

This will involve a division of responsibility between the Office of Graduate Studies and the Faculties. In general terms, the Dean of Graduate Studies and Research will have an advocacy and planning role for Graduate studies as well as dealing with external bodies. The Faculties will deal with the day-to-day operation of their graduate programs, including working with the Registrar's Office to recruit, admit and register graduate students. In addition, Faculties will be responsible for advising and monitoring the progress of their graduate students.

Centre for Northern Studies

The Centre for Northern Studies is being scaled back and moved from the Biloski House. Full-time faculty members cross-appointed to the Centre have been reassigned to their departments. The ongoing activities of the Centre will be directed by a committee and supported by a part-time secretary.

EASING THE BURDEN OF TUITION

Lakehead launches a Campaign to raise Money for Bursaries

Shortly after the recent budget was brought down by the Ontario Government, Premier Mike Harris announced a brand new program in favour of Ontario universities. This new initiative, **The Ontario Student Opportunity Trust Fund**, will match 'dollar for dollar' funds raised toward bursary endowments at both colleges and universities. This will help offset tuition increases and the cost of living for deserving students who want to attend post-secondary educational institutions.

Lakehead is now launching a 'mini campaign' of \$1 million to be matched by the Provincial government and this window of opportunity remains open until March 31, 1997. While firm guidelines have not as yet been issued, there may be a component of academic merit attached to the criteria and the pledge period is anticipated to be up to three years.

Fred Poulter, recently retired from his post as Vice President (Administration) at Lakehead University, and **Allen Becker** of the Royal Bank, Toronto, and member of the Board of Governors, are heading up this campaign along with Committee Cabinet members: **Richard Buset, Bob Edwards, Tom Jones, Moe Ktytor, Joe Logozzo, LaRea Moody, Tony Seuret, and Bev Stefureak**. We are pleased that leadership gifts to date total over \$200,000 toward our objective.

Anyone wishing to obtain additional information on how to establish such a fund may do so by calling Senior Development Officer, Jo-Anne Silverman at 343-8910. All contributions are tax receiptable.



Reinventing the University: Creating Our Own Bright Future

By Kenneth M. Brown
Professor of Forestry and Instructional Development Advisor

The Chaotic Present

Spirits are down on many Ontario university campuses as the result of budget cutbacks and all that has followed. Although here at Lakehead no departments have closed and no one has lost a job, morale is quite low. Many of us are wondering, "What will be the impact on my own job / program / academic unit? What will be the impact on the whole institution? How is the university going to cover its obligations to students and others when we have fewer resources to do the job?" Most of the answers now being heard reflect our uncertainty and pessimism about the future.

The 47 Million Dollar Question

Instead of expecting the worst, however, why don't we ask, "How can Lakehead University come out of this crisis stronger and more competitive?" That may be a naive question. After all, if we lose 10 per cent of our resources to cutbacks, then we might expect output to go down by at least 10 per cent too -- more if we damage ourselves by fighting over the remaining 90 per cent. But this doesn't have to be the case as the following story suggests.

The Story

There once was a university much like Lakehead in a town much like Thunder Bay. But this university's campus was empty and the 600 people who once worked there were all unemployed.

One day a rich benefactor invited the 600 former workers to attend a meeting on the front lawn of the vacant campus. When the group had assembled, the benefactor said, "I know that you are 600 creative, intelligent people who know much about the business of running a university. I also know that the campus before us is available for new ventures. My question to you is this: If I promise to give you an annual grant of \$47 million, can you convince me that you will use the money and your own talents to turn this campus into an exceptionally fine university?"

Surely if we were among the unemployed in the story above, the rich benefactor's offer would fill us with excitement and enthusiasm. No doubt, we would have no trouble crafting a proposal to develop a truly fabulous \$47 million university.

What would this \$47 million dream university be like? And, since we have the 600 creative, intelligent people, and we have the fine campus, and we have the \$47 million, what is keeping us from realizing that dream now?

The Trouble with Taking a Narrow View of the World

One feature of the story above is that the 600 unemployed university workers would, in effect, be starting from scratch. As a result, it would be relatively easy for them to imagine pooling their talents to create something really good. In an up-and-running organization, it is harder to think in this way. The problem stems not from how much money we have but from how well we work together as we spend it. At present, each individual, each department, and each faculty sees itself operating in an environment comprised of other individuals, other departments, and other faculties. When a problem is perceived at, say, the department level, the natural response of department members is to solve the problem in such a way that their own department's interests are most nearly satisfied. Individuals and faculties do the same thing.

