

QUEEN'S GAZETTE

There's no place like Homecoming P4

Sparking new ideas P8



POSTER CAMPAIGN A FIRST



STEPHEN WILD

Residences staff Bonnie Livingstone, Chris Harold and Mary Lou Delisle display posters designed to affirm respect within all relationships.

Respect gets sexy at Queen's

By LORINDA PETERSON
News and Media Services
Queen's University Residences has unveiled a series of posters, part of a first campaign organized by a Canadian university, to promote respect in both same-sex and heterosexual relationships. The images of lesbian, gay, and heterosexual couples are intended to affirm respect within relationships, while giving visibility to the gay and lesbian communities.

Called "respect ... make it sexy," the campaign aims to bridge the gap in current educational programs on campus by portraying issues of respect and acceptance in relationships in an inclusive and non-heterosexist manner.

Staff who developed the program believe it to be the first visual depiction of lesbian and gay relationships developed by a campus service. The campaign committee, made up of university residence and human rights staff, did an extensive search of the

Internet and other Canadian universities to find non-heterosexist posters to support programming initiatives aimed at highlighting the issues of respect towards women and healthy relationships.

"Although posters on HIV and condom use in same-sex relationships are readily available throughout Canada and the United States, a search for posters addressing acceptance, self-respect and healthy relationships that depicted same-sex couples turned up nothing," says Bonnie Livingstone, executive assistant to the associate dean of student affairs.

The messages contained in the posters support residence educational programming currently being developed. These include promoting self-respect and respect for a partner in a relationship; acceptance by lesbian, bisexual, gay or transgendered individuals of themselves, their lifestyles and relationships; and open discussion on healthy behaviour in heterosexual relationships.

The images on the posters, designed by Janice McLean from photographs by Deb Stagg, depict student couples in poses that are friendly, intimate and provocative.

The campaign represents "a thoughtful and innovative approach that will have a positive effect on our campus," says Dean of Student Affairs Bob Crawford.

"The message of acceptance and respect conveyed in the posters is a powerful antidote to homophobia in all its forms," says Julie Darke, sexual and gender diversity coordinator. "It is equally important for heterosexuals to see positive same-sex images. This makes it clear that Queen's expects its members to respect same-sex orientations."

The posters are available at cost to other campus groups, universities, colleges and public agencies across Canada. Contact Mary Lou Delisle, Coordinator of Educational Programs, 533-2048.

Doors open on new era

WITH GOODES HALL DEBUT, IT'S ON TO NEW BUSINESS

By CELIA RUSSELL
Queen's International Executive MBA students could soon be collaborating with their peers at Cornell, if partnership negotiations with the Ivy League university go as planned.

Aimed at raising the business school's recognition factor internationally, the initiative would also include research and exchange opportunities for doctoral students at Queen's and the Johnson Graduate School of Management at Cornell University in Ithaca, NY.

The schools are also looking at joint summer sessions and opportunities for their students

to team on international business projects. Both schools will take the proposal to their respective faculty boards this fall.

"In keeping with the greater Queen's vision, the school continually is looking for ways to expand its international profile," says Lew Johnson, acting dean of the School of Business. "This latest initiative builds on the school's already successful international exchange program."

This fall, the business school is hosting 80 undergraduate students from 15 countries. It partners with 32 schools internationally, and more than 60 per cent of its third-year undergraduates take part in exchanges or attend the International Study Centre. Innovations in curriculum development are also under way.

See HIGH-TECH: Page 2

A sweet start to annual United Way campaign

By LORINDA PETERSON
As Queen's United Way Campaign kicks off Sept. 26, this year's co-chairs Eddy Campbell, Lauren Sharpe and Mark Publicover have two goals: beat last year's grand total and have more faculty and staff participating. This year, the kick-off shares the stage with the Queen's University Staff Association-administration volleyball challenge, part of QUSA's 30th anniversary celebrations.

Cheer on your favorite team at Bartlett Gym in the PhysEd Centre at noon and enjoy a piece of the United Way cake after the game with Principal Bill Leggett, Chair - Education Sector for the 2002 KFLA United Way Campaign.

Seven hundred and fifty members or 22 per cent of the

Queen's community gave \$257,424 last year, smashing the previous year's goal by \$3,000. The co-chairs are confident that the Queen's community will come through again this year. "This year, we are making a special effort to reach newer members of the Queen's community, and those who haven't donated to the United Way before," says Dr. Campbell.

"Queen's campaign is the largest workplace campaign. Faculty, staff, retirees, union members and students all contribute significantly," says Bhavana Varma, Executive Director of the United Way. "And Queen's also leads in leadership giving (pledges over \$1,000)."

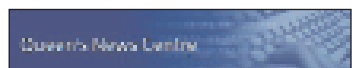
Two new incentives aimed

See UNITED WAY: Page 2

Index

Bulletin Board	15
Calendar	16
Careers	10
Discovery @ Queen's	8
University Roundup	7
Viewpoint and Letters	6

For news updates visit us online @ www.queensu.ca/newscentre



Queen's connects in the new e-common room

By PETER AITKEN
Connecting to Queen's and each other is about to get a whole lot easier for more than 100,000 alumni, parents and friends. Homecoming Weekend (Sept. 27-29) marks the official launch of the Common Room@Queen's (at common-room.queensu.ca), a multi-purpose web portal that alumni, parents, and friends of the university

can use. Once registered, users of the new on-line community will be issued a permanent e-mail address allowing them quick access to the latest information about Queen's people, events, and issues. Members can also post their own news and modify their profiles whenever they wish.

Hundreds of alumni are signing up daily.

"With the extremely busy

lives led by our more than 100,000 alumni around the world today, it's a real challenge for us all to keep connected," says Alumni Affairs Director Catherine MacNeill. "Postal communication can be slow, and people tend to change addresses more frequently these days. Alumni tell us they have many competing demands on their time, and they'd like information to be presented in the

most convenient, easy-to-access way possible."

The potential impact for Queen's faculties and departments should also grow in the near future. "The Common Room will be a valuable tool for boosting our alumni's lifetime connection to Queen's," says Lew Johnson, acting dean, School of Business. "Queen's spirit is a big part of what makes

See CONNECTS: Page 2

High-tech home for School of Business

continued from page 1

Students with undergraduate Commerce or other related degrees can look forward to their own new, one-year Master of Business Administration program – the first privatized one-year MBA in Canada targeted specifically for undergraduate business students.

The new one-year program will enable students with a fundamental business background to pursue more advanced, strategic courses and also graduate sooner. Contingent upon Senate approval, the single-year program is slated to begin in January, 2004.

These are just some of the exciting new developments unfolding under a new roof and in a new space that has been designed to encourage collaboration and a positive learning experience, Dr. Johnson says.

"The first impression when

you walk into the building is that it's visually stunning," he says. "It's functional and it makes us a much better school. It's the first time ever that the whole school has been under one roof and it makes it easier for interaction."

The school is not only aesthetically pleasing but equipped with leading edge technology. With 1,300 outlets, the building is totally wired. And all the infrastructure is in place to go to wireless communication when the time comes.

"One of the goals of the new building was to create a sense of community for faculty, staff and students, and the result was a complete success," says Tom Anger, associate dean.

The nooks and crannies, small meeting areas and breakout rooms encourage a spirit of learning, says Marjorie Peart,

director of the Commerce program. "When the undergraduates first walked through the door, they were speechless with delight. Even after a week or two of classes, they are at home in the new building. They are actively using the small meeting areas and they can plug in anywhere. It's really added so much life to the building and they're thoroughly enjoying it."

The aesthetics of the new building tie with the form and function to create a spectacular space, says marketing professor Stephen Arnold. "What a thrill it is to be in this very special building. It's a spectacular restoration. The architects (The Ventin Group) captured and enhanced the very best in Victoria Public School, married to the existing campus architecture through the modern wing transition, which echoes architectural elements of Stauffer Library next door."

Even the potentially sensitive issue of who would get what office seemed to go well. The issue was decided by holding a lottery, with most people getting their first or second choice of location.

The Sept. 12 opening under bright blue skies attracted hundreds of students, alumni, benefactors, faculty and staff. After listening to remarks by Queen's officials, Mr. Goodes, former business school dean Margot Northey and Dianne Cunningham, Minister of Training, Colleges and Universities, many stayed to tour the building.

"Queen's School of Business has been an important part of my life from the day I arrived on campus as a student in 1953, and throughout my career I've had the privilege of working with many talented members of the Queen's community," says Mr. Goodes. "I'm delighted to help open a new home for a thriving institution that's now widely considered one of the world's top business schools."

"Queen's School of Business is unique in that it is known both for its rich history as well as its innovative approach to business education," says Merv Daub, the Queen's professor



CELIA RUSSELL

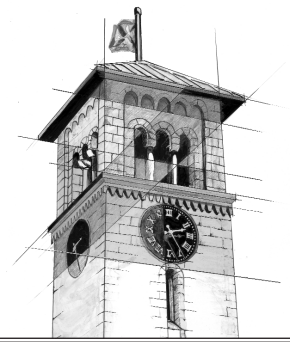
Open for Business: an emotional Mel Goodes rings a replica of an historic school bell to officially open the new School of Business that bears his name Sept. 12. Hundreds of alumni, faculty, staff and students crowded onto the lawn of Goodes Hall to watch the opening and tour the state-of-the-art building. The Queen's alumnus and former chairman and CEO of Warner-Lambert Company gave a \$10-million lead gift towards the construction of the \$25.5 million, 113,000 square foot facility.

who chaired the building committee. "The design of Goodes Hall reflects this personality by blending old and new in a way that honours history while reaching into the future."

"At Queen's we strive to set the standard for excellence in post-secondary education, and Goodes Hall exemplifies this vision by symbolizing growth achievement and leadership," Principal Bill Leggett told the crowd. "As the School of Business has grown both in size and in international reputation, so too has its need for a centralized leading-edge facility for learning, discovering and leading. Goodes Hall answers that need."

Several honour roll students from the original Victoria School Class of 1934 also attended the ceremony. During construction of Goodes Hall, workers discovered an original blackboard that bears a handwritten list of the names of 18 honour roll students.

business.queenu.ca



QUEEN'S GAZETTE

Editor

Celia Russell
613-533-6000 ext.74498
gazette@post.queensu.ca

Editorial Assistant

Lorinda Peterson
613-533-6000 ext.77559
petersn@postqueensu.ca

Associate Director

Anne Kershaw
613-533-6000 ext.74038
kershaw@post.queensu.ca

Director

Richard P. Seres
613-533-6000 ext.77565
seresr@post.queensu.ca

Advertising

613-533-6000 ext.75464
gazad@post.queensu.ca

Production

Graphic Design Services

Grant Hall Illustration

Greg Black

The Gazette is published twice a month (except during the summer) by the Department of Marketing and Communications, 107 Fleming Hall, Queen's University, Kingston, ON. K7L 3N6

Submissions are welcome, but the Gazette reserves the right to edit and print contributions as space and time permit.

Schedule

Noon deadline	Publishing date
30 September	7 October
15 October	21 October

Queen's Gazette Online:
qnc.queensu.ca/gaz_online.php

Queen's News Centre:
www.queensu.ca/newscentre

ADVERTISING POLICY

The Queen's University Gazette is a newspaper published by the University's Department of Marketing and Communications ("Publisher") for the primary purpose of internal communication to its faculty and staff members.

All advertising is subject to the Publisher's approval. The Publisher reserves the right to revise, reject, discontinue or omit any advertisement, or to cancel any advertising contract, for reasons satisfactory to the Publisher without notice and without any claim for penalty.

The Publisher does not accept liability for any loss or damage caused by any error in accuracy in the printing of an advertisement beyond the amount paid for the space actually occupied by that portion of the advertisement in which the error occurred.

The advertiser agrees to indemnify the Publisher for any losses or costs incurred by the Publisher as a result of publishing any advertisement, which is libelous or misleading, or otherwise subjects the Publisher to liability.

The Publisher may insert the word "advertisement" above or below any copy.

The Publisher will not knowingly publish any advertisement which is illegal, misleading or offensive to its readers.

The Publisher will not knowingly publish any advertisement which violates the University's internal policies, equity/human rights policies or code of conduct. Further, the Publisher will not publish any advertisement which contravenes the best interests of the University directly or indirectly.

Unique features of Goodes Hall:

- circa-1892 classrooms continue to be used as classrooms, with original wainscoting and airy 14-foot pressed tin ceilings;
- historically preserved grand maple staircase and solid maple schoolhouse doors;
- plaques and room signage custom-carved from the historic slate blackboards that were installed in Victoria School in the 1890s;
- a full data and communications network with 1,300 ports throughout classrooms, team breakout rooms and lounges that allow students to plug laptop computers directly into the Queen's computer network, as well as state-of-the-art presentation tools and an electronic decision-making lab;
- a layout designed to maximize interaction between students and staff with many lounges, breakout rooms and meeting areas dotting the building;
- an expansive glass-ceiling atrium designed to be a dramatic central "hive" of activity.

Lead architect on the building was Peter Berton of The Ventin Group, which specializes in renovating historic buildings.

Queen's connects

continued from page 1

this place so special and quite frankly, this is good for business as well. Goodes Hall, the new state-of-the-art home for the School of Business, would never have been built without gifts from alumni like Mel Goodes (Comm'57) and gifts from classes that have all stayed strongly connected to Queen's throughout their lives."

Alumni attending this year's

Homecoming Weekend will be treated to a first-hand taste of the Common Room@Queen's. Staff members from the Office of Advancement will be on hand with computer terminal to do live sign-ups for the community under the Big Top on Agnes Benidickson Field on Friday and Saturday. See related story on page 4. commonroom.queensu.ca
alumni.queensu.ca

QUSA-Admin challenge shares stage with kick-off

STAFF ASSOCIATION SET FOR THREE-PEAT

By CELIA RUSSELL

Despite rumours of a ringer on the administration team, Queen's University Staff Association (QUSA) is set to defend its unbeaten record in volleyball versus the administration.

The third-ever challenge – part of QUSA's 30th anniversary celebrations – takes place at noon on Thursday, Sept. 26 in

the Bartlett gym in the Phys Ed Centre. All are welcome and admission is free. The first challenge took place on the occasion of QUSA's 25th anniversary in 1997, when staff beat the administration. The administration then called for a rematch in 1998, and the staff prevailed once again.

The administration is confident this year that it can turn the tables on the staff association.

"The past two QUSA-Admin volleyball challenges were simply a warm-up to give QUSA a false sense of security," according to a statement from Richardson Hall. "Now, the administration will be able to show their true athletic superiority."

This year, the volleyball challenge will share billing with Queen's annual United Way Campaign kick-off. The United Way will provide the lines people for the tournament, and a

post-tournament cake. Admission is a voluntary cash donation to the campaign.

Campaign co-chairs Lauren Sharpe (Principal's Office staff), Mark Publicover (Geography staff) and Eddy Campbell (Associate Dean, Arts and Science, faculty) are slated to play on their respective teams. Principal Bill Leggett, who would not divulge the name of the ringer, is scheduled to play for the administration.



LORINDA PETERSON

Temperature's rising: Queen's United Way Campaign co-chairs Eddy Campbell, Lauren Sharpe and Mark Publicover pose in front of the Dunning Hall thermometer. They're challenging faculty and staff to break last year's donation record.

United Way Campaign

continued from page 1

to increase awareness and participation for the campaign. Names will automatically be entered in a draw and three new staff donors or those who increase their pledge over last year can win their birthday as a day off work. Three first-time faculty donors or faculty donors who increase their pledge over last year will win lunch with the Principal.

As always, donors can direct their pledge to any registered Canadian charity or any agency supported by the Unit-

ed Way.

Appeal letters will arrive in campus mail the first week of October with a request to return pledges by Oct. 15. Even a few dollars a month by payroll deduction can make a big difference in the Queen's total. One-time donations are also welcome. Watch the United Way thermometer in front of Dunning Hall on the southwest corner of Union Street and University Avenue and help put Queen's campaign over the top.

Electronic brainstorming aids School of Business dean search

By CELIA RUSSELL

For the first time, Queen's is choosing a new dean using a research method developed by one of its faculty members.

Business faculty, staff and students took part in four focus groups earlier this year at the Queen's Executive Decision Centre using the "electronic meeting system" technology – commonly known as the electronic brainstorming centre – developed by centre director Brent Gallupe.

"To come to a vision for the mandate and characteristics of the new dean of the School of Business, we turned to the school to use a tool the school itself developed," says Vice-Principal (Academic) Suzanne Fortier. She chairs the search committee charged with find-

ing a replacement for former Dean Margot Northey, who resigned June 30.

Dr. Gallupe's research program involves facilitating consensus and strategic plan-building by large groups of people, explains Dr. Fortier. "It worked very, very well in our process."

