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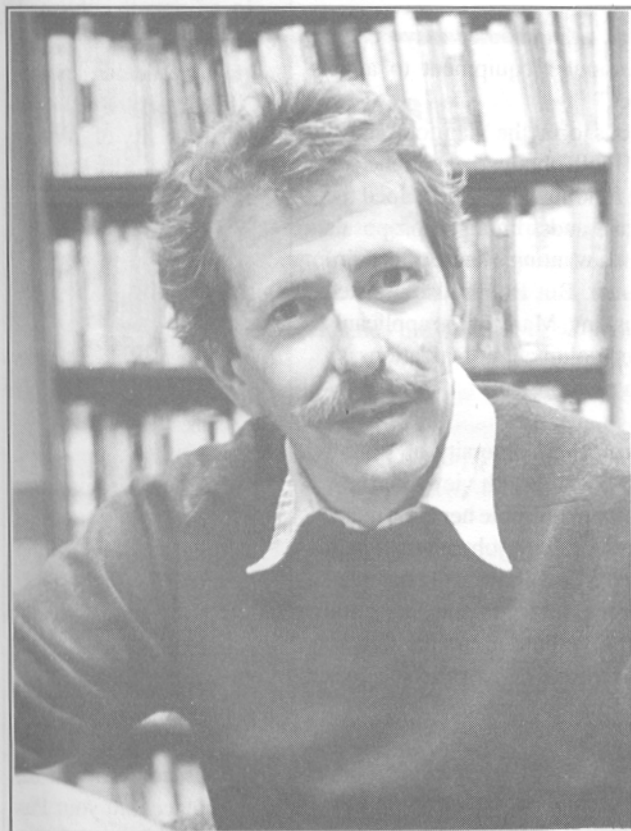
History Professor Receives Fulbright Fellowship

History Professor Bruce Daniels of The University of Winnipeg is one of six Canadian scholars to receive a prestigious Fulbright fellowship this year.

The Canada-U.S. Fulbright Program aims to enhance Canadian and American studies at North American universities. Winners are selected from both countries to undertake a period of research, lecturing and cultural ex-

change in their neighboring country.

This Canada-U.S. program started in 1990 and grew out of the well-known Fulbright Program, the largest academic exchange in the world. Fulbright scholars from more than 130 nations have gone on to become Nobel prize winners, famous authors and ambassadors, and distinguished politicians and business leaders.



History Professor Bruce Daniels is one of six Canadian scholars to receive a prestigious Fulbright scholarship.

In January, 1994, Daniels will travel to Duke University in North Carolina, where he will work on his research for six months. His Fulbright fellowship will cover all expenses related to his stay.

Daniels' research project is entitled "International Views and Uses of American History: Its Role in the Development of Canada, Australia and India." He will examine how these three countries used ideas and events from American history as models to either emulate or avoid.

According to Daniels, historical milestones, such as the American Revolution, as well as American views, like the melting pot theory, have been carefully watched and evaluated by other nations.

"A mixture of admiration and fear characterizes the relationship between the United States and other countries," said Daniels. "My research will help to shed light on this relationship."

Daniels is a comparative historian who specializes in early American history. A prolific writer, Daniels has produced 64 articles, 60 reviews as well as six books, which have garnered praise from national associations. He is finishing a seventh book on leisure and recreation in puritan America.

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Research Issue

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The UNIVERSITY
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Creating the Perfect Match

History Professor

continued from page 1



Erin Booth, research administration officer, has to be creative in finding funding sources for research projects in tough economic times.

Erin Booth's job is to come up with a perfect match. As the University's new research administration officer, she tries to unite researchers with sources of financial support.

Booth said the first step in the match-making process is to work with a faculty member to create a funding plan for his/her research project. "Together we assess the financial need and devise a step-by-step funding strategy," she explained.

For ideas, Booth consults her data base, which lists a variety of funding sources - from well-known national granting councils to small, obscure private foundations scattered throughout North America.

Booth noted, however, that the path to a funding source is rarely straight-forward. Many of these sources, especially the government supported ones, are feeling the economic pinch.

"We have had to become very creative in our funding strategies, incorporating more 'plan b's' and exploring more partnerships with corporations and businesses," she said. "Sometimes, we identify a short-term source and then plan a number of phases to acquire the rest of the money down the road."