When we construe our interests narrowly, we create an organizational world in which any significant problematic event can trigger a whole cascade of negative effects. This isn't an abstract theory; we can see it happening in our own individual and institutional responses to the recent budget cutbacks.

... continued on page 7

Three Steps Along the Road to a Bright Future

It is possible for a community of intelligent people who are full of good intentions to create their own bright future. It doesn't happen very often because the dynamics of most communities throws efforts at productive problem solving off track, but it is possible. To make it work, at least three conditions must be in place.

First, the whole community must develop a shared vision of the future that is both practical and exciting to all members. The vision must be concrete and it must be achievable; not pie-in-the-sky. For this to happen, the creativity of the whole community must be released and synthesized. Usually, participants in this process discover that they are far more imaginative and resourceful than they knew.

Second, the whole community must identify the blocks that prevent us from implementing our dream right away. For this step to succeed, the diverse perspectives of the whole community must be tapped and integrated. Usually, participants realize that the problems they most object to are problems of their own creation. In other words, we keep ourselves from achieving our very best.

Third, each block must be analyzed so that we can map the specific interpersonal and organizational conditions that lead to its creation and maintenance. To implement this step, it is necessary to create an organizational culture that supports learning about difficult issues -- even those that are normally undiscussable. If this work is successful, participants learn how their own habits of reasoning and acting contribute to the very organizational conditions that are blocking progress towards the dream. Such learning is apt to be painful for a lot of people and as a result this stage is hard to implement in practice.

Where Is Lakehead University on This Road?

Since April 30, 1996, Lakehead University has sponsored four workshops on topics related to the problem of creating a grass roots shared vision of the future, the problem of identifying the blocks that stand in the way of achieving that vision, and the problem of analyzing the interpersonal and organizational conditions that make it difficult to bypass or overcome the blocks. To date, about 60 faculty and staff and 30 senior administrators, directors and department chairs have participated in at least one of these sessions.

During the course of these workshops, two separate groups have produced both a shared vision of the future and a list of the blocks that are standing in the way of realizing that vision. One of these groups was composed primarily of faculty and staff; the other primarily of senior administrators, directors, and department chairs.

It is clear from the results of these sessions that administrators, faculty and staff agree on both the kind of university we would like to become and the systemic blocks that keep us from moving in that direction.¹ This is exciting news. The next step is to begin analyzing the blocks and changing the interpersonal and cultural conditions that created them in the first place. If we can do that, then we really can come out of this crisis stronger and more competitive as an organization than we were going in.

¹ Details regarding both the shared vision and the list of blocks will be communicated in a separate report in the near future. Contact Ken Brown, Faculty of Forestry, if you would like an advance copy of the unprocessed results.

14TH CENTURY MANUSCRIPT ADDED TO THE MUSIC LIBRARY

A generous donation by the Buset family in honor of the late William H. Buset has made it possible for Lakehead University to acquire a facsimile of an exquisite manuscript anthology of Italian music compiled in Florence during the first two decades of the Quattrocento.



The Squarcialupi Codex -- which belonged to the celebrated organist Antonio Squarcialupi before coming into the hands of Giuliano de Medici -- contains more than 300 pieces, almost half of which are known only through this source.

The accompanying volume includes the largest body of historical and critical studies ever devoted to the Squarcialupi Codex examining the work from all angles: musicological, paleographic, literary and art-historical.

"The manuscript will be used in conjunction with several music history courses, especially a course on the Middle Ages and Renaissance, and will be an invaluable resource for all students," says Dr. Carruthers, the Chair of Lakehead's Department of Music.

"It is one thing to see a poor black-and-white reproduction of a page or two in a textbook, and quite another to have a full-colour facsimile of the complete manuscript. Since the Squarcialupi Codex is available only in a limited edition -- and a very expensive one at that! -- our students are extremely fortunate to have access to this monument of western music.

The manuscript, valued at \$1,980 (U.S.), will be housed in the Pete Musselman Music Library of the William H. Buset Music and Visual Arts Building.

