



Celia Andersen

Regal research
Henrik Mouritsen, postdoctoral candidate in Biology, took advantage of recent sunny weather in the shelter of Old Meds quadrangle to conduct research into the orientation mechanics of monarch butterflies.

PREAs honour work in bioremediation, injury prevention

Four Queen's researchers recognized for innovation, excellence

BY MARY ANNE BEAUDETTE

A Queen's chemical engineer who specializes in the development of microbial process to clean up environmental pollutants is one of four Queen's researchers honoured in the latest round of Premier's Research Excellence Awards.

Juliana Ramsay, whose work in environmental bioremediation has resulted in at least one patent, joins Mark Green of Civil Engineering, Zongchao Jia of Biochemistry and Will Pickett of Community Health and Epidemiology in receiving the awards, worth approximately

\$150,000 each. This month's announcement brings to 20 the total number of Premier's Excellence Award winners at Queen's since their establishment last year. The awards honour full-time faculty or principal investigators who are active researchers and who received their first full-time appointment as principal investigator within eight years of their application.

The winners and their research are profiled below.

Juliana Ramsay's research centres on the use of lignin-degrading enzymes found in
PREA, page 2

Climate change and commercial fishing alter salmon populations

Clues to salmon fluctuations found in sediment "archive" of lake bottoms

BY ANNE KERSHAW

Queen's University scientists who sift the sediment of lakes for historical clues on global ecological patterns have shed new light on how climate change and commercial fishing have affected imperilled salmon stocks.

An international team of researchers that includes Queen's paleolimnologists John Smol and Irene Gregory-Eaves has found evidence that sockeye salmon stocks fluctuated substantially long before fishers began harvesting salmon, and that these swings in population size appear



to be related to changes in climate. They have also unearthed evidence from lake sediment cores that fishing has significantly altered the ecosystem that for centuries has governed the numbers of wild salmon.

The scientists, whose research in the Oct. 27 issue of the international journal *Science* has attracted international media attention, collected data from lake sediments of five Alaskan lakes to reconstruct sockeye salmon levels for 300 years in the Bristol Bay and Kodiak Island regions of Alaska – two of the most important sockeye salmon-producing areas of the North Pacific.

Decomposing salmon carcasses provided the scientists with a 300-year archive of nutrients in lake bottoms which was used to reconstruct past sockeye salmon abundances. Salmon, born in Alaska's otherwise nutrient-poor lakes, migrate to the ocean where they typically spend two to three years feeding and then head back to their home lakes or streams where they spawn and die. One of the indicators used to determine past abundances of sockeye salmon from the analysis of lake sedi-

ments is Nitrogen 15, which is only found in significant quantities in lake water when it's released from dead salmon.

"Salmon that have lived in the ocean come back to their home lakes with a different nitrogen signature than the other freshwater organisms," Dr. Smol says. "This provides us with a means of tracking the marine nitrogen in the freshwater system through an examination of the nitrogen isotopes in the sediments."

The decomposed carcasses also become a major nutrient source feeding the lake's entire ecosystem, and provide another independent line of evidence for calculating the relative size of salmon runs over time.

"The dead salmon fertilize the lakes with their own bodies and everything else living in the lake benefits from this nutrient source," says Gregory-Eaves. "When there is a strong salmon run, there are a lot of nutrients being released and this, in turn, stimulates the lake's algae."

Diatoms, a group of algae preserved in the sediment, are highly sensitive to the changes in nutrients. These changes are an indicator of the number of adult spawners decomposing over time. "The
Salmon, page 4

CFI awards \$600,000 to four Queen's research projects

BY MARY ANNE BEAUDETTE

The establishment of an integrated behavioural and brain science laboratory is among four projects awarded nearly \$600,000 under the Canada Foundation for Innovation's New Opportunities program.

The laboratory, funded with \$123,200 from CFI, will allow Kate Harkness and Mark Sabbagh (Psychology) to continue their studies into how personal experience affects psychological func-

tioning in the areas of emotional regulation, language development and social-cognitive development. The new facilities will allow the team to integrate the two traditionally separate research streams of behavioral and physiological analysis into a research program that is unique in Canada.

Working primarily with children and parents, the researchers will examine their responses to
CFI, page 2



Principal offers helping hand for United Way

Looking for some extra help? Principal Bill Leggett is willing to lend a hand, in return for United Way support. The Queen's University Staff Association and CUPE, in cooperation with the Principal's Office, are sponsoring a Gimme a Break! Draw, with proceeds going to the United Way. First-prize winner will be offered the principal's assistance for three hours.

There are more prizes, too! Second prize is lunch with the principal for four members of the Queen's community at the University Club; and third prize is a \$30 gift certificate at the Campus Bookstore. The contest is open to all general staff employees, including continuing, term and research, grant and contract employ-

ees, and members of CUPE locals 229, 254 and 1302.

Tickets are \$2 each or three for \$5, and are available from Lauren Sharpe, Principal's Office, ext. 32200; Betty Pollard, QUSA, ext. 32215; and Sherri Ferris, CUPE, ext. 36075.

Winners will be announced at the Dec. 7 Principal's Holiday Reception.

Queen's United Way Campaign

As of Oct. 30: \$115,991

<http://advancement.queensu.ca/html/qtyday.htm>

In this issue...

A treasure for Archives

see page 5



PREA

continued from page 1

white rot fungi to degrade organic pollutants, especially dye effluents. Textile dyes are prob-



lematic because they are visible pollutants and are both expensive and difficult to remove. The *Juliana Ramsay* research she proposes to continue under PREA focuses on developing a cost-effective, biological process to decolorize textile mill effluents. Other potential applications include treatment of other organic pollutants, and use in the biobleaching of pulp and paper.

<http://www.chemeng.queensu.ca/jar/>
Mark Green will continue his research into the development of prestressed fibre reinforced polymer (FRP) sheets for repairing reinforced concrete. Consisting of strong fibres bound together by plastic resin, FRP sheets offer an efficient, economical and

long-lasting solution to the corrosion of the reinforcing steel used in large concrete structures such as bridges and parking garages. Dr. Green's research team aims to develop a system for testing concrete beams strengthened with FRP sheets. The work will include fatigue testing on FRP-



treated beams; the development of mathematical models for predicting fatigue behavior of the beams; and the development of durable, non-metallic anchors for the sheets. Much of Dr. Green's research is conducted as part of the Network for Centres of Excellence on Intelligent Sensing for Innovative Structures (ISIS Canada).

<http://civil.queensu.ca/Web2000/People.htm>

Zongchao Jia's expertise in protein crystallography will be

applied to newly discovered proteins of biological importance, which are involved in a wide range of cellular processes. Using X-ray crystallography, Dr. Jia's team hopes to determine the precise three-dimensional structure of these proteins, leading to new understanding of their properties



and providing new insight into their functions. Applications include development of new biotechnology, and new understanding of health and disease conditions.

<http://meds.queensu.ca/medicine/biochem/>

Will Pickett continues his work into injury and trauma prevention. Using existing injury

and trauma databases such as the Canadian Agricultural Injury Surveillance Program and the



Kingston and Region Injury Surveillance Program, he will conduct further study of injuries in the agricultural sector, and on a population-wide basis in a targeted community (Kingston region). The PREA funding will also contribute to further work in the development and evaluation of work guidelines for children on North American farms, and in the prevention of neck trauma following rear-end traffic accidents.

<http://meds.queensu.ca/medicine/comhepi/faculty.htm> □

CFI

continued from page 1

stimulu such as words and pictures. Their aim is to determine how particular kinds of personal experience – childhood adversity, for example – can contribute to changes in the neural networks that underpin the psychological functioning of emotion, language and understanding. Ultimately the researchers hope to gain new insights into the adolescent depression, childhood acquisition of language and children's ability to make sense of the world around them.

<http://psyc.queensu.ca/faculty/harkness/kateharkness.html>

<http://psyc.queensu.ca/~sabbagh/>

Other recipients are as follows:

Marianna Kontopoulou (Chemical Engineering): \$119,542 for the establishment of a laboratory for research in polymers related to automotive applications, including recyclable, light-

weight auto parts.

<http://www.chemeng.queensu.ca/mk/>

Geoffrey Lockwood (Physics): \$101,989 to set up state-of-the-art facilities to develop and evaluate ultrasonic transducers for medical imaging, leading to higher frequency and higher resolution medical ultrasound imaging systems.

<http://phy-server.phy.queensu.ca/>

Chi-Hsiang Yeh (Electrical and Computer Engineering): \$150,000 to build networked workstations with supercomputing capacity for research into communication protocols and switching techniques for system-area, local-area, and wide-area networks as well as internet and wireless/mobile communications.

<http://www.ece.queensu.ca/dept/fac/yeh.html> □

Letters

Ad used university image inappropriately

On Wednesday, Oct. 25, an advertisement for the Loblaws Princess Street Market appeared in the *Kingston Whig-Standard* with the headline "Just what Kingston needs. Another institute of higher learning." This ad featured a photograph of Douglas Library.

Queen's University did not approve the usage of Douglas Library in this ad and the university had no prior knowledge of this campaign.

Our office has corresponded with Loblaws and informed them of our disapproval of the usage of this university landmark for commercial purposes. We have voiced our concerns regarding the lack of university consent that was sought for

usage of this image. We have also raised concerns regarding the ad's headline – the cynical undertone serves to denigrate the importance of higher education in this community and the partnerships that we are endeavouring to build. Finally, the comparison of the Loblaws cooking school to Queen's University was inappropriate.