"Also, in-kind contributions are becoming a popular means of support. Instead of

giving money, a funding source may donate staff time or computer equipment to a researcher's project."

In her previous job at the Manitoba Heritage Federation, Booth obtained experience on both sides of the funding table. She helped the federation evaluate and administer proposals from organizations wanting a share of provincial lottery revenue. But Booth also assisted those doing the asking. Many of the applicants were underfunded volunteer organizations, so she helped them plan projects and write proposals.

An alumna of The University of Winnipeg (BA Honours '86), Booth views her new position as a chance to promote her alma mater and to make the researcher's job easier: "There is a lot of paperwork and phone calls involved in the funding process. I try to alleviate some of this administrative burden, so the faculty member can concentrate on what he/she does best - research."

Erin Booth is located in the Office of the Vice President (Academic). Her phone number is 786-9137.

Daniels began his career at The University of Winnipeg in 1970 after obtaining a PhD from the University of Connecticut. He was the first winner of the University's Erica and Arnold Rogers Award for Excellence in Research. His other research honours include an award by the University of Connecticut for the best book published by an alumnus and an Award of Distinction for Service to the *Social Science Quarterly*.

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Chemist Researches Insect Language

Dr. Doolittle may have wished to “talk to the animals,” but Desiree Vanderwel, assistant professor of chemistry, wants to learn how the animals, in this case elm bark and grain beetles, talk to each other.

Grain beetles damage millions of dollars worth of grain supplies on the prairies. Elm bark beetles have been just as destructive. “It is amazing,” says Vanderwel, “that a few beetles can destroy a healthy 200-year-old tree.”

The random spraying of grain with pesticides is not an environmentally sound solution to the problem. However, if scientists could discover how beetles produce the chemicals they use to communicate with each other, they could trick the insects by producing a message the beetles respond to and trap them before they have a chance



Desiree Vanderwel's research may one day benefit prairie farmers.

to do any damage. “Insects talk to each other using volatile chemicals instead of words,” Vanderwel explains. “The chemicals have a smell,

like perfume, but not as pleasant. The different smells carry different messages, such as, ‘There’s food over here.’” Bark beetles can transmit 20 different messages. “My research involves trying to uncover how the beetles make the compounds, called pheromones, that produce the smell.”

“Their language is quite complex,” she says. “If we knew the pattern we might identify new pheromones and consequently manipulate their behaviour.”

Vanderwel is one of the few people working on pheromone biochemistry in beetles. Other scientists are doing similar research, she says, but with insects such as moths and cockroaches.

The Beauty of Physics

Abstract/Beautiful. Imagine science. Think, in particular, of physics. Margaret Carrington, post doctoral fellow in the Physics Department, knows the true meaning of these words.

Meg Carrington also understands the position of women in physics. Having received her PhD from Stony Brook in New York state after completing her AB studies at Bryn Mawr, a women’s college, Carrington recalls the transition from a female to a male dominated society: “One day I realized I had gone from sitting in a room with 100 women to sitting in a room with 100 men.”

However, Carrington recognizes an equality that exists in an environment which involves intellectual interaction. “There are differences socially...but in terms of working with men or women, people are people,” she said.

It was the presence of Professor Randy Kobes and Professor Gabor Kunstatter that attracted Carrington to The University of Winnipeg. She discovered at a physics workshop in Banff that the work of these theoretical physicists was closely related to her own.

When asked about her research in physics, Carrington reveals her interest in a highly theoretical field: finite temperature field theory. This study entails an examination of systems