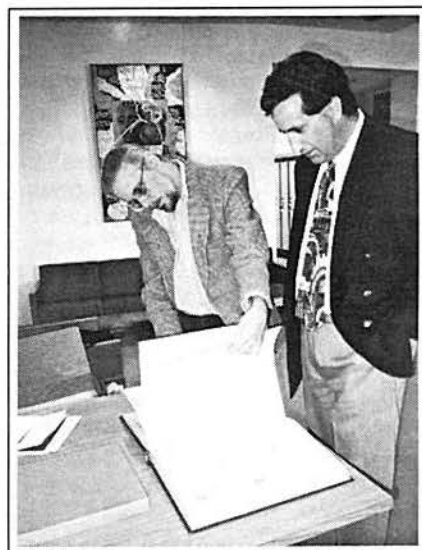


Photo: Glen Carruthers and Richard Buset page through the Squarcialupi Codex. Buset is the nephew of the late William H. Buset in whose memory the manuscript was purchased.

NECAH

From July 1, 1996 to January 1, 1997, **Professor Terry Hill**, will serve as Acting Director of the Northern Educational Centre for Aging and Health (NECAH) while **Dr. Jane Taylor** is on sabbatical.

Kinesiology

Dr. Thomas M. K. Song presented two papers at the Annual Meeting of the American College of Sports Medicine, in Cincinnati, Ohio, May 28-June 1, 1996. The first was entitled "Metabolic and Perceptual Responses during Neuromuscular Electrical Stimulation of Various Frequencies and Intensities" which was collaborated with Ron Wilson, Lakehead University. The second was "Television Viewing, Physical Activity and Fitness in Youth" which was collaborated with Dr. C. Bouchard, Physical Activity Science Laboratory, Laval University, Quebec, and Dr. R. M. Malina and Mr. P. T. Katzmarzyk, Institute for the Study of Youth Sports, Michigan State University, East Lansing, Michigan.

Political Science

Dr. Douglas Alan West has published the following articles and books:

- 1) "The Limits of Northern Identity: An Assessment of W. L. Morton's Northern Vision" in *The Northern Review*, Volume 14. This article was re-written from a paper that was first presented at the Meetings of the Canadian Political Science Association in Charlottetown, 1992. *The Northern Review* is an interdisciplinary refereed journal which is published in the North.
- 2) *From Our Eyes: Learning from Indigenous Peoples* Toronto: Garamond Press, 1996. Co-edited with **Sylvia O'Meara** (Indigenous Learning). This volume is comprised of eight original papers that were selected and edited by West and O'Meara for Garamond Press, one of the few remaining independent academic presses in Canada. West wrote the Prologue and O'Meara contributed the Epilogue which contains some of her original stories and poems. The papers in the collection represent a new direction for understanding the place of indigenous knowledge in academic disciplines. The contributors to the volume include Dr. Viola Cordova (University of Oregon), Tony Ramirez and Leroy Meyer (University of South Dakota-Vermillion), Dr. Lola Hill (University of Minnesota-Duluth), Lena White (formerly of Lakehead University), Dr. Jace Weaver (union Theological Seminary, NYC), Dr. Michael Hart (University of Manitoba), Dr. John Snider (Northern Montana College) and Michael Holliman (University of Seattle).
- 3) *Indigenous Learning: Proceedings From the First Biennial Aboriginal Peoples' Conference Thunder Bay: ARRC, 1996*. Co-edited with Sylvia O'Meara. This volume represents the multidisciplinary nature of the First Biennial Aboriginal Peoples' Con-

ference that was held in October, 1994. The refereed papers were edited by West and O'Meara. The volume is separated into five chapters: Art, Education, History, Literature and Philosophy, each of which is introduced by the editors, who also contribute original stories and poetry. They will be co-ordinating the next Aboriginal Peoples' Conference in October, 1996.

Dr. West recently presented the results of a research project entitled "The Representation of Aboriginal Peoples in Canadian Government and Politics Textbooks: 1975-1995" with Corinne Fox and Bobby Narcisse at the North American Native Studies Conference, Sault Ste. Marie, Michigan in April, the largest and oldest conference of its kind in the United States.

English

Associate Professor **Dr. Kim Feddersen** has been elected an officer of the OCUFA Board of Directors. Serving on the Board beginning July 1, 1996 are President - Michael Piva (Ottawa) Vice-President - Deborah Flynn (Nipissing), Treasurer - Frank Reynolds (Waterloo), Members-at-large - Annette Burfoot (Queen's), Kim Feddersen (Lakehead), and John Meyer (Windsor).

