



QUEEN'S GAZETTE

Pension plan rides rough sea P10



Business school tops with BusinessWeek P2



Chancellor takes helm

QUEEN'S TO INSTALL CHARLES BAILLIE AS 12TH CHANCELLOR AT FALL CONVOCATION

By DAVID PULVER

Alexander Charles Baillie, one of Canada's most respected business leaders, will be installed as Queen's 12th chancellor at the Fall Convocation ceremonies to be held Thursday,



Baillie

of TD Bank Financial Group assumed his new role as the university's highest non-administrative office on July 1.

Oct. 31 at 9:30 am at Grant Hall.

Mr. Baillie received an honorary LLD from Queen's at Spring 2000 Convocation.

The chairman and CEO of TD Bank Financial Group assumed his new role as the university's highest non-administrative office on July 1.

He takes over from former Alberta Premier Peter Lougheed, who held the position since 1996. Mr. Baillie was selected by University Council in May.

Excellence in research prizes for 2002 will be presented at 2 pm to Khem Jhamandas (Pharmacology and Toxicology), and Will Kymlicka (Philosophy). (See story on page 8).

Recipients of honorary degrees on Oct. 31 and Nov. 1 will include the Canadian

pianist who is widely acknowledged to be the world's foremost performer of the works of Johann Sebastian Bach, an expert in litigation, the United Nations High Commissioner for Refugees, a doctor who has played a leading role in the development of palliative care, and the innovative director of the Art Gallery of Ontario.

This fall's honorary graduates are profiled below (see profiles for convocation dates and times).

Matthew Teitelbaum's vision for the Art Gallery of Ontario is its evolution as the "imaginative centre of the city" of Toronto.

He joined the AGO in 1993 as chief curator and was appointed director in 1998. In the past nine years, the gallery has acquired nearly 20,000 works, including paintings by Cézanne and Van Gogh, sculpture by Bernini, and the work of 20th century photographers

See NEW CHANCELLOR: Page 10

VIRTUAL TOUCH



STEPHEN WILD

NSERC president Thomas Brzustowski holds a pen attached to a device – a force-feedback system allowing him to remotely feel different virtual materials as Susan Lederman points to them. Dr. Lederman's Psychology lab was one of several Dr. Brzustowski and other Natural Sciences and Engineering Research Council members toured last week, part of NSERC's annual meeting which took place at Queen's.

Open books policy

QUEEN'S TOPS LIST IN ACCOUNTABILITY DISCLOSURE

By CELIA RUSSELL

For the fourth straight year, Queen's has ranked first in Canada in a study that tracks openness and accountability in university financial and administrative reporting.

This accomplishment is the result of the university's continued commitment to enhance the quality and clarity of financial reporting and strategic plans, Principal Bill Leggett told Board of Trustees members at a recent meeting.

For fiscal year 2001, Queen's scored 73.6; McMaster University placed a close second at 73.2 followed by the Université de Moncton at 72.1; the University of Guelph at 71.3, and the University of Calgary at 66.4 rounding out the top five of the 49 universities surveyed. The University of Toronto ranked 18th at 55.1 and McGill University ranked 36th at 29.1.

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

See ACCOUNTABILITY: Page 2

New ranking survey measures undergrad experience

By CELIA RUSSELL

How does life at Queen's and Canada's other universities measure up?

Results of a nationwide online survey that goes public this Wednesday aim to give students a chance to voice their opinions about the undergraduate experience at Canadian universities.

"Other rankings tend to focus on institutional assets,

while student input is anecdotal and plays no qualitative role in the results," say Allan Gregg, Chairman of The Strategic Counsel, and Joe Freedman, Chief Executive Officer of Uthink, the market research firms that devised the University Report Card.

The survey was designed to measure undergraduate student satisfaction with their university experience across a broad

range of criteria. It was conducted on-line using Uthink's studentwards.com database of more than 250,000 post-secondary students, which Uthink says is demographically and geographically representative of the undergraduate population in Canada.

The survey was conducted online because unlike other demographic groups, university students are very active on the

Internet, and often do not respond to traditional research methods, they say.

Questions covered broad subject areas, such as quality of education, university atmosphere, quality of on- and off-campus facilities, career preparation and student services. Respondents were not asked to compare their university to others.

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Queen's News Centre

BusinessWeek ranks Queen's MBA first in Canada

U OF T, WESTERN AND YORK HIT TOP 10

Queen's News and Media Services

Queen's MBA for Science & Technology is the best MBA in Canada and the second-ranked international school for 2002, according to *BusinessWeek* magazine's ranking of the world's top schools outside the United States. Complete results are published in the Oct. 21 issue and available online at www.businessweek.com/bschools.

"This school (Queen's) placed first among all non-US schools with corporate recruiters who loved the way the program turns scientists and engineers into well-rounded managers," said a *BusinessWeek* reporter hosting the online forum during which the rankings were revealed.

The top 10 business schools outside of the U.S. as ranked by BusinessWeek magazine are:

1. **INSEAD** (Twin campuses in Singapore and Fontainebleau, France)
2. **Queen's School of Business** (Kingston, Ontario)
3. **IMD** (Lausanne, Switzerland)
4. **London Business School** (London, UK)
5. **University of Toronto** (Toronto, Ontario)
6. **University of Western Ontario** (London, Ontario)
7. **HES Rotterdam Business School** (Rotterdam, The Netherlands)
8. **IESE** (Barcelona, Spain)
9. **HEC** (Paris, France)
10. **York University** (Toronto, Ontario)

BusinessWeek's methodology involved scoring the results of questionnaires sent to business school recruiters (45 per cent weighting) and current students (45 per cent weighting), as well as an analysis of the "intellectual capital" garnered by business schools via positive news coverage in some 18 key business journals (10 per cent weighting).

"What's most gratifying about getting top marks from *BusinessWeek* is that it's primarily due to the very high satisfaction we've earned from two key groups: Queen's MBAs and the people who hire them," said Salman Mufti, program director of Queen's MBA for Science & Technology. "Our students are very focused on the future value of their degrees, and that's why we're so delighted to be ranked among the best in the world."

businessweek.queensu.ca



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Queen's tops list in accountability disclosure

continued from page 1

New Zealand and the United Kingdom. Generally, Canadian university disclosures were the weakest of the countries examined, study co-author Morton Nelson said in a letter announcing the results. The results of fiscal year 2001, however, show dramatic improvement. The scores have also risen dramatically over the last two years because study authors are receiving more information, much of it published on university web sites.