In this case, it proved to be such an effective method of developing consensus, the vice-principal says she would consider suggesting using it in the future for other searches.

Facilitated by decision centre Associate Director Erik Lockhart, participants were asked to list their priorities for the school and what they would like to see in a new dean.

Instead of answering verbally, the participants each sat in front of a computer and typed

in their answers. The main computer synthesized the overall results immediately.

"The process accelerates the brainstorming and prioritizing of ideas because the initial idea input is anonymous and simultaneous," Mr. Lockhart explains.

The information has helped steer the 18-person search committee, representing a cross section of the Queen's community, to define the mandate for the dean and future prospects for the school.

The anonymity attached to the process played a key role.

"Some people might be reluctant to speak up, but this technology gives everyone the opportunity to have an equal voice," says Dr. Fortier.

The first step for the committee, which formed last

March, was to participate in an equity workshop chaired by (title) Sheila Devine. This is mandatory for any Queen's search committee charged with finding new deans, principals and vice-principals, says Dr. Fortier. "The workshop ensures that committees have a good understanding of the fair and good processes in terms of the search."

The committee also solicits input – which remains confidential – from the campus community by posting a notice in the *Gazette* and via other internal communications vehicles.

Although details of the committee's work at this stage are confidential, Dr. Fortier says the committee goes through an extensive process, focusing on leadership abilities, manage-

ment skills, attitude/style and character traits they would like to see in a new dean.

According to Acting Dean Lew Johnson, the search committee has an impressive-looking long list of candidates.

The plan is to have someone in place by July 1, 2003, says Dr. Fortier. "We're hoping to get to a shortlist in the fall and interviews late fall. We have quite a bit of interest in the position which we attribute in large part to the very positive reputation of the school for its innovation and quality and also because it is in a sound budgetary situation."

business.queensu.ca

Symposium fosters integration

By CELIA RUSSELL

Bob Lovelace, Manager/Counsellor of Four Directions Aboriginal Centre, has found an effective way to finance the centre's symposium. Ask them for money and they will come.

"This year we've had a really great response," he says of the fourth annual Aboriginal Studies Symposium, which takes place Nov. 16 and 17 at the university. By asking some departments with larger pockets for a little bit of money, the centre has been able to augment its program each year.

The request for support engages

the university community in the event, he has found. Contributors are acknowledged in the program and receive invitations to the reception and feast.

"To some extent, ethnic people have been ghettoized in academia," he says. "This broadens the opportunity for Aboriginal scholars to have a wider audience. People don't often think of Aboriginal studies in terms of mathematics, religion, medicine and other subjects. What we hope for is that all of these schools of thought can be integrated."

For example, he says, there is no word for "time" in the Algonquin language, a fact that

could generate an interesting discussion relating to the subject of mathematics. This year's theme is Treaties and Governance. Several disciplines including science, medicine, education, law, business, politics and history could contribute meaningfully to the discussions, Mr. Lovelace says.

Although the conference is advertised Canada-wide, Queen's University community members are particularly encouraged to submit papers for presentation by Oct. 1 to natsym@post.queensu.ca.



CELIA RUSSELL

Bob Lovelace: Creative solution helps to gain a wider audience for annual symposium.

IN BRIEF

China honours urban planner

Renowned urban planning researcher Hok-Lin Leung will be awarded the highest honor given by China to a foreign expert, later this month in Beijing. The director of the School of Urban and Regional Planning is one of a select international group to receive the Republic of China's Friendship Award for his work in promoting cooperation and friendship between Canada and China.

Presented annually by the State Administration of Foreign Experts Affairs, the national award recognizes "contributions and dedication to the training of Chinese personnel as well as China's social development and economic, scientific, technological, educational and cultural construction."

Dr. Leung is currently coordinator of the Fudan-Queen's Collaboratory of Environmental Research on Urbanization, coordinator of the Memorandum of Understanding between Ministry of Land Resources, China and Queen's University, and Director of China Projects, funded by the Donner Canadian Foundation. Among his

many areas of research are: redistribution of land value increases, developer behaviour, urban design, housing for the elderly, residential density standards, and environmental infrastructure planning.

Bevan named head of ISC

David Bevan has accepted an appointment as Executive Director of the International Study Centre (ISC)



Bevan

for a term starting Jan. 1, 2003 and ending June 30, 2008. Dr. Bevan brings to Queen's and the ISC an impressive record of senior administrative experience and a vision of internationalization that embraces East-West and North-South perspectives, as well as global social responsibility. Most recently Dr. Bevan served as Principal of Huron University College, an affiliate of the University of Western Ontario. For details, see the appointment announcement on page 10.

V-P (Ops) to take early retirement

Vice-Principal (Operations & Finance) David Anderson has announced he will leave the position as of June 30, 2003, to take early retirement. "Dr. Anderson has provided superb leadership to this portfolio and to the university as a whole," says Principal Bill Leggett. "I feel privileged to have him as a member of the senior management team and look forward to working with him in the coming year." The principal will start the process to establish an advisory committee to recommend a successor. "I'm not going to say goodbye right away," says Dr. Anderson, who has been with the university for 19 years. He and his office will continue to facilitate the major campus building activity, which will likely be winding down by the time he leaves next summer.

Information Technology Services
InfoShare
 2002

Wallace Hall, JDUC
September 26, 2002
 Exhibits open to the public
 9 am to 4 pm

Sona
 Targus
 Toshiba
 IBM Canada
 Apple Canada
 CDI Corporate Education Services

For more information visit
<http://www.its.queensu.ca/infoshare/>

Enter to win a
\$100 gift certificate
 from the Campus Computer Store

A+ Editing and Proofreading
 FOR ACADEMIC REPORTS AND BUSINESS COMMUNICATIONS

JANE RODGERS
 (613) 546-5816

203 Mowat Avenue
 Kingston, Ontario
 K7M 1K8

NEWS ME SERVICES

To inform News and Media Services of your latest research findings or upcoming journal publications, call News and Media Services Coordinator Nancy Marrello, ext. 74040, or News and Media Services Writer Nancy Dorrance, ext. 32869.

Longevity proves a boon to reunions

By MEGAN EASTON

Elderly alumni's greater longevity combined with recent grads' increasing class sizes have kept attendance at Homecoming reunions on the rise in recent years, says alumni affairs director Catherine MacNeill.

"Numbers of returning Queen's alumni have continued to be strong while reunions at some other universities have struggled to stay alive."

Anywhere from 4,000 to 5,000 alumni are expected back this weekend. This compares to 2,000 to 3,000 in the 1980s and early 1990s.

The greatest challenge Homecoming organizers have faced is simply finding enough accommodation in the Kingston area. "We're pleased, but we're strapped for space now," Ms. MacNeill says. She and her staff help alumni book hotels all the way to Gananoque, and she only expects the participation rate in future years to increase as enrolments grow.

The Big Top on Agnes Benedictson Field will be the focal point for these thousands of visitors, where they can register for events, connect with friends at class booths, enjoy music and other entertainment, get a barbecue lunch or check out Queen's solar car. "It's a one-stop shop where we bring absolutely everything to the alumni," says Tammy King, manager of Homecoming and reunions. The giant tent first

appeared at last year's Homecoming in response to alumni feedback about the confusion and inconvenience of having events scattered across campus. "In the near future, we'll have it all as one big carnival," says Ms. King.

New this year is an adjoining tent hosted by the Faculty of Arts and Science and computer terminals where visitors can try out the new online Common Room@Queen's. The annual Friday night Ceilidh will also be slightly less formal this year, with music and slides from all the decades. "We're trying to make it a little more welcoming for all ages," says Ms. MacNeill.

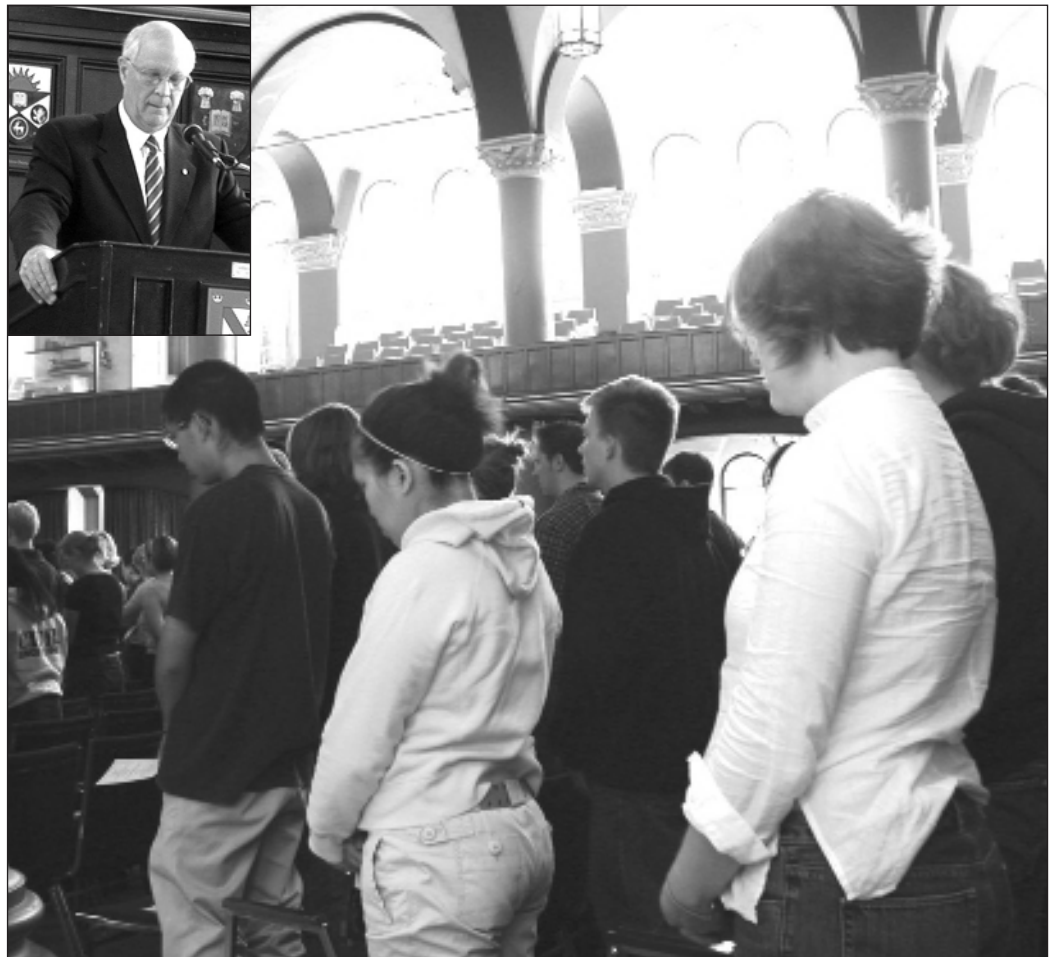
The traditional events that keep people coming back year after year will always be on the agenda. The Snake Dance parade and football game, this year against the University of Toronto Blues, will always be the heart of Homecoming.

"We can't just change everything all at once," she says. "Alumni would find that a bit disruptive, but we tweak things and change little things."

The annual Chancellor's Dinner will honour grads from the classes of 1927, 1932, 1937, 1942 and 1947, while the class of 1952 will be the special guests at the Principal's Dinner. The popular farewell brunch will cap off the weekend at Ban Righ Hall.

alumni.queensu.ca

REMEMBERING SEPT. 11



ARNEL JAVIER

Principal Bill Leggett delivers a speech at a Grant Hall service remembering those who died on Sept. 11. "Today, in this service of commemoration, at a time of enormous upheaval and change, let us continue to reach out to one another and the world to join in strengthening the human foundation for mutual interest and understanding. As a university community, we do this through a clear, timeless common purpose: we educate thinking citizens and leaders; we preserve and extend free enquiry and expression; we create new knowledge; and we facilitate the realization of the potential that exists in every human being."

The Physical Therapy Clinic at Queen's

Located on the Queen's campus in Room 137 of the L. D. Acton Building (31 George Street)

Telephone 533-2098

CLINIC HOURS: Monday to Friday 1pm to 7pm

Service Available

- Orthopedic and Sports physical therapy
- Treatment of back or neck pain
- Acupuncture
- Muscle strains
- Ergonomic concerns



Queen's
UNIVERSITY

Visit our Web Site @ www.rehab.queensu.ca/Clinic.htm

or email us: ptotclin@post.queensu.ca

No physician referral necessary

Appointments also available with:

- Jay Rayner** – Registered Massage Therapist
- Michelle Villeneuve** – Occupational Therapist
– Early Childhood Special Needs

IN BRIEF

Art centre presents symposium on activist art

The Agnes Etherington Art Centre presents a symposium Oct. 19 on activist art and the relationship between visual representation and social values. The Active Practices Symposium complements the current exhibition Better Worlds by offering a platform for dialogue with artists whose works explore diverse issues ranging from the politics of urban space, homelessness, education,

democracy and dissent to failed ideologies, corporate hegemony and globalization. Attendance is limited and the deadline to register is Oct. 11. Contact the centre at 533-2190, fax (613) 533-6765 or email at aeac@post.queensu.ca. www.queensu.ca/ageth

Service remembers Economics professor

Malcolm C. Urquhart, a leading figure in Canadian economic history and a long-time member

and former head of the Economics department passed away Saturday, Sept. 7. A memorial service to remember his life will take place Thursday, Sept. 26 at 4 pm in Grant Hall.

What's after graduation?

If your plans include further education after Queen's, attending the Professional Schools Fair Sept. 25, 11 am to 2 pm in Grant Hall is a must. Representatives from Ontario faculties of education as well as overseas institutions will be there. For details, see the Career Services web site at www.careers.queensu.ca.



Windmills

CATERING
& CASUAL FINE DINING

- Hot and Cold Trays
- Board Meetings
- Event Catering
- Conferences

Quality caterers to Kingston Yacht Club
Call Windmills Catering today for availability.

544-3948

Check out our complete menu at:
www.windmills-cafe.com

184 Princess Street • Kingston

FULLY INSURED AND LICENSED FOR QUEEN'S CAMPUS CATERING • 544-3948

Averting disaster with biotechnology

Genetically modified foods were a controversial topic for discussion at the recent World Summit on Sustainable Development in Johannesburg. The Gazette posed the following questions to David Dennis, president and CEO of Performance Plants and a Queen's professor emeritus of biology. Performance Plants was founded in collaboration with PARTEQ Innovations in 1995. The company focuses on the modification of plant metabolism to produce new and improved plant varieties. Its technologies include genetic enhancement for crop protection against environmental stresses such as drought and heat, and for increased productivity, particularly in soybeans, corn, canola, cotton and other crops.



DAVID DENNIS
Q&A

G: How would you characterize the current debate surrounding genetically modified foods?

DD: It is appalling! It is not a debate, but a competition to influence the public. The media must take much of the blame through sensational reporting. This is particularly true in the UK. In many cases, the traditional method of reporting science through peer review and peer acceptance has been abandoned and replaced by direct disclosure of results to an uncritical media. This is a direction that should concern all areas of academia.

G: What do you think is the biggest myth/misunderstanding about GM foods?

DD: The idea that GM foods have not been tested. They have undergone far more testing than any other agricultural product.

G: Are you concerned about how GM foods may affect the ecosystem?

DD: GM crops have the potential to be far more "green" than traditional or organic crops. Agriculture is very environmentally destructive. Insect-resistant crops can dramatically reduce insecticide use. Herbicide-resistant plants allow no-till farming, greatly improving soil quality, that in turn removes CO₂ from the atmosphere. Both these technologies increase biodiversity. Higher yielding plants will reduce the amount of land

required to produce food, allowing more to be left for natural reserves.

G: What do you see to be the benefits associated with GM foods?

DD: The reduction in pesticide use is a major benefit. In P.E.I. there have been numerous fish kills because of the excessive use of insecticides to control potato beetles. Insect resistant Bt potatoes would have prevented this. The world population will increase to nine billion by 2050. If we are to avoid widespread environmental disaster, we must continue to improve agriculture as we did in the last century when corn production increased from 30 to 160 bushels per acre. The population is now over six billion and almost a billion people are seriously malnourished. Biotechnology is the most viable method of addressing this unacceptable fact.

G: Some argue that feeding the world's people is a political rather than a scientific challenge. (i.e., there is enough food to go around if only we shared it more effectively and humanely.) What is your view?