Civil Engineering

Dr. Said Easa, Professor and Chair of the Civil Engineering Department, was the editor of the first Transportation Specialty Conference proceedings: Volume IIIa (587 pages), devoted to planning and operations, and Volume IIIb (539 pages), devoted to design and management. The conference was held in Edmonton, Alberta, May 29-June 1, 1996 and consisted of 26 sessions, involving 96 papers. The proceedings were published by the Canadian Society for Civil Engineering, Montreal, Quebec. At the conference, CSCE President Jules Houde presented Easa with a certificate of appreciation "in recognition of his many contributions as Chair of the 1st Transportation Specialty Conference." Easa and his graduate students presented the following papers at the above mentioned conference, which were also published in the conference proceedings (the first three papers in Volume IIIa and the remainder in Volume IIIb): "Achieving Sustainable Transportation Systems: Opportunities and Challenges" (Easa); "Toward New Disaggregate Gap-Acceptance Methodology" (Hamed, Easa, and Batayneh); "Disaggregate Mode Choice Model for Freight Transportation in Egypt" (Abutaleb, Easa, and El-Dimeery); "Toward 3-D Design Standards for Highway Alignments" (Hassan, Easa, and Abd El Halim); "Computer Model for Establishing No-Passing Zones on 3-D Highway Alignments" (Hassan, Easa, and Abd El Halim); "Transverse Cracking of Curved Asphalt Pave-

ment Highways" (Abdel Nabi, Abdelalim, Shalaby, and Easa); and "Thermal Induced Cracks in Asphalt Pavements: Analytical and Experimental Studies" (Shalaby, Abd El Halim, and Easa).

Dr. Hamed is professor and **Batayneh** is a graduate student at Jordan University of Science and Technology. Abo-Taleb has just completed his PhD dissertation under the co-supervision of Easa and Dr. El-Dimeery of Ain Shams University in Cairo. Hassan and Shalaby are PhD students co-supervised by Easa and Dr. Abd El Halim of Carleton University. Dr. Abdel Nabi (a former graduate student at Carleton) and Dr. Abdelalim teach at Zagazig University in Cairo.

Forestry

Dr. Willard H. Carmean will be in Haiti for most of September and October. He will be teaching forest soils at a newly-established School of Forestry associated with the Université Jacques Théodore Holly located in Port-au-Prince, the capital of Haiti. This will be a return visit for Dr. Carmean as he was in Haiti in 1982 on a U. S. Agency for International Development assignment.

Music

Dr. Glen Carruthers is co-editor, with Dr. Gordana Lazarevich (Dean of Graduate Studies at the University of Victoria), of *A Celebration of Canada's Arts 1930-1970*, an anthology of 18 studies of various aspects of Canadian art and culture. Included are essays on film, broadcasting, theatre, music, visual arts, dancing and literature. The book was published in May by Canadian Scholars' Press (Toronto). Contributors include Mavor Moore, Eli Bornstein, John Weinzwieg, Victor Feldbrill, Pierre Juneau, Max Wyman and John P. L. Roberts. Carruthers' own contribution to the anthology is "Percy Grainger in Winnipeg," a detailed account of Grainger's many concerts in that city and, in particular, his close association with the Winnipeg Male Voice Choir. Carruthers also participated in a roundtable at the Learned Societies' Conference in St. Catharines entitled "Teaching Music History and Music Appreciation: Aims, Issues and Resource Materials." Other participants were Drs. Patricia Debly (Brock), Paul F. Rice (Memorial) and Mary Cyr (Guelph).

CONGRATULATIONS

Doug Stone, Industrial Research Assistance Program, has received an IRAP/Ontario Merit Award for 1995. Awards are given to individuals or groups of individuals who, in the opinion of the Committee, have made a positive, measurable contribution to IRAP in Ontario which was considered to be beyond normal job expectations.

FACULTY PROMOTIONS

The following faculty members were approved for promotion effective July 1, 1996 at the Board of Governors' Meeting held April 29, 1996:

- Dr. L. Malek** (Biology), Professor
- Dr. B. Moazzami** (Economics), Professor
- Dr. F. Holmes** (English), Professor
- Dr. P. Fralick** (Geology), Professor
- Dr. K. Roy** (Math Sciences), Professor
- Dr. J. Gellert** (English), Professor
- Prof. V. Smith** (History), Associate Professor
- Dr. V. Schonberger** (Languages), Associate Professor
- Dr. T. Miao** (Math Sciences), Associate Professor
- Dr. Y. Yao** (Math Sciences), Associate Professor
- Dr. G. Hayman** (Psychology), Associate Professor
- Dr. M. Wesner** (Psychology), Associate Professor
- Prof. A. Clarke** (Visual Arts), Associate Professor
- Prof. R. Glew** (Business Admin.), Associate Professor
- Dr. D. Twynam** (ORPT), Associate Professor