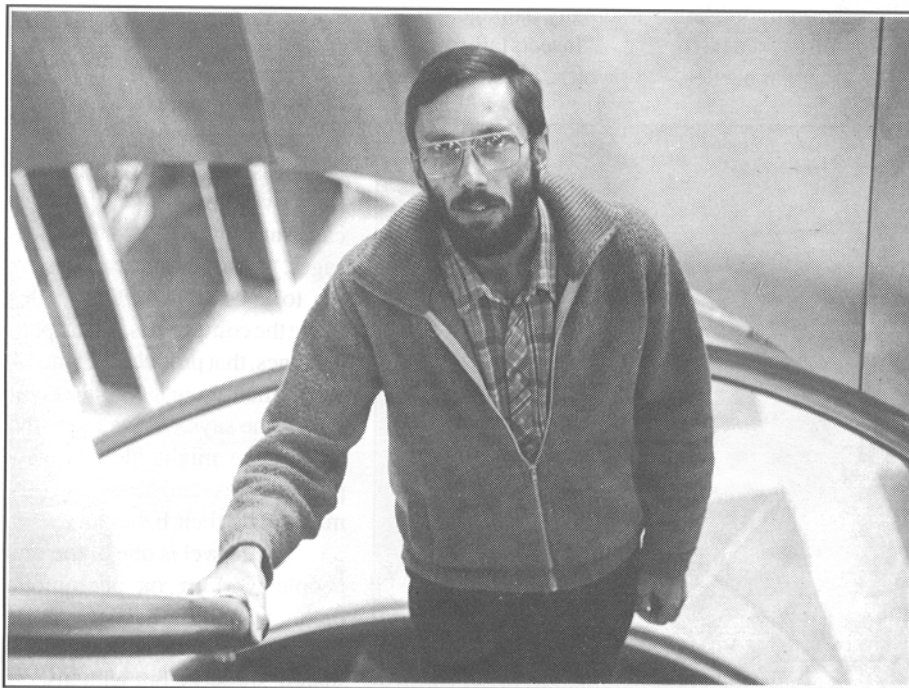
at very high temperatures — temperatures present during the formation of the universe. The behaviour of physical systems in this realm differs vastly from their behaviour in our habitual “room temperature” world. Carrington describes the essence of her research as “a study of systems which violate physical intuition.”

When discussing the question of the interrelationship of mathematics and physics, Carrington acknowledges that mathematics is fundamental to the study of theoretical physics. Physics, however, begins with a prediction as to what should happen, based on what has happened: “You must make solid predictions and tie them back to the world you really live in.”

Carrington admits that much of theoretical physics involves abstract considerations, but she sees a more important role for this field. “The study of physics leads to a better understanding of how the universe works,” she said.

Furthermore, this scientist compares physics to the arts: “Both the liberal arts and physics develop your sense of what is beautiful.” This science, nestled in all its mathematical complexities, promotes the development of the individual willing to struggle with its hidden mysteries.

Scientist Uses NMR to Study Diseases



Chemistry Professor Jim Peeling relies on highly advanced technology in his research on multiple sclerosis.

The University of Winnipeg is a member of a consortium with the University of Manitoba and private sector partners which shares a Nuclear Magnetic Resonance (NMR) spectrometer located at the Institute for Biodiagnostics (IBD).

The facility, called the Prairie Regional NMR Centre, opened in October, 1991. The equipment there is used by scientists in a variety of disciplines including geology, chemistry, physics, biology and medicine.

Jim Peeling, chemistry professor, is one of five University of Winnipeg faculty members working with the equipment in a number of innovative areas.

One benefit of using NMR is the sample is not harmed or destroyed. In fact, Peeling adds, this technique can safely be used on people.

Did you know....?

- In the past two years, 16 University of Winnipeg students have won prestigious NSERC (Natural Sciences and Engineering Research Council) grants to help professors with summer research. Nineteen graduates were awarded NSERC grants to continue in graduate programs at other universities.

He explains that the spectrometer can be used to identify the exact structure of a chemical compound through the interaction of radio waves with the nuclei in the sample when it is placed in a strong magnetic field. The resulting spectrum shows the effects of different radio frequencies, and can be analyzed to identify the sample.

"NMR research is a common tool in chemistry and physics," Peeling explains. "However, the Prairie Regional NMR facility is one of only 12 in Canada powerful enough for more complex work."

Currently, Peeling has been using the technology to examine the chemical composition of cerebral spinal fluid (CSF) in people with Multiple Sclerosis. MS is a disease of the central nervous system in which the protective covering around the nerves is damaged, impairing messages from the brain to the rest of the body. At present, there is no test available to conclusively diagnose MS.

By examining the chemical pathway of people thought to have MS, Peeling hopes to ultimately find a way to positively diagnose the disease. Similarly, Peeling is looking at the CSF of Alzheimer patients. Alzheimer disease cannot be conclusively diagnosed in the brain until after death.

Peeling's work with Alzheimer led him to examine the CSF of AIDS patients where he made a surprising discovery. People with AIDS experience dementia as the illness progresses, Peeling explains, but he found very little difference between the CSF of AIDS patients and healthy people. The reason for this is not fully understood but Peeling is continuing his work in this area.