The downside, however, is that there is a great deal of variation in the ease of access and friendliness of university web sites.

Professor Nelson points to Australian and New Zealand universities, which provide their stakeholders with annual reports in a format similar to those provided by most corporations.

"It is our contention that Canadian universities should eventually produce similar reports, perhaps on a more modest scale," he says.

The fact that Queen's continues to perform consistently well is extremely gratifying, says Glenda Kaye, associate director,

Department of Financial Services.

Queen's was the first university in Canada to publish performance indicators, leading the way in responding to changing public expectations for accountability by publicly funded institutions. As part of the rankings study, Queen's submits its audited financial statements, annual financial report, report on the annual budget, Performance Indicators, Queen's at a Glance and exit polls.

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

Online survey

continued from page 1

Co-sponsor *The Globe and Mail* will publish a special supplement this Wednesday highlighting some of the research findings. The report will rank only those universities from which 250 or more responses were received.

Queen's has a long history of involving students in the life of the university and listening to their views, says Principal Bill Leggett.

"We care very much about our students, and we actively seek out their feedback. Students have an active role in providing their input and influencing what happens here. They play an active part in university governance at all levels. We also seek their input through vehicles such as QUEST (teacher evaluation), residence surveys and the exit poll."

www.studentawards.com/

Other news from the Oct. 5 meeting of the Board of Trustees

Registrar Jo-Anne Brady told the Board that Queen's total full- and part-time enrollment currently stands at 18,744, and that the university received about 29,000 applications for just over 3,000 first-year undergraduate positions.

The Board approved dedication opportunities in Goodes, Chernoff and Macdonald halls. Trustees also approved a proposal to name the walkway between Abramsky Hall and the Biosciences Building Deacon Walk. The naming of the walkway, formerly a roadway known as Deacon Street, is intended to restore some campus history referenced by the street names in the vicinity of Summerhill (Arch, George, O'Kill and Stuart).

The Board approved financial statements for the year ending April 30, 2002.

The Board approved the Campus Plan 2002 on recommendation of the Campus Planning and Development Committee. The plan is not a blueprint, rather a "novel of ideas" for future campus plans, said Dan Burns, chair of the Campus Planning and Development Committee. Mr. Burns told trustees that construction of lecture and teaching areas in Chernoff Hall were somewhat delayed due to increased demand and a very competitive market in institutional construction this fall. "The School of Business (Goodes Hall) also struggled to be complete for the end of August," Pat Caulfeild, construction manager, said in a separate interview. "There was and still is a problem to get sufficient tradespeople willing to work sufficient overtime to speed up the completion of these projects. In addition the Integrated Learning Centre tenders, which closed in August, were over the pre tender estimate. This is attributed to market conditions."

The Board approved tuition increases for Queen's Executive MBA Ottawa Classroom program from \$65,000 to a maximum of \$72,000; and for Queen's Executive MBA National Video-conference program from \$68,000 to a maximum of \$75,000, both for classes starting in August 2003. "The price is driven by a combination of competition and need," Lew Johnson, acting dean of the Business school told trustees. The typical EMBA student maintains his or her job and takes classes on alternate Friday and Saturday evenings, he said.

The Board approved \$1.2 million for the demolition of Frost Wing (attached to rear of the former Chemistry building Gordon Hall), with funds provided by university sources; and authorized university officials to award contracts within the approved project budget, to the lowest bonafide bidders, for the demolition of Frost Wing. With \$9 million in deferred maintenance needed to bring the wing up to standard, "there was a huge enthusiasm on the part of the Campus Planning and Development Committee for demolishing the wing," committee chair Dan Burns told trustees. Tenders are expected to go out in November, with demolition beginning in late winter.

On Saturday, Oct. 6, trustees took part in student-organized theme session at the JDUC on student life at Queen's. These included presentations on undergraduate and graduate student activities, politics and opportunities and the current state of the Alma Mater Society, the oldest student government in Canada. Trustees met students and toured the JDUC and Physical Education Centre facilities.

IN BRIEF

IGR conference focuses on promoting Aboriginal dialogue

The Institute of Intergovernmental relations, in association with the Canadian Network of Federalism Studies, presents a conference entitled Reconfiguring Aboriginal-State Relations' in Canada, Nov. 1 and 2.

It is designed to promote constructive dialogue and increase understanding of an area of the federal landscape that is experiencing rapid and complex change, and which has profound consequences for the future health of Canada.

For more information, to register, visit qsilver.queensu.ca/iigr/conferences/state/index.html.

New director encourages teachers to put themselves in students' shoes



STEPHEN WILD

New School of English Director Andy Curtis: a strong research foundation will put the school on the leading edge of language education.

FORECAST CALLS FOR GROWTH AS SCHOOL OF ENGLISH CELEBRATES 60 YEARS

By MEGAN EASTON
When Andy Curtis recently stepped out of his familiar role as a teacher in the classroom and took a spin as a student on the dance floor, he was in completely unknown territory—and that was the point.

The new director of the School of English says it's vital for him to take on challenges like ballroom dancing that are as foreign to him as Canadian language and culture are to the school's students.

"As a developing teacher, it's quite important to have a regular experience with incompetence," says the 39-year-old, who took up his post in mid-September. It's a creed he's lived by in the 13 years he's been teaching and designing English language courses at universities in England, Hong Kong, the United States and Canada. It's not good enough for teachers to sympathize with English Second Language (ESL) students. The best educators, he says, empathize through direct experience as learners in similar overwhelming situations.

Encouraging teachers to put themselves in their students' shoes is just one facet of Dr. Curtis's educational philosophy that he will put into practice at the school, which celebrates its 60th anniversary this year. ESL instructors must also have broad interests that extend beyond the language arts, so they can relate to their students' eclectic backgrounds.

"We work with students who are not just linguistically and culturally from all over the world," he says, "but academically they're from all over the world as well."

Passion for the craft is also crucial.

"You want to try to get to a stage where you walk out of a classroom and you feel that you may have stepped over teaching into inspiring."

While one of the reasons Dr. Curtis chose to come to Queen's was personal—his part-

ner teaches in the Faculty of Education—he also cites his respect for the school's teachers and the institution's international standing. He saw the potential to build upon the school's 60-year history by expanding and strengthening its programming and student base.