Loblaws is appreciative of our concerns and has indicated that this was a one-time advertisement, which they have no intention of running again. They will be making a donation to the AMS Foodbank.

Richard Seres

Director

Marketing & Communications

Ministry of Information Delivery?

I would like to expand on Christopher Knapper's article, "Educational technology at Queen's: How do we set our priorities?" that appeared in the *Gazette* of Oct. 23.

In June I represented the Faculty of Education at a two-day symposium to launch the new Ontario Knowledge Network for Learning. Advance materials indicated that discussions would explore the use of the full range of information and communication technologies (ICT) in education, but at the symposium ICT meant the Web. There were hints of ICT funding to come, a potentially good thing, but the underlying image of teaching and learning was frightening. Representatives from the ministries of Education and Training, Colleges and Universities repeatedly equated information and knowledge. Teaching and learn-

ing were presented as information transfer and of course this could be accomplished efficiently via the Web.

Fortunately a number of the keynote speakers and representatives from the corporate world did not support this narrow view of education. They were still very enamoured with the Web, but promoted its potential to support collaborative knowledge-building activities. These messages did not have much impact on those from the two sponsoring ministries, who persisted with their "information delivery" model. Dr. Knapper states, "the government may see technology primarily as a magic bullet to cope with the current enrolment bulge." My experience at the June symposium suggests that there is no "may" in this.

Geoff Roulet

Faculty of Education

Help Lines

Campus Security:
533-6111

Human Rights Office

533-6886

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Sexual Harassment Advisory
Anti-Racism Advisory
Anti-Heterosexism Advisory

Sexual Harassment Complainant Advisors:

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533-6629

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Ellie Deir – Education

533-6218 *77673

Internal Dispute Resolution (Students & Staff):

Paul Arney

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PA1@post.queensu.ca

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533-2891

Bart Simon – Sociology

533-6000 ext. 77152

Mel Wiebe – English

533-2153

University Advisors – Staff:

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533-6628

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Larry Pattison – Physical Plant

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University Chaplain:

Brian Yealland

533-2186

Rector

Mike Kealy

533-2733

Student Counselling Service

533-2893

**Internal number may be accessed from a touch-tone phone off-campus by dialling 533-6000 + extension number.*

Gazette

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The real cost of deregulation

BY LORNE CARMICHAEL

Editor's note:

Queen's students met with Principal Bill Leggett at a town hall meeting last Monday to discuss tuition deregulation and the future of Queen's. Among the issues raised by students were the effects of deregulation on accessibility, equity and student debtload. Lorne Carmichael, a professor of economics at Queen's, attended the meeting and submits the following comment.

Opinions expressed in Forum are those of the author and do not necessarily reflect the opinions of the Gazette or Queen's University. The Gazette welcomes your opinions on the above articles or any other issue of interest to the Queen's community. Send your comments to the Gazette, 107 Fleming Hall; e-mail gazette@post.queensu.ca

You can also express your views directly to the principal, at principa@post.queensu.ca

Principal Leggett has called for a dialogue on the future of Queen's. I am pleased to respond, both as a faculty member in Economics and as a parent who will soon be supporting two children through the university system. The key issue for me, as for most students, and I think, faculty, is clearly going to be tuition deregulation in Arts and Science. We all agree that the extra money is needed and that it will improve the quality of the education at Queen's. But will it not also reduce accessibility and equity?

The answer to both questions is a clear no. Tuition deregulation combined with an intelligently designed student aid package will increase quality, have no effect on accessibility (and may even improve it), and will enhance equity. Indeed, tuition increases can be a tool for social redistribution. Let me explain.

Right now tuition rates in Arts and Science at Queen's are about \$4,000 per year, not including extra fees. At this level some students will graduate debt-free after four years and some will graduate with debts ranging upwards of \$40,000. Some students may discover they cannot

make ends meet and will have to withdraw.

Suppose we increase tuition rates to \$6,000 per year, but combine this with a bursary program that pays \$2,000 per year to anyone who cannot afford more than the current rate. Since bursaries are based on need there is no upper limit on their number. There may also be smaller bursaries for those who can afford

'A tuition increase combined with a bursary program based on need can improve accessibility and equity. But it does have costs, and a big one is that it compromises privacy'

more than \$4,000 but not the full amount.

Under this new system accessibility has not changed one bit. The people who would be forced to withdraw under the old scheme will still have to leave. The people who stayed on under the old system will still get to graduate, although those who would have had little or no debt may now bear a larger amount. Accessibility can even be improved if we use some of the extra money

to increase the maximum bursary.

What happens to equity depends to some extent on how one defines the peer group. Among students at Queen's, those who pay more after deregulation are the ones who had more to begin with. And when the quality of a Queen's education goes up, it goes up for everyone. In the end those students who are currently in the worst financial situation pay no more and get a better education. The rest do pay more but also get a better education. This is an increase in equity.

Among young people generally, the equity case for tuition increases is even stronger. People who qualify for a university education and who can afford to pay more for it are among the most fortunate people in Canada. They have been born with above-average ability into families of above-average wealth. While there is a good case for taxing the general population to support postsecondary education, the argument has never been based on equity.

A tuition increase combined with a bursary program based on need (and remember this means no upper limit on the number of bursaries) can improve accessibility and equity. But it does have costs, and a big one is that it

compromises privacy. None of us would want someone to cheat this system by claiming a bursary that was not deserved. This means that to get a needs-based fellowship you must first of all verify your financial standing. In the United States this is serious business. You provide income tax returns, an appraisal of your assets, and a lot more. No one is forced to disclose anything, but if you want your privacy you pay the cashier.

Canadian individuals and families are not used to this system and it will be a difficult change. It will also require resources to set up and run. Since the number of bursaries will vary, Queen's may not be able to predict its overall tuition revenue each year. However, as this important debate on the future of Queen's progresses, let us at least be clear about the issues. Tuition deregulation has its costs, but it need not compromise the equity nor the accessibility of a Queen's education.

Finally, if I do have to pay more for my children's tuition in the coming years, like most parents I will find the money. There is still no better investment that I can make in their future. □

Lorne Carmichael is head of the Department of Economics.

Students, principal debate deregulation

BY MARY ANNE BEAUDETTE

Tuition deregulation will not happen at Queen's if it means poor accessibility to higher education, Principal Bill Leggett told students at a town hall meeting last week.

Responding to student questioners who described his recent proposals for a "liberated public university" as exclusionary, the principal reiterated his commitment to accessibility at Queen's. However, failure to make the necessary decisions now to ensure quality means Queen's will drift towards a future marked by larger classes, higher student-faculty ratios and a decline in the broader learning environment, he warned.

More than 150 students attended the meeting in Dunning Auditorium, organized by student government leaders, to discuss recent proposals by the principal for ensuring the quality of the university through strategies such as tuition deregulation.

Paul Heisler, president of the Alma Mater Society, made a case for greater student representation in the decision-making process around tuition, noting that consultation was not the same as having a vote. "We can't look the other way any longer," he told

the audience. "Deregulation is not possible without a larger student role in the process."

Ryan Naidoo, president of the Arts and Science Undergraduate Society, told the audience that the debt imposed by tuition deregulation would cripple those students for whom Arts and Science degrees were a stepping stone to further education. Describing deregulation as "segregation by social status," he warned that deregulation would jeopardize the university's efforts towards increased diversity.

Students asked whether the university would be studying the effects of recent deregulation of tuition in professional programs such as medicine. The principal noted that analysis of applicants to Health Sciences programs showed no change in geographic distribution of students. Registrar Jo-Anne Bechthold said her office would attempt to track socioeconomic trends among potential and actual students.

Noting that he was facing a funding shortfall equivalent to 20 courses of the 70 normally offered, Paul Stevens, head of the English department, expressed the need for students and the university to

work cooperatively towards solutions to declining funding. "This debate is about us as a community, and about working together to solve these problems," he told them.

Asked whether universities need to work harder to hold governments accountable for more postsecondary funding, Principal Leggett pointed out that universities had lobbied all three parties in power over the past 10 years with little effect on operating budgets. One simplistic solution would be to grow massively, he said.

The principal urged students to become informed about the issues surrounding university funding. "We need to work hard to understand the problem and possible solutions, and then we work towards the best solutions possible, he said."

The quality of education at Queen's is not solely a product of tuition, he told the students, "it's a product of the commitment of those who went before you. We can't approach this issue from a 'what's in it for me' angle. If we do so, we have the potential to become spectacularly average." □

Queen's ranks first in Canada in accountability disclosure study

BY ANNE KERSHAW

For the second year in a row, Queen's has ranked number one in Canada in a study that tracks openness and accountability in university financial and administrative reporting.

The study, conducted by three professors at Wilfrid Laurier University, examines accountability disclosure – the "availability, accessibility, and understandability" of university records and financial statements – in Canada, Australia, New Zealand and the United Kingdom.

This year, Queen's ranked first in Canada with a score of 54.3 followed by the University of Manitoba at 38.1 and Lethbridge University at 36.6. Simon Fraser came in fifth with 36.6. Western came in 12th with 29.8. The University of Toronto came 23rd with a score of 26. McGill is listed as one of 12 universities which didn't submit a report in 1999.

As part of the rankings study, Queen's submits its audited financial statements, revised annual financial report, report on the annual budget, Performance

Indicators, Queen's at a Glance and exit polls.