Another research project Peeling is involved in is the effects of alcohol on the liver. Scientists know large amounts of alcohol (five to six drinks) will be synthesized into fat in the liver but it was believed smaller amounts (one drink) didn't have the same effect. Peeling is finding out that this isn't so. He is continuing his work with liver damage and its effects on the body's ability to metabolize and release glucose, the body's energy supply.

"You set out to answer a specific question, but good research raises more questions than it answers," says Peeling. "You never get to the end, but always seem to be at the beginning of something new."

History Professor Opens Door to the Past

History, someone once said, is a record of what one generation finds interesting about another. What David Burley, associate professor of history at The University of Winnipeg, finds interesting about 19th century, Canada are documents left behind by lawyers, government workers and accountants.

Burley uses wills and mortgages, census records and tax records, bank reports and credit ratings as keys to understanding complex social issues in another era.

In his new book, *A Particular Condition in Life*, being published by McGill-Queens, Burley uses this kind of quantifiable data to examine self-employment and social mobility in a mid-Victorian Ontario town.

"What defined a man in the second half of the 19th century was the 'particular condition' of being independent; there was a culture that supported the efforts of individuals to achieve independence," says Burley.

Burley explains that in the 1850s one-quarter of the town's male population was self-employed, but by 1880 that percentage had dropped to one-seventh. He questioned the cultural significance of this development and what it meant to masculine identity.

Before 1860, a man's eligibility for credit from a bank, merchants or suppliers was based on his character. In cases where credit was granted, Burley came across phrases like "he would not ask for anything he was not entitled to," and "good

for all he would ask." One record of a man who was refused credit stated "he would enjoy a drink now and then," and "he and his wife argue."

By the 1870s, as the result of an economic depression, credit became tied to assets, and large factories began to put

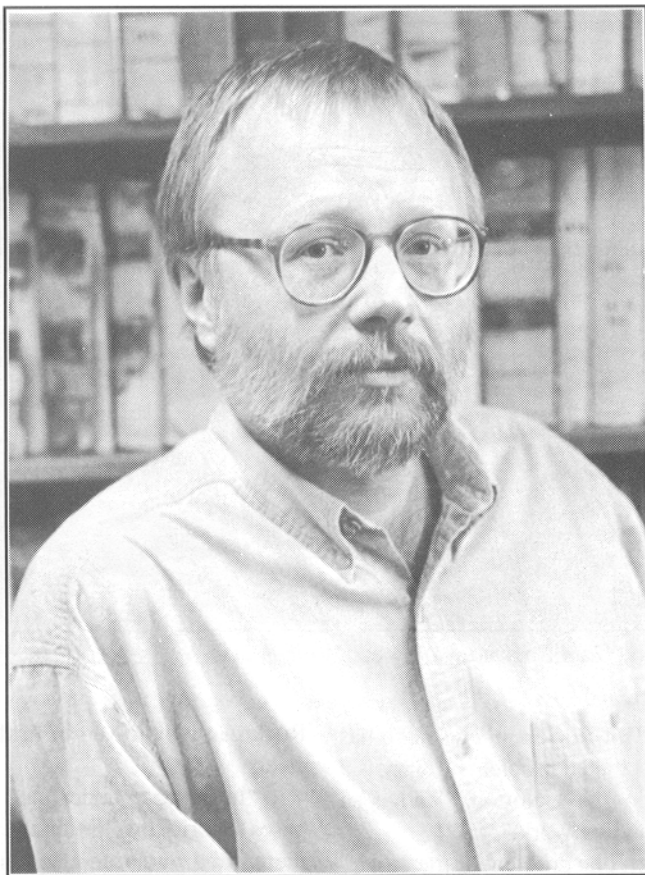
many self-employed men, such as hatmakers, shoemakers, jewellers and tailors, out of business.

"As independence became more difficult to attain, there was a crisis of masculinity among men who previously embodied the cultural virtues of the true, or independent man," says Burley.

Burley's attention has now turned to Winnipeg. Old tax assessment records, census records and real estate transactions provide vital sources of information for a study of inequality and social mobility in Winnipeg between 1870 and 1900. "I want to explore the way in which ownership of real estate contributed to the success, or lack of success, of people in this city," he explains.