The most promising growth area lies in content-based language instruction, he says. Initially trained in clinical medicine, an area that didn't ultimately capture his interest, Dr. Curtis's gradual move into the ESL field involved teaching English to foreign scientists. This experience taught him that people from different "discourse communities"—specialized occupations and research areas—have distinct needs when it comes to learning English.

While there will always be a demand for the school's general programs, Dr. Curtis hopes to develop an array of short, intensive courses targeted to the needs of engineering graduate students who must be fluent in technological jargon, for example, or international diplomats who need to know the vocabulary of conflict

"You want to try to get to a stage where you walk out of a classroom and you feel that you may have stepped over teaching into inspiring."

management.

In recent years, the school has started to offer a number of contract programs to small groups of students with particular needs. About 100 such students took courses last year, and the school now gets regular inquiries about these tailor-made programs.

"It's a very exciting time of potential growth, diversity and expansion," he says.

As the author of dozens of published articles and a new

book on professional development for language teachers, he would also like to encourage the school's teaching staff to pursue more applied research on ESL learning strategies.

He says a strong research foundation will put the school on the leading edge of language education.

"I'm interested in the kind of research that enables us to bring about well-informed innovation. Change can be haphazard and negative. Innovation is planned, positive and premeditated."

Another of the school's current priorities is to increase its profile in the southern hemisphere where students are on summer holidays during our winter, says Dr. Curtis. These students will be recruited for the new five-week winter program. A mail and email marketing campaign has already begun in several South American countries, and representatives from the school plan to visit educational fairs there starting next year.

But Dr. Curtis's vision for the school is not confined to academics. While some language schools separate studying and socializing, he intends to further integrate them. From trips and movie nights to concerts and potluck dinners, the school is enhancing its socio-cultural programs and emphasizing the link between the learning that happens inside and outside the classroom.

When the School of English opened in 1942, it was a summer program for mostly European students. Through the late 1960s and 1970s the majority of students were French Canadian, but in 1981 the school began offering a full-year program for students from more diverse backgrounds.

Since then, word-of-mouth advertising has established its leading reputation in several Asian countries. In 2002, about 24 per cent of the 820 regular session students are Korean while about 15 per cent each are Chinese and Japanese. In all, the school's students come from 50 countries.

Dr. Curtis takes over from Eleanor Rogers, who retired this summer after 28 years with the School of English.

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- have been asked to redesign the site?
- wonder which Queen's logo to use?
- are concerned about site "accessibility"?
- need to restrict web material to only a select group of people?
- are confused by the terms 'dynamic' this and 'static' that?
- are going to out-source website design but don't know what questions to ask?

If any of the above apply to you, consider joining the **Queen's Web Developers Forum mailing list**. The **QWWW-L** list exists to make your life easier by providing a venue in which you may pose questions, search for answers, share frustrations, and broadcast tips and tricks.

List members include departmental website maintainers, IT Services staff, graphic designers, web programmers, accessibility gurus, and many others. In addition to the list, there is a Queen's Web Developer Resource page with links to Queen's web services, knowledge bases, samples, examples, and more.

If you are a third-party web development supplier working in the education field, consider joining the QWWW-L to learn more about the evolving web environment at Queen's.

To join the Queen's Web Developers Forum list, visit the Resource page at: www.queensu.ca/qwww/ or send email to: QWWW-L-REQUEST@post.queensu.ca

its news

Information Technology Services at Queen's
Visit www.its.queensu.ca/



The Learning Technology Unit is on the MOVE



The Learning Technology Unit welcomes you to its new location in Rm B176 of Mackintosh-Corry Hall

Please drop by and see us at our new location in the **Faculty and Staff Learning Facilities** which we share with the Instructional Development Centre. We are looking forward to continuing to provide you with learning opportunities in a new cohesive environment. Just descend the stairs across from the cafeteria in Mackintosh-Corry and enter through the glass doors.

Visit our website at <http://www.its.queensu.ca/ltu/>
Contact the LTU Staff at 533-6000 x75611 to book appointments.

Marketing expert comments on the spread of Krispy Kreme

QUEEN'S IN THE NEWS

Highlights of Queen's experts in the media Queen's News and Media Services

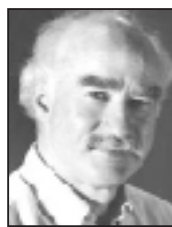
■ Oct. 2 to Oct. 15, 2002

Ken Wong (Business) comments in *The Ottawa Citizen* about Krispy Kreme's marketing efforts and expansion plans in the Ottawa area.

Donald Stuart (Law) comments in *The Ottawa Citizen*, *National Post* and *Saskatoon Star-Phoenix* about his dissatisfaction with the recent Supreme Court of Canada decision that allows public fear to be considered as a reason to refuse bail to an accused criminal.

Don MacNamara (International Relations) comments in *The Ottawa Citizen*, *Vancouver Sun*, and *The Kingston Whig-Standard* about Canada's security policy.

Malcolm Welch (Education) comments in *The Globe and Mail* about the ill-conceived nature of most homework that teachers assign students.



Frost

Barrie Frost's (Psychology) nomination as a finalist for Canada's top science research award, the Gerhard Herzberg Canada Gold Medal for Science and Engineering, was highlighted in *The Globe and Mail* and *Kingston Whig-Standard*.

Martin Duncan (Physics) comments in *The Globe and Mail* about the fact that astronomers can't agree whether planetary status is determined by size, or

place of origin, or even shape of a celestial body.

Nick Bala (Law) comments in *The Toronto Star* about child custody issues.

Sharon Sutherland (Policy Studies) comments in *The Vancouver Sun*, *Ottawa Citizen*, and *Calgary Herald* about the British model of monitoring elected officials.

An op-ed piece co-authored by **Ross Finnie** (Policy Studies) about car use, suburban sprawl and pollution was featured in *The Ottawa Citizen*.



Walters

Mark Walters (Law) comments in *The Kingston Whig-Standard* on winning a SSHRC award for his studies of aboriginal treaties.

John Malloy (PARTEQ) comments in *The Ottawa Sun* about the drug Alzhemed, a drug researchers say is the first to stop Alzheimer's from progressing.

Robert Ross (Physical and Health Education) comments in *The Montreal Gazette*, *Windsor Star* and *The Kingston Whig-Standard* about the health risks associated with having a pot belly.

Lorne Carmichael (Economics) comments in *The Toronto Star* about U.S. Nobel prize winners for economics, Daniel Kahneman and Vernon Smith.