The following were ratified as Adjunct Professors for a period of three years commencing July 1, 1996:

- Dr. Karen R. Adams**,
Dept. of Anthropology
- Dr. Margaret Johnston**,
Dept. of Social Work
- Dr. Michael MacLean**,
Dept. of Social Work
- Dr. Ross Mallick**,
Dept. of Indigenous Learning
- Dr. Scott Sellick**,
Dept. of Social Work
- Dr. Jane Taylor**,
Dept. of Social Work

AWARD-WINNING GRADUATE STUDENTS

Congratulations to the following students who have been offered scholarships to further their education at Lakehead and elsewhere:

NSERC Postgraduate Scholarships:

(2-year awards at \$15,600 per year)
Masters Level:
 Jerome Capricci - Biology (Lakehead)
 Gordon Keeler - Physics
 Allyson Miscampbell - Biology
 Ronald Petrick - Computer Science
 Ryan Plummer - Renewable Resources
PhD Level:
 Pier Pufahl - Geological Sciences

SSHRC Doctoral Fellowship:

(2-year award renewable at \$14,400 per year)
 Stephannie Roy - Sociology

Ontario Graduate Scholarships

1996-97:

(1-year awards at \$11,859 per year)
 Suzanne Barker-Collo - PhD, Psychology (Lakehead)
 Philip Elkie - MSc, Forestry (Lakehead)
 Andrea Kohn - MA, Psychology (Lakehead)
 Randi O'Hare - MA, Psychology (Lakehead)
 Sandra Owston - MEd, Education (Lakehead)
 Lisa Puchalski Ritchie - MA, Psychology (Lakehead)
 Tina Pylvainen - PhD, English
 Katharine Sodek - MSc, Kinesiology (Lakehead)

Ontario Graduate Scholarships Institutional Awards

(1-year LU awards at \$11,859 per year)
 Trisha Gavin, Kinesiology
 Mary Kenny, Forestry
 Mary Graham, History
 Dwayne Fuchs, Kinesiology
 Leah Fraser, Psychology
 Connie Dalton, Psychology
 Heather McNeeley, Psychology
 Beth Merkley, Psychology
 Lucille A. Rossiter, Psychology
 Lori St. Amand, Social Work

STUDENT CHAPTER WINS AGAIN

For the second consecutive year, Lakehead University's student chapter of The Canadian Society for Chemical Engineering has won First Prize in the 1996 competition for the CSCHE Student Chapters' Merit award. The award recognizes initiative and originality in student chapter programming. Congratulations to all the students and to their faculty advisor, Dr. I. Nirdosh.

COLLEGE/UNIVERSITY PARTNERSHIP

A new partnership between Ontario's universities and community colleges announced on June 18, 1996, by Education and Training Minister John Snobelen will improve opportunities for students and strengthen the province's post-secondary educational system, say the program's co-chairs.

The College-University Advanced Training Consortium is a joint effort of the Association of Colleges of Applied Arts and Technology of Ontario and the Council of Ontario Universities. The Ministry of Education and Training is also a partner, and will support the program with a \$1 million grant in the next two years.

The money will allow colleges and universities to work together to plan, coordinate and set up new joint academic programs. The focus will be on projects that can work both in the institutions that create them and that can serve as models for others. The funding does not cover operating costs once the programs have started.

Private companies can also support the program -- for example, by identifying what skills the market will require, in what parts of the province and when. The consortium will ask for proposals in July. It plans to have the first projects running by September 1997.

AROUND THE PROVINCE

Sometime next year the University of Toronto will launch its largest fundraising effort ever. In an interview with Alfred Holden published in the June 3, 1996 issue of *The Bulletin*, Jon Dellandrea, vice-president and chief development officer, explains that U of T hopes to raise "a good deal more than the working number of \$300 million."

Says Dellandrea: "... I hold the view that faculty members are ultimately the custodians, the crafters of the academic vision of the University. The students are what we're all about; the faculty, the key players in making that happen..."

It's not so much marketing, rather it's having faculty members who are prepared to talk with enthusiasm and pride about what they're doing, explain their research to industry or individuals -- to people who are interested."

LAKEHEAD SPORTS WALL OF FAME

Saturday, June 1, 1996 was the date of the inaugural Lakehead University Wall of Fame Induction Dinner. The Wall of Fame was started to honour those who have made outstanding contributions to Lakehead University Athletics. The first inductees included Gord Garvie (posthumously) - builder, Elvin Martin and Vince Friya -- athletes and the 1984-85 Women's Basketball team. Joan Garvie and her daughter Carla attended to accept Gord's award while Elvin Martin, Vince Friya and all but two of the 1984-85 Women's Basketball team were present to accept their awards.