"From other historical studies, we are aware of dramatic class divisions in Winnipeg — the polarization of the north and south ends of the city, of immigrants and

long-standing Canadians, and of permanent and transient residents," says Burley. How those divisions were reflected in the ownership of real estate is the focus of his current work.



Associate Professor David Burley examines social mobility in 19th-century Canada.

Did you know...?

- Over the past 10 years, one-quarter of the Manitobans accepted into veterinary medicine at the University of Saskatchewan were from The University of Winnipeg.

Psychology Professor Researches Panic and Suicide

Are alcoholics who suffer from a panic disorder more likely to attempt suicide than those who have infrequent panic attacks? Is the risk greater for women?

"Suicide, Chemical Abuse, and Panic Attacks," a preliminary report by Professor Ron Norton and Associate Professor Gary Rockman of The University of Winnipeg's Psychology Department, looks for some answers to these and other questions.

Rockman, whose research focuses on chemical dependency, specifically alcohol dependency, undertook the study with Norton to determine the relationship between alcohol and suicide and how anxiety disorders interact with both.

Rockman says that although the preliminary report is complete, he and Norton are still analysing the data.

Since he was a graduate student Rockman's research has focused on alcoholism and its associated problems. "Gary is a very prolific publisher in this field," says Norton. "He has an excellent reputation for his outstanding work."

"Treatment usually focuses on one problem or the other," says Rockman of his work in both chemical dependency and anxiety disorders. "The combination of alcohol and anxiety disorders like panic attacks may make some people more at risk for suicide. The study we've done on panic and suicide may impact on how treatment programs by health professionals are designed."

Rockman is one of only a few Winnipeg psychologists who combine clinical work with basic research. His article on environmental conditions that affect the consumption of alcohol in rats was recently published in *Pharmacology, Biochemistry and Behaviour*.

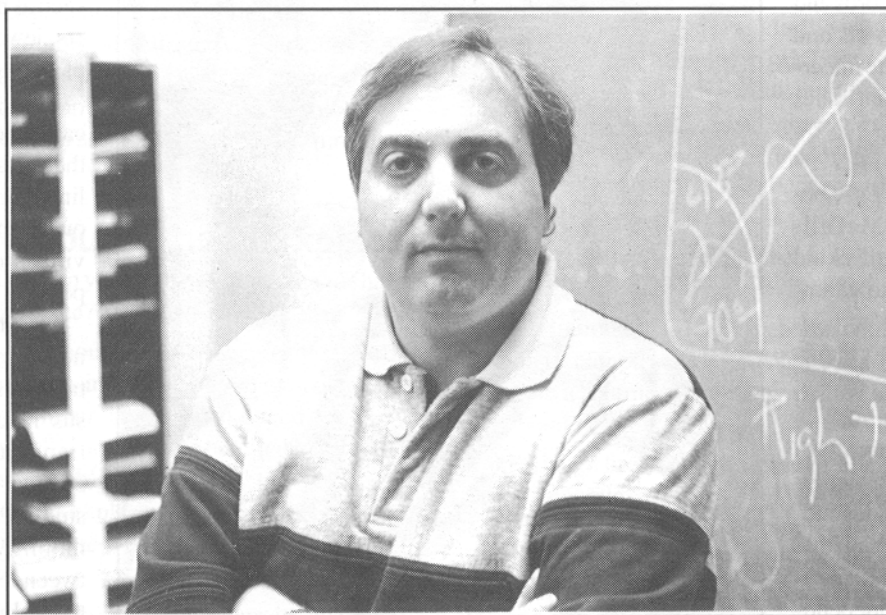
Rockman determined that rats housed together in an enriched environment which included toys such as running wheels, and readily available food and water, consumed significantly more alcohol than rats housed in individual cages.

"The question now is why the exposure to an enriched environment results in increased voluntary consumption of alcohol in rats," says Rockman. Consequently,

Rockman is involved in further studies to determine the answer.

"In trying to understand behavioural and neurochemical bases for drinking, the animal provides us with a model. While there is no direct connection, of course, to human drinking patterns, certain conditions may influence other organisms as well," explains Rockman.

In addition to teaching and research at the University, Rockman works as a psychologist in the Chemical Dependency Program and in the Anxiety Disorders Clinic, Department of Psychiatry, St. Boniface Hospital.



Psychologist Gary Rockman combines clinical work and research.

Did you know....?