Clarke Mackey (Film Studies) comments in *The Kingston Whig-Standard* about the Kingston movie theatre scene and Queen's film department's latest project, opening Cinema Kingston, a theatre that brings independent films to Queen's

Etherington Auditorium. **Tom Courchene** (Economics) comments in the *Stratford Beacon-Herald* about the benefit Canada would enjoy from monetary union with the United States.

Henry Dinsdale (Medicine) comments in *The Toronto Star* about the government's move to improve national ethical standards for human research.

David Dennis (Biology) comments in the October issue of *University Affairs* about genetically modified foods and Performance Plants, a biotech company originally founded with PARTEQ Innovations, Queen's technology transfer agency.

John Geddes' (Medicine) op-ed piece about his experiences working in Sarajevo with Queen's family medicine development program appears in *The Kingston Whig-Standard*.

The Globe and Mail, *Ottawa Citizen*, *National Post* and *Kingston Whig-Standard* report on **Queen's School of Business'** stellar rating by *Business Week* magazine for its science and technology MBA program.



Mendelsohn

Matthew Mendelsohn (Political Studies) comments in *The Vancouver Sun* and *The Regina Leader-Post* that citizen-initiated laws should be strictly controlled.

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



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.

Dean addresses alcohol policies

PEOPLE

Donald H. Akenson (History) has been named one of three Miegunyah Distinguished Fellows at the University of Melbourne, Australia for 2002-03. This is the university's major endowed lectureship.



Crawford

Bob Crawford (Dean of Student Affairs) was guest speaker at a September Alcohol Policy Network teleconference, "Double Cohort ... Double Trouble? Reducing Alcohol-Related Harm Through Campus Policies."

He addressed the elements of Queen's Alcohol Policy and described the work of the University Council on Substance Abuse Prevention, a Queen's group chaired by Diane Nolting.

Recent graduates **Kristin Muselman**, **Jane Lee**, and **Vincent**

Yip (Rehabilitation Therapy-Physical Therapy) won the Physiotherapy Foundation of Canada (PFC) Student Research Poster Competition at the recent Canadian Physiotherapy Association Congress in Halifax, and received \$1,500. Their research project on The Effect of Intermittent Submaximal Exercise during Dialysis on Dialysis Efficacy, Quality of Life and Cardiovascular Performance in End-Stage Renal Disease was performed in collaboration with **Dr. E. Toffelmire** (KGH-Nephrology). Volunteers from the self-care Outpatient Dialysis Unit in the Burr Wing participated in the study. Other collaborators included **Trisha Lawson** and **Dr. C. King-Van-Vlack** (Rehabilitation Therapy).

Doctoral student **Charles W. A. Prior** (History) has been awarded a Visiting Fellowship by the Bridwell Library at Southern Methodist University, Dallas TX. One of three scholars chosen from among a pool of international applicants, Mr. Prior will spend a month at the

library, which has extensive holdings in theological works published in England from 1500 onward. His project is titled "The 'Notes of the Church': History, Antiquity, and the Definition of the 'True' Church of England, 1606-1625."



Rowe

Kerry Rowe (Vice-Principal, Research, Civil Engineering) presented the Giroud Lecture at the recent International Geosynthetics Society in Nice. Being selected to give this lecture is the highest form of recognition by the society and involves presenting the opening keynote lecture at the international conference that is held once every four years.

People highlights the accomplishments of Queen's community members. Email your items to Celia Russell at gazette@post.queensu.ca.

Southern African feminist to visit Queen's

By DAVID PULVER

Patricia McFadden, who has devoted her life to changing the intellectual, social and political landscape of Southern Africa, will speak at Queen's this week.

Dr. McFadden, Queen's Robert Sutherland Visitor for 2002, has been described as "a woman many politicians would love to silence because of her radical stance on the rights of women." She will speak on "Becoming Post-Colonial: African Women Change the Meaning of Citizenship", in the Robert Sutherland Room of the John Deutsch University Centre, Thurs. Oct. 24, at 7 pm.

The Zimbabwean sociologist, activist, writer and publisher, and recipient of the Hellman/Hammet Human Rights



Patricia McFadden

Prize in 1999, Dr. McFadden is often considered blunt, extreme and controversial.

"A radical feminist, [she] is no push-over and opposes systems or traditions that hinder the progress of women," says *The Human Rights Observer*. "She has no apologies to make to African governments that claim to be gender-sensitive yet fail to appoint more women to Cabinet, top-level or decision-making positions."

"Dr. McFadden represents an emerging consciousness among women fighting a patriarchal society that has from time - immemorial justified male privilege."

Dr. McFadden was born in Swaziland in 1952 and worked in the anti-apartheid and

movement for 20 years. She has taught at university level since 1976. Currently, she is based in Harare, Zimbabwe, as director of the Feminist Studies Centre. She is a former editor of the *Southern African Feminist Review* and present editor of *African Feminist Perspectives*, a member of Development Alternatives for Women in the New Era (DAWN), and a "gender trainer" for the United Nations.

McFadden says that the most critical struggles of feminists lie in the reality of Africa as a continent largely unprepared for the 21st century, "a century which will have to be the turning point in the shaping, mapping and realization of Africa as a democratic and

right-full space."

Earlier on Oct. 24, Dr. McFadden will be available to meet community members at an informal lunch from 11:30 am to 1:00 pm, in the International Centre, JDUC. She will then give a talk on Post Coloniality in the Zimbabwean Context: Implications for development studies, from 1:00 pm to 2:30 pm in the McLaughlin Room, JDUC.

On Friday, Oct. 25, Dr. McFadden will be at the Ban Righ Centre from 10 am - 11 am for an informal discussion on "The struggle against apartheid and prospects under post-colonial regimes in southern Africa."

For further information, contact Wanda Kay, 533-2794.

Hockey parents, coaches should focus on fun

As the hockey season gets under way, the spotlight once again turns on the behaviour of parents and coaches. The Gazette posed the following questions to Queen's sport and exercise psychologist Jean Côté. He has done research on the developmental and psychosocial factors that affect sport and physical activity performance and on the complex interaction of children, parents and coaches in the achievement of excellence in sport. Dr. Côté has studied the development of expert athletes in Australia, the United States, and Canada. He addresses sport issues related to participation and dropout, expertise, parenting, leadership, and coaching. Dr. Côté has also extensive experience as a mental training consultant working with athletes from various levels of sports.