DD: This is probably correct but history teaches us such a redis-

tribution scheme would fail and only a trickle would get to those who need it. We will not persuade the Western world to share its wealth equitably between all nations. Besides, it would be unacceptable and economically ruinous for some nations to be forever beholden and subservient to other countries for their food. The answer in the long term is to make them independent. Low agricultural productivity is a major cause of the plight of less developed nations. Women and children spend countless hours in the fields to achieve small rewards, preventing their education. The men are often away from home earning money, causing a variety of problems. If we could supply them with herbicide and insect resistant plants we could reduce much of the labour required on the farms. In addition, drought resistance and other yield enhancers could make the farms profitable. In Canada, we spend less than 10% of our income on food. In many nations, even spending all of a family's income on food does not prevent malnutrition. This is unacceptable. It has to change.

G: Have public attitudes to GM foods evolved over the past decade. How?

DD: As the public becomes

more aware of the benefits of this technology, it is more accepted. However, when you consider that 40 per cent of the British population does not know that plants contain genes and believes that the only genes in plants are from GM technologies, one realizes the extent of the task facing us. People, such as farmers, who understand plants, have accepted the technology with enthusiasm.

G: How does the Canadian government's position on GM foods compare with that of other countries?

DD: The Canadian government has been very supportive of biotechnology. The Canadian Food Inspection Agency (CFIA) is one of the world's finest food regulatory agencies.

G: What do you see to be the ethical issues associated with GM foods?

DD: We have been modifying plants for food for about 10,000 years and the food we eat bears little relationship to its wild ancestors. Biotechnology is just an advancement of the technologies we have used in the past. It is more precise and allows us to make advances much more rapidly than the random methods used previously.

School of Business opening makes headlines

QUEEN'S IN THE NEWS

Highlights of Queen's experts in the media

Aug. 30 to Sept. 16

Jonathan Rose (Political Studies) comments in the *Globe and Mail* about the advantage of youth over age in the race for federal leadership.

Ross Finnie's (Policy Studies) studies about student debt at graduation continue to generate coverage, most recently in the *National Post*, *Ottawa Citizen* and *Calgary Herald*.

Marilyn Shurtleff (School of Business/Career Services) comments in the *National Post* about student recruitment trends.

Technology developed by **David Goldstein** (Anesthesiology) that gives hospital personnel instant access to patients' test results, x-rays and medical history is highlighted in *The Medical Post*, *CBC radio Ontario Morning* and *CKWS*.

Dr. Dianne Delva (Medicine) comments in the *Ottawa Citizen* and *Kingston Whig-Standard* on scientific evidence that problems with literally any of the organ systems can show up in the hands.



Courchene
Queen's economist **Tom Courchene** (Policy Studies) comments in an *Ottawa Citizen* editorial about the free flow of people, goods and services across the Canada/U.S. border.

Dr. Roger Deeley and **Dr. Elizabeth Eisenhauer** (Cancer Research Lab) comment in front page stories in *The Kingston Whig-Standard* about the integrated cancer research community to be created by completion of the new Cancer Research Centre.

Dr. David Walker (Health Sciences) comments in *The Kingston Whig-Standard* about this year's first-year medical students, the largest class ever enrolled at Queen's.

Lewis Tomalty (Microbiology and Immunology) comments on *CBC radio (Ottawa)* about Queen's new curriculum in bioterrorism and trends in increased research funding for bioterrorism since Sept. 11.

Louis Delvoie (Centre for International Relations) comments on *CBC Ontario Morning* about U.S. Iraq relations.

The segment about computer-assisted surgery featuring **Randy Ellis** (Computing Science) and **John Rudan** (Surgery) filmed by *CTV* aired on *CJOH late-night news*.

David Lyon (Sociology) comments on *CBC Syndication* radio

stations across the country, in *Die Zeit*, a leading German news outlet, and in *The Kingston Whig-Standard* about surveillance and security post Sept. 11.

Stephen Scott (Anatomy and Cell Biology) received media coverage about his research into how the brain coordinates limb movements including *CBC Ontario Morning*, *CKWS TV*, *Health On-Line*, and *The Kingston Whig-Standard*.

John Smol (Biology) continues to receive coverage most recently on *CBC radio (Ottawa)* for his research on environmental change using diatoms and paleolimnology.

Queen's Residence new 'respect... make it sexy' poster campaign receives extensive media coverage. **Mary Lou Delisle** (Residences) is interviewed on *CBC's Ontario Morning* and *CBC radio Ottawa*. **Julie Darke** (Human Rights), **Bonnie Livingstone** and **Delisle** comment in a front-page story in the *Kingston Whig-Standard*. **Delisle** also comments on *CKWS TV* and *CFLY* radio.

Merv Daub (School of Business) commented on *CBC Radio* about the history of Goodes Hall and the grand opening. The opening received coverage on *CKWS-TV* news, *CJOH-TV*, *The Kingston Whig-Standard*, *FLY-FM* radio, *Guelph Mercury* (photo of Mel Goodes ringing the replica school bell), the *BRAVO* network, which will produce a 4-minute profile on Goodes Hall, to be broadcast 50 times in the next year and in *Metro*, Toronto's daily newspaper for commuters.

Douglas Reid (School of Business) comments in *The Prince George Citizen*, *North Bay Nugget*, and *The Daily News (Kamloops)* about the negative impact tighter security and the fear of flying have had on the airline industry. **Reid** also comments in *The Montreal Gazette* about competition and predatory-pricing practice in the airline industry.



Aronson
Kristan Aronson (Community Health and Epidemiology) comments in the *Hamilton Spectator* about environmental carcinogens.

They're here!
And there are an awful lot of the little critters around.

Hurt Penguin Sale - All Hurt Penguin Titles Starting At Only \$3
September 23rd to October 26th, 2002

CAMPUS BOOKSTORE
Standard, special and special, used, for profit, since 1999

Clark Hall, Queen's University
Kingston, ON K7L 3N6
Telephone: 613.533.2955
Facsimile: 613.533.6119
www.campusbookstore.com

www.campusbookstore.com

Through our proactive media strategy, Queen's News and Media Services identifies newsworthy faculty expertise and research to bring to the attention of the national media. Visit Queen's News Centre at www.queensu.ca/newscentre for daily Queen's in the News updates.

VIEWPOINT

KENTON KO

Biology



Spreading the word about research

ACADEMICS MUST ADAPT THEIR STORY-TELLING SKILLS TO BUILD PUBLIC AWARENESS

"Location, location, location" is an expression used to help explain the underlying reason for a successful retail store. Even the best merchandise goes unnoticed if the store is in a bad location. Likewise, "communication, communication, communication" can explain the success of an individual's professional career, especially in academic circles. Both phrases refer to the same thing - the presentation of merchandise.

The need to acquire and to sharpen communication skills is now at the forefront of all career development pathways including those in academic research. Research discoveries need to be discussed widely and made understandable to the general public. In building support for their work, researchers need to convince the average person of the relevance of publicly funded discoveries and make clear how they contribute to quality of life.

All too frequently, we researchers and scholars need to be reminded to communicate in a way that is accessible to the general public.

This is logical given that a large number of professional contacts and supporters are outside one's own area of endeavour.

It is understandable, however, that we might prefer to dwell on details, even at the risk of losing the larger audience and its support.

We spend an enormous effort trying to understand details to be able to provide a robust picture of what we study.

We want to show our intellectual talent. But the average person doesn't want or require the details, just the bare simple meaning of the work - and this is not from a lack of concern. People have the same attitude toward assembly manuals for newly purchased products; they just want the shortest path to realizing fully operational merchandise.

Achieving straightforward communication is not as easy as one might think. It doesn't merely mean "lowering" the vocabulary level. Telling the general public about your research requires a different set of "story-telling" skills. The ability to communicate in an accessible manner can be lost after many years of intense immersion in academia. And reversing the process can be daunting.

Students entering university follow the same route, mastering copious quantities of knowledge, and wanting to "show-off" their intellectual prowess through the use of highly technical language. It's a phenomenon often seen in research papers submitted to academic journals. It's true that the acquisition of knowledge and the advancement of one's intellectual talent are basic pillars of an education, but it is now equally important to be able to communicate and connect in a straightforward manner to all in society.

Many students lose the ability to effectively communicate and must make a significant effort to re-acquire the skills. One reason for this may be the lack of attention educators give to helping students develop communication skills. It is very important to begin providing opportunities as early as the undergraduate level for students to develop "story-telling" skills in addition to the traditional demands of academia.

Acquiring the ability to convey complex thoughts using everyday language should not be perceived as a "de-evolution" of a student's higher education, but rather as a demonstration of advancement in their education and competitiveness. We sometimes fail to appreciate the level of skill required to present complex concepts and a large volume of information in a concise, organized and effective manner.

Kenton Ko is an assistant professor of Biology, Department of Biology.

Viewpoint Policy

The *Queen's Gazette* welcomes submissions for Viewpoint from faculty and staff. Articles should be no more than 500 words and should address issues related to the university or higher education in general. The editor reserves the right to edit or reject any submission which does not comply with policy. Opinions expressed are those of the writer.

QUEEN'S FLASHBACK: 1971-72



QUEEN'S UNIVERSITY ARCHIVES

Members of Queen's University Senate meet for the 1971-72 session in the Collins Room, Richardson Hall. The meeting took place under the tenure of former principal John Deutsch. How many people do you recognize? Email gazette@post.queensu.ca.

Letters

Great job on new Gazette

Congratulations to the Gazette team on a great new publication. You have done a great job of combining the old and the new. I quite enjoyed several of the articles and felt that I had learned some new things about Queen's and the current education environment.

Hopefully you can keep coming up with interesting content. Kudos also to the designers for a fresh new look.

Keep up the good work.

David Whiting, Sc'65
Merlan Scientific Ltd.
Queen's Board of Trustees
Former president
Queen's Alumni Association

Leafs' drought spans generations

I found it amusing that the *Gazette* thought it was newsworthy that the Toronto Maple Leafs have never won a Stanley Cup during the lifetime of the Class of 2006 (*Queen's gets hip with the Class of 2006, Sept. 9, 2002*).

Come on! The Maple Leafs haven't won a Stanley Cup during MY lifetime and I just finished my PhD. And even my mother only vaguely remembers them winning. (Go Habs!)

Katherine Lagrandeur
Instructional Development Centre

(Editor's note: The Toronto Maple Leafs last won the Stanley Cup in 1967, beating the Montreal Canadiens 4-2.)

Mystery of men in kilts solved

In reference to the *Queen's Flashback: 1950s (Forum, Sept. 9, 2002)*, it is the wrong decade. The photo was taken in the fall of 1960 and as the street sign reads, on Division (near I believe the Queen's Tea Room). From left to right: Sc'64 members Wayne Alexander from Trenton, Rod Williamson from Brantford, and Nick Dellavalle from Sault Ste Marie, all fine-looking frosh in kilts and tams (but NO purple). Check the Tricolor (no U then) if you need to.

A.F. "Scotty" Bowman, Sc'64
Retired, Commissionaire at Stauffer and Douglas Libraries
Former president
Queen's Alumni Association
Kingston branch

Frosh photo now hangs in Queen's Pub

In reference to the *Queen's Flashback: 1950s (Forum, Sept. 9, 2002)*: I don't know who the people are, but that picture hung in my house (27 Sydenham St.) for a couple of years and was purchased at the antique market behind city hall. We donated it to the Queen's Pub towards the end of last school year. The photo is 12 by 19 inches approximately. It's still hanging in the QP. From what we could tell from the buttons on their kilts we're pretty sure they were Applied Science.

Adam Silverthorne
Artsci '01



QUEEN'S UNIVERSITY ARCHIVES

Frosh identities revealed

Letters Policy

The *Queen's Gazette* welcomes letters to the editor from members of the university community and other readers about matters related to content in the *Gazette*, the university or higher education in general. Letters must be original and addressed to the editor. Opinions expressed are those of the writer. The *Gazette* does not publish anonymous letters. Please include your name, affiliation and phone number. Email or disk is preferable. Letters should be submitted by noon on the Monday before publication. The *Gazette* reserves the right to edit letters to address style, length and legal considerations.

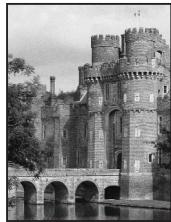
New ISC students delve into studies with a European flavour

Fall is in the air. The castle's ivy is tinged with rust and battalions of birds are gathering for winter fieldwork in Africa or Iraq. But the sun continues to shine this September, confounding expectations based on the past behaviour of the presbyterian god.

During Labour Day week, 125 students arrived at the International Study Centre via Gatwick and Heathrow. They came from Dalhousie, McGill, Queen's, Toronto, Laurier, Western and UBC, from Clarkson, Elizabethtown, Old Dominion in the United States and from Masaryk University in the Czech Republic. The Canadian students are diverse in origin with roots in Asia, Africa, the Caribbean, as well as Europe. The faculty are diverse as well, coming from Canada, the UK, France, Greece, Italy and Venezuela.

Having coped with jet lag, orientation and registration, the students have now completed their first week of classes and are immersed in the first field study excursions of the term.

On Friday, Sept. 13, they visited the University of Sussex, toured the library and then had a free afternoon to explore. Brighton offers tackiness, both Georgian and modern, in the



BILL MCLATCHIE

Notes From Herstmonceux

Royal Pavilion and the Brighton Pier, as well as fascinating shopping lanes populated by small entrepreneurial enterprises serving the needs of the broader community from the tattooed pierced body part set to matronly male accountants.

On Saturday, Sept. 14, they travelled by coach (a two-dollar word for bus) to London. Following a guided tour of the city, they attended a matinee performance of *Midsummer Night's Dream* at the Globe Theatre. The Drama and English students participated in a Globe Theatre Workshop afterwards while the rest enjoyed free time in London. Some may have elected to stay over to crash the last night of the Proms gathering in Hyde Park.

Coming upon us fast are a field trip to Battle, site of 1066

and all that, and the next week a history trip to tour Dieppe, and more of London. Oxford and Canterbury wait patiently.

Mingled with this are choir and rugby practices, salsa nights in Eastbourne, and yoga. But essays, assignments and term papers are thundering down the tracks as well.

In the meantime, the students are settling into their programs, making difficult choices between courses and instructors. Art History is in peak demand, graced as it is by the flamboyantly eloquent Daphne Lawson who has taught at the ISC from the beginning. The core disciplines are strong with philosophy and drama experiencing significant growth.

There is an air of excitement at this old place. The faculty are young and/or interesting. Our Musicians in Residence, Shelley Katz (pianist, composer) and Diana Gilchrist (opera singer) are organizing choirs, workshops and concerts. Our staff are superb at their work and care deeply for our students who, as in Kingston, are the primary joy.

Bill McLatchie is Academic Director of Queen's International Study Centre at Herstmonceux Castle in the United Kingdom.

Electronic journals, please

LIBRARY USERS RESPOND TO FIRST-EVER SURVEY

Faculty and students rank having more electronic journals as the number one priority for the Library, Queen's University Library's first user survey has found. They also use more than one library on campus and faculty are more inclined than students to access library information from their office computers.

Conducted in the spring of 2002 with the assistance of Queen's Small Business Consulting (QSB), the survey compiled data from 171 faculty and 373 students. The purpose of the survey was to evaluate library collections, services, facilities and staff helpfulness, and to inform ongoing library strategic planning. It measured current levels of usage, satisfaction and awareness of services and resources, as well as assessing user priorities for the future.

What did we learn? Students visit the library in person (70 per cent) while faculty prefer to access library information from their office computers (80 per cent); satisfaction levels rank high both with library staff and the library website (especially QCAT, Indexes & Databases, and Electronic Journals); faculty use electronic inter-library loan and hold requests more heavily than students, who in turn do more electronic book renewals and use the electronic exam bank. Overall user satisfaction with Queen's collections ranks lower than with staff and services. We also learned from comments that library facilities are important for study and research.



LUCINDA WALLS

Books and Bytes

What concerns faculty the most? We discovered that the most important services to faculty are: document delivery of articles (84 per cent), availability of campus computers to access the library's website (79 per cent), photocopying (75 per cent), circulation service (75 per cent), and availability of staff, especially reference librarians to provide assistance (73 per cent).

Top future priorities for faculty include more electronic journals (82 per cent), more print books (68 per cent) and journals (51 per cent), the preservation of materials (61 per cent), and more instruction in searching library/Internet resources (52 per cent).

We also learned that faculty would prefer to learn about library resources through library print, email or web news (47 per cent), individual consultation from their office (48 per cent) or in the library (46 per cent).

What concerns students the most? Students rated the following services as most important: reserve (84 per cent), individual study areas (83 per cent), computers to access library web site (81 per cent), group study areas (79 per cent), and photocopy services (79 per cent).

Students' top priorities for the library include more: electronic journals (67 per cent), group study rooms (65 per cent), individual study rooms (64 per cent), new computers (64 per cent), print journals (64 per cent), and upgraded computers (62 per cent).

Students who assessed their research skills as good to excellent cited hands-on library sessions, individual consultation and in-class demonstrations as their principal learning methods.