Study authors William Banks, Morton Nelson and James Fisher say Canadian universities continue to lag behind those in other countries. "Although the disclosures have improved in the last year, we have found that the Canadian university disclosures are still the weakest of the countries examined," reports Dr. Nelson.

The annual disclosure report includes an examination of accounting policies; service performance (student numbers, graduates, employment or educational destination of graduates; publications, student-faculty ratio); financial performance (operating statement, depreciation, budget information, unit cost per student, statement of cash flow, research grants and overhead allocation); and physical and financial condition (balance sheet, faculty/staff, library, investments, commitments and contingencies, equal employment/educational opportunities information and building usage). □

algae that grows under nutrient-rich conditions are different from those associated with poor nutrient conditions. By examining the algae found in the sediment layers from lake bottoms, we are able to reconstruct the history of the lake and draw conclusions about how salmon abundance has fluctuated over time," says Ms. Gregory-Eaves.

The researchers found that fluctuations in salmon runs largely matched climate periods of warming and cooling in the North Pacific, as indicated by a reconstruction of sea surface temperatures from tree ring analysis. Sockeye runs were larger in the late 1700s, and early 1900s during periods of warm climates, and smaller in the colder periods of the early 1700s and early 1800s when ocean nitrogen levels were low. However, not all periods of greater salmon abundance corresponded to times when the climate was warmer, which suggests to the researchers that there is a complex relationship

between temperature shifts and salmon production.

The researchers also saw a major change in patterns with the advent of commercial fishing. In the early 1800s, before the natural nutrient cycle was disturbed by human activity, a significant drop in sockeye was swiftly followed by a full recovery in the salmon population. The biggest drop in salmon population occurred early in the 20th century when fishing became a factor. Disruption of the natural nutrient cycle in some lakes during this period appears to have had a major impact on lake productivity and prevented a similar recovery.

"By harvesting the salmon, the loop is disrupted," says Gregory-Eaves.

The findings on how both climate and fishing activity affect salmon population have important implications for those concerned with promoting more effective and responsible management of commercial fisheries, says Smol.

"As we are entering another century of increased warming, we may be better able to forecast what future stocks of salmon are going to be up against. At the same time, fishery managers intent on enhancing salmon stocks can now take into account the importance of the nutrient cycle in sustaining the life cycle of salmon."

The scientists' findings are bolstered further by the strong correlation between their biological data derived from sediment cores and the observation data from 80 years of government catch records documenting the number of fish returning to the lakes.

"These records, kept since 1921, allowed us to assess the quality of our research techniques for evaluating the number of fish coming back. We found an almost perfect match between our findings and the records of people who were actually seeing the fish come back. If our data for the last century are sound, we can conclude with

confidence that it is also sound for the previous two centuries."

Having established that this is robust technique for hindcasting past salmon abundances, the scientists are now looking at other salmon lakes in British Columbia and the Pacific Northwest of the United States.

Ms. Gregory-Eaves is a doctoral student with the Department of Biology. Dr. Smol co-heads Queen's Paleocological Environment Assessment and Research

Laboratory (PEARL), a group of scientists dedicated to using paleoecological techniques to study changes in the environment.

The lead author for the *Science* paper is Dr. Bruce Finney of the University of Alaska Fairbanks. Other members of the research team are Jon Sweetman, University of Alaska Fairbanks, Institute of Marine Science and Dr. Marianne S.V. Douglas, University of Toronto. □

Brent Gallupe wins Research Excellence Award

BY JENNIFER MEISTER

Brent Gallupe, a world-renowned expert in the use of technology support for teams and organizations and founder of Queen's Executive Decision Centre, has been named this year's recipient of the School of Business Award for Research Excellence.

Considered a leader in his field, Professor Gallupe began his explorations in computer-based support for group decision-making while a doctoral candidate at University of Minnesota. His research and that of his colleagues has since spawned journals and specialized research fields such as knowledge management systems.

Professor Gallupe has been at Queen's since 1986. In 1987, he founded the Queen's Executive Decision Centre, Canada's first electronic group-decision support laboratory. Now self-supporting, the centre attracts public- and private-sector organizations from Kingston and across North America.

"I am motivated by a quest for knowledge; for finding out things we didn't know before," Professor Gallupe says. "Universities distinguish themselves from other educational institutions by being creators of knowledge, through basic and applied research. We're not just knowledge disseminators, we're creators."

In addition to his research in group support technologies, Professor Gallupe also co-chairs



Brent Gallupe, School of Business

the School of Business's E-Commerce Research Program. "We have a number of researchers in the school conducting high quality e-commerce research. My role is to help co-ordinate that research and assist in acquiring resources needed to conduct the research."

Research is an important component of university teaching, he says. This term, for example, he is applying research results from a study conducted this summer by one of his master's students to the database course he is teaching to upper-year Commerce students.

Conducting research takes time, something that Professor

Gallupe believes is recognized by the administration at Queen's. "Teaching is relatively structured and mostly driven by deadlines, but research is typically unstructured and inherently demands more flexibility in terms of time," he says. "Queen's has provided me with the resources and the time to enable me to do quality research."

Professor Gallupe's expertise has earned him an international reputation with frequent invitations to lecture abroad. His international connections include a decade-long visiting professorship at the University of Auckland, N.Z. □

People

Janet Fletcher (NCIC Clinical Trials Group) has been named a Pioneer of Conservation by the Environmental Commissioner of Ontario for her work in holding polluters to account for their actions. She was one of six Ontarians honoured with the award last week.

Robert MacNaughton (Postdoctoral fellow, Geology), Terry Lukie (MSc '99) and Maggie Cole (BSc '99) were cited in the science journal *Equinox* for their discovery of the tracks of a crab-like arthropod in wind-blown sands that are about 500 million years old. These tracks, which occur in an outcrop just north of Kingston, are nearly 50 million years older than the next oldest terrestrial traces and thus are the oldest known evidence of animals venturing onto land.

Lorna Wright (Business) was one of 17 Canadian delegates attending the fifth annual meeting of the Women Leaders' Network in Brunei in June. Dr. Wright was the academic delegate for the Canadian contingent. This year's conference focused on economic issues affecting women in the Asia Pacific region, including women's role in small and medium enterprise.

Drs. Alison Froese and David Goldstein (Anesthesiology) visited China this autumn as part of an international collaborative effort to enhance communication and pro-

fessional interaction between Western anesthesiologists and their Chinese colleagues.

Victor Snieckus (Chemistry) has been named recipient of the Arthur C. Cope Scholar Award by the American Chemical Society. The award, comprising \$40,000 (U.S.) in unrestricted research funds and \$5,000 in personal recognition, recognizes and encourages excellence in organic chemistry.

Paresh Sen (Electrical and Computer Engineering) addressed the plenary session of the European Power Electronics conference in Losice, Slovakia earlier this fall. He also visited technical universities in Budapest, Vienna, Prague and West Bohemia, where he gave presentations on the research activities of his department at Queen's.

George Ardies, recent graduate of the Department of Geological Sciences and Geological Engineering, has won the Ontario Petroleum Institute's award for the best M.Sc. thesis. This thesis, supervised by Dr. R.W. Dalrymple, examined the deposits of a paleo-valley system in the subsurface of Alberta and provided general guidelines for petroleum exploration in such deposits. □

People highlights the accomplishments of staff and faculty at Queen's. Send your items to gazette@post.queensu.ca

Health Canada researcher heads new water centre

A Queen's research group devoted to enhancing the quality of the world's water has appointed Dr. Moe Hussain as director of its Water and Environment Initiative. Director of Strategic Planning and Analysis at Health Canada, Dr. Hussain is participating in a government interchange program and is on leave from his current position. He holds a PhD, specializing in freshwater biology and aquatic ecosystems, and an MBA.

Previously Dr. Hussain worked with Environment Canada, researching the aquatic biology of lakes, rivers and streams. At Health Canada he managed programs involving the Great Lakes and St. Lawrence River systems. Currently Dr. Hussain directs the development and implementation of Health

Canada's strategic direction and priorities.

The Queen's Water and Environment Initiative (QWE) is devoted to developing innovative technology for sustaining the quality and availability of fresh water, nationally and globally. The QWE brings together a multidisciplinary team of researchers from engineering and science, public health, government policy and ecosystem management to find practical solutions to the complex issues arising from our dependence on fresh water.

Researchers address issues related to groundwater contamination, coastal and riverine hydraulics, surface water and water quality, habitat assessment, public health and safety issues and environmental clean-up. □

News Notes



Reserve reading lists needed soon

Attention course instructors: Queen's Libraries wants your reserve reading list requests soon!

Starting next Monday, Nov. 13, the libraries begin the six-week process of moving data from NOTIS, the old library management system, to the new Voyager system. The more information – including reserve reading lists – that library staff can enter into NOTIS before end of day this Friday, Nov. 10, the less “catch-up” will be required once the new system is “live.”

For this reason, course instructors are urged to submit their reserve reading requests for next term by this Thursday, Nov. 9, if possible. Urgent requests will continue to be processed under the old system, but these items will have to be re-entered in the new system in January.

Questions about reserve reading lists can be directed to the Reserve Services Coordinator in your library. Information about the Voyager catalogue project is available at:

<http://library.queensu.ca/webopac/>

Questions? Contact the library via:
http://library.queensu.ca/librequest/opac_est.htm

Juno nominee headlines day care fundraiser

Kingston local favourite Fireweed opens for Juno award nominee Georgette Fry and her B-side blues band at Swingin' on a Star, a fundraiser in support of Queen's Daycare Centre. The event takes place at Grant Hall, Saturday, Nov. 18. Tickets \$10, available at Zap Records, 77A Princess St.