- Over 70 per cent of our students who graduate with a BSc in biology (four-year program) go on to biology-related careers.

New Research Projects Focus on Teaching and Learning

Lectures, chalkboards, textbooks and term papers are still among the tried-and-true tools of teaching and learning. But some innovative University of Winnipeg research projects may add to these staples and provide both students and professors with fresh insight into how the education process occurs.

Through an experimental \$10,000 Teaching and Learning Grants Program established by the Office of the Vice President (Academic), nine faculty members will research new methods, resources or skills related to teaching and learning in their disciplines.

Their projects, for which recipients were granted up to \$2,000, will focus on how teaching and learning occurs, rather than on what is taught.

"They are applied research projects," Erin Booth, research administration officer, explains. "Students will benefit, as will instructors, and the results will contribute to the body of knowledge on pedagogy."

Political Science Professor Deborah Stienstra will use her grant to include a simulation of the United Nations in the second-year "International Relations" course. She will then examine how students arrive at solutions to actual international disputes.

"I've used this kind of role-playing model in other classes and students get very excited learning this way. It's important to get students participating in their own learning instead of just having them listen to me lecture."

Each student takes on the role of a specific country. After students have done extensive research, the course will culminate in a UN session which adheres to the actual rules and procedures followed by that organization. They are expected to act in ways consistent with their country's historical record.

Stienstra says she'll be using the grant money over the summer to develop a resource package for students and look at the findings of various UN models tried at other universities.

The goal of the simulation, Stienstra says, is to help students understand how negotiation can work and that "it is not simply 'put it to a vote and the majority rules.'"

funding to compile a guide to the range of resources available throughout the city and on campus for the study of Native history.

"I will build on what I've known informally for some time. There are many native agencies in Winnipeg which offer

valuable information but it's surprising how many people aren't even aware of what's on campus," Brown says, referring to such University collections as the Western Canada Pictorial Index and the United Church Archives.

"I hope the guide allows people to conduct their own research and gain access to information they wouldn't otherwise know about. When the

guide is complete, students will have a tool that will enable them to learn and gain an understanding of Native history," Brown says.

Physics professor Dwight Vincent is using his grant to help fourth-year students make their way through the mathematically rigorous realm of general relativity and quantum mechanics.

With the purchase of *Maple*, an algebra software program, Vincent says students will be partially freed from the long, complicated calculations required in advanced physics.

"This software will help students do things they wouldn't otherwise be able to. The problems they can now work on would have demanded too much time and intellectual stamina in the past. The program will take care of the tedious details and they can keep focused on the big picture," Vincent says.

After a year of use, Vincent adds, he will evaluate the software's effectiveness. Programs such as this one are important, says Booth.

"It's essential for a university to strike a balance between teaching and research. This program has a foot planted in both areas."



Professor Deborah Stienstra uses a role-playing model to excite students about learning.

Sociologist Investigates White Collar Crime

How does the criminal justice system deal with the “white collar” criminal?

What variables do lawmakers, police and the courts respond to as they define, arrest and mete out sentences for “suite”, as opposed to “street” offenses?

These questions are at the core of sociologist Colin Goff’s ongoing research.

And now that he has taught at The University of Winnipeg for a year and settled himself and his family in a new city, Goff plans to continue examining the questions by working with Manitoba’s crown prosecutors.

“The justice system reacts to many different variables. Gender and social class are two notable examples, and I want to uncover the other variables. In past studies, I’ve asked police officers and judges what they were thinking in particular cases and how they make distinctions, if any, between individuals from different socio-demographic groups.”

“I like to look behind the statistics. People in the legal system tend to see each case as an isolated incident whereas I try to define trends.”

Goff became interested in white collar crime in the mid-70s, when he was working towards a master’s degree at the University of Calgary. He also holds a doctorate from the University of California at Irvine, where he studied with some of the leading scholars on white collar crime.

While teaching at the University of New Brunswick, Goff conducted an extensive study of sentences handed out to

defendants in fraud cases.

“Clearly not everyone is treated equally. For the types of crime I’m interested in, the system tries to personalize each case. Depending on who you are, that can be very beneficial or downright onerous.”

Goff says that various sociological theories account for white collar crime in different ways but the basic definition is generally agreed upon by all sociologists.

“The term really refers to well paid professionals in positions of trust who elect to steal from their company for personal benefit. It may also mean companies which act by themselves or with other companies to harm or deceive the public.”