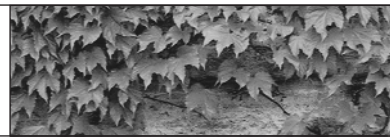
Student comments reflected a desire for longer library hours, more laptop connections, and more hospitable study spaces, especially a better quality of environment in older libraries. Photocopying charges were often cited as too high and computer equipment in need of upgrading.

Next steps: Overall, the results identified some valuable indicators of where more information is needed. Along with more electronic journals as the number one priority for the library, it was also clear there is a lack of awareness about some services and that more effective communication about resources is needed. It is encouraging to learn that the Library is on the right track by expanding electronic journal holdings. As a result of the survey, the Library has made regular assessment part of its strategic plan.

Thanks to all of the faculty and students who participated in the survey. Your comments are always welcome and may be forwarded to Mary Mason masonm@post.queensu.ca or Barbara Teatero teaterob@post.queensu.ca.

Lucinda Walls is Music & Art Public Services Librarian.

UNIVERSITY ROUNDUP



West Wing, move over

A new Canadian-produced drama series focuses on university students and professors as they grapple with ethical issues both in the classroom and beyond. Called *University*, the four-part show launch early this month airs on VisionTV on Monday nights at 9 (only two more episodes to go). Acclaimed stage and screen actor R. H. Thomson (*Lotus Eaters*, *The Associates*, *The Road to Avonlea*) stars as Harry Copeland, who teaches an ethics class at the fictional Dorchester University in Montreal. Bruce M. Smith, *University's* creator and executive producer, says, "university is not just about philosophy and ethics, but also about coming of age and growing up."

Fired Canadian publisher off to Harvard

Harvard University has awarded fired Ottawa Citizen publisher Russell Mills a Nieman Fellowship to explore ideas for a university-based journalism institute in Canada. Mr. Mills was fired by the newspaper's parent corporation CanWest Global following publication of a story critical of Prime Minister Jean Chretien and an editorial calling for his resignation. His work at Harvard will focus on the changing nature of democratic systems of government and the role the news media can play in creating the conditions for innovative public policy.

Harvard University Gazette

No perfect way to pick a principal

How should a university pick its president/principal? A recent *University Affairs* article notes that there are two main approaches to selecting a university leader in Canada, each reflecting a different academic tradition. One is more in keeping with a business model, involving a confidential nomination process. The other is more democratic and is used primarily in Quebec. An electoral college or assembly representing students, faculty, graduates and board of directors elects the president in an open process. There are plus and minuses associated with each approach, the article points out. "A lot depends on the university, its traditions, its culture. It is always a compromise," says Bernard Shapiro of McGill University.

University Affairs magazine

Diplomas for accounting sleuths

Forensic accounting – the investigation of corporate crime – is being taken more seriously these days. A new program at U of T's Rotman School of Management will shed light on white-collar crime with a new graduate distance learning diploma in investigative and forensic accounting (DIFA) – the only program of its kind in the world. Developed with the Canadian Institute of Chartered Accountants and l'Ecole des Hautes Etudes Commerciales of Montreal, the program teaches students everything from how to collaborate with police and government agencies to how to calculate losses for insurance or settlement purposes.

The Bulletin

University reading assignment goes to court

An annual exercise at the University of North Carolina at Chapel Hill designed to foster student discussion and critical thinking sparked an unexpected debate as well as a lawsuit. Each year, the university requires new undergraduates to read an assigned book and write an essay. This year's assignment was "Approaching the Qur'an: The Early Revelations" – a choice no doubt influenced by the events of Sept. 11. Some students and a Christian-based group called the Family Policy Network filed a lawsuit against the university saying the required reading infringed on students' First Amendment right to religious freedom. Students who chose not to read the text because to do so would be offensive to their own faith were asked by the university to write about why they chose not to read the book. The court rejected the lawsuit saying reading a book about Islam could not be equated with indoctrination.

Talking turkey at Newcastle U

The first British research centre devoted to the study of the privatization of higher education has been opened at Newcastle University. Research associate James Stanfield calls it a breakthrough that signals a new mindset and is in the best interest of students. "The majority of research to date has focused on maintaining or increasing the role of the state in higher education, which highlights a fundamental problem with the research community because there is little or no incentive for state-owned universities to research how to reduce the state's role. It is like expecting the turkey to vote for Christmas."

The Times Higher Education Supplement

Compiled by Anne Kershaw

IN BRIEF

Urologist recognized internationally

Queen's urologist Alvaro Morales has been recognized by his peers with one of the most prestigious honours in the field of urology: the Yamanouchi Award. It was presented recently in Stockholm, Sweden, by the Société Internationale d'Urologie, the largest and oldest association of urologists in the world.

The first Canadian ever to receive this honour, Dr. Morales is internationally known for his work in the treatment of superficial bladder cancer. He was also cited at the ceremony for his contributions to the standardization and classification of male erectile dysfunction in the pre-Viagra era, and his ongoing research into hormonal changes in aging males.

Dr. Morales has published more than 200 professional papers, and is the recipient of numerous awards from the American Urological Association and the Canadian Urological Association.

Nursing researchers named Career Scientists

Two of five new Ontario Career Scientist Awards have been won by Queen's researchers – both from the School of Nursing. Jennifer Medves focuses on rural maternity nursing issues, while Joan Tranmer works on end-of-life issues and evidence-based nursing care.

The awards, funded over five years through the Ministry of Health and Long-Term Care, support outstanding candidates to carry out independent research that will inform government decision-making in policy, development, planning and delivery of health services.

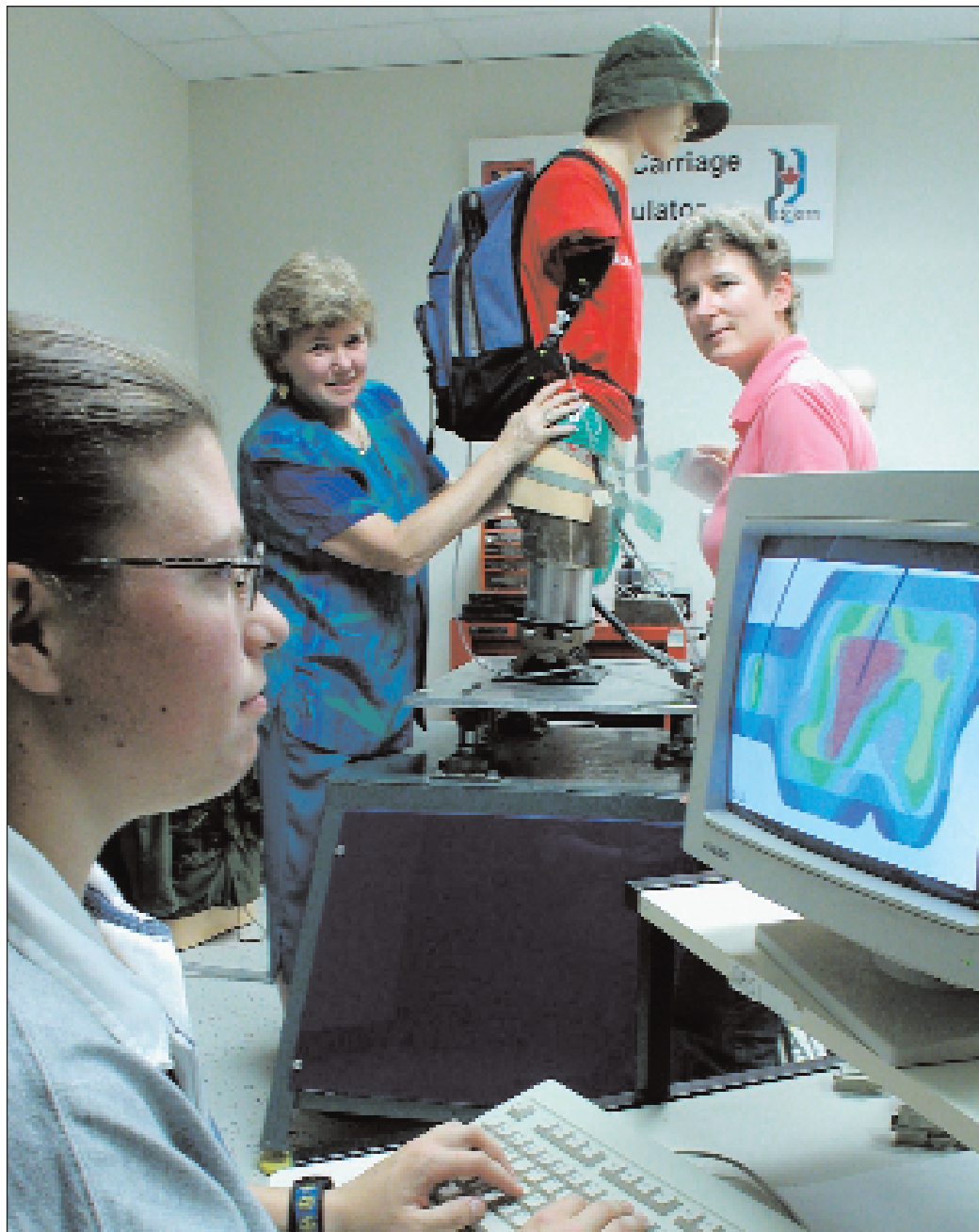
Dr. Medves' research, "Sustaining Rural Maternity Practice in Ontario", will address the issues involved in recruiting and retaining health care professionals in rural Ontario to provide low risk maternity services to women and their infants.

Dr. Tranmer's research into "Processes and Outcomes of Care in Complex, Seriously Ill Patients" will examine patient and system outcomes of care in patients with serious cardiovascular or end stage illnesses. Her research is particularly relevant to patients and family caregivers, and to health care providers and decision makers.

NEWS
ME
SERVICES

To inform News and Media Services of your latest research findings or upcoming journal publications, call News and Media Services Coordinator Nancy Marrello, ext. 74040, or News and Media Services Writer Nancy Dorrance, ext. 32869.

HOW HARMFUL ARE THOSE BACKPACKS?



STEPHEN WILD

Joan Stevenson (Physical and Health Education) and Susan Reid (Research Engineer) adjust the load on their unique "load carriage simulator" in Queen's Ergonomics Research Laboratory, while masters student Heather Brackley monitors the results. After providing the Canadian armed forces with ergonomically-designed backpacks, Professor Stevenson and her team have turned their attention to children's packs. Currently there are no CSA certification standards in this area.

Queen's wins new NSERC industrial chair in nuclear materials

GOVERNMENT/
INDUSTRY/ACADEMIC
PARTNERSHIP FUNDS
\$2-MILLION INITIATIVE

by NANCY DORRANCE
News and Media Services
An industrial researcher with an international reputation in the area of nuclear materials has been selected as the new NSERC Industrial Research Chair in Nuclear Materials at Queen's University.

Funded jointly by the Natural Sciences and Engineering Research Council (NSERC), Ontario Power Generation, CANDU Owners' Group, and Nu-Tech Precision Metals Inc., the new research initiative will develop the applied technology required by industry, as well as make nuclear reactors work more efficiently, and help train highly qualified personnel in this area.

"The NSERC industrial chairs program has been a leader in supporting partnerships for many years," says Associate Vice-Principal (Research) Bruce Hutchinson. "The appointment of Rick Holt to this chair prom-



Rick Holt

CELIA RUSSELL

ises the development of a cluster of excellence where collaborative efforts between universities and industry will result in world-class research." Professor Holt comes to Queen's with 31 years of experience in the Canadian nuclear industry, most recently with Atomic Energy Canada Limited (AECL) as director of their fuel channel research and development program. In 1994 he won the American Society for Testing and Materials Russ Ogden Award for "outstanding contributions to the science and technology of reactive and refracto-

ry metals".

"I'm looking forward to sharing my experience and insights with a new generation of nuclear engineers," says Professor Holt. "Furthering the fundamental understanding of reactor core materials will improve the performance and longevity of reactor components, and provide improved tools for designing new reactors," he adds.

Improving the design of CANDU reactors will be a key focus of the new chair, says NSERC president Tom Brzustowski. "The concern with climate change is again reminding us of the importance of nuclear power generation which does not contribute to greenhouse gas emissions. Research to make nuclear reactors operate safely for a longer time is obviously of great value."

NSERC is the primary federal agency investing in people, discovery, and innovation. The Council supports both basic university research through research grants and project research through partnerships among universities, governments and the private sector, as well as the advanced training of highly qualified people. www.queensu.ca/people/holt/

Research groups team up to tackle AIDS

By NANCY DORRANCE
News and Media Services

Two Queen's research organizations are helping government and non-governmental organizations (NGOs) in Southern Africa combat the worst crisis to hit that region in decades: the HIV/AIDS epidemic.

In the first phase of the pilot project, The Social Program Evaluation Group (SPEG) and Southern African Research Centre (SARC) at Queen's provided training in program evaluation for groups in South Africa that are implementing HIV/AIDS programs in migrant communities. Funded by the Canadian International Development Agency (CIDA), the one-week workshop was held last spring near Johannesburg.

"The purpose was to give participants skills in process evaluation, which looks at how agencies are implementing their projects," explains Will Boyce of SPEG, who co-directed the project with SARC director Jonathan Crush. Since many of the South African groups had never worked together before, the workshop was also valuable in establishing a communications network through which they can continue to share insights and discoveries about solving common problems.

The participants – some of whom were HIV-positive themselves – were highly motivated and believed they could make a difference if they acquired better evaluation skills, Dr. Boyce says.

Migration linked to HIV/AIDS

Established in 2001, SARC provides a focal point and base for Queen's projects such as the Southern African Migration Project (SAMP), which was launched in 1996 and is now in its second phase. A recently-published SAMP paper, co-authored by Dr. Crush, points to the importance of the migration issue in explaining the HIV/AIDS epidemic and in formulating appropriate interventions.

"The paper tries to address the question of why 14 of the 'top 20' AIDS-stricken countries are located in Southern Africa," says Dr. Crush, noting that 70 per cent of the 36 million people infected worldwide with HIV live in Sub-Saharan Africa. "What makes it doubly puzzling is that the virus came recently to this region of the world. We think one element missing [in research currently under way] is a sense of the mobility of the populations here."

The training workshop for HIV/AIDS workers in Southern Africa is just one of the initiatives that SARC and SPEG have under way in this area, the director continues. "We're integrating HIV/AIDS into our migration project, since there is such a strong link between the two," he says. "Unless the issues of migration and disease are understood and dealt with effectively, it is unlikely that the greater struggle to control and manage AIDS can be won." www.queensu.ca/sarc/ www.queensu.ca/samp/educ.queensu.ca/~speg

A SAMPLING OF TEACHING EXCELLENCE



CELIA RUSSELL

Front row, from left: Shirley Eastabrook, Colin MacDougall, Jennifer Medves, Ivan Lee, Dianne Delva, Jia Shin, Diana Hopkins-Rosseel, Margaret Lamb, Cheryl Pulling, Nasreen Roberts, Dalia Abdallah, Kathleen Norman. **Second Row:** Rob Yang, Carl Hamacher, Michelle Villeneuve, Mariana Silva, Brea Williams, Angela Book, Lola Cuddy, Karen Rudie, Iannick Monfils, Doug Munoz. **Third row:** Richard Ascough, Patrick Oosthuizen, Bob Connelly, Conrad Reifel, Bill Cannon, Perry Pritchard, Andrew Kropinski. **Back row:** Jeff Shell, Christopher Knapper, Michael Tschakovsky, Donal Farquhar, Waitak Kong, John Freeman, Jerry Simon, Ole Nielsen, Stan Simmons, Amy MacDougall.