Expert addresses climate change

An expert in global climate change speaks at Queen's this Thursday, Nov. 9. Hadi Dowlatabadi will give an overview of climate change, address public fears surrounding it and address available policy options in his talk, Climate Change:

Energy, Environment and Public Policy, in Ellis Auditorium, 7-9 pm. The talk is sponsored by the Integrated Learning Centre. Currently director of the Centre for Integrated Study of the Human Dimensions of Global Change in the Department of Engineering & Public Policy at Carnegie Mellon University, Pittsburgh, Dr. Dowlatabadi is an accomplished scholar and lecturer whose honours include fellowships in Resources for the Future and the Rockefeller Foundation.

Book spotlights Canadian theatre in '50s and '60s

A little documented period of Canadian theatre is the focus of a new book by a Queen's dramatist. Fred Euringer's *A Fly on the Curtain* provides a unique viewpoint of Canadian theatre in the 1950s and '60s, touching on such companies as the Hart House Theatre under Robert Gill, The Straw Hat Players in Port Carling, The Stratford Festival under Tyrone Guthrie and Michael Langham, The Canadian Players with Douglas Campbell, The Crest Theatre, and the Dominion Drama Festival. Professor Euringer also recalls various amateur and professional companies, and television and radio productions from the heyday of Canadian television and radio drama. The book, published by Oberon Press, covers the period from 1955 to 1963 when he joined Queen's as head of the Department of Drama, a position he held for 18 years between 1963 and 1985. It is now available in bookstores.

Free flu shots for staff, faculty

Looking to beat the flu this winter? Queen's, in conjunction with the Kingston, Frontenac, Lennox and Addington Health Unit, offers a free Flu Shot Clinic on Friday, Nov. 23 in Mackintosh-Corry Hall, outside the cafeteria, from 10 am to 2 pm. Health unit staff will be on site to administer the vaccine. □



Celia Anderson

Heavy equipment does some serious ground-breaking in preparation for the construction of Chernoff Hall, Queen's new chemistry facility, beside Stirling Hall.

Royal Society elects five Queen's members

Five Queen's faculty members with distinguished careers in the diverse fields of molecular computation, cancer research, legislative processes, criminal psychology and historical writing have been named Fellows of the Royal Society of Canada.

Ned Franks (Political Studies), William Marshall (Psychology) and Bryan Palmer (History) were elected to the society's

Academy of Humanities and Social Sciences; and Susan Cole (Cancer Research Labs) and Axel Becke (Chemistry) were named to the Academy of Science.

The Queen's group will be among 60 new Fellows inducted into the society in Ottawa on Nov. 17. Fellowship in the Royal Society of Canada is considered Canada's senior academic honour. □

Ceremony honours pre-eminent Canadian arbitrator

The life and times of Senator Carl Goldenberg, lawyer, Royal commissioner, provincial and federal government advisor and pre-eminent Canadian mediator and arbitrator, are celebrated at a special ceremony this week marking the donation of the Goldenberg papers to Queen's University Archives. Senator Goldenberg helped to settle some of Canada's most significant and difficult labour disputes and earned the respect of both sides for his integrity and fairness. He and his wife, Professor Shirley Goldenberg, have been longtime supporters of Queen's University, in particular the School of Industrial Relations and the Industrial Relations Centre.

The event, sponsored by the School of Industrial Relations and the University Archives, takes place Friday, Nov. 10 in the May Ball Library, Policy Studies Building, from 4-5 pm, with the dedication of a permanent industrial relations display in honour of Senator Goldenberg. A reception follows in the Agnes Etherington Art



Carl Goldenberg

Centre at 5:30 pm, with a display of Goldenberg papers and the announcement of the Goldenberg Scholarship in Industrial Relations.

<http://qsilver.queensu.ca/irl/> □

Noted and Quoted

Highlights of Queen's experts in the news, Oct. 22-26



Matthew Mendelsohn (Political Studies) was interviewed extensively by Peter Mansbridge on *The National Magazine* Oct. 25 about campaign spending limits.

John Smol and **Irene Gregory-Eaves** (Biology) received extensive coverage for their research on climate change and salmon stocks including stories in the *National Post* and *Vancouver Sun*. Ms. Gregory-Eaves was interviewed on *NewsWorld Today* and Dr. Smol was interviewed on CBC's *Quirks and Quarks*.

The views of **Jonathan Rose** (Political Studies) on reforming advertising were featured in an *Ottawa Citizen* Op-Ed piece. He was also quoted in the *Globe and Mail* in a story about internet polling and in the *Toronto Star* and *Ottawa Citizen* about partisan advertising.

Harvey Lazar (Institute of Intergovernmental Relations) was quoted in the *Toronto Star* in an article about fiscal federalism.

Barbara Kisilevsky (Nursing) will be featured in the February issue of the U.S. publication *Child Magazine* in a story about fetal hearing research.

Hugh Thorburn (Political Studies) was quoted in the *Ottawa Citizen* in a story about opposition parties' attacks against Prime Minister Chretien.

Vince Sacco (Sociology) was quoted in the *London Free Press*, *Charlottetown Guardian*, *Corner Brook Western Star*, and *Barrie Examiner* about public skepticism over reports of falling crime rates.

Dr. Robert Reid (Obstetrics and Gynecology) was quoted in *The Ottawa Citizen* about the effectiveness of the contraceptive patch.

Wendy Craig (Psychology) was featured in the *Ottawa Citizen* about her research on bullying.

Rena Uptis (Education) was interviewed on CBC's *The Arts Report* about learning through the arts research. Dr. Uptis was also interviewed on CBC radio in nine cities across the country (Calgary, Whitehorse, Charlottetown, Windsor, Montreal, Saint John, Sudbury, Vancouver and Quebec City). □



Please Note:

- Departments requiring casual hourly paid secretarial or clerical assistance should contact Patti Evaristo in Human Resources, 533-2070.
- Requisitions for staff replacement, with appropriate approvals, must reach the Human Resources Department by noon of the Monday one week prior to the date of issue.
- Applications received from internal candidates will be acknowledged by the Department of Human Resources. The results of each competition will be posted under the *Gazette* heading "Appointments" as soon as possible after the conclusion of the recruitment and selection process.
- Closing date for the following positions is **Tuesday, Nov. 14, 2000 at 4:30 pm**. Late applications will not be accepted. Please submit a letter of application indicating the specific position desired and a detailed resume including your employee number.

Resumes will be accepted from Queens employees with Internal Status ONLY unless the position specifically invites External applications.

Queen's University has an employment equity programme, welcomes diversity in the workplace and encourages applications from all qualified candidates including women, aboriginal peoples, persons with disabilities and racial minorities.

Appointments

Admissions Officer 2000-70
Office of the University Registrar
Stacy Kelly
(Office of the University Registrar)

Senior Secretary 2000-74
Department of Art
Katherine Brady

Program Assistant 2000-90
Neuroscience Program
Kelly Moore (Department of Development)

Senior Clerk 2000-98
Apartment and Housing
Tina Burke
(Institute of Women's Studies)

Senior Secretary 2000-104
School of Graduate Studies and Research
Lisa Wolf (Psychology Department and Department of Medicine)

Assistant Orientation Coordinator
2000-106
Mary Lou Delisle
(Department of Otolaryngology)

Staff Vacancies

Following the completion of the Queens Job Evaluation (CJE) review for positions in Grades 2 – 9, you will notice we have included the cluster in the following job ads which represents the job family, branch and grade (e.g., ADMG5 is Administration Family, General Branch, Grade 5). Generic position overviews for clusters can be found on the HR website at www.hr.queensu.ca.

Specific job overviews for positions advertised under 'Staff Vacancies', with the exception of CUPE Local 229 postings, continue to be available in the HR department.

*If you wish to be considered for the following positions, apply in writing to **Patti Evaristo**, Human Resources.

Departmental Assistant 2000-114
Department of Otolaryngology
This is a term appointment working 80% time (28 hours per week) until Dec. 31, 2001.

Major Responsibilities: report to the Department Head, Otolaryngology and the Chief, Finance and Administration for the Faculty of Health Sciences; assist in the administration and operation of the department; collate the paper associated with the appointment and reappointment process in both the university and hospital environment; work with the departmental finance committee and other committees as directed by the Department Head; provide secretarial support to the Department Head; prepare and monitor departmental

and research budgets, process financial transactions, monitor other financial and administrative matters which impact the Faculty and report to the Chief, Finance and Administration on these matters.

Requirements: community college business diploma (consideration will be given to the equivalent combination of education and experience); work experience in a similar office environment; excellent interpersonal, communication and organizational skills; ability to generate reports incorporating data from financial and hospital record systems using various computer software packages.

Minimum Hiring Salary: \$29,706 Salary Grade 5 (Salary will be adjusted to reflect actual time worked)

*If you wish to be considered for the following positions, apply in writing to **Pat Eaton**, Human Resources.

Secretary 2000-115
Department of Psychology

This is a term appointment working 28 hours per week from Sept. 1 until April 30 each year. The term will end April 30, 2003.

Major Responsibilities: report to the Department Manager; provide reception and secretarial support (greeting and redirecting callers/visitors, scheduling, word processing, database input, mail distribution, etc.); clerical tasks such as filing and data entry; provide administrative support to several individuals simultaneously.