The decline in hockey at the teen-age level is not remarkably different from dropout rates in other sports. However, what is alarming is the reasons that children drop out of organized sports. The main reason given by kids to get involved in sports is "to have fun" and the reason that they quit is that "it is NOT fun." In its pure form sport is an activity in which youth have reported experiencing the unusual combination of high intrinsic motivation (fun) and determined engagement over extended periods of time. However, when adults get involved they often change the structure of sport by making it "more serious" and taking the fun out of the experience. Playing is a basic need for children and sport provides this opportunity to play. Children who are forced to adhere to a regimented training program or who engage in competition at an early age may be discouraged from sport in general.



G. Is there a danger in signing children up for organized sports such as hockey leagues at too young an age? What are the concerns?

J.C. One danger in signing up children at a young age is when the program is not developmentally appropriate. A problem with organized sport is that some coaches treat the young players as miniature adults and not children. Many coaches will take an adult sport model (i.e. practice structure, drills, competition) and just apply it to kids. However, the emotional, cognitive, and physical capacities of children are very different from those of adults. The results are that the child may not learn as much or enjoy the experience as much as he or she could. This could lead to early dropout or burnout from the sport.

G. Is there a high drop-out rate for children who play hockey? Why?

J.C. About 75 per cent of the kids who start playing hockey at age five or six quit by age 15.

G. Is the ability to excel in sports tied to the amount of structured activity and practice they experience as children?

J.C. There is a clear relationship between the amount of involvement in sport and the level of performance one will achieve. It has been shown that elite athletes have invested more than 10,000 hours into sports during their development. What is less clear is the type of activities (play, structured practices, games, other sports, etc.) that children should invest in at different stages of their development. In our research we found that team sport athletes (e.g. hockey players) who are involved in a number of different sporting activities, as opposed to just one sport, from age six to 12 and who are involved in a lot of playing activities with peers, such as street hockey, can just as easily become elite athletes. The drawback of specializing early in one sport is that there are often emotional (lack of motivation; drop out) and physical (injuries) costs.



JEAN CÔTÉ

Q&A

G. What are some of the most common mistakes of parents? Should parents be restricted from attending practices?

J.C. Participation in sport, when properly nurtured by parents, can provide a unique arena for learning about oneself and about life. The parents' role needs to change from leader to follower, as their child gets older. Initially, parental interests and behaviours influence sport involvement. As the child gets older, parents should gradually decrease their direct involvement and promote the child's own decisions and self-monitoring skills. A common mistake of parents is NOT changing the type of involvement they provide to their child and continuing to structure their child's participation in sport. Forbidding parents to attend practices will not change how parents interact with their children before or after a practice.

G. What are some of the most common mistakes of coaches?

J.C. Sport provides a unique educational environment for coaches to help children develop their self-esteem, enjoyment for sport and physical activities, and social values such as sportsmanship. Coaches can positively influence a child's physical, psychological, and social development by using appropriate reinforcement, encouragement, and instruction. As mentioned above, structuring a program based on an adult model is probably the most common mistake that youth hockey coaches make. A good coach will design drills disguised as fun games so players won't even notice they are working hard and learning new skills. A focus on winning at a young age as opposed to having fun and developing skills is another common mistake.

G. What is the Canadian Hockey Associations role/responsibility re addressing the issue of violence: What should the CHA do to prevent violence on the ice and in the stands?

J.C. Aggression is a socially learned behavior. Children regularly see acts of aggression and violence live or on TV from their favorite hockey players. Then they hear commentators

like Don Cherry promoting aggressive behaviours and minimizing the behaviours of creative and skilled players. Hockey is the only sport that allows players to fight without major consequences (i.e. being suspended for a number of games). As long as fighting is allowed during games and commentators like Don Cherry appear on national TV, it will be difficult to address the issue of violence in hockey.

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QUEEN'S FLASHBACK: 1959



QUEEN'S UNIVERSITY ARCHIVES

Jubilant Queen's fans march through the streets after a Golden Gaels football game versus the University of Toronto Blues. The street in question looks like Bloor Street, not far from the recently demolished Varsity Stadium in Toronto. Do you know more about this photo? Email gazette@post.queensu.ca.

VIEWPOINT

PAUL STEVENS
English



University offers best testing ground for free speech

Benjamin Netanyahu's aborted Sept. 9 visit to Concordia University got me thinking about free speech and the university.

Shut out from addressing his audience by the security threat posed by pro-Palestinian students, the former Prime Minister of Israel cried foul and angrily invoked what are for him the specifically Western principles of free speech.

Never one to miss a debating point, Netanyahu insisted that those principles were far better protected in Israel than in Canada.

"We do it better there, he claimed, "we enable free debate and free discussion in conditions of much greater duress" (*The Globe and Mail*, Sept. 10).

One of the major pillars of the liberal tradition of free speech to which he was appealing is John Milton's 1644 tract *Areopagitica*. In this pamphlet, written in the midst of a bloody civil war, John Milton argues against almost any restriction on free expression in general and print publication in particular: "Give me the liberty to know, to utter, and to argue freely according to conscience, above all liberties." He articulates a stirring faith in the power of rational debate to overcome any falsehood: "whoever knew Truth put to the worse in a free and open encounter." He considers censorship, the silencing of one's opponent and the refusal to debate, an act of moral cowardice: "I cannot praise a fugitive and cloistered virtue." Most important, he emphasizes that for speech to be really free, understanding must take precedence over persuasion and knowledge over belief, that is, it must be interactive: the new Jerusalem will be built out of "moderate varieties and brotherly dissimilarities" of understanding.

In the spirit of Milton and stung by Netanyahu's rebuke, *The Globe and Mail* came to the rescue, bringing both the Israeli politician's polished speech and an eloquent response by Jaggi Singh, one of the pro-Palestinian leaders (Sept. 11 and 12). Out of disaster, then, Canada's national newspaper plucked a triumph for free speech. Well, yes and no. While any dialogue is to be welcomed, one is at a loss to know what kind of truth emerged from this particular free and open encounter.

Free speech is hard. Milton certainly found it so and, like all of us, he frequently failed to live up to his principles.

Three of the ways in which he betrayed the central idea of *Areopagitica* immediately come to mind.

First, even within the text of the pamphlet, he denied the freedom he desired to Catholics — as he explained later, since Catholicism would extirpate the truth, so it itself "should be extirpated."