Queen's honours its finest teachers

UNIVERSITY-WIDE AWARDS

Alumni Award for Excellence in Teaching (Alumni Affairs)
2002: Richard Ascough, Theology/Religious Studies

Christopher Knapper Award for Excellence in Teaching Assistance
(Alma Mater Society)
Winter 2002: Adam Peck, Chemistry

Frank Knox Award (Alma Mater Society)
Lola Cuddy, Psychology
Ole Nielsen, Mathematics and Statistics

APPLIED SCIENCE

Applied Science First Year Teaching and Learning Award
(Faculty of Applied Science)
Winter 2002: Bill Newstead, Chemistry

Education Catalyst Award (Chemical Engineering)
Carolan MacLeod

Civil Engineering Teaching Assistant Award (Civil Engineering)
Winter 2002: Brea Williams
Fall 2001: Jia Shin

Civil Engineering Teaching Award (Civil Engineering)
Colin MacDougall

Electrical and Computer Engineering Teaching Award (Electrical and
Computer Engineering)
2001-02: Carl Hamacher, second-year winner, Derrick Bouchard, third-year winner,
Stan Simmons, third- and fourth-year winner

Teacher Assistant Award (Electrical and Computer Engineering)
2001-02: Roy Yang, second-year winner, Peter Kwan, third-year winner, James Kosa,
third-year winner, Ivan Lee, fourth-year winner, Iannick Monfils, fourth-year winner

Golden Apple Award (Engineering Society)
Karen Rudie, Electrical and Computer Engineering
Jim Lee, Geological Sciences and Geological Engineering
Bill Newstead, Chemistry
Pat Oosthuizen, Mechanical Engineering

ARTS AND SCIENCE

W.J. Barnes Teaching Excellence Award for Arts and Science
Undergraduate Society (ASUS)
Laura Robinson, English
Kathy Ferri, Physical and Health Education

Biology Departmental Student Council Award for Excellence in Teaching (Biology)
2001-02: Katherine Wynne-Edwards

Biology Award for Excellence (Demonstrators) (Biology)
2001-02: Amy MacDougall

William Patrick Doolan Award (Chemistry)
Dalia Abdallah

Graduating Class Award for Excellence in Teaching Chemistry (Chemistry)
2001-02: TBA

Howard Staveley Teaching Award (Computing and Information Science)
Margaret Lamb

Excellence in Teaching Assistance (Computing and Information Science)
Jeffrey Shell

Undergraduate Award for Excellence in Teaching Physics (Physics)
Geoffrey Lockwood

Teaching Assistant Prize in Psychology (Psychology)
2001-02: Angela Book

SCHOOL OF BUSINESS

School of Business Teaching Excellence Award
Bill Cannon
MBA Society Teaching Excellence Award (School of Business)
John Moore
Commerce '89 Professor-Student Life Award (School of Business)
Bill Miklas (posthumously)

FACULTY OF EDUCATION

Golden Apple Award
Deborah Berrill
John Freeman

FACULTY OF LAW

Law Student Society Special Lecturer Award
Fall 2001: Sharryn Aiken
Winter 2002: TBA

FACULTY OF HEALTH SCIENCES

Faculty of Medicine Education Award
2001-02: Robert Connelly, (Pediatrics), Shirley Eastabrook, (Nursing), Diana Hopkins-
Rosseel (Rehabilitation Therapy), Andrew Kropinski (Microbiology & Immunology),
Peggy Pritchard (Microbiology & Immunology), Robert McGraw (Emergency Medicine),
Jennifer Medves (Nursing), Kathleen Norman (Rehabilitation Therapy), Nasreen
Roberts (Psychiatry), Michelle Villeneuve (Rehabilitation Therapy)

PAIRO Excellence in Clinical Teaching Award
Mariana Silva, Pediatrics

W. Ford Connell Award for Excellence in Teaching
2001-02: John Matthews, Hematology

Clinical Skills Teachers in the School of Medicine Award for Excellence
in Teaching 2001-02 :

Phase 1: Linda O'Connor, Susan MacDonald, Michael Robinson, Nancy Carr, Ronald
Wigle, Melanie Jaeger
Phase 2A: Melanie Jaeger, Linda O'Connor, Catherine deMetz
Phase 2B: Brian Kain, Waitak Kong, Steven Shelley
Phase 2C: Brian Kain, Waitak Kong
Phase 2E: Ben Chen, Donald Farquhar, Dianne Delva, Sarita Verma, Dimitri Petsikas,
Michael Storr

Aesculapian Society Award for Dedication for the Clinical Skills

Program 2001:
Phase 1: Conrad Reifel
Phase 2a: John Matthews
Phase 2b: Doug Munoz
Phase 2c: Susan Moffatt
Phase 2e: Jerry Simon

NURSING

Nursing '84 Award for Excellence in Clinical Teaching
Wenda Caswell

Reddick Award for Excellence in Nursing Education
2001-02: Wally Bartfay, first-year winner, Cheryl Pulling, second-year winner, Jennifer
Medves, third-year winner, Shirley Eastabrook, fourth-year winner

PHYSICAL AND HEALTH EDUCATION

Physical and Health Education Student Association (PHESA) Teaching Award
2001-02: Robert Ross (Academics), Michael Tschakovsky (Academics)

REHABILITATION THERAPY

Blue Star Award for Teaching Excellence
Kathleen Norman, Terry Krupa

EXTERNAL TEACHING AWARDS

3M Teaching Fellowship
2002: Christopher Knapper, Instructional Development Centre

www.queensu.ca/idc

Academic Appointments

The following are new full-time faculty members in the Health Sciences:

Melinda Fleming
Anesthesiology (Sept. 01/02)

John Murdoch
Anesthesiology (Sept. 01/02)

Andrew Craig
Biochemistry (July 01/02)

Dongguang Li
Community Health and Epidemiology (Sept. 01/02)

Danielle Blouin
Emergency Medicine (July 15/02)

George Veenhuizen
Division of Cardiology, Medicine (Sept. 01/02)

Jacob A. Louw
Division of Gastroenterology, Medicine (Sept. 10/02)

Julie Tessier
Obstetrics and Gynaecology (July 01/02)

Timothy Childs
Pathology (July 01/02)

Phillip Isotalo
Pathology (Aug. 19/02)

Margareth Zanchetta
Nursing (Sept. 01/02)

Linda McLean
Rehabilitation Therapy (July 01/02)

Faculty Appointments

Review of Associate Dean, Arts and Science

Christine Overall's term as Associate Dean in the Faculty of Arts and Science ends on June 30, 2003. If it is the will of the community, Dr. Overall has agreed to extend her term until June 30, 2005. Dean Robert Silverman is seeking comment from the university community regarding Dr. Overall as an Associate Dean. Please submit your comments to him at ras6@post.queensu.ca by Friday, Oct. 11, 2002.

David Bevan appointed Executive Director, International Study Centre at Herstmonceux Castle

Principal William Leggett announces that Dr. David Bevan has accepted an appointment as Executive Director of the International Study Centre (ISC) for a term commencing Jan. 1, 2003 to June 30, 2008. This announcement follows on the strong recommendation of Vice-Principal (Academic) Suzanne Fortier and the unanimous support of the Advisory Committee. Dr. Bevan brings to Queen's and the ISC an impressive record of senior administrative experience in

small residential universities with a mission that focuses on liberal education; a commendable record of scholarly achievement; extensive knowledge and understanding of the internationalization of education; and a genuine interest in educating the whole person. He will bring to the ISC a vision of internationalization that embraces East-West and North-South perspectives, as well as global social responsibility. Most recently Dr. Bevan served as Principal of Huron University College, an affiliate of the University of Western Ontario. Prior to that he was Vice-Principal at Bishop's University and has also held the post of Department Head at institutions in Canada and New Zealand. During Dr. Bevan's terms at both Bishop's and Huron, his commitment to international endeavours was evidenced by a marked increase in international diversity in both the composition of the student body and the academic curricula. Dr. Bevan holds a B.A. Honours in French, Spanish and Philosophy from the University of Leeds, U.K., an M.A. from the University of Cape Town, South Africa, a Maitrise-ès-Lettres and Certificate of Contemporary Cinema from the University of Grenoble, France and a D. Litt Et. Phil. from the University of South

Africa. He has had teaching positions in French Studies on four continents, is currently Professor of French and International/Comparative Studies at Huron University College, and has held the rank of full professor since 1980. Dr. Bevan has written or edited some twenty books and has enjoyed consistently excellent teaching evaluations throughout his career. In making this announcement, Principal Leggett wishes to extend his thanks to the members of the advisory committee and to express his sincere appreciation to Patrick O'Neill for his commitment in the role of Academic Director as well as to William McLatchie who is currently serving as Interim Academic Director.

Martin Duncan appointed NSERC representative

Kerry Rowe, Vice-Principal (Research) is pleased to announce that Martin Duncan, Associate Dean (Research), Arts and Science, has been appointed as the NSERC representative for Queen's. Professor Duncan joins a network of members – one member is appointed by each university across Canada – who work with the Vice-Principals of Research in arranging NSERC's presence in local initiatives and consultations.

Vice-Principal Rowe expresses his appreciation to Dr. Bob Montgomerie who previously served as the NSERC representative.

Committees

Headship Selection Committee, Pharmacology and Toxicology

Dr. Kanji Nakatsu's second term as Head of Pharmacology and Toxicology will end on June 30, 2003. In accordance with the terms of the Collective Agreement between Queen's University and the Queen's University Faculty Association, a selection committee must be formed to consider the present state and future prospects of the Department of Pharmacology and Toxicology and to assist the Principal in the selection of Dr. Nakatsu's successor. Faculty members, staff and students are invited to nominate departmental support staff and students from Pharmacology and Toxicology and faculty members from cognate disciplines for membership on the selection committee. Send nominations to the chair of the committee, John Fisher, Associate Dean (Academic Affairs) in the Faculty of Health Sciences, by Friday, Oct. 11, 2002.

Queen's Pension Plan Quarterly Investment Report – June 30, 2002

Capital Markets

Returns on investments in the various markets can be measured against a series of well-established indices. Index returns for the 3-month and 12-month periods ending June 30, 2002 are as follows:

	3 months	12 months
S&P/TSX Composite (Canadian Stocks)	-8.6%	-6.1%
S&P/TSX Capped	-8.6%	-6.1%
MSCI World (Global Stocks ex Canada)	-13.5%	-15.2%
SCM Bonds (Canadian Bonds)	3.1%	9.1%
T-Bills (Treasury Bills)	0.6%	3.1%

Queen's Asset Mix

The investment managers have mandates established through a Statement of Investment Policies developed by the Pension Committee of the Board of Trustees. Investments in each asset class must be within a well-defined range. The "normal" asset mix is a long-term strategy mix which is used as a "benchmark" when measuring performance of managers.

The current market value of the Queen's Pension Plan (QPP) of approximately \$971 million can be broken down as follows:

	Permitted Range	"Normal" Mix	Current Mix
Stocks Canadian	25% - 55%	29%	29%
Global (ex. Canada)	10% - 25%	27%	25%
Bonds	20% - 70%	40%	43%
Cash	0% - 20%	4%	3%

Queen's Performance

1. Compared With Other Pension Plans

The fund lost 3.9% for the quarter ending June 30, 2002. This put the QPP at the median in RBC Global's universe of pension funds. The one-year return of 0.5% is 3rd quartile, the three-year return of 4.9% and the five-year return of 5.9% are both third quartile. The quartile breaks for RBC Global's universe are as follows:

	3 months	1 yr	3 yrs	5 yrs
1st quartile	-2.7%	4.5%	7.6%	8.3%
Median	-3.9%	1.0%	5.0%	6.7%
3rd quartile	-5.3%	-1.2%	3.7%	5.8%

2. Relative to the Benchmark

	3 months	1 yr	3 yrs	5 yrs
Fund return	-3.9%	0.5%	4.9%	5.9%
Benchmark return	-4.8%	-1.9%	3.8%	6.1%
Fund performance relative to benchmark	0.9%	2.4%	1.1%	-0.2%

Note: returns for periods of one year and less are for the actual period; returns for three and five years are annualized.

3. General Comments

- The TSE 300 index has been renamed the S&P/TSX Composite index. This index was down 8.6% in the quarter; global equity markets declined significantly in the quarter.
- Burgundy Asset Management exceeded its Canadian equity index by 4% in the second quarter
- AllianceBernstein exceeded its global equity index by over 4.5% in the second quarter. Wellington continued to underperform the global equity index.
- The other managers performed at close to benchmark for the quarter.
- Our "passive" investments in the Canadian stock market have hurt performance, as the broad market results are fourth quartile for most time periods.
- The Pension Committee is considering further diversification of assets into so-called "alternative investments." These investments will be explored further in September.

Keeping Earth Summit in forefront

By CELIA RUSSELL

Earth Summit 2002 may be over – but Queen's student Adam Lenny hopes collaborative publication by several Queen's and Kingston groups will help keep the issue of sustainable development very much alive.

Mr. Lenny asked representatives from business, youth, Aboriginal, religious and other groups to contribute essays. From Kingston to Johannesburg will be released at the end of the month. The 200 copies of the one-time publication will be available at several places on campus including Stauffer Library and the Earth Centre in the JDUC, and also online at www.queensu.ca/snid/joburg.

The project is supported by Studies in National and International Development (SNID), Environmental Studies, Development Studies and the International Centre. The idea for

the publication arose from an interdepartmental conference last February to raise awareness of the issues to be discussed in Johannesburg, says Mr. Lenny.

He won the editor's job as second prize in an undergraduate essay competition on sustainable development last spring, organized by Marc Epprecht (History/Development Studies). Dr. Epprecht received funding for the competition from the Canadian Secretariat for Earth Summit 2002 which took place in Johannesburg, South Africa Aug. 26 to Sept. 6.

As first-prize winner, Aaron Holdway got to attend the Civil Society Global Forum, one of many parallel alternative summits taking place in Johannesburg at the same time. He will contribute an interview on the topic of sustainable development from his time there.

Interviews such as this offer

a southern perspective on sustainable development, says Mr. Lenny. There are differences in how rich northern countries and poor southern countries view the subject.

"Contrasts will be evident in these essays. Although they come from diverse groups, they all agree that sustainable development is tremendously important to the future of the entire world."

Five of the Queen's students' essays from the competition will also be included in the publication.

Mr. Lenny and Mr. Holdway will discuss their experiences at the regular Studies in National and International Development seminar series on Thursday, Oct. 3 at 1 pm, B204 Mackintosh-Corry Hall. The book launch will take place that evening, details t.b.a. For details, email joburg@post.queensu.ca.

www.queensu.ca/snid/joburg

IN BRIEF

NAC orchestra to perform

Pinchas Zukerman and the National Arts Centre Orchestra, featuring cellist Amanda Forsyth will perform an all-Schumann program at Grant Hall, Saturday, Oct. 5 at 8 pm. For tickets, call the Performing Arts Box Office at 533-2558 or email raymondm@post.queensu.ca.

InfoShare reminder

A reminder to InfoShare 2002 participants that the event takes place Sept. 26 (not Sept. 24 as mentioned in Plugged In in the Sept. 9 *Gazette*). The day-long event focuses on solutions

to common computer problems. www.its.queensu.ca

Twilight Fire premieres at Grand

The Kingston Symphony will premiere Istvan Anhalt's newest orchestral piece *Twilight Fire* at the Grand Theatre Sept. 29 at 2:30 pm. The prolific composer and professor emeritus of the School of Music dedicated the piece to his wife Beate, with whom he recently celebrated their 50th wedding anniversary. For tickets call 530-2050.

Principal's Advisory Committee - Vice-Principal (Operations and Finance)

David Anderson wishes to leave the position of Vice-Principal (Operations and Finance) effective June 30, 2003 in order to take early retirement from the university. Having accepted this decision with regret, Principal William Leggett, in accordance with established practice, will convene and chair a committee to advise on the present state and future prospects of the Office of the Vice-Principal (Operations and Finance) and on the selection of a vice-principal. Members of the university community are invited to submit suggestions for the membership of the committee in writing, to the Principal by Oct. 7, 2002.

Senate Nominating Committee Seeks Input

Principal Leggett has confirmed his plans to retire at the end of his term in June 2004. The Senate shares the responsibility for the selection of the Principal with the Board of Trustees through a committee composed equally of members of the Senate and the Board. Chancellor Charles Baillie will chair the Search Committee. The composition of the Search Committee will include faculty, staff and student Senators. Charles Pentland, Chair of the Senate Nominating Committee asks for input regarding current Senators who would make the most positive contribution to the work of this very important search committee. The Search Committee

will convene in the fall of 2002 and will make a recommendation by the end of 2003. A list of current Senators can be found at: <http://www.queensu.ca/secretariat/senate/members.html>. Send your responses to the Senate Nominating Committee no later than Sept. 30. at senate@post.queensu.ca.