Requirements: secondary school diploma with knowledge of basic office practices including bookkeeping/ accounting procedures, with previous office experience in a related area, or a one-year post-secondary program in office administration (consideration will be given to an equivalent combination of education and experience); minimum of 50 wpm tested typing; knowledge of word processing packages; basic knowledge of database software an asset; must be service-oriented with excellent interpersonal and communication skills; proven organization and time-management skills with the ability to be detailed and accurate with frequent interruptions.

Minimum Hiring Salary: \$26,934 Salary Grade 3 – ADMG3 (Salary will be adjusted to reflect actual time worked.)

Secretary/Receptionist 2000-116
Institute of Women's Studies
This is a continuing appointment working twenty hours per week (Monday to Friday).

Major Responsibilities: report to the Administrative Assistant; provide front desk reception including answering of telephones and general inquiries from students; provide secretarial support for members of the department; filing, photocopying and faxing.

Requirements: secondary school diploma (or equivalent); related experience with reception and secretarial skills; congenial telephone manner; excellent word processing skills using Word; ability to work well with little supervision; an appreciation of social diversity and women's issues.

Minimum Hiring Salary: \$26,934 Salary Grade 3 – ADMG3 (Salary will be adjusted to reflect actual time worked.)

Secretary/Receptionist 2000-117
Office of Research Services

Major Responsibilities: report to the Office Manager; provide main reception duties for the Office; perform secretarial duties in support of the Office Manager and Research Coordinators (process grant applications and assist with committee work); maintain schedules, distribute mail and provide administrative support to several individuals simultaneously.

Requirements: secondary school diploma plus minimum of one year training in a secretarial/office skills program at a community college (or an equivalent combination of education and experience); previous secretarial experience in a service-oriented office; keyboarding at a minimum of 60 words per minute using various word processing packages on a personal computer; excellent organizational, interpersonal and communication skills; proven attention to detail with the ability to meet strict deadlines and set priorities.

Minimum Hiring Salary: \$26,934 Salary Grade 3 – ADMG3

Receptionist 2000-118, 2000-119
University Residences

Two positions are available – one on a continuing basis and the other as a maternity leave replacement until July, 2001.

Major Responsibilities: under supervision of the Administrative Coordinator; provide front-line reception and administrative support (greet and redirect visitors, provide information about the department, provide basic support to several people and perform various clerical tasks).

Requirements: one year post-secondary training in basic office practices/office administration (or an equivalent combination of education and experience); must be service-oriented with excellent interpersonal, communication and organization skills; proven ability to be concise, accurate and detail-oriented; basic computer skills with the ability to learn new software; knowledge and understanding of the university's policies and procedures an asset.

Minimum Hiring Salary: \$26,934 Salary Grade 3 – ADMG3

Facilities and Purchasing Clerk
2000-120
University Residences

Major Responsibilities: under supervision of the Administrative Coordinator and with direction from the Facilities Coordinator; provide administrative support and assistance to the Services Department with respect to purchasing, accounts payable, inventory and key system; coordinate all purchasing for Residences; maintain and support the residence key system; process all accounts payables including reconciliation of associated financial statements.

Requirements: one-year post-secondary training in business administration/ purchasing (or equivalent); previous experience in office/service/purchasing environment; excellent office and computer skills including proficiency with a variety of word processing and spreadsheet applications (Word and Excel) and the ability to learn new software; high level of knowledge and understanding of general accounting, purchasing and bookkeeping practices; ability to perform mathematical calculations; must be detail-oriented and be clear, concise and accurate; service-oriented with excellent organizational, interpersonal and communication skills; proven ability to troubleshoot; ability to work well both independently and within a team environment; knowledge and understanding of university's policies and procedures an asset.

Minimum Hiring Salary: \$28,338 Salary Grade 4 – ADMG4

Financial Clerk 2000-121
University Residences

Major Responsibilities: work under the supervision of the Administrative Coordinator; provide administrative support and assistance to the Services Department with respect to residence deposits, journals, financial transactions and related financial reports; process financial transactions, journal entries and cheque requisitions and reconcile financial statements; generate routine financial summaries and provide back-up support for the residence payroll system.

Requirements: one year post-secondary training in business administration/ accounting/bookkeeping; excellent computer/typing skills including proficiency with a variety of word processing and spreadsheet applications (Word and Excel) and the ability to learn new software; high level of knowledge and understanding of general accounting and bookkeeping practices and the ability to perform mathematical calculations; must be detail and service-oriented with excellent organizational and time management skills; knowledge and understanding of university policies and procedures an asset.

Minimum Hiring Salary: \$28,338 Salary Grade 4 – ADMG4

Administrative Assistant 2000-122
Office of the Principal

Major Responsibilities: report to the Director of the Office of the Principal; provide administrative support to the Special Advisor and to the Principal and Director as required; provide support for recurring meetings and events such as the Principal's Advisory Committee searches, Principal's Committee of Vice-Principals, Queen's National Scholars Program, etc.; on-going support and assistance for appointment and promotion tenure process; provide financial/budget assistance for the office as required; act as backup for the Assistant to the Principal and secretarial/receptionist positions; maintain and archive highly-confidential documentation.

Requirements: two year post-secondary program in business administration with relevant administrative experience in an academic setting (or an equivalent combination of education and experience); knowledge of university policies and procedures or the ability to acquire such information essential; well-developed organizational, communication, problem-solving and time management skills; proficiency with computers and office software packages with a willingness and ability to adapt to changing technology; demonstrated ability to work cooperatively with others.

Minimum Hiring Salary: \$33,686 Salary Grade 6 – ADMG6

Degree Audit Coordinator
2000-123 Office of the University Registrar (Records/Services)

Major Responsibilities: report to the Registration, Fees and Records Supervisor; administer, maintain and test the Miami University of Ohio software package known as DARS (Degree Audit and Reporting System); act as the local resource person; liaise with Miami University and ITS with respect to software and procedural enhancement issues; coordinate project planning for DARS enhancements; maintain the encoding structure and train faculty or department users as appropriate; document processes.

Requirements: four-year degree in a computing or business related discipline with an emphasis on management information systems; experience in a university or college environment with similar student-related information systems and organizational structures; must be a self-starter with good organization, project management and communication skills; must be comfortable with operation of a software package on a mainframe; proficiency with PC-based word processing, spreadsheet and project management software; familiarity with presentation graphics an asset; demonstrated analytical, logical and research skills; ability to write clearly and communicate effectively in a team with a minimum of supervision; working knowledge of the various university information systems.

Minimum Hiring Salary: \$38,200 Salary Grade 7 – ITUS7

Faculty Projects Coordinator
2000-124
Faculty of Law

Major Responsibilities: report to the Faculty Resource Manager; develop and implement a web page strategy, maintain the current web page and manage all faculty listservs; prepare initial drafts of major reports; prepare the course timetable and room reservations; administer the course balloting system; assist faculty members in planning for and presenting major conferences and preparing research grant applications; coordinate all room reservations and assist the Manager with physical space planning and technological needs; provide administrative assistance to the Associate Dean; prepare and distribute faculty board minutes and develop a system for cataloguing and indexing all motions.

Requirements: three-year bachelor degree with several years of administrative experience (or an equivalent combination of education and experience); extensive administrative experience within a faculty environment working collaboratively with faculty members and senior faculty staff; excellent computer and technological skills including experience with web design and maintaining and generating statistical reports; excellent organizational skills with the ability to handle multiple projects and priorities.

Minimum Hiring Salary: \$38,200 Salary Grade 7 – ADMSF7

Manager and Program
Development Coordinator
2000-125
Continuing and Distance Studies

Major Responsibilities: report to the Director of Continuing and Distance Studies; assist in the investigation and development of potential programs in both credit and non-credit areas and pursue new projects; manage the human resource needs of the unit including collective coordination of staffing between units; write grant applications, reports and/or deliver presentations; implement changes required to offer new programs; undertake short and long-term credit course planning; oversee the financial operation of the unit; undertake projects as assigned by the Director.

Requirements: university degree with experience in distance education program design and delivery (or an equivalent combination of education and experience); knowledge of and experience with information technologies in the area of distance education; an understanding of the university's operations and how they relate to distance education; demonstrated experience in a management role providing leadership, coordination and motivation to individuals and teams; excellent human relations, interpersonal and communication skills; proven analytical, problem-solving and time management skills; an interest and aptitude for technological tools and approaches in education; ability to coordinate multiple services, develop and implement administrative policies and set goals and objectives for the unit.

Minimum Hiring Salary: \$46,053 Salary Grade 9 – ADMSF9

Registrar of Law
2000-126
Faculty of Law

Major Responsibilities: report to the Dean and work as part of the senior administrative team; develop and implement short and long-term strategic plans and policies; administer the LL.B. admissions process, including developing innovative recruitment strategies; serve as a member of the Faculty of Law Administrative Committee, the Faculty Board and other committees; counsel law students with academic or other problems; administer scholarships, bursaries, course awards and prizes; manage student records, exams and registration issues; manage the student services office including supervision of staff; develop and administer the budget.

Requirements: university degree (preferably an LL.B.); several years of progressive experience in administration including experience in or knowledge of the LL.B. admissions process, student academic issues, report writing and supervision; student counselling experience; strong oral and written communication, interpersonal and leadership skills; human resources management experience; broad knowledge of Queen's University including the Office of the University Registrar, and university and Faculty of Law admissions policies and procedures.

Minimum Hiring Salary: \$52,960 Salary Grade 10
(Because of its senior nature, this position will be advertised simultaneously within and outside the University.)