Second, his advocacy for his liberal principles frequently degenerated into a willingness to use atrocity talk to arouse fear and

hatred. Too early to use Nazi analogies, he reached for his Bible and represented those Irish people struggling against English occupation as polluted Benjaminites, arguing that even the families of terrorists could justifiably be executed.

And third, astonishingly, for a brief period he himself became a censor for England's Republican government. All three of the main players in the drama of the Netanyahu incident failed in similar ways — and willfully so.

First, Singh was patently disingenuous in evading the charge that the pro-Palestinian students were determined to silence the opposition and stop Netanyahu speaking. From the evidence of Singh's own account, they clearly wanted "action" not dialogue.

Second, Netanyahu himself was equally disingenuous in his appeal to the traditions of free speech when what he had to say was little more than demagoguery. Predictably for a man of his unenviable reputation, his speech while strong on alliteration was devoid of intellectual content, a self-pitying and aggressive attempt to arouse fear and hatred by erasing crucial distinctions — no matter what one thinks of the failures of the Palestinian Authority, it is not al-Qaeda.

And third, most strikingly, *The Globe and Mail* was less than true to its claim to champion free speech when it effectively censored Singh's article by entitling it "Day of Broken Glass." As any educated reader would know, the title is an allusion to *kristallnacht*, "Night of Broken Glass," and so identifies the actions of Singh and his fellow protestors, regardless of what he has to say in the article, with the nationwide antisemitic violence that swept across Nazi Germany on the night of Nov. 9-10, 1938.

"The social sciences and humanities do many things, but most importantly they practice us in the complex task of maintaining our ability to speak freely."

and social discourse is not simply a principle; it is a practice that has to be learned and it is best learned, thought through, tested and refined in the university — most immediately, though certainly not exclusively, in the disciplines of the social sciences and the humanities.

As the Netanyahu incident urgently insists, we are entering a period of unusual divisiveness, and unless those key academic disciplines are enabled to function at their full potential, unless they are respected, valued, and adequately funded for what they are, not for how they can be re-jigged on the model of more utilitarian disciplines, we as a civil society stand to lose an awful lot.

The social sciences and humanities do many things, but most importantly they practice us in the complex task of maintaining our ability to speak freely, that is, to speak interactively not only to our friends but to our enemies.

The self-dramatizing *Globe and Mail* says, "let freedom speak" — but it is *our* task to resist the dead weight of public sophistry by teaching freedom *how* to speak.

Paul Stevens is Professor and former Head of the Department of English. He is currently on leave working on a book provisionally entitled *Nationalist Milton*.

Letters

Good sense about scents

I would like to make the university community aware of the practice of wearing scented products in the workplace (or elsewhere for that matter). Hospitals even request that visitors and patients do not wear scented products. Some people including myself are highly allergic to perfumes and other fragrances. Symptoms include difficulty concentrating, headaches, watery eyes and nausea.

Please be considerate and refrain from wearing perfumes or colognes in public places where others may be sensitive.

Rhonda Hirschfield
Graphic Design Services

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 to gazette@post.queensu.ca on the Monday before publication. The *Gazette* reserves the right to edit letters to address style, length and legal considerations.

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. Speeches related to issues of interest to the university community are also welcome. Email submissions to gazette@post.queensu.ca. The editor reserves the right to edit or reject any submission that does not comply with policy. Opinions expressed are those of the writer.

OPENING PORTALS TO CYBERSPACE



CELIA RUSSELL

Susan Bartlett, co-chair of the Computing Students' Association, addresses the audience at the recent official opening of the School of Computing at the University Club. She remarked that, "There's this stereotype of a computer scientist alone in a dark room, programming away his antisocial existence. I think we're all tired of that. The School of Computing is changing those perceptions. It's bringing computing to the forefront and exposing its dynamic and diverse student population. The School of Computing is everything the posters say it is. It's creative, it's innovative, it's entrepreneurial. But I think most importantly, computing at Queen's is transcendent. And that's something that should cause some buzz."

Budget constraints force Library to expand its partnerships

With a strategic planning document and the results of a user survey in hand, the Library now has the mandate to move ahead on several key initiatives, says University Librarian Paul Wiens.

"The strategic plan is a blueprint or action plan for library staff. I am encouraged that our user survey confirmed that we are moving in the directions that our users want," he says.

One of the Library's key strategic directions is to accelerate the move toward a digital library. With about 6,400 electronic journals, user survey affirmed that library users want to see continued growth of electronic resources.

"We understand that collections are critical for the success of teaching and research on campus and print and electronic resources are at the top of our priority list."

One message that arose during the strategic planning process was the speed at which journals and new books make it to library shelves must improve.

External reviewer Wendy Kennedy, Associate University Librarian for Public Services of the University of Western Ontario, conducted a review of ordering and cataloguing procedures during the summer. She and a task force of library staff combined their efforts to examine workflow, productivity and organizational structure. Key recommendations are now under consideration for implementation by the Library's management team and administrators.

Budget cuts have added another dimension to Library



MELODY BURTON

Books and Bytes

planning. Tight funding means that the Library has expanded its horizons to include service to external agencies. Key developments in the past few years have been the growth of library partnerships with government or corporate clients, the rise of consortia and fund development.

"It is extremely challenging for us to meet the targets of our budget reductions and the high expectations of our faculty and students. We must find other sources of income," says Mr. Wiens. Though it is relatively new to the Library, fund development promises to figure prominently in the Library's future.

That all Ontario university libraries are struggling with the same issues is of some comfort to Mr. Wiens.

Provincial and federal consortia have united academic libraries in their campaign to find a more effective voice among politicians. He is confident that a second round of the Canadian National Site Licensing Project (CNSLP) will deliver more electronic resources to the researcher's desktop at a

reduced cost to the Library by the end of this academic year.

Other core strategies for the library include more collaboration with faculties and departments, a leadership role in launching an "open archives" or institutional repository with campus partners and a strengthened educational role in teaching information literacy skills.

Mr. Wiens is eager to move ahead on new initiatives such as an institutional repository of scholarly research.

The impetus for a Queen's repository came from the very successful symposium on scholarly publishing sponsored by the VP (Academic) and the Senate Library Committee last spring. Campus researchers can expect to hear more about institutional repositories in the next twelve months.

The Library's strategic plan is the result of the committed effort of many staff members. A lengthy and broad-based consultation was a key component of the planning process.

"We need the continued support of library staff and campus partners for the next phase - implementation. Together we have an opportunity to do some important work," says Mr. Wiens.