Staff Appointments

Outreach Coordinator, Integrated Learning Centre, Applied Science 2002-34 **Anne Topper**

Receptionist, Services and Hospitality Services 2002-35 **Kristy Chalovich**

Personal Counsellor, Health, Counselling and Disability Services 2002-58 **Jillian Walsh**

Personal Counsellor, Health, Counselling and Disability Services 2002-59 **Catherine Leblanc**

Personal Counsellor, Health, Counselling and Disability Services 2002-60 **Robin Cameron**

Adaptive Technologies Assistant, Health, Counselling and Disability Services 2002-65 **Kim Atwood**

Adaptive Technologies Specialist, Health, Counselling and Disability Services 2002-66 **Greg Watson**

Learning Disabilities Strategist, Health, Counselling and Disability Services 2002-67 **Gail Eaton-Smith**

Booth Attendant, Physical Plant Services 2002-69 **Sherri Ferris** (Physical Plant Services)

Childcare and Tuition Benefits Plan Assistant, Human Resources 2002-72 **Withdrawn**

Education Computing Services Technician, Education 2002-74 **Matt Tremblay**

Technical Communications Associate, Information Technology Services 2002-78 **Phileen Dickinson** (Information Technology Services)

Manager On-Line Community, Department of Alumni Affairs 2002-80 **Withdrawn**

Senior Secretary, Undergraduate Medical Education, Health Sciences 2002-84 **Withdrawn**

Security Supervisor, Campus Security 2002-85 **Tammy Lobb**

Coordinator, Research Promotion and Events, Office of the Vice-Principal (Research) 2002-88 **Withdrawn**

Jennifer Hodgson (International Programs Office)
Job Search Advisor, Career Services 2002-95 **Withdrawn**

Angela Lyon appointed Technical Specialist, Patents, PARTEQ

PARTEQ Innovations announces the appointment of Angela Lyon as Technical Specialist, Patents. She was hired by PARTEQ as a result of its recent grant from the federal Intellectual Property Management Program. Ms. Lyon, a B.Sc. (Hons.) and a M.Sc. graduate of Queen's in chemistry, joined PARTEQ after working as the project manager of a Queen's Medicinal Chemistry Research Group, funded through PARTEQ spinoff company Neurochem Inc. She has worked previously in the departments of Chemistry, Biochemistry (Cortec), Pharmacology and Toxicology and the Office of Research Services at Queen's, and in the Department of Chemistry at RMC. Reporting to Carol Miernicki Steeg, Vice-President of Intellectual Property, Ms. Lyon will assist the PARTEQ patent team in all aspects of the patent process, including drafting patentability opinions and new applications, and arguing the merits of applications with patent offices around the world.

Staff Vacancies

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, Oct. 1 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 Queen's 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.

Following the completion of the Queen's Job Evaluation (QJE) 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 position apply in writing to **Patti Evaristo** in Human Resources.

Maintenance Mechanic Physical Plant Services 2002-103

This position involves working 37.5 hours per week. The successful candidate must be willing to work overtime, respond to call-ins, and perform shift work, as

required.

Major Responsibilities: install, repair, perform preventative maintenance routines and troubleshoot a full range of kitchen equipment.

Requirements: an accredited maintenance mechanic trade certificate (or equivalent); several years of relevant experience in a maintenance setting; conversant with all types of commercial kitchen equipment; a general knowledge of other building systems; excellent interpersonal skills to work effectively in a team environment; a valid driver's license; preference will be given to applicants with a natural gas ticket.

This position falls under the jurisdiction of C.U.P.E. Local 229.

Hourly Rate: \$21.33

Animal Care Technician Animal Care Service 2002-104

This is a one-year term appointment.

Major Responsibilities: clean all sections of an animal facility; prepare housing units, prepare and dispense diet and provide bedding requirements; identify, handle and restrain animals using appropriate equipment; provide for the needs of special husbandry cases; dispose of biohazardous material; recognize common deviations from good health and differentiate abnormalities resulting from experimental work; administer prescribed treatments; recognize and report occupational health and safety issues.

Requirements: Senior Laboratory Animal Technician certificate (CALAS); one-year of on-the-job experience; understanding of experimental procedures; ability to properly handle large and small animals; excellent communication skills to effectively deal with academic and research staff; proven attention to detail and observation skills; ability and interest in keeping knowledge and skills up-to-date through reading technical magazines, journals and seminars.

This position falls under the jurisdiction of C.U.P.E. Local 254.

Tentative Hiring Salary Range: \$32,429 - \$38,590 Points: 218

Animal Care Technician/Facility Maintenance Coordinator Animal Care Service 2002-105

This is a one-year term appointment.

Major Responsibilities: coordinate the maintenance of the facility under the direction of the Facility Manager; perform or arrange routine equipment upkeep; receive and evaluate new equipment; monitor temperature controls, lights, ventilation, water and watering systems; send feed, bedding and water samples for microbial testing; perform safety audits; clean all sections of an animal facility; prepare housing units, prepare and dispense diet and provide bedding requirements; identify, handle and restrain animals using appropriate equipment; provide for the needs of special husbandry cases; dispose of biohazardous material; recognize common deviations from good health and differentiate abnormalities resulting from experimental work; administer prescribed treatments; run small productive breeding programs; recognize and report occupational health and safety issues.

Requirements: two-year community college program in Animal Health Care or Science Technology; one-year of on-the-job experience; familiarity with equipment, materials and services of an animal care department; understanding of experimental procedures; ability to properly handle large and small animals; excellent communication skills to effectively deal with academic and research staff; proven attention to detail and observation skills;

Make a Fresh Start with Earth-friendly Solutions for Everyday Decisions

Act on your best instincts with

- Organically-grown food and beverages
 - Personal care products
- Cleaning supplies for home and business
 - Detergents and polishes
 - Composting solutions
- Plants and gardening supplies
 - Energy and water services
- Environmental information and linkages to other helpful organizations

Order online...we deliver!



Natural Capital Resources

(613) 376-6006 www.ncronline.ca

RR1 Sydenham, Ontario K0H 2T0

Email us at ncr@sympatico.ca to ask for a product/price list and our bulletins.

You worked hard to get here.

Get a head start by taking a Library Workshop at one of the six Queen's Libraries. It'll be the best investment you'll make in jump-starting your research skills.



PS. This earns brownie points with your parents.

They'll be impressed that you visited the Library at least once!

W.W. SunHolidays.ca
(613) 384-7399
 785 Blackburn Mews, Kingston 1-888-216-7986

Best Deals In Town!
 Packages/Cruises/Air Only
WHY PAY MORE?

2 WEEK XMAS VACATIONS!

Spain Pyr Fuengirola \$989 Air/Htl/Transfer Dec 20/2wks RS	Manzanillo Marea Del Portillo \$1699 All Inclusive Dec 19/2wks SQ	Puerto Plata Hacienda Garden \$2199 All Inclusive Dec 21/2wks SIG
Cancun Blue Bay Club \$2499 All Inclusive Dec 21/2wks RS	Jamaica Merrill's Resort \$2379 All Inclusive Dec 21/2wks SQ	La Romana Viva Dominicus \$2799 All Inclusive Dec 20/2wks SIG

Lowest Air Only!

Calgary 139	Thunder Bay 89
Vancouver 159	Québec City 99
Halifax 79	Fredericton 99
Saint John 99	St John's 109
Winnipeg 99	Regina/Sask. 179

EXOTIC BALI
 All Inclusive
 9 Days in Exotic Bali \$1999
 *Return Airfare from Toronto
 *Sightseeing tours & much more! Sept 15-Nov 20, Royal Scenic Holidays

Advertised prices are per person based on dbl. For new bookings only, products were available at press deadline. *Some conditions apply. Ont. Reg. #50009019

ability and interest in keeping knowledge and skills up-to-date through reading technical magazines, journals and seminars.

This position falls under the jurisdiction of the C.U.P.E. Local 254.

Tentative Hiring Salary Range: \$36,670 - \$43,637 Points: 291

**Employment Coordinator
Human Resources
2002-106**

This is a maternity leave replacement until Dec. 5, 2003.

Major Responsibilities: provide employment services to departments for support staff positions; prepare internal/external advertisements, coordinate interviews and act as the Human Resources representative on selection committees; prepare offers of employment and provide feedback to unsuccessful candidates; provide advice and guidance to management and staff on employment issues; provide research, analytical and project support to the Manager; coordinate the casual employment process.

Requirements: knowledge of human resources administration, specifically in recruiting and staffing, gained through a three-year degree (or an equivalent combination of education and experience); thorough knowledge of Queen's University human resources policies and procedures for general staff and collective agreements for unionized employees and familiarity with terms of employment for other groups; thorough knowledge of legislation and regulations related to employment and ability to make decisions consistent with legislation and University policy; excellent communication skills, both oral and written; excellent research, analytical and writing skills; proven organizational skills to deal with deadlines and numerous competing priorities; ability to maintain strict confidentiality and work with minimal supervision; proven competency with a variety of computer programs including Word, Excel, GQL and web applications.

Minimum Hiring Salary: \$39,548 Salary Grade 7-HSS7

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

**Student Resource Assistant
Faculty of Arts and Science
2002-107**

This is a term appointment until Sept. 30, 2003.

Major Responsibilities: report to the Administrative Assistant to the Associate Dean (Studies);

provide accurate information to students, instructors and administrative offices about academic regulations, policies and practices; support the administration of the Faculty's academic appeal, letters of permission and registration processes; assist students in the process of electronic preregistration, registration and course changes; process scholarship applications; provide administrative support to the Associate Dean (Studies) and other Faculty office staff as required.

Requirements: one year post-secondary education in a secretarial or administrative program with experience working in a service environment, preferably with students (consideration will be given to an equivalent combination of education and experience); knowledge of standard office procedures and word processing skills in a Windows environment; knowledge of Arts and Science programs and services an asset; good oral communication and human relations skills with a service-oriented perspective; well-developed organizational skills with attention to detail; ability and willingness to keep up with changing details of procedures relating to registration and preregistration; ability to work under pressure with constant interruptions, and flexibility to adapt to changing priorities; discretion and empathy when dealing with sensitive student issues.

Minimum Hiring Salary: \$29,338 Salary Grade 4 - ADMG4

**Biographical Records
Assistant
Advancement Business Office
2002-108**

Major Responsibilities: report to the Manager; maintain biographical and demographical data for all alumni and friends recorded in the University's donor database (includes acceptance of phone calls, letters, email communications); communicate with corporations and foundations and research other external sources to maintain records; perform extensive customer service functions; initiate and draft sensitive correspondence; participate in committee work and meetings; perform special projects as assigned.

Requirements: one year post-secondary certificate program in business administration practices and relevant experience in information research and business/record management; strong problem-solving capabilities with an aptitude for analysis; strong orientation towards achieving results; ability to

HERITAGE GROUP FINANCIAL
 Serving The Kingston Area Since 1991



Bill Hopson, CFP

- ▶ Retirement Planning
- ▶ Tax and Estate Planning
- ▶ Pension / Severance Planning
- ▶ Life / Critical Illness Insurance
- ▶ GICs / GIFs and Mutual Funds
- ▶ Segregated Funds / Annuities
- ▶ RRSP / LIRA / LIF / RESP

920 Princess at Bath, Suite 104
 547-7600

Mutual Funds Provided Through
CMG- Worldsource Financial Services Inc.



Increase your performance.
 Reduce risk of injury.
 Treat pain!

**The Kingston Foot and Ankle
 Clinic & Orthotics Centre**

Pam Brown-Vezeau B. Sc. (Hons. Podiatry) D.Ch.
 Foot Specialist

- Pain-free, drug free, surgery-free solutions to heel, knee, back and foot pain
- Custom orthopaedic appliances and foot orthotics
- Full service biomechanics lab
- Covered under most health insurance plans

Over 10 years of clinical experience treating biomechanical disorders non-surgically.

No Referral necessary Accepting new patients

163 Division Street (between Princess and Brock) Phone: 549-8282
 771 Old Colony Road (at Taylor Kidd Blvd.) Phone: 634-1707

Queen's
Bright Ideas
 Energy and water conservation tips

Let your computer snooze

Switching off your computer, monitor, printer and scanner when not in use, and before you go to a meeting, lunch or home, helps save electricity. Enabling the 'sleep' feature on your computer equipment is another way to conserve power.



**conserve
to preserve**

adhere to strict confidentiality; excellent interpersonal, communication, organizational, time management and computing skills (spreadsheet and word document applications and facility with the Web); ability to meet deadlines with conflicting priorities.

Minimum Hiring Salary: \$29,338 Salary Grade 4 – ADMG4

**Gift Administrator
Advancement Business
Office
2002-110**

Major Responsibilities: report to the Manager of the Advancement Business Office; perform administrative duties including gift processing, preparation of tax receipts, financial reports, reconciliations and other special functions required by the department; perform extensive customer service duties; participate in committee work and meetings.

Requirements: two-year post-secondary certificate program in accounting and business administration practices; experience in a related fundraising environment an asset; strong problem-solving capabilities with an aptitude for general accounting; excellent interpersonal and communications skills; must be a self-starter with a strong orientation towards achieving results; computing skills including spreadsheet and word processing applications; ability to learn new software; proven analytical, organizational and time management skills; knowledge of university structure and financial systems an asset; must be a team player.

Minimum Hiring Salary: \$30,754 Salary Grade 5 – ADMG5

**Administrative Assistant,
Online Community
Alumni Affairs
2002-110**

This is a term appointment working 100% time for a period of one year.

Major Responsibilities: report to the Manager of Online Community and Regional Programs; work with the Manager and other Advancement staff on the growth and development of the new online website community for alumni, parents and friends of Queen's; gather information, prepare reports and publications, and disseminate key information; provide professional customer service for users; act as key web resource for the Office of Advancement.

Requirements: two year post-secondary program in office administration with several years of related experience (consideration will be given to an equivalent combination of education and experience); ability to perform a variety of computing tasks (i.e., web publishing, word processing, mail merges, tables, spreadsheets); knowledge of the internet and proficiency with internet tools; familiarity with desktop publishing and graphics programs an asset; demonstrated creativity in producing web pages; must be goal-oriented with good organizational skills; excellent problem-solving skills with the ability to work under pressure and within deadlines; self-starter with a proven track record in finding creative ways to add value for customers; proven ability to interact effectively with both internal and external clients.

Minimum Hiring Salary: \$34,876 Salary Grade 6 – ADMSF6

**Student Advisor/Publications
Ban Righ Foundation
2002-111**

This is a continuing term appointment working three days per week from Aug. 15 until May 15 each year.

Major Responsibilities: assess, guide and advise mature women students in overcoming barriers to academic achievement; develop, design, write and oversee the production of a twice-yearly newsletter and other publications; assess confidential financial need and bursary eligibility; plan and co-host special events; participate on Board committees as assigned.

Requirements: university degree (or an equivalent combination of education and experience); familiarity with a wide range of women's issues including systemic barriers they face in accessing higher education; experience working with women in a personal support and crises intervention capacity; working knowledge of university and community resources and social policy; knowledge of the principles of adult education; excellent human relations skills; proven writing ability, initiative, organizational and problem-solving skills and ability to maintain confidential information; proficiency with computers; willingness to work occasional evenings and weekends; university qualification in teaching, counselling or related professional field an asset.

Minimum Hiring Salary: \$39,548 Salary Grade 7 – HSS7 (Salary will be prorated to reflect actual time worked.)

**Receptionist/Senior
Secretary, Alumni Affairs
2002-112**

Major Responsibilities: report to the Assistant to the Director;

provide central telephone reception function to Advancement in addition to welcoming front-line services for Alumni Affairs; reconcile monthly statements and recover central operating costs from other units; perform secretarial/clerical functions in support of the Director's Office and the Student/Alumni Program Manager.

Requirements: one year post-secondary training in business administration practices; previous relevant experience in a service environment, preferably at the University; proven ability to deal professionally with inquiries, requests and complaints; excellent computer and office skills including proficiency with a variety of software packages and an ability to learn new applications; experience with Word and PageMaker and knowledge of the alumni database, exposure to the Web and knowledge of university structures, departments and issues considered assets; strong service-oriented perspective while dealing with constant interruptions; excellent organizational, human relations and oral communication skills; flexibility and willingness to assist others when required.

Minimum Hiring Salary: \$29,338 Salary Grade 4 – ADMG4

**Financial Control Assistant
Advancement Business
Office
2002-113**

Major Responsibilities: report to the Manager; perform administrative duties in support of the unit including the coordination of predefined reconciliation processes and functions; perform analysis for year-end fiscal reporting; provide bookkeeping

and accounting functions for Graphic Design Services.

Requirements: two year post-secondary program in accounting with several years of financial experience in a university or large organizational environment (candidate should be enrolled as a fourth level Certified General Accountant student); sound knowledge of banking, reconciliation and general ledger procedures; consideration will be given to an equivalent combination of education and experience; excellent organizational, communication and interpersonal skills; computer and office skills including advanced database management, spreadsheet analysis and word processing; ability to adapt to emerging technology; proven ability to perform complex accounting and financial management duties; enhanced analytical, interpretive and problem-solving skills; knowledge of university procedures, policies and regulations; ability to work independently, under pressure, with little supervision.

Minimum Hiring Salary: \$34,876 Salary Grade 6 – ADMSF6

Employee Development

Please call the Human Resources Department at 32070 to register for the following programs or to obtain further information, or register at: hradmin@post.queensu.ca

**Wednesday, Oct. 9
10 am to noon**

**Session for Departmental
Administrators**

The Payroll Puzzle- Putting the Pieces Together
Find answers to your questions about setting up new employees on the casual payroll, hiring non-

Not just for the office, anymore.

Why, you may ask, do I need to worry about updating software on my home machine? If you work from home or are connected to the Queen's network, you have a responsibility to maintain your equipment. The "ITServices Start-Up CD" makes this easier and faster for you to do.