Other Positions

Trainee positions

Cancer Research Laboratories
Positions for post-doctoral and PhD trainees are immediately available in our breast cancer metastasis programme. The research focuses on the regulation of scatter factor/HGF expression and function during tumor progression, and strategies to block HGF ligand binding and receptor activation with specific inhibitors and peptide antagonists. We are taking a multi-disciplinary approach, including targeting specific signalling molecules, structural-based inhibitor design, and functional assays. A background in protein biochemistry and molecular cloning is preferred. This position is supported by the Canadian Breast Cancer Research Initiative and the USAMRMC Breast Cancer Initiative.

Send a curriculum vitae, a summary of research interests, and the names of three referees to Dr. Bruce Elliott, Cancer Research Laboratories, Botterell Hall, Queen's University, Kingston, Ontario, K7L 3N6. Tel: 613-533-2825. Fax: 613-533-6830. Email: elliottb@post.queensu.ca.

Secretary/Office Coordinator
Reproductive Endocrinology
and Infertility
Department of Obstetrics
and Gynaecology

The incumbent will work for Dr. Robert Reid, Professor, Department of Obstetrics and Gynaecology, Head, Division of Reproductive Endocrinology and Infertility.

Major Responsibilities: Serve as secretary and office coordinator for Dr. Reid's academic, research and clinical activities. This includes all correspondence and scheduling of new patient referrals, typing from handwritten drafts/dictation, all other academic correspondence, scheduling appointments, meetings, travel, etc.

Human Resources *continued*

Qualifications: Advanced interpersonal skills, ability to produce accurate work, good keyboarding and computer skills, knowledge of Microsoft Office, Word 2000 essential.

A full job description is available on request from Dr. Reid.

Apply to: Dr. Robert Reid, Obs/Gyn, Room 3022, Etherington Hall, Kingston, ON, K7L 2V7. (613) 542-9473.

**Research Assistant
Division of Respiratory and Critical Care Medicine
Department of Medicine**
Full-time position available immediately.

Responsibilities: Conduct physiology studies, epidemiology research and clinical trials in asthma; coordinate subject recruitment; perform lung function tests; administer

questionnaires; perform chart abstractions; data entry and statistical analysis; interact effectively with investigators, researchers, health personnel and patients.

Qualifications: Post-secondary education in nursing, respiratory therapy or health sciences, and/or relevant experience; interpersonal communication and interviewing skills; computing expertise including word processing, spreadsheets and ability to learn new software; statistics experience; experience with clinical trials and spirometry an asset.

Salary: Commensurate with experience.

Apply to: Dr. D. Lougheed, Division of Respiratory and Critical Care Medicine, Richardson House, 102 Stuart Street, Kingston, Ontario, K7L 2V6. Email: mdl@post.queensu.ca.

Employee Development

Please call the Human Resources at 32070 to register. Details and registration are also available through the website at: www.hr.queensu.ca/News&Notes/seminars.htm.

Mastering Change

Tuesday, Nov. 14, 9 am to noon.
Is constant change getting you down? Are you faced with changes in your professional or personal life that are beyond your control? Change is a fact of life. You can't make it go away; but, you can develop the skills you need to survive and thrive in our changing world. As a participant in this program, you will have the opportunity to: look at the stages of change, learn the physical and psychological effects of change, discover some strategies for dealing with

the changes in your life, learn how to see new opportunities in changing situations.

Facilitator: Wendy Rayner, Human Resources,

The Effective Manager Series:

Leadership Styles

Friday, Nov. 24, 9 am to noon.
This program is for seasoned supervisors and managers who wish to gain additional insights into the way they lead others. Through discussion, self-assessment, and small group interaction, participants will have the opportunity to:

- recognize four different leadership styles
- realize their preferred leadership style
- understand the importance of matching their leadership style to their workforce, to the business problem, and to the time available

Facilitator: Wendy Rayner, Human Resources.

Obituaries

The following employees have passed away:

Ruth Heron, Sept. 3, 2000.
Member of Queen's community since Sept. 1, 1976

Lorraine Beck, Sept. 13, 2000.
Member of Queen's community since July 7, 1956

Frederick Tonge, Sept. 25, 2000
Member of Queen's community since Sept. 1, 1962

James G. Driscoll, Oct. 12, 2000
Member of Queen's community since July 17, 1967

Bulletin Board

Committees

Joint Search Committee established for the Associate Dean (Research), Faculty of Health Sciences and Vice-President, Research Development Kingston General Hospital

A Joint Queen's University/Kingston General Hospital Search Committee has been established to consider the appointment of a successor to Dr. T. Geoffrey Flynn as Associate Dean (Research) in the Faculty of Health Sciences and Vice-President, Research Development at Kingston General Hospital. Committee members are:

Kingston General Hospital Representatives
Dr. Robert J. Brison, Emergency Medicine
Dr. W. John S. Marshall, Chief of Staff Kingston General Hospital
Dr. Peter W. Munt, Medicine
Dr. Thomas R. Williams, Board of Directors, Kingston General Hospital.

Queen's University Representatives
Dr. Brenda Brouwer, Rehabilitation Therapy
Dr. Elizabeth A. Eisenhauer, Oncology
Dr. David P. Lillcrap, Pathology
Dr. Thomas E. Massey, Pharmacology and Toxicology,
Kerry Rowe, Vice-Principal (Research).

Co-Chairs
Joseph A. de Mora, President and Chief Executive Officer, Kingston General Hospital
Dr. David M.C. Walker, Dean, Faculty of Health Sciences.

The terms of reference for this position are available on the Faculty of Health Sciences home page at <http://meds.queensu.ca>. Nominations and letters of application, in the latter case accompanied by a curriculum vitae and names of three referees, should be directed by **Friday, Nov. 24, 2000** to the Co-Chairs of the Committee, c/o Gail Knutson, Staffing Officer, Faculty of Health Sciences, 2nd Floor, Botterell Hall.

Advisory committee, Strategic Research Plan

Kerry Rowe has established an ad hoc advisory committee with representation from each faculty to assist in the development of a strategic research plan for Queen's University. Universities are required to submit a strategic research plan as part of the Canada Research Chairs (CRC) and Canada Foundation for Innovation (CFI) application process. The plan will identify major thrusts for research and training at the university and will be the only strategic planning document required in working with the CRC and CFI programs. Queen's cannot submit new CRC applications until the strategic plan has been approved by Senate.

The Canada Research Chairs (CRC) program was introduced in the federal government's 2000 budget. This program initiated the creation of 2,000 research chairs at Canadian universities to attract and retain "global research stars". The Canada Foundation for Innovation (CFI), introduced in 1997, provides infrastructure support for research with a capacity for innovation.

Details on these programs can be found at: http://www.sshrc.ca/english/programinfo/chairs_program.html

<http://www.innovation.ca/english/index/index.html>

Members are:

William Higginson, Education
William Kamphuis, Applied Science
Martha Bailey, Law
Keith Banting, Graduate Studies
Anne Godlewska, Arts and Science
Chris Chapler, Health Sciences
Julian Barling, Business
Mary Purcell, CFI/ORDCF Task Force
Bruce Hutchinson
Associate Vice-Principal (Research)

Kerry Rowe
Vice-Principal (Research) (Chair)
Marlene Rego, Office of the Vice-Principal (Research) (Secretary).

It is expected that the plan will be forwarded for consideration by Senate in January 2001.

Advisory Committee, University Registrar

Jo-Anne Bechthold's term as University Registrar ends Jan. 31, 2001. Ms Bechthold has agreed to consider a second term as University Registrar, should it be the wish of the university community. The Vice-Principal (Academic), Suzanne Fortier is pleased to announce the membership of the committee to advise the principal on the present state and future prospects of the Office of the University Registrar and on the selection of the University Registrar.

Members are:
Teresa Alm, Associate University Registrar (Awards)

Tom Anger, Associate Dean, Business

Judith Brown, Development
Donor Relations and Stewardship

Kathleen Cowick, Society for Graduate and Professional Students

Mary Margaret Dauphinee
University Advisor on Equity

Paul Heisler, Alma Mater Society

Jim McCowan, Associate Dean
Applied Science

Ron Peterson
Continuing and Distance Studies

Bob Silverman, Dean
Faculty of Arts and Science

Richard Weatherdon
Staff Relations, Human Resources

Stan Yagi, Information Technology Services

Donna Janiec (Secretary), Executive
Assistant to the Vice-Principal (Academic)

Suzanne Fortier (Chair) Vice-Principal (Academic).

Members of the university community who still wish to comment on the present state and future prospects of the Office of the University Registrar and its leadership may do so by **Friday, Nov. 17, 2000**. Letters should be submitted to Suzanne Fortier, Vice-Principal (Academic) and respondents should indicate whether they wish to have their letters shown, in confidence, to the members of the advisory committee.

Advisory Committee, Director of Research Services

Sandra Crocker has been serving as Acting Director of Research Services since February 2000, having previously served as Associate Director since January 1999. Vice-Principal Kerry Rowe is establishing a committee to advise him regarding filling the position of Director of Research Services for a five-year term. Ms. Crocker has agreed to be considered for the position.

Suggestions for membership of the advisory committee are requested and should be submitted in writing to the Office of Vice-Principal (Research) by **Nov. 17, 2000**. The committee will be chaired by Vice-Principal Rowe. The university community is invited to offer comments on the present state and future prospects of the Office of Research Services and on the appointment of the Director. These comments should be submitted in writing by **Nov. 24, 2000** to Kerry Rowe, Vice-Principal (Research). Respondents are asked to state whether their letters may be shown in confidence to the advisory committee.