Over the past 20 years or so, more people have become aware of white collar crime through well publicized cases such as the Wall Street insider trading convictions, United States savings and loan failures, and the many violations of pollution standards by industry, Goff observes.

“People realize white collar crime is pervasive. And in the case of crimes against the environment, there’s an understanding now that it can eventually result in physical harm, too.”

Along with an American colleague, Goff is writing a biography of Edwin Sutherland, the pioneering sociologist who also coined the term “white collar crime” in 1949.

Goff has already written one book on white collar crime, *Corporate Crime in Canada*, and has published articles in Canada, United States and Europe.

Undergraduate Students Involved in Research

A recent study of student research activities at The University of Winnipeg over the past five years, conducted by Bill Rannie, chair of the Geography Department, demonstrates one of the benefits better students may receive when undergraduates are the focus of attention.

Over the past five years, 107 different students have contributed to 145 publications and presentations that have also involved 46 different faculty members.

“These students have clearly shown a capacity to do research which has been accepted at the higher levels of their disciplines,” said Rannie. Not included in Rannie’s study were students who presented papers at specifically undergraduate student forums.

Rannie noted that when undergraduates are the focus of attention, as they are at The University of Winnipeg, they receive advantages which elsewhere are normally reserved for

graduate students. Talented senior students frequently can participate directly with faculty in research projects, both as assistants and, in many cases as collaborators; it is not uncommon for students to be listed by faculty as co-authors of publications and conference presentations.

“In fact,” Rannie concluded, “the better students are treated as though they were graduate students and thus enter graduate school or employment with a distinct advantage over their peers from larger, graduate-oriented universities where undergraduates are always overshadowed and outcompeted for resources by graduate students.”

Rannie’s findings parallel those of several U.S. studies which found that a disproportionate number of graduate students had received their first degrees from primarily undergraduate, liberal arts and science oriented universities.

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Lighten Up: Humour Has Value In The Workplace

If you're unaware of how important humour in the workplace can be, just consider some of the research on the topic.

A survey sponsored by an international temporary service agency found that U.S. executives believe that people with a sense of humour do better at their jobs than those who have little or no sense of humour. In fact, a whopping 96 percent of those surveyed said people with a sense of humour do better.

The survey went on to point out that the results suggest that a sense of humour may help light-hearted employees keep their jobs during tough times. And, what's more, it may propel them up the corporate ladder past their humourless colleagues.

"Why?" you ask. It seems that those with a sense of humour are better communicators and better team players.

Life is Too Serious To Be Taken Seriously!

Studies have shown that happy workers are more productive. A researcher at California State University found that humour can help employees release tension. Consequently, they can concentrate on their work more efficiently. Employees who enjoy interacting with their co-workers aren't as likely to be distracted, or absent on the job. In other words, they have less need to seek social support off the job by making frequent telephone calls to family and friends or by taking time off work.

Research conducted by psychologist Dr. Ashton Trice at Mary Baldwin College in Virginia showed that humour helps us think. When people feel stuck on important projects, they tend to feel angry or depressed. This negative mood can interfere with subsequent performance. According to Dr. Trice's research, taking time out to laugh can help us to get rid of negative feelings and allow us to return to a task or move on to another project unaffected by past defeat.

If humour is really this important, then why don't we use it more often on the job? Probably the main reason is that many people are unaware of the positive effects of humour in the workplace. They tend to think humour and laughter are unproductive or unprofessional, or both. However, it is important to realize that some humour is inappropriate for the workplace and that it is often at inappropriate times.

Inappropriate Humour

So what is humour? Well let's start with what it is not. Humour has little to do with practical jokes. More often than not, practical jokes are not funny to people on the receiving end. In his book, *Making Humour Work*, psychologist and author, Dr. Terry L. Paulson says, "When humour is working, you laugh with people, not at them."

Humour has nothing to do with taking your job lightly or joking about your company not being a good place to work or joking about its products or services.

And humour has absolutely nothing to do with jokes made about racial, religious, or gender-related issues. Don't make the mistake of thinking that jokes and humour are synonymous. In

Virtuosi Series Presents Outstanding Trio

The 1993 Virtuosi Concerts series ends on a high note with a performance by the Hoebig-Moroz Trio at Holy Trinity Church. The trio includes Gwen Hoebig, Desmond Hoebig and David Moroz.