The evening proved to be a great success with 100 people attending the affair. Dr. Jim Widdop did an excellent job as Master of Ceremonies with his humorous quips about the presenters and the inductees. It is hoped that the induction dinner will be held the first weekend in June each year and it will become bigger and better each time.

A big "thank you" to all those who attended and to our generous sponsors -- the Lakehead University Booster Club, the Victoria Inn and Dr. Norm and Tish LaVoie who graciously donated the plaque that will distinguish the Wall of Fame in the C. J. Sanders Fieldhouse. Thanks also to those who could not attend but sent generous donations.

Information about who can be nominated and the nomination process can be obtained by contacting Sharon Kozak in the Lakehead University Kinesiology Department at (807) 343-8213. Nominations will be accepted until November 30 each year.

Those wishing to make donations to the "Wall" may do so either through the Alumni Office (please indicate that you wish your donation to go to the Wall of Fame) or directly to the "Wall of Fame" c/o Darlene Yakimoski, Lakehead University, 955 Oliver Road, Thunder Bay, ON P7B 5E1. (Cheques should be made payable to Lakehead University Athletics.) Thanks again to all those who attended and we hope to see everyone there next year!

-- Darlene Yakimoski

NANABIJOU LAUNCHES NEW CHILDCARE PROGRAMS

Nanabijou Childcare Centre, our campus childcare facility, has recently begun several pilot projects in an attempt to accommodate the ever-changing needs in childcare on campus.

Students identified a need for evening care during the Spring Session. This was offered as a pilot project and as it draws to an end, it has been deemed a necessity and a success! As a result, Evening Care will be offered again during the Summer Session. If you are aware of any students, staff or faculty who could utilize this service, have them call Nanabijou Childcare Centre at 343-8369 for details.

Also, to compliment the Summer Day Camp at the Field House, Nanabijou Childcare Centre is offering as a pilot project, a School Age Summer Program for those children (perhaps siblings of those registered at the Field House) aged six to nine years. This program will run with a nature/environmental theme and devote time and talent to exploring the many aspects of Lakehead University Campus which relate to this theme. It will be geared toward those children who are, perhaps, less physically inclined and who may do best in a quieter, more nurturing type of program. Again, call Nanabijou for details.

Last but not least... watch for our Before and After School pilot project which is destined to take off in September! Nanabijou Childcare Centre is committed to providing quality care which meets the needs of the entire Lakehead University community. Your suggestions are always welcome. Perhaps there is a way that we could assist you? When planning your child's care, remember Nanabijou's pilots which are lined up and ready for take-off:

- Evening Care for the Summer Session
- Summer Day Camp Alternative for six- to nine-year-olds
- Before and After School Program for September

Nanabijou Childcare Centre would like to wish all of you and your children a safe and happy summer!

-- Sheila Wilhelm

PARENTS "BUY-A-BOOK" CAMPAIGN A SUCCESS

A fundraising campaign directed to parents of Lakehead students has raised a total of \$28,960 from 245 donors this year for the purchase of books and periodicals for the Chancellor Paterson Library. This is an increase over last year's total of \$20,500. Fundraising is only one aspect of the Lakehead University parents program, aimed at involving parents in University life. This year the parents program committee succeeded in launching a biannual newsletter. As well, a social program for parents is planned for the Headstart Program, August 7-8, and during Registration, September 1-4. If you have suggestions or would like to get involved, contact Vonnie Cheng at 343-8913.

HOUSE FIRE PROMPTS A HEARTFELT "THANK YOU"

Cheryl Balacko, a Textbook Supervisor with the LU Bookstore, and her husband Ken suffered a house fire on Monday, May 13, 1996. She writes: "I would like to thank the many people at Lakehead who expressed their concern following our recent fire. I have always felt that Lakehead was a great place to work because of the sense of community and the friendship which we have here. The many calls I received after the fire again confirmed my belief about Lakehead staff. Ken and I will begin re-construction soon and hope to have everything completed later in the summer. Again, thank you. Your support is appreciated."