As a computer user, here at Queen's, you have rights and responsibilities outlined in the "Queen's University Computer User Code of Ethics". Item 1 of the Code states: "Users are ultimately responsible for any and all use of their computing accounts".

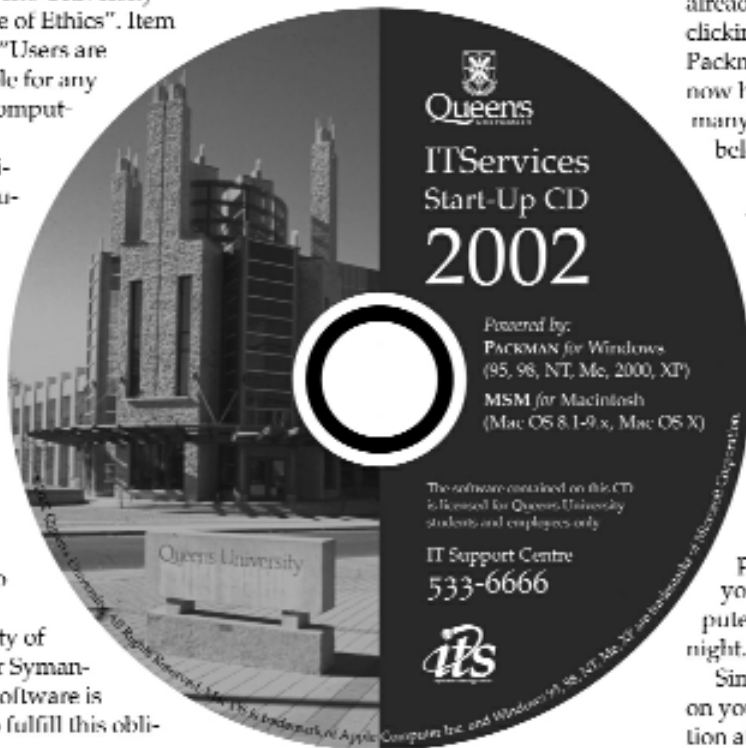
The "Queen's University Network Security Policy", approved by Senate on April 4, 2002, states that ITS is required to "safeguard the integrity and availability of the campus data network, and reduce threats to integrity and availability of computer systems connected to the network".

Providing a variety of delivery methods for Symantec AntiVirus(SAV) software is one way we strive to fulfill this obligation.

SAV (previously Norton AntiVirus) has been distributed free of charge to the entire Queen's community for the last three years. ITS makes this investment each year in an effort to reduce "infection" of individual computers. By installing SAV you protect not only

your own computer, but you also reduce the threat you pose to the rest of the network.

Individual computer user at Queen's can demonstrate their commitment to increasing security on the Queen's network by getting the CD and updating their equipment (or performing a Live Update). Everyone has a role to play in ensuring the integrity of our systems.



**Interested in using the ITServices
Start-Up CD?**

- Departmental Computing Rep
- Stauffer Library Reserve
- ITS Main Office, C-13 Dupuis
- ITSupport Centre, Rm. 119, Stauffer

Updates Available; ITS helps make this job easier.

New versions are available of many applications you use (or should be using) every day. Let Packman or the Queen's Macintosh Software Manager (MSM) do all the hard stuff for you. Get these ITS products from the new "ITServices Start-Up CD" or from our web site www.its.queensu.ca. If you already have Packman, update it by clicking on the Check Server icon in the Packman Launch Pad. Mac OS X users now have MSM Download to install many of the applications described below.

**AntiVirus Name and Version
Change**

Norton AntiVirus (NAV) is now called Symantec AntiVirus (SAV) (except for Win95 and Macintosh versions). Use Packman or the Macintosh Software Manager (MSM) to update to the newest version. Packman automatically schedules daily LiveUpdates and weekly scans of your machine. If you have a permanent network connection, all you have to do is leave your computer turned on every Thursday night.

Simply installing antivirus software on your computer is close to no protection at all: you must keep it up to date and ensure regular scans run on your whole computer. If you have another antivirus software running, uninstall it, and then install SAV.

**Update Internet Explorer and
Netscape for Increased Security**

Packman now delivers version 6 of both Microsoft Internet Explorer (IE) and Netscape. Even if Netscape (or Mozilla, Opera, etc) is your preferred web browser, ITS strongly recommends that PC users keep Internet Explorer up to date. Microsoft has so significantly integrated IE with Windows operating systems that some 3rd party software won't run properly and many security holes exist without a current IE. Current browsers are also necessary to make connections to certain campus resources such as QCARD and WebCT.

TSM (Tivoli Storage Manager, formerly ADSM) & TSMDaily

Packman has good news for staff and faculty who subscribe to the TSM backup service. New versions of the TSM client are now available, including one that solves the known XP issues. If that's not enough, remember the Klez plague last January that revealed holes in the backup scheduler? Update your TSM client and Packman will give you the new TSMDaily utility for running daily backups.

For more details on the new software delivered by Packman, click the Instructions icon in the Packman Launch Pad and select the item "What's New in 6.0?"

PC users should do Windows Update, (Start Menu (XP users - Programs menu)). Macintosh users should regularly run Software Update (Control Panels of OS 9 or the System Preferences of OS X). Older Mac OS updates can be downloaded from www.apple.com/updates/.

residents/landed immigrants, salary advances, cut-off dates, payroll contacts and UHIP during this information-packed session. Led by staff from Human Resources.

**Wednesday, Oct. 16
9 to 11:30 am**

Communicating Effectively
This workshop will provide an opportunity for participants to experiment with different communication structures and learn strategies for effective communication within each. Led by Sue Fostaty-Young, Training Consultant.

Milestones

Compiled by Faye Baudoux

If you have a milestone of 5, 10, 15, 20, 25, 30, 35, 40 years or more of continuous service coming up and you do NOT wish your name to be included in the listing, please contact Faye in Human Resources at 77791.

Congratulations to those who reached the following milestones in July 2002

35 years: Bonnie Brooks, Stauffer Library; Peter Dickson, Stauffer Library; James Lenard, Athletics and Administration; Lynda McGlynn, Cataloguing, Technical Services.

30 years: Darrel Dietrich, Mechanical Engineering; Robert Smithies, Physiology.

25 years: Judith Adam, Post-graduate Medical Education; Tammy Marie King, Alumni Affairs.

20 years: Irene Lafleche, School of Computing; Walter Leamen, Apartment and Housing; Wayne Myles, International Centre; Donna Stover, Parking and Grounds.

15 years: Robert Bell, Environmental Health and Safety; Jeanna Faul, Development; David Garrison, PPS; James Gerlach, Biochemistry; Janice Gruenberg, Biology; Edward Howard, PPS; Dale Kristensen, Biology; Sheila-Rae MacDonald, Geography; Catherine MacNeill, Alumni Affairs; Jill Moore, Psychology; Terrie Easter Sheen, Women's Studies; Walter St Pierre, PPS; Sandra Tallen, Legal Aid; Sharon Sullivan, Economics.

10 years: Constance Adamson, Stauffer Library; Diane Anderson, Pharmacology and Toxicology; Judith Brown, Development; Mary Brown, Residences; Brian Coughtrey, ITS; Dora Kleis, Health, Counselling and Disability Services.

Five years: John Ancsin, Pathology; Carolyn Bishop, ITS; Joseph Casey, NCIC; Patti Castro Evaristo, Human Resources; Alison Forrest, School of Business; Roslyn Gosse, Palliative Care; Sheena Graham, Vice-Principal (Operations and Finance); Jacqueline Ignas, Business; Ann Liblik, Centre for International Relations; David Veitch, PPS.

Congratulations to those who reached the following milestones in Aug. 2002

25 years: Jennifer Dee, Stauffer Library; Elizabeth Gibson, Stauffer Library; John McFarlane, Athletics and Administration.

20 years: Richard Hunt, Anatomy and Cell Biology; Phylliss Watt, Education.

15 years: Anthony Amodeo, Residences; Suzanne Maranda, Bracken Library; Jeffrey Moon, Stauffer Library; Judith Nesbitt, Bracken Library; Kenneth Payne, PPS; Tracey St John, NCIC; Anna Tavares, Postgraduate Medical Education.

10 years: Janet Allen, Agnes Etherington Art Centre; Joan Charbonneau, Geological Sciences and Geological Engineering; Heather Miller, Health Sciences; Barbara Roberts, Health, Counselling and Disability Services; Belinda Vandersluis, NCIC.

Five years: Maureen Blacklock, Student Services; Micheline Boomhour, Residences; Ann Harmsen, Law; Darko Krznaric, ICACBR; John Rushton, ITS; Deborah Sneddon, Development.

Congratulations to those who reached the following milestones in Sept. 2002

35 years: Barbara MacFarlane, Admission Services

30 years: William Larson, ITS; Marlene Rego, Vice-Principal (Research); James Webster, W.D. Jordan Special Collections/Music Library.

25 years: Ambalika Lawton, Physiology; Patricia O'Neil, Financial Services; Barbara Teatero, Stauffer Library; Lise Thompson, French Studies; Nadine Thompson, Education.

20 years: Janie Barr, Physics; Bryn Fisher, NCIC; Virginia Haggerty, William R. Lederman Law Library; Pat Hitchcock, W.D. Jordan Special Collections/Music Library; Barbara Hooper, Stauffer Library; Linda Keast, Student Information Systems; Graham Robertson, PPS; Janet Ryder, School of Nursing; Vyvien Vella, Law.

15 years: Patricia Anderson, Residences; Charlotte Buckley, Residences; Brenda Carscallan, Residences; Joseph DeGroot, PPS; Dietlind Fletcher, Advancement Business Office; Tammy Henry, Microbiology and Immunology; Bonnie Johnston, Residences;

Irene Love, Stauffer Library; Maria Martins, Residences; Peter McLaren, Athletics and Administration; Janice Mitton, Residences; Catherine Pearson, Residences; Penny Taillon, Stauffer Library; Jean Vallier, Residences; Margaret Zufelt, Residences.

10 years: Catherine Clare, Faculty of Health Sciences; Debra Hamilton, Rehabilitation Therapy; Mary Lou Nolte, School of English; Lynn Waggar, Sociology.

Five years: Barbara Brousseau, CAMM; Catherine Elliott, NCIC; Rosa Espinosa-Luna, Anatomy and Cell Biology; Andre Lariviere, ITS; Terrence McKenna, Athletics and Administration; Geoffrey Mulligan, Faculty of Applied Science; Jennifer Peckham, Admission Services; Susan Yovetich, School of Business.

Employee Assistance Program

For off-campus professional counselling call toll free: 1-800-387-4765 (français 1-800-361-5676). This service can be reached 24 hours a day, seven days a week. Further information is available on the following website: www.queensu.ca/eap/

Reminder

Canada Payroll Savings Plan for Queen's Employees
Human Resources has received the 2003 Canada Savings Plan Application forms and the Payroll Deduction Change forms.

Information

- Employees already enrolled and who do not wish to make any changes to their deduction amounts, do not need to do anything – contributions will continue as before.
- Those who want to make changes to their existing plans – for example increase/decrease contribution amounts – will need to complete a Payroll Deduction Change form.
- Employees wishing to open a new plan will need to fill out a Canada Savings Plan Application form.
- Employees wishing to discontinue their plans, need to send a memo to the Human Resources department
- The first payroll deduction will take place in December and will be reflected on December's salary advice slips.

If making changes or enrolling for the first time, the completed forms should be returned to the Human Resources department no later than October 18, 2002.

Criterion for enrolment in the plan remains the same as in previous years. You must be an employee receiving salary payments 12 months per year. The opportunity to enroll or change deductions, is only available once a year. If an employee discontinues their deductions during the year, they must wait until the next annual 'window of opportunity' occurs to reapply for this deduction.

Canada payroll savings plan applications and employee plan change forms can be picked up in the main vestibule – human resources department.

HELP LINES

Campus Security Emergency Report Centre:

533-6111

Human Rights Office
533-6886
Irène Bujara, Director

Sexual Harassment Complainant Advisors:

Margot Coulter, Coordinator
533-6629

Millard Schumaker – Religion
533-2106 ext. 74323

Chuck Vetere – Student Counselling
533-2893 ext. 77978

Anti-Racism Complainant Advisors:

Stephanie Simpson, Coordinator
533-6886

Audrey Kobayashi – Geography,
533-3035

Anti-Heterosexism/Transphobia Complainant Advisors:

Julie Darke, Coordinator
533-6886

Eleanor MacDonald, Politics
533-6631

Coordinator of Dispute Resolution Mechanisms

Adrienne Clarke
533-6495

directs staff, students and faculty to the appropriate campus resources for assistance.

Sexual Harassment Respondent Advisors:

Paul Banfield – Archives
533-6000 ext. 74460

Mike Stefano – Purchasing
533-6000 ext. 74232

Greg Wanless – Drama
533-6000 ext. 74330

Anti-Racism Respondent Advisor:

Ellie Deir – Education
533-6000 ext. 77673

Internal Dispute Resolution
SGPS Student Advisor Program
533-3169

University Grievance Advisors – Students:

Adrienne Clarke – University Secretariat
533-6495

University Grievance Advisors – Staff:

Jane Baldwin – Surgery
533-6302

Kathy Beers – Student Affairs
533-6944

Gary Racine – Telecommunications
533-3037

Freedom of Information and Privacy Protection

Officer Don Richan 533-2378
Commissioner Margaret Hoey
533-6095

Employee Assistance Program
1 800 387-4765

University Chaplain:

Brian Yealland
533-2186

Rector

Daniel Sahl
533-2733

Student Counselling Service

533-2893

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

Convocation

Invitation to members of faculty for fall Convocation ceremonies

You are invited to attend the Fall 2002 Convocations to be held in Grant Hall on Thursday, Oct. 31 and Friday, Nov. 1, 2002.

Oct. 31, 2002, 9:30 am. (Anatomy to English except Education) Installation of Alexander Charles Baillie as Chancellor Queen's Theological College Faculty of Arts and Science School of Graduate Studies and Research

Honorary Graduands: Matthew Teitelbaum, LLD, Julian Porter, LLD

Oct. 31, 2002, 2:00 p.m. (Environmental Studies to Physics) Faculty of Arts and Science School of Graduate Studies and Research School of Physical and Health Education

Honorary Graduand: Angela Hewitt, LLD

Nov. 1, 2002, 9:30 am (Political Studies to Women's Studies) Faculty of Arts and Science School of Graduate Studies and Research

Honorary Graduand: Sadako Ogata, LLD

Nov. 1, 2002, 2 pm. Faculty of Applied Science School of Graduate Studies and Research School of Business Faculty of Health Sciences Faculty of Law

Honorary Graduand: Balfour Mount, LLD

Assembly

The Academic Procession assembles in Kingston Hall 30 minutes prior to the Convocation times. To join the Academic Procession, contact Mary Ann Smith, 533-6095 or e-mail smithma@post.queensu.ca prior to Oct. 18, 2002, so that sufficient seats may be reserved.

Academic regalia

Members of the Academic Procession who do not have a hood or gown should make arrangements with the Alma Mater Society 30 minutes before each ceremony. The AMS will be located on the second floor of Kingston Hall. Please present your faculty card for identification.

Receptions

All receptions are the responsibility of the faculty or school concerned. You are encouraged to attend these functions and meet with the graduands and their families.

Governance

Senate Meeting

Thursday Sept. 26, 2002, 3:30 pm. 202 Policy Studies.

Agenda

Note: A tribute will be read to the late Dr. John Stedmond at the beginning of the meeting.