Gwen Hoebig, concertmaster of the Winnipeg Symphony Orchestra, is one of Canada's most outstanding violinists.

Cellist Desmond Hoebig is a winner of several national and international competitions, and is recognized as one of Canada's leading cellists.

David Moroz, piano, is the founder and artistic director of the Winnipeg Chamber Music Society. The trio's special guest for this performance will be Douglas McNabney playing viola. McNabney is an associate professor of viola and chamber music at McGill University in Montreal.

The concert is Thurs., May 20 at 8 p.m. in Holy Trinity Church (Donald at Graham). Rush seats are available at several locations including The University of Winnipeg Info Booth. Tickets are \$14, \$10 for students and seniors and \$5 for children and unemployed.

The series is co-presented by The University of Winnipeg and CBC Stereo, with support from MTS and the Manitoba Arts Council.

fact, jokes that offend others are actually the direct opposite of humour.

Humour That Works

Humour that works in the workplace has to do with attitude. It means seeing the humour in everyday situations. It means taking yourself and the world less seriously. It means having the confidence to laugh at yourself. And remember, when you laugh at yourself, you don't risk offending others. Dr. Terry L. Paulson describes self-deprecating humour this way. "When you tell a story that pokes fun at yourself gently, it acts as a social lubricant that says, "Hey, this person is a human being, someone at ease with life, and we can feel the same way." Obviously, this type of humour creates an atmosphere that's non-threatening.

How To Use Humour in the Workplace

What can you do to develop your sense of humour and share it with others in the workplace? Try the following tips:

- Consider what type of humour would be acceptable in your particular workplace. For instance, if you work for an organization where humour is not encouraged or well-received, a "silly hat day" is not likely to be suitable. Telling a joke on yourself is probably the best way to inject some humour into this type of workplace. And you may even find that you have to laugh alone when you find something is amusing.
- Get into the habit of looking for humour in everyday situations in the workplace. Lawrence J. Peter and Bill Dana, in their book *The Laughter Prescription*, say: "Realize that a sense of humour is deeper than laughter, more satisfying than comedy, and delivers more rewards than merely being entertaining. A sense of humour sees the fun in everyday experiences. It is more important to have fun than it is to be funny."
- Compile your own repertoire of humorous quotes, quips, and jokes. Visit your local library and take some time to look through humour anthologies and books of jokes for after-dinner speakers. Bear in mind that more often than not, you'll have to adapt the humour to suit your particular situation. Then, use some of your jokes when the time is right. Above all, make sure your humour is in good taste.

- Suggest that your department have a bulletin board where employees can share humorous cartoons, photos, anecdotes, advertisements, and bumper stickers.
- Clip cartoons from newspapers and magazines. Then make up your own captions for the gang at the office.
- Use humour to break the ice when you're chairing a meeting or to make your point during a discussion. Remember, a good sense of humour and good communication skills often go hand in hand.
- Try humour when you want to lighten difficult situations. Barbara Rae, president of Work Force, a national employment agency, said this about humour in the workplace: "When the pressures of work get people close to the breaking point, a well-placed remark can make the difference between a roomful of friends or a roomful of bristling enemies."
- Give your co-workers funny cards and gag gifts for special occasions.
- Send "Humour-grams." When you want to express appreciation or compliment a colleague, send a humorous card or create a "Humour-gram" by writing a note and attaching a relevant cartoon.
- Take a laugh break. Start a humour library—a collection of favourite comic strips, funny articles, and books of humorous cartoons. Then, when you or your co-workers are having a bad day and your attitude turns negative, take time during your coffee and lunch breaks to read something from your humour library. You'll find that a good laugh can often help you to regain your positive outlook. A happy person is not a person in a certain set of circumstances, but rather a person with a certain set of attitudes!

We'll leave the last word on humour to Joel Goodman, author of *The Humour Project*, who said, "It stops hardening of the attitudes and creates people who are inverse paranoids—they think the world is out to do them good."

This article courtesy of Warren Shepell Consultants.



University President Marsha Hanen invites all faculty and staff to discuss University issues over coffee in Riddell Hall.

She will be available at the following times:

- Mon., May 17, 10:15—11 a.m.
- Fri., May 21, 2:30—3:15 p.m.
- Thurs., May 27, 2:15—3 p.m.