"ELECTRONIC" STUDY CARRELS

A \$100,000 contribution by the Royal Bank of Canada has made life a little easier for graduate students at Lakehead. Thanks to the company's leadership gift to the *Share Our Northern Vision Campaign*, Lakehead has been able to purchase 80 new study carrels for the third and fourth floors of the Library. Half of the carrels have been wired to enable students to plug in their laptop computer and, if they wish, to access the University's computer system including the Internet. Royal Bank executives Marv Detweiler and Len Scramstead were on campus in May to unveil the plaque on the fourth floor of the Library acknowledging the Royal Bank's generous contribution.

Lakehead University

Health & Safety Incentive Program

Lakehead University is taking an innovative approach to health and safety incentive programs. Unlike many industrial settings which use accident frequencies, such as "2 million hours worked without a lost time accident," as the basis for their programs, Lakehead's *Safe and Sound* incentive program recognizes the individual safe and healthy behaviours which are the building blocks of a safe workplace and a healthy workforce. *Safe and Sound* emphasizes changes to unsafe and unhealthy behaviours, and rewards individuals in both health and safety categories.

The program is distinguished by the partnerships which it establishes with employee groups, and the Joint Health & Safety Committee. *Safe and Sound* partners learn to recognize and encourage positive behaviours in the workplace.

Safe and Sound is comprised of three distinct program areas: *Fit-5* (Personal Achievement in Fitness); *Safety Time -- All the Time* (Personal Achievement in Safety); and *Great Ideas* (Innovation in Health & Safety). At the June 3rd launch of *Safe and Sound*, the University presented awards in *Safety Time -- All the Time* and *Great Ideas*, and introduced the University to *Fit-5*.

The Joint Health & Safety Committee's quest for an award winner in the *Safety Time -- All the Time* program led us to Dave Corbett of the Department of Chemistry. Nominees were to be individuals who worked safely, encouraged others to work safely and were committed to making Lakehead University a safe and healthy place for work and study. The search committee was particularly impressed by the fact that the kind words for Dave came not only from his home department but from two other departments on campus! Dave was, we believe, thrilled by his prize -- a Velo Sport Niagara mountain bike and bicycle helmet.

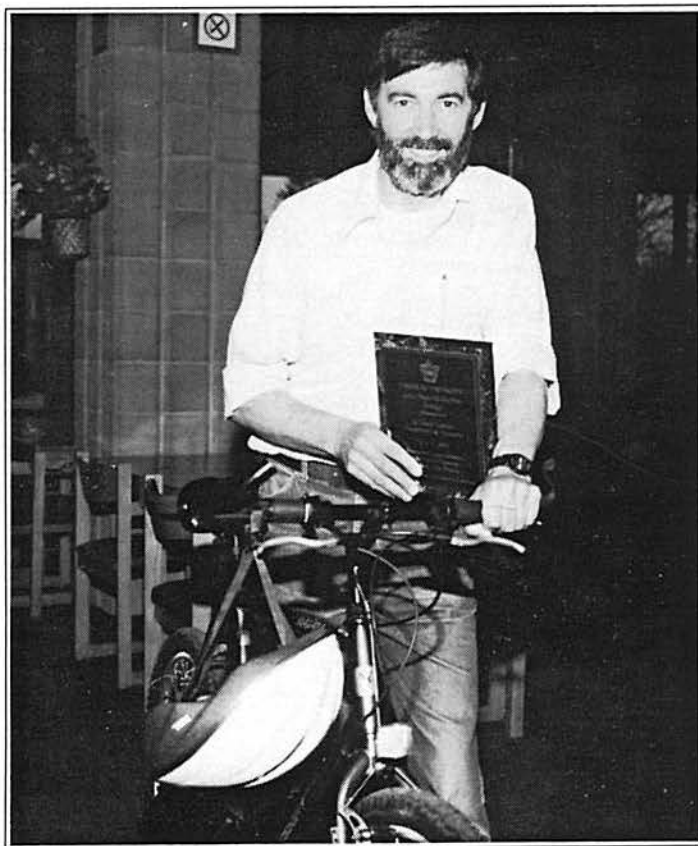
In the *Great Ideas* program, the winner, Ray Hurd, of the Department of Residence and Conference Services, proved that our employees have terrific solutions to the health and safety problems which they encounter on the job. In many locations on campus, housekeepers have had to deal with the dilemma of lifting and emptying heavy, awkward scrub buckets into high scrub sinks. The task has presented a significant risk of back injury to the custodial staff. While the Joint Health & Safety Committee suggested lowering the sinks at a cost of \$60,000, Ray came up with an efficient, cost-effective way to handle the problem. Using \$3 of hardware, Ray installed a spigot on the bucket which allowed the water to be emptied into a floor drain, thus eliminating the need to lift and handle the filled bucket. For his creative resolution to a troublesome problem, Ray was awarded a cash prize of \$100.