Copies of the strategic plan will be available in the next two weeks and are available in print form from Val Knapp (ext. 32519) or on the web at library.queensu.ca/libdocs/planning/stratplan.htm.stauffer.queensu.ca

Melody Burton is reference services librarian at Stauffer Library.

UNIVERSITY ROUNDUP



Higher student depression rooted in parents' breakups

The delaying of marriage breakups until children leave for university may be one explanation for why students suffer from higher rates of depression and anxiety than the population at large. The initial findings of a three-year study were recently presented at a student wellbeing conference hosted by Strathclyde and Glasgow universities. It was speculated that students might think the split would not have happened had they not left home.

The Times Higher Education Supplement

Advertising for students

Spending on advertising by Italy's universities has increased tenfold during the past four years, as institutions aggressively compete for students and the state funding tied to enrolment figures. Florence University sent 140,000 text messages to cell phones calling on recipients to enrol there. Siena University has a magazine ad showing the bare legs of a woman standing on a pile of books, with the slogan "It's knowledge that makes the difference."

The Times Higher Education Supplement

Universities remarkably mum on GMOs

"It's my conclusion, having watched the biotechnology scene over the past 15 years, that universities have been remarkably quiet about these issues of regulation and the consequences of biotechnology. Everyone agrees these technologies are going to have enormous impact on our society over the next 50 years. And yet I don't see any concerted efforts within the university community to begin addressing the related questions - all the way from impacts on health to impacts on our economic system, particularly in agriculture, but also in the health-care sector."

Brian Ellis, professor of agricultural science and associate director of the University of British Columbia's biotechnology laboratory, comments in University Affairs (October, 2002) on the impact of genetically modified organisms.

No appetite for spam

The amount of offensive spam showing up in campus emails is trying the patience of many students and professors. Distributors of unwanted messages have taken over "a very nice function of the Internet and made it pretty much a frightful experience," says an official with the University of Akron. Some say unsolicited and offensive email may be a bigger problem for colleges than for corporations because college networks are more open to the public than are most corporate networks. Many institutions report that the problem is much worse than a year ago and the increase in pornographic spam has been alarming.

The Chronicle of Higher Education

Fostering great 'uncontaminated' ideas

The Howard Hughes Medical Institute recently awarded 20 U.S. researchers \$1 million each to develop new and exciting ways to teach science and bridge the gap between the classroom and the laboratory. Believed to be the biggest teaching-related awards to go directly to professors, they are intended to elevate the importance of university teaching and ensure that science curriculum keeps pace with research discoveries. Said one of the award recipients: "The business of science is to encourage talent. Undergraduate students have great ideas, and they're not corrupted yet by 'knowledge'."

The Chronicle of Higher Education

Professorial longevity

"Academics are happily long-lived. Autonomy and a varied workload may be responsible. Also, early retirements have not been as common as in such industries as banking. So the impact of aging has not really yet been felt. But it will come."

Roderick Floud, president of Universities UK and vice-chancellor of London Metropolitan University, commenting recently in the Guardian on how universities will be affected by the aging of the academic workforce.

Compiled by Anne Kershaw

IN BRIEF

Frost finalist for major prize

Queen's psychologist and neuroscientist Barrie Frost has been named one of three finalists for Canada's top science prize: the 2002 Gerhard Herzberg Canada Gold Medal for Science and Engineering.

The prestigious medal, awarded by the Natural Sciences and Engineering Research Council (NSERC) honours Canadian Nobel Prize winner Gerhard Herzberg, and will be presented Nov. 25 in Ottawa. The winner's NSERC Discovery Grant will be increased to \$1 million over five years (or topped up by a further \$50,000 if the annual grant is already greater than \$150,000), while the two other finalists will each receive \$50,000.

Internationally renowned for his work in visual neuroscience, Dr. Frost focuses on brain processing and computation in relation to perception and behaviour. He has pioneered research into how our brains see and hear, and how animals like monarch butterflies and seabirds navigate amazing distances. A Max Bell Fellow with the Canadian Institute for Advanced Research from 1995 to the present, Dr. Frost received the Alexander von Humboldt Forschungspreis (Research Prize) in 1996.

The other finalists are Brian Hall (Dalhousie University) and Tito Scaiano (University of Ottawa).

GE funds new IRC program

Queen's Industrial Relations Centre (IRC) has received \$100,000 U.S. to develop a state-of-the-art multimedia simulation program. The grant, from the GE Fund – the philanthropic foundation of the General Electric Company – will enable the IRC to produce a next-generation, three-part change management simulation. The technology will be used in graduate and undergraduate professional degree programs at Queen's and in practitioner development programs run by the IRC.

"General Electric's support of our simulation development program is a great show of faith," says Carol Beatty, IRC director. "The future is in interactive learning technologies, and this grant will ensure the IRC stays at the head of the development curve."

The IRC is a leader in designing interactive computer simulations that help learners in the fields of human resources and industrial relations develop productive organizational strategies. www.industrialrelationscentre.com

NEWS and MEDIA SERVICES

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SNO sweeps nuclear physics honours

By NANCY DORRANCE
News and Media Services

The director of Queen's internationally acclaimed Sudbury Neutrino Observatory (SNO) Institute has been awarded North America's top prize in nuclear physics – the same honour conferred in 1988 on Raymond Davis Jr., recipient of this year's Nobel Prize in Physics.

Arthur McDonald's outstanding experimental research has earned him the 2003 Tom W. Bonner Prize in Nuclear Physics, presented annually by the American Physical Society (APS). Dr. McDonald's citation comments him for "his leadership in resolving the solar neutrino problem with the Sudbury Neutrino Observatory."

A collaboration of nearly 100 scientists at 11 universities and national laboratories in Canada, the United States and the UK,

the Queen's-led SNO team investigates the properties of neutrinos and their emission from the core of the sun at an underground laboratory near Sudbury, Ont. Earlier this year, one of the world's leading scientific journals, *Science Magazine*, ranked their solving of the 30-year-old "mystery of the missing solar neutrinos" second in the top 10 scientific breakthroughs of 2001.

Dr. McDonald, whose research career has centred on investigating the fundamental symmetries and interactions of nature, came to Queen's in 1989 from Princeton University to head the newly-formed SNO Institute.

"Attracting Art to Canada from Princeton was like a reverse brain drain that can occur when we have world-class research facilities," says George Ewan, former head of Physics at Queen's

and the Canadian leader of the collaboration responsible for initiating SNO. "He has made a fantastic contribution during his time as director."