- I Opening Session
 1. Adoption of Agenda
 2. Adoption of the May 29, 2002 meeting Minutes
 3. Business Arising from the Minutes
 4. Principal's Report
 - a) Welcome by the Chair of the Senate
 - b) Research Report (Appendix A)
 - c) Senate Committee Agenda Topics for 2002-2003 (Appendix B)
 - d) Undergraduate Learning Experiences at Queen's - Exit Poll
 - e) Preliminary Report on Admissions and Enrolment (oral report: University Registrar)
 - f) Orientation 2002
 - g) Chancellor's Installation - Honorary Degrees Fall 2002 (Appendix C)
 - h) Other
- II Question Period

None Received
- III Reports of Committees
 1. Academic Development (Appendix D)
 - a) 2001-02 Omnibus Report
 2. Ban Righ Board (Appendix E)
 - a) Annual Report
 3. Library Committee (Appen-

dix F)

- a) Annual Report
4. Nominating (Appendix G)
 - a) Elections
 - b) Principal's Search Committee

5. Scholarships and Student Aid (Appendix H)

- a) New, Revised and Discontinued Awards

- February to May 2002

IV Reports of Faculties and Affiliated Colleagues; Report from Robert A. Silverman, Dean, Faculty of Arts and Science regarding the Director of Jewish Studies (Appendix I)

V Motions

None Received

VI Communications

None Received

VII Matters Referred to Standing Committees (Appendix J)

1. Annual Report of the Queen's Centre for Knowledge-Based Enterprises [referred to Senate Committee on Academic Development (SCAD)]

2. Proposal to Establish the Connell Professorship in Palliative Care Medicine [referred to Senate Committee on Academic Development and Senate Budget Review Committee (SCAD/SBRC)]

3. Proposal to Establish the Bracken Chair in Genetics and Molecular Medicine [referred to Senate Committee on Academic Development and Senate Budget Review Committee (SCAD/SBRC)]

VIII Other Business

IX Closed Session

Report of the Honorary Degrees Committee

(Confidential, Appendix K)

Senate Committee on Creative Arts and Public Lectures

The Queen's community is invited to make nominations for the Brockington Visitorship and the Chancellor Dunning Trust Lecture. Proposals will be accepted for up to \$6,500 for the Brockington Visitorship and \$16,000 for the Dunning Trust Lecture. The successful applicant will be responsible for all aspects of the Lecture. For terms of reference or nomination forms go to www.queensu.ca/secretariat/senate/BV_CDTL.html or University Secretariat, B 400 Mackintosh-Corry Hall ext. 36095. Submission deadline, Tuesday, Oct. 15.

Senate promotion procedures

Faculty who are not covered by the provisions of the Collective Agreement, such as clinical faculty, may be eligible to apply for promotion according to the Senate Statement on Promotion Policy (revised June 1994). This document requires that application is made prior to Nov. 30. It may be accessed via the web at www.queensu.ca/secretariat/senate/policies/ or from the University Secretariat, Mackintosh-Corry, B400, 533-6095.

Special Recognition for Staff nominations

This award recognizes staff members who consistently provide outstanding contributions, directly or indirectly, to the learning and working environment at Queen's at a level of contribution beyond what is usually expected. Further information and nomination forms are available from the University Secretariat, B400 Mackintosh-Corry Hall or at www.queensu.ca/secretariat/staffpol.html. Deadline, Oct.15.

Notices

Memorial gatherings

Friends, family and colleagues of **John Mitchell Stedmond**, formerly of the English department invite you to a memorial gathering at the University Club, 168 Stuart St. Thursday, Oct. 10 at 4 pm.

Malcolm C. Urquhart, a long-time member of the Economics department and leading figure in Canadian economic history, passed away on Saturday, Sept. 7. A memorial service to remember his life takes place Thursday, Sept. 26 at 4 pm in Grant Hall.

Men and women with brooms

The Queen's faculty-staff league curling season begins Wednesday, Oct. 2 at 5 pm at the Royal Kingston Curling Club on Clergy Street (behind the Jock Hartly Arena). Teams or individuals interested in joining can contact Irwin Batalla at 541-6000, ext. 6415 or 542-2048.

PhD examinations

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

Monday, Sept. 23

Dawei Zhang, Pathology. Structure function studies of human multidrug resistance protein 1, using site-directed mutagenesis. Supervisor: R. Deeley. 102 Richardson Labs, 11 am.

Tuesday, Sept. 24

Tudor Moldoveanu, BCHM. Calpains: Proteolytic switches thrown by calcium and short-circuited by an auto-inactivation mechanism. Supervisor: P.L. Davies. 660 Botterell, 9 am.

Wednesday, Sept. 25

Jeffrey William Card, PHAR. Mechanistic studies of amiodarone-induced pulmonary toxicity. Supervisor: W.J. Racz, T.E. Massey. 569 Botterell, Wednesday, Sept. 25, 9 am.

Thursday, Sept. 26

Andrew Tam, PHAR. Molecular mechanisms of aflatoxin B1-induced mouse lung tumorigenesis. Supervisor: T.E. Massey. 569 Botterell, Thursday, 1:30 pm.

Friday, Sept. 27

Alejo Friere, PSYC. Facets of faces: Configural and featural information processing and children's susceptibility to paraphernalia effects. Supervisor: K. Lee. H228 Humphrey, 10 am.

Mei Lin, CHEM. A study of the mechanisms of group 4 metal/borane based catalyst systems in ziegler-natta and carbocationic polymerizations. Supervisor: M.C. Baird. 530 Chernoff, 1:30 pm.

Judith Sidler, GRMN. Das "Abtauchen ins irrationale" Einheitspantastien in Hermann Brochs "Tierkreiserzahlungen". Supervisor: D. Pugh. 310 Kingston, 9:30 am.

Jane Dunnett, Business. The mediating role of market presence in the arrival of a new retail market entrant. Supervisor: S. J. Arnold. Sutton. 403, Goodes, 2:30 pm.

Neil S. Butters, PHAR. Effects of chronic prenatal ethanol exposure on glutamate release and cGMP content in the hippocampus of the young postnatal guinea pig. Supervisors: J.F. Brien and J. N. Reynolds. 569 Botterell, 9 am.

Colette Colligan, ENGL. Obscenity and empire: England's obscene print culture in the nineteenth century. Supervisor: M. Berg. 222 Watson, 2 pm.

Monday, Sept. 30

Andrew Fenwick, ENGL. Perilous adventures: Imagining the eschatological unity of local and global. Supervisor: R. Jolly. 122 Watson, 10 am.

Thursday, Oct. 3

Thomas Merrill, PHYS. Relaxation of a collisionless system and the transition to a new equilibrium velocity distribution. Supervisor: R. N. Henriksen. 201 Stirling, 2 pm.

Physical Education Centre

Recreation Skate Cancellations

Saturday, Oct. 5 4:30-5:20 pm

Saturday, Oct. 12 4:30-5:20 pm

Saturday, Oct. 19 4:30-5:20 pm

Family Skate Cancellations

Sunday, Oct. 6 Noon-1:20 pm

Recreation Jogging Cancellation

Friday Oct. 4 6-10 pm

Saturday, Oct. 5 12-7 pm

Sunday, Oct. 6 12-7 pm

Thursday, Oct.10 6:30-10:30 pm

Friday, Oct. 11 6:30-10:30 pm

Saturday, Oct.12 1:30- 5:30 pm

Friday, Oct.18 6:30-10:30 pm

Saturday, Oct. 19 1:30- 5:30 pm

Friday, Oct. 25 6:30-10:30 pm

Saturday, Oct. 26 6:30-10:30 pm

Note: Cancellations will be published in the Gazette, posted in the main lobby of the P.E.C. and at www.goldengael.com.

Surplus Items

Clinical Education Centre offers for sale 29 new 12" Electric Clocks.

For information or to view call Cathy Hitchins at ext. 74707. Submit sealed bids marked "Glaxo Wellcome Clinical Education Centre" to Fran Lanovaz, Purchasing Services by 4 pm on Monday, Sept. 30. Please mark bids "CONFIDENTIAL".

The Office of the Vice-Principal (Academic)

offers for sale 1 MacIntosh G3 - 350 Mhz/64MB/6Gb, OS 8.6, Imation Super Disc, Apple 17" Multiscan monitor, Ethernet card, keyboard and mouse.

1 Mackintosh Powerbook 1400 series, 750 MB hard drive, 32MB RAM. "OPEN BID"

For information or to view, please contact Ann at ext. 77881. Submit sealed bids marked V.P. (Academic) to Patti George,

Purchasing Services by noon on Monday, Sept. 30. Please 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 damage 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

Exercise for Type II diabetic men

Queen's researchers need Type II diabetic men (non-insulin dependent) 30 to 60 years old to participate in a 13-week study investigating the effects of exercise on cardiovascular disease risk factors and glucose metabolism. Participants will receive a comprehensive medical exam package and financial compensation. For information, please contact Ann-Marie Kungl at 533-6000, ext. 75118.

Exercise for sedentary lean men

Queen's researchers need sedentary lean non-smoking men 30 to 60 years old to participate in a 13-week study investigating the effects of exercise on cardiovascular disease risk factors and glucose metabolism. Participants will be provided with a comprehensive medical exam package and financial compensation. For more information, please contact Ann-Marie Kungl at (613) 533-6000 Ext. 75118.

More than 20 weeks pregnant ?

Interested in participating in a study about diabetes, pregnancy, caffeine conducted by Drs. Smith and McGrath? Call 549-6666, ext. 4622 for information. You don't have to be diabetic to participate.

Sleep research

The Sleep Disorders Laboratory at KGH needs healthy participants 20 to 60 years old. Compensation will be provided. For more information please contact Alison or Heather at 549-6666 ext. 3347.

Authentic Indian Cuisine

café INDIA

Restaurant

296 Princess St. 20% Student Discounts 542-7963

Open 7 Days • Lunch Special From \$4.50

Good Food • Good Price in Town

Your Adventure Awaits...

- Learning and Cultural Vacations
- Biking, Kayaking, Hiking
- Knowledgeable Staff

- Round the World Airfares
- Circle Pacific Airfares
- Multi-stop Itineraries
- Academic Airfares

ODYSSEY TRAVEL

549-3561 549-3553 549-6028

Adventure Leisure Business

186 Princess St., Kingston www.odyssey-travel.com

Art

The Agnes Etherington Art Centre, University Avenue

Ongoing exhibitions

African and Frances K. Smith Galleries, "A Forest of Flowers": Words and Sculpture of West Africa to Oct. 12

Contemporary Feature Gallery, Better Worlds to Oct. 27

Samuel J. Zacks Gallery, Learn Well and Progress Daily: Posters from the Chinese Cultural revolution to Oct. 27

The Davies Foundation Gallery, In Case of Rapture: The Herbert O. Bunt Donation to Jan. 26, 2003

Historical Feature and R. Fraser Elliott Galleries, In a Foreign Country: Images of 18th and 19th Century Canada, Sept. 22 to July 20, 2003.

Events

Agnes Art Bus – Autumn in Montreal. Wednesday, Sept. 25. \$75-80. Reservations and information: 545-9418 or 353-6740

Tea With Agnes. Sunday, Oct. 6 then bi-weekly at 2:30 in the old house. Reserve by previous Thursday at 533-6913. Tickets \$10.

Tours: Sundays at 1:15 pm; Third Thursday each month 12:15 pm. www.queensu.ca/ageth/

Union Gallery

uniongallery.queensu.ca

Conferences

Thursday, Oct. 3 - Saturday, Oct. 5
XVIth International Conference of SATOR (Societe d'Analyse de la Topique Romanesque)
L'etrange/L'etranger. Agnes Etherington Art Centre. All members of the university community are welcome.

Public Lectures

Departmental seminar schedules

Business
business.queensu.ca/research/conferences/index.html

Chemistry
www.chem.queensu.ca/NEWSAN/DEVENTS/Seminars/Seminar02W.PDF

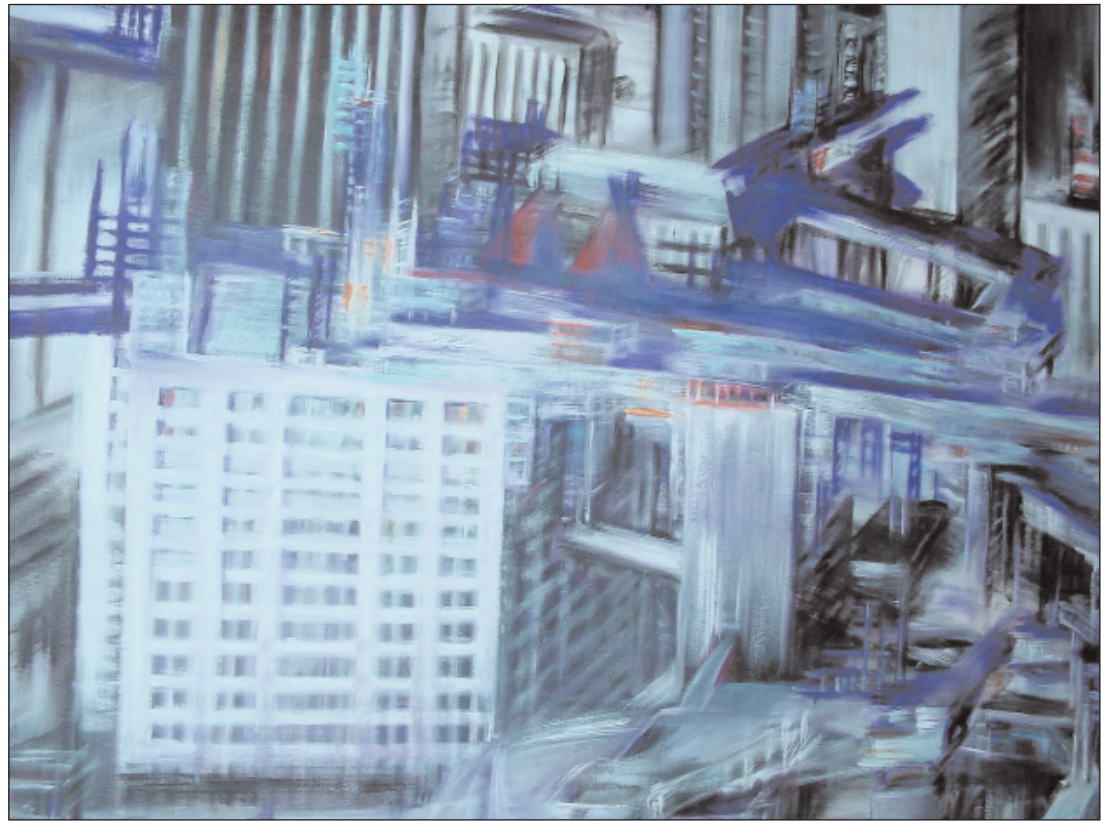
Centre for Neuroscience Studies
www.queensu.ca/neurosci/seminar.html

Economics
qed.econ.queensu.ca/pub/calendar/week.html

Physiology
meds-ss10.meds.queensu.ca/medicine/physiol/physiol.sem.html

Tuesday, Sept. 24

Four Short Talks on Tuberculosis
Hear about the history of a disease that was once Canada's biggest killer, its treatment, and the possibility of its return. Presented by the Museum of Health Care at Kingston to mark the opening of its new exhibit,



CELIA RUSSELL

A detail from *Elevated Living in a Community-Built Neighbourhood, 1998* by Eleanor Bond shows towering, translucent buildings interlaced by the ecstatic blur of virtual structures. The work is part of the *Better Worlds* exhibition, on view at the Agnes Etherington Art Centre until Oct. 27.

Fighting the white plague: The battle against tuberculosis. B143 Botterell, 7 pm. Free. For more information, contact the Museum at 548-2419 or museum@kgh.kari.net.

Wednesday, Sept. 25
Economics
W.A. Mackintosh Lecture
Barry Eichengreen, University of California. *The Great Depression:*

Lessons from an earlier era of financial and political uncertainty. Dunning Auditorium, 4 pm.

Tuesday, Oct. 1

History
Dalia Ofer, Hebrew University of Jerusalem. Between solidarity and dismemberment. 517 Watson, 7:30 pm.

Wednesday, Oct. 2

Dalia Ofer, Hebrew University of Jerusalem. New research on the victims of the holocaust. 222 Watson, 10 am.

Courses and Workshops

Queen's Institute of Lifelong Learning (QUILL)
Sunday lecture series
D214 Mackintosh-Corry, 2 pm.

Sept. 29
A Year of international bird-watching, Martin Edwards.

Oct. 6
The Queen in Canada, Marlene McCracken

Theological College
From Ephesus to Istanbul – Lecture Series
Room 102, Theological Hall, Monday 7 to 9:30 pm

Sept. 23
Theologus Drakos, The Greek Orthodox Church.

Sept. 30
Louis Delvoie, Turkey, an Islamic Secular Country.

Oct. 7
Marguerite Van Die, The Early Ecumenical Councils. \$10 per lecture.

Saturday, Sept. 28
Alyson and Roy Huntly, Grandparenting: A Sacred Gift Across the Generations. Room 203, Theological Hall, Queen's, 9 am to 4 pm. \$45.

Sept. 27-28, Oct. 4-5, Oct. 18-19, Oct. 25-16
Diane Nesheim, *Journeying with Traumatized Individuals* – a series of four two-day sessions. Room 209, Theological Hall. \$500.

For information/registration for these workshops contact Lynda Price at 533-3170 or e-mail – qtconned@post.queensu.ca.



BANKS

(No thanks)

Had Enough?

If you want good old fashioned
PERSONAL Banking Service AND
Lower Service Charges...

Call Us – Drop In
We'll Make it Easy to Switch!



Your better banking alternative
KINGSTON COMMUNITY CREDIT UNION

Township
795 Gardiners Rd.
384-5555

Downtown
18 Market St.
549-3901
(Free Parking)