Principal's Advisory Committee Writing Centre

Douglas Babington's term as Director of the Writing Centre ends June 30, 2001. Dr. Babington has indicated his willingness to be considered for a second term. Principal William C. Leggett has established an advisory committee, to be chaired by William McLatchie, to advise him on the directorship and on the current state and future prospects of the centre.

Members are:

Peter Aston
Microbiology and Immunology
Kate Freeman
Aboriginal Teacher Education Program,
Faculty of Education
Katherine Lagrandeur
Instructional Development Centre
Jennifer Meister, School of Business
Sarah Noble, representative
Alma Mater Society
William Reeve, German
Paul Stevens, English
Brian Surgenor, Mechanical Engineering
Suzi Wong, Ban Righ Centre
William McLatchie (Chair)
Special Advisor to the Principal.

Members of the university community are invited to submit their views on the present state and future prospects of the centre and potential candidates for the position of Director. Please indicate whether you wish to have your letter shown, in confidence, to the members of the advisory committee. Letters should be submitted to William McLatchie, Office of the Principal, by **Nov. 17, 2000**.

Notices

Campus Bookstore holiday discount cards

The annual holiday discount cards have been sent out to all faculty and staff, along with this year's Books-For-Everybody catalog. If you did not receive this package and would like one, contact Cynthia Bonazza, ext. 75319 or 533-2955.

SWEP 2001 is on-line

Need help with summer projects? We offer you enthusiastic students, easy administration, wage subsidy. We need from you: career-related summer jobs, commitment to enhance students' skills, shared funding, if your budget permits. Complete the online proposal form at <http://www.careers.queensu.ca/facultyframe.htm>
Proposal deadline: **Nov. 24**.

Physical Education Centre

Queen's School of Physical and Health Education exercise psychology class will offer free counseling to people who wish to begin an exercise program or who are having trouble maintaining an exercise program. For more information, or to register, please call Taryn Ready at 542-3765.

Sexual Health Resource Centre

Free menopause handbooks available at the Sexual Health Resource Centre, 51 Queen's Cres. Open some evenings. 533-2959.

PhD Examinations

Members of the regular staff at the university may attend Ph.D. oral thesis examinations.

Monday, Nov. 13

Stuart McIlwain, Mechanical Engineering. Large Eddy Simulation of the Near Field of Round and Coaxial Jets with Mild Swirl. Supervisor: A. Pollard. 312 McLaughlin Hall, 9:30 am.

Surplus Items

Queen's Multimedia Productions offers for sale:

1. NEC GP3000 CRT Video/Graphics Projector. Inputs are video, S-video and RGB. Pixel resolution is 1024x768 (vertical frequency range 38-100Hz, horizontal frequency range 15-55kHz). Approximately 8 years old. Projector was operational when taken down.

Comes with:
- operation remote w/cable
- service remote w/cable
- system interface adapter (allows more inputs)
- ceiling mount
- operation manual
- service manual
- AC cords (2)

2. NEC GP3000 CRT Video/Graphics Projector. As above.

Comes with:
- operation remote w/cable
- service remote w/cable
- system interface adapter (allows more inputs)
- ceiling mount

3. NEC GP3000 CRT Video/Graphics Projector. As above.

Comes with:
- operation remote w/cable
- service remote w/cable
- system interface adapter (allows more inputs)
- ceiling mount

4. NEC GP3000 CRT Graphics Projector. As above.

Comes with:

- system interface adapter (allows for more inputs)
- ceiling mount

5. Barco Data 600 Video/Data projector. Inputs are video and RGB (all BNC). Pixel resolution is 1024x500 (vertical frequency range 40-150Hz, horizontal frequency range 15-36kHz). About 10 years old.

Comes with:
- system interface
- service manual

6. Sony VPH-1031Q Video/Data Projector. Inputs are video (NTSC, Pal or SECAM and 2 RGB (D-sub 9 pin or D-sub 25 pin connectors)). Pixel resolution is 1024x500 (vertical frequency range 40-150Hz, horizontal frequency range 15-36kHz). Unit is over 10 years old and currently does not work.

For information or to view call Richard Webb at 32817.

Submit sealed bids marked "Multi-Media Productions" to Fran Lanovaz, Purchasing Services, by 4 pm on the Monday after this issue.

Mark bids "Confidential."

Queen's University is not responsible in any way for the condition of any item(s) it has made available, nor for any damages or injury that may occur due to use or removal of the item(s). Queen's University reserves the right to reject any or all of the bids. Only successful bidders will be notified.

Volunteers Needed

Asthmatics

The Respiratory Investigation Unit of Queen's University is looking for people with asthma over 10 years of age to participate in clinical trials with new asthma medications. For more on these home-based research studies, please call to see if you qualify. Several visits to Kingston General Hospital are required. Compensation for time and travel will be provided. Supervisor: Dr. Denis O'Donnell (Respirologist). Details: 548-3232; Evelyn ext. 4890 or Kathy, ext. 4950.

Sufferers of Irritable Bowel Syndrome needed

Patients with Irritable Bowel Syndrome are needed for a research study to examine the use of acupuncture as a treatment. If you have been diagnosed with Irritable Bowel Syndrome, have active symptoms and have never had acupuncture you may be eligible. Call Tracie Marko at Hotel Dieu Hospital 544-3400 ext. 2440 for details.

Healthy non-smokers

We are looking for healthy, non-smokers, 18-45, interested in participating in a Queen's research project investigating mechanisms affecting the distribution of ventilation in the lungs. Details: Tom Fisher at 549-6666 ext. 4227. Leave message.

Calendar

Art

The Agnes Etherington Art Centre, University Avenue.

Nov. 9 - 10: 3rd Annual For Art's Sake Auction preview in Atrium, 10 am - 5 pm.
Nov. 11: For Art's Sake Auction. Reception, 6:30 pm. Auction, 7:30 pm. Touchstone: 200 Years of Artists' Lithographs, Samuel J. Zacks, Historical Feature and Fraser Elliott Galleries. To Dec. 10.

The Object of Art: European Paintings from the 16th, 17th and 18th Centuries, to Jan. 20, 2002.

The Human Figure: A Selection from the Justin and Elizabeth Lang Collection of African Art, to March 11, 2001.

Tear, Wanda Koop, ongoing.

"Have you seen Agnes?" ongoing. <http://www.queensu.ca/ageth/>

Union Gallery, First floor, Stauffer Library. Tree Meets City. Sarah Cummings, Maggie Hogan & Maayke Schurer. Nov. 7 - 28. Closing reception, Nov. 25, 6 - 8 pm.

Music

Tuesday, Nov. 7

School of Music

Cello Master Class with Visiting Artist and cellist, Douglas Moore and cello students of Wolf Tormann. All interested musicians welcome. Free. 124, Harrison-LeCaine Hall, 7:30 pm.

Wednesday, Nov. 8

School of Music

Douglas Moore, Williams College, Massachusetts. Cello recital. With John Burge, Queen's, piano. Dunning Auditorium, 7:30 pm. Free. Sponsored by the Faculty of Arts and Science Visiting Scholars program.

Friday, Nov. 10

School of Music

Visiting Artists The Onyx Wind Quintet. Workshop on Putting it all together - The trials and tribulations of a woodwind quintet. 120 Harrison-LeCaine Hall, 12:30 pm. Free.

The Onyx Wind Quintet. Featuring works by Queen's composers Marjan Mozetich and Norman Sherman. Dunning Auditorium, 8 pm. Free. Generously sponsored by The George Taylor Richardson Memorial Fund.

Queen's Polyhymnia, an all-women's choir, conducted by Dr. Karen Frederickson will participate in the Queen's Remembrance Day Service, Grant Hall, 10:53 am.

Tuesday, Nov. 14

School of Music

Queen's Wind Ensemble, Christina McElroy, conductor. Audience favourites from the wind and symphonic traditions, including music by Holst, Shostakovich, Schumann and Grainger. Grant Hall, 7:30 pm. \$6 adults, \$3 students & seniors. At the door.

Thursday, Nov. 16

Philosophy

Wayne Sumner, University of Toronto. Rights in conflict: The case of hate propaganda. 517 Watson Hall, 7:30 pm.

Friday, Nov. 17

School of Music

Queen's Symphonic Band, Gordon Craig, conductor. Music by Reed, Zdechlik, Longfield, de Haan and much more. Queen's Jazz Choir, directed by Bruce Kelly will present a selection of jazz standards. Also on the program are the Queen's Clarinet Choir, Gordon Craig, conductor and the Queen's Flute Choir, Donelda Gartshore, conductor, Grant Hall, 7:30 pm. \$6 adults, \$3 students & seniors. At the door.

Saturday, Nov. 18

Queen's Daycare Benefit Concert

Swingin' on a Star. Fireweed opens for Juno award nominee Georgette Fry and the B-Side Blues Band. Grant Hall, doors open at 8:30 pm. Tickets \$10, from Zap Records, 77A Princess St.

Tuesday, Nov. 21

School of Music

Queen's Polyhymnia, an all-women's choir conducted by Karen Frederickson, and the Queen's Jazz Ensemble, directed by Greg Runions, Grant Hall, 7:30 pm. \$6 adults, \$3 students & seniors. At the door.

Visiting scholar Douglas Moore, cellist from Williams College, Massachusetts, performs with John Burge of Queen's on piano in a free concert in Dunning Auditorium this Wednesday, 7:30 pm. The event is sponsored by the Faculty of Arts and Science.