MacDonald

"The Bonner Prize recognizes the tremendous scientific accomplishments of the whole SNO team, including major contributions made by faculty, staff and students at Queen's University," says Dr. McDonald. "It's gratifying to see international recognition of this Canadian-based project, and I am personally very proud to be a part of this work. We have a bright future ahead as we develop the new International Facility for

Underground Science, supported by the Canada Foundation for Innovation."

Another SNO team member, Karsten Heeger from the University of Washington, has received the 2003 APS Nuclear Physics Dissertation Award, which honours a recent Ph.D. graduate in nuclear physics.

The construction of the SNO Laboratory began in 1990 and was completed in 1998 at a cost of \$73 million, with support from the Natural Sciences and Engineering Research Council of Canada (NSERC), the Research Council of Canada, the Northern Ontario Heritage Foundation, Industry, Science and Technology Canada, INCO Limited, the United States Department of Energy, and the Particle Physics and Astronomy Research Council of the UK. www.sno.phy.queensu.ca

"OF COURSE I CAN TAKE YOUR CALL ..."



STEPHEN WILD

Computing professor Roel Vertegaal demonstrates an "attentive user interface" application developed in the Queen's Human Media Lab. The television, programmed to sense that the viewer's attention has shifted, automatically goes into "pause" mode until he again makes eye contact with the screen. A 2002 recipient of the university's Chancellor's Research Award, Dr. Vertegaal receives funding support for his work on the psychology and design of nonverbal computers from a number of sources, including the Premier's Research Excellence Awards (PREA).

Excellence in Research winners announced

By NANCY DORRANCE
News and Media Services

A pharmacologist whose 30-year study of pain control revealed surprising results earlier this year, and an internationally renowned political philosopher frequently consulted by government leaders on issues of minority rights have been named this year's winners of Queen's Prizes for Excellence in Research.

Khem Jhamandas (Pharmacology and Toxicology) and Will Kymlicka (Philosophy) will receive their awards at fall convocation ceremonies Oct. 31 at 2 pm. in Grant Hall. Queen's

community members are invited to attend the convocation and congratulate their colleagues on this recognition. They were selected for this honour by the university's Advisory Research Committee.

Dr. Jhamandas' discovery about the paradoxical effects of combining an opiate "agonist" like morphine with its "antagonist" could lead to the development of more effective pain-killing drugs used to treat chronic diseases such as cancer or severe pain due to nerve damage. The work of his research team – funded since 1970 by the Medical Research

Council/Canadian Institutes of Health Research – was reported in the February 2002 issue of the *Journal of Pharmacology and Experimental Therapeutics*. In addition to research on opioid drugs, Dr. Jhamandas has made important contributions to research on neuro-degeneration and neuro-protection.

Cross-appointed to the Department of Political Studies, Dr. Kymlicka works closely with both the School of Public Policy and the Faculty of Law. According to his nomination letter for this award, "No political philosopher of his generation in the English-speaking

world has a more distinguished publishing record ... or has played a more important role in setting the terms of discussion at the frontiers of his discipline." His landmark 1995 book, *Multicultural Citizenship*, has been studied closely by politicians and academics alike. In 2002 Dr. Kymlicka received a prestigious Killam Fellowship to explore the prospects for an international consensus on minority rights, by examining current disagreements among Western and non-Western governments over the treatment of ethno-cultural groups.

Symposium celebrates Chernoff Hall opening

Tour the new Chemistry building and learn more about chemistry teaching and research as the department celebrates the official opening of Chernoff Hall.

After the official opening ceremony on Nov. 1, the department invites the Queen's and Kingston communities to a Nov. 2 symposium on chemistry teaching and research in the 21st century.

Lecture topics are suitable for a general audience and admission is free. The symposium takes place in Chernoff room 250, a standalone lecture theatre between Stirling and Chernoff, accessible from Queen's Crescent. Dr. Fortier, who is also a member of the Chemistry department, and head David Wardlaw, will welcome attendees at 10 am.

The symposium features world-renowned chemists Ronald Breslow (Samuel Latham Mitchill Professor of Chemistry, Columbia University) and Mary-Anne White (Killam Professor of Material Science and Director, Institute

for Research in Materials, Department of Chemistry, Dalhousie University). Question periods will follow each presentation.

During the intermission, Kingston public school students, winners of a special department essay contest, on "The Importance of Chemistry" will receive awards. The winners will receive \$100 and \$500 will be donated to their schools' science programs.

Tours of Chernoff Hall conducted by graduate students from the Department of Chemistry will take place after the symposium, culminating at fourth floor lounge with refreshments.

"Chernoff Hall was built to inspire future generations of outstanding researchers and students," says Dr. Wardlaw. "So we're very pleased to involve young people from Kingston's schools with an interest in chemistry - who one day may actually study in this building."

www.chem.queensu.ca



Artist's impression of the Chernoff Hall atrium, level 2, looking south.

DEPARTMENT OF CHEMISTRY

Treaty expert wins prestigious SSHRC award

News and Media Services

Efforts to recapture First Nations' oral histories have helped Law professor Mark Walters to win the prestigious 2002 Jules and Gabrielle Léger Fellowship from the Social Sciences and Humanities Research Council of Canada (SSHRC).



Walters

"Professor Walters is one of Canada's rising stars and his research will fill a gap in our understanding of aboriginal treaties," says SSHRC president Marc Renaud. "The results of his study will help clarify the Aboriginal point of view during ongoing treaty interpretations as Canada continues to move forward with the resolution of Aboriginal rights cases."

"I am delighted that Mark Walters has received recognition and support from SSHRC for his important work," says Alison Harvison Young, Dean of Queen's Faculty of Law. "Professor Walters returned to Queen's just three years ago as a Queen's National Scholar having been teaching at Oxford and is a wonderful teacher, scholar and colleague. His membership in the Queen's law faculty is a metaphor for our recent renewal and continuing commitment to excellence."

Dr. Walters' focus on finding and recording oral histories to help bring a fuller understanding of the Aboriginal perspective during treaty agreements comes just as British Columbia voters passed a set of eight principles in a highly controversial referendum designed to guide the provincial government during future negotiations.

His research will attempt to unlock the intent of Aboriginal delegates during treaty discussions by studying and documenting oral histories and making their perspective available to today's negotiators.

"My research focuses on pre-Confederation