Fit-5, a five level fitness program which recognizes individual employees as they achieve personal fitness goals, has already gathered some enthusiastic supporters. Participants work their

way through the five levels of *Fit-5* by participating in their choice of fitness activities ... from gardening, to walking, to swimming and beyond! Awards are given for each level of achievement. Individuals are encouraged to collect all five awards, and to make fitness a part of their daily routines. Program brochures are available through the Human Resources Department.

Safe and Sound is a year-round program, open to all University employees. Look for promotional material on all three components of the program, *Fit-5*, *Safety Time -- All the Time*, and *Great Ideas*, in your department. For more information, contact the Human Resources Department - Health and Safety, or your Joint Health and Safety Committee representative.

-- Marla Peuramaki



Dave Corbett, Department of Chemistry, first winner of the Safety Time -- All the Time award, with his prize: a Velo Sport Niagara mountain bike and bicycle helmet.

1ST ANNUAL ALUMNI ASSOCIATION BOCCE BALL TOURNAMENT

Friday, July 26, 1996
at 2:30 pm
Alumni House (Avila Centre) Grounds
\$15 per person
includes delicious Beef-on-a-Kaiser
roasted on the Versa open "pit" Barbecue
Call 343-8155 or fax 343-8999

Register Early, Limited Space!
Proceeds in support of LU Residence
Athletic Facilities and Alumni Services



13TH ANNUAL ALUMNI ASSOCIATION OPEN

Friday, August 16, 1996
all alumni, students, staff, faculty and
friends welcome
Centennial Golf Course
\$40 per golfer \$160 per team
2:00 pm shotgun start
A fun time for non-golfers too!
Barbecue Steak Dinner at Alumni House
(Avila Centre) Cafeteria
To register, call Alumni Services at
343-8155 or fax 343-8999

ALISON KENDALL

Summer Survey 1996
Thunder Bay Art Gallery
August 9-September 8
Meet the Artist: August 9
6:30 - 8:00 pm
Tues - Friday 12-8
Sat-Sun 12-5 pm

HEADSTART PROGRAM FOR PARENTS

August 7 & 8

Parent orientation, campus tours, evening
socials and city bus tour are all part of the
Headstart Program for parents. For
information contact
Norma Smith 343-8522

Running Laps for a Worthy Cause

Lakehead University's Shelter House 24-hour Corporate Relay Team raised close to \$2,000 last month for the local charity. Among those pounding the track were Lorne McDougall, Dave Parsons, Sarena Knapik & David Picard, Nicole & Malcolm Sutherland, Cheryl Balacko, Norma Gibson, Sutha Vinayagamoorthy, Darlene Althoff, Bill Bragnalo, Susan Viitala, Fred & Jeanette Poulter, Betty Hygaard, Frances Harding, and Denise Bruley.

Organizers hope this will be an annual event. If you would like to take part in next's year's race contact Denise Bruley at 343- 8372.

CHANCELLOR PATERSON LIBRARY HOURS

June 17 to July 1, 1996

Monday to Friday:
8:00 a.m. to 5:00 p.m.
Weekends Closed

*Monday July 1 (Canada Day Holiday) the
library will be closed.*

**Summer Session
July 2 to August 16**

Monday to Thursday:
8:00 a.m. to - 10 p.m.
Friday:
8:00 a.m. to 5:00 p.m.
Saturday:
11:00 a.m. to 5:00 p.m.
Sunday:
1:00 p.m. to 6:00 p.m.

*Monday, August 5 (Civic Holiday) the
library will be closed*

August 17- September 8, 1996

Monday to Friday:
8:00 am. to 5:00 p.m.
Weekends Closed

*Monday, September 2 (Labour Day), the
library will be closed.*

**Regular library hours will resume on
Monday, September 9, 1996**

Agora

June, 1996

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Joy Himmelman
Publications Officer:
Frances Harding
Communications/Special Events
Officer: Denise Bruley
Secretary:
Betty Hygaard
Photography:
Peter Puna and Staff
Graphics:
Ben Kaminski
Printing:
LU Print Shop

Submissions of interest to the University community are welcome. Send them to:

Editor, Agora
Lakehead University
955 Oliver Road
Thunder Bay, Ontario
P7B 5E1
Telephone: (807) 343-8193
Fax: (807) 343-8999
E-mail:
frances.harding@lakeheadu.ca

C. Trojan
External Relations