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Public Lectures

Monday, Nov. 6

Sociology

Visiting Scholar Michele Barrett, University of London. Star Trek: The Human Frontier. 101 Kingston Hall, 7:30 pm.

Thursday, Nov. 9

The Integrated Learning Centre, Faculty of Applied Science

Hadi Dowlatabadi, Director, Center for Integrated Study of the Human Dimensions of Global Change, Carnegie Mellon University, Pittsburgh, PA. Climate Change. Energy, Environment, and Public Policy. Ellis Auditorium, 7 pm.

Wednesday, Nov. 15

Kingston General Hospital Nursing Service

Visiting Scholar Heather Arthur, McMaster University, Ontario Ministry of Health. Women and Heart Disease: Decisions about Hormone Replacement Therapy. Old Cafeteria, Connell 3, KGH, 5 pm. Sponsored by the KGH Walmsley Trust.

Monday Nov. 20

Policy Studies

The Gibson Lecture

John Gerard Ruggie, Assistant Secretary General of the UN. Globalization and Global Community: The Role of the United Nations. 202 Policy Studies, 4 pm.

Meetings & Colloquia

Tuesday, Nov. 7

Queen's School of Business Research Forum

Ted Neave, Queen's. Path dependent options. 12 Dunning Hall, 2:30 pm.

Music

Visiting Scholar Eleanor Stublely, McGill University. Philosophical Issues: Music History & Music Listening Reconceptualized. 213 Harrison-LeCaine Hall, 11:30 am.

Wednesday, Nov. 8

Biochemistry

John Orlowski, McGill University. Involvement of Novel Mammalian Na⁺/H⁺ Exchangers in Organellar Cation Homeostasis. B139 Botterell Hall, 2:30 pm.

Chemistry

Yue Zhao, University of Sherbrooke. Liquid crystal gels with covalent and self-assembled Azobenzene Networks. FG15 Frost Wing, 11:30 am.

Human Mobility Research Centre

Kim Woodhouse, University of Toronto. Scaffold materials for tissue engineering constructs in soft tissue applications. 302 McLaughlin Hall, 1:30 pm.

Music

Visiting Scholar Eleanor Stublely, McGill University. 120, Harrison-LeCaine Hall, 8:30 am. Strategies for revitalizing the music listening experience.

Physics

Yonathon Shapir, University of Rochester. Scaling behavior of cyclical fractal growth. 501 Stirling Hall, 10:30 am.

Sociology

Visiting Scholar Michele Barrett, University of London. Social theory/cultural theory. 126 Jeffery Hall, 2:30 pm.

Thursday, Nov. 9

Philosophy

Jackie Davies, Queen's. Coming to terms with abortion: How can care help? 517 Watson Hall, 7:30 pm.

Policy Studies

Helen Cooper, former Mayor of Kingston and Chair of the Ontario Municipal Board. Title: tba. 202 Policy Studies, noon.

Friday, Nov. 10

Chemistry

Barry M. Trost, Stanford University. Title tba. FG15 Frost Wing, 11:30 am.

Physical and Health Education

Arend Bonen, University of Waterloo. Novel means of regulating fatty acid metabolism in muscle. 206 Physical Education Centre, 11:30 am.

Policy Studies

Janet Hiebert, Queen's. Tobacco advertising masquerading as a fundamental right. 202 Policy Studies, noon.

Monday, Nov. 13

Policy Studies

Richard Johnston, University of Pennsylvania and University of British Columbia. Dynamics of the 2000 U.S. Presidential Campaign: Evidence from the Annenberg Survey. 202, Policy Studies, 2:30 pm.

Tuesday, Nov. 14

Chemistry

Huw Davies, SUNY Buffalo. Asymmetric C-H activation in organic Synthesis. FG15 Frost Wing, 9 am.

Pathology

Virginia Walker, Queen's. Cool genes from creepy crawlies. Richardson Amphitheatre, 4 pm.

Wednesday, Nov. 15

Biochemistry

Ted Wright, Queen's. Point Mutations of Weak Lysine Binding Sites in Apolipoprotein(a): Effects on Lp(a) Assembly. B139 Botterell Hall, 2:30 pm.

Chemistry

Bill Davidson, MDS Scientific. Title tba. FG15 Frost Wing, 11:30 am.

Human Mobility Research Centre

Brian Amsden, Queen's. The development of a biodegradable rubbery biomaterial for cytokine drug delivery and tissue engineering. 302 McLaughlin, 1:30 pm.

Neuroscience

Tony Hakim, University of Ottawa. The changing perspectives in stroke research and care. B139 Botterell Hall, 4:30 pm.

Physics

Condensed Matter Seminar Series

Dominic H. Ryan, McGill University. Neutrons, muons and gammas: Nuclear probes of frustrated magnetic order. 501 Stirling Hall, 10:30 am.

Religion/Theology

William Morrow, Queen's. Alice Miller as exegete for the battered child of lamentations. Elias Andrews Room, Theological Hall, 3:30 pm.

Thursday, Nov. 16

Philosophy

Wayne Sumner, University of Toronto. Rights in conflict: The case of hate propaganda. 517 Watson Hall, 7:30 pm.

Policy Studies

John Whyte, Deputy Minister, Department of Justice, Saskatchewan. When criminal justice fails minority communities. 202 Policy Studies, noon.

Friday, Nov. 17

Chemical Engineering

Sakamon Devahastin, McGill University. Laminar and turbulent transport processes in confined impinging streams: A new alternative for the 21st century chemical engineering unit operations. 217 Dupuis Hall, 9:30 am.

Physical and Health Education

Pierre Trudel, University of Ottawa. Coaching excellence: A sport pedagogy perspective. 206 Physical Education Centre, 11:30 am.

Rehabilitation Therapy

Julie Richardson, McMaster University. Disability-free life expectancy in chronic conditions in older adults. 021 Louise D. Acton, 11:30 am.

Monday, Nov. 20

Physiology

Jeremy Simpson, Queen's. The role of protein modification in skeletal muscle fatigue/injury. 449 Physiology Library, Botterell Hall, 11:30 am.

Wednesday, Nov. 22

Friends of the History of Medicine, Science and Technology

Elsbeth Heaman, Queen's. Can we speak of medical research in a mid-19th century London teaching hospital? Botterell B139, 12:30 pm. Graduate students welcome.

Other

Feminist Reading Group

First Tuesday of each month (**Nov. 7, Dec. 5**), Ban Righ Centre (32 Queen's Cres.) noon - 1 pm. All welcome. Details: Theresa Mahasneh, ms.theresa@usa.net.

Great Catholic Book Club

Third Wednesday each month, Newman House, 192 Frontenac St., 7 pm. Fiction and non-fiction from a faith-based perspective. Participants choose titles. Come once, come monthly! Details: 546-2495.

Medieval Latin Reading Group

Students, staff and faculty welcome. Wednesdays 5 - 6 pm, Grad Club, 3rd floor north. Authors chosen by participants. All levels welcome. Details: Monica Sandor, History, ext. 74362 or sandorm@qsiver.queensu.ca.

International Centre

Education Abroad Fall Speaker Series

Nov. 7: Working Abroad 5:30 - 7 pm, Music Listening Room, 2nd Floor, JDUC. Details: 545-2604.

Special Events

Medical Variety Night 2000

Nov. 9 - 11 Meds, Leiomyomas, and Videotape. Tickets: \$10 (Nov. 9,10) and \$12 Nov. 11. Students \$8,9,10 for nov 9,10,11 respectively. Grant Hall, 8 pm. Proceeds to charity. Call 546 9250 or email rhungca@yahoo.com for tickets.

Friday, Nov. 10

Industrial Relations Dedication

A reception to honour the lifetime of achievement and contributions to public life of H. Carl Goldenberg and the donation of the H. Carl Goldenberg Papers. May Ball Library, Industrial Relations Centre, Policy Studies building, 4 - 5 pm. Display from the Goldenberg Collection and announcement of the Goldenberg Scholarship at a reception, Agnes Etherington Art Centre, 5:30 - 6 :30 pm.

Queen's Remembrance Day Service

Conducted by Queen's Chaplain Brian Yealland. Classes cancelled 10:30 - 11:30 am. Grant Hall, 10:53 am. Details: 533-2186.

Courses and Workshops

Ban Righ Centre (32 Queen's Cres.)

Nov. 6: Susan Belyea, glass blower and entrepreneur. The studio in the shop: Partnering art and business. Noon.

Nov. 14: Barb Hunt, Queen's. Art and mourning rituals. Noon.

Nov. 21: Conversation with Women's Studies Visiting Scholar Elizabeth Grosz, SUNY Buffalo. Noon.

Continuing Medical Education

Nov. 8: Rheumatology, Donald Gordon Centre

Nov. 15: ENT, Donald Gordon Centre

Nov. 22: Cardiology, Days Inn

Nov. 23-26: Palliative Care, (4 days) Donald Gordon Centre

533-2540, <http://meds.queensu.ca/ce>

Planning ahead?

Publishing dates for the *Gazette* in the new year are as follows (copy deadlines in brackets):

Jan. 15	(Jan. 9)
Jan. 20	(Jan. 23)
Feb. 12	(Feb. 6)
Feb. 26	(Feb. 23)
March 12	(March 6)
March 26	(March 23)
April 9	(April 3)
April 23	(April 17)
May 7	(May 1)
May 21	(May 15)

You can also check Queen's Today, at: <http://advancement.queensu.ca/html/queens today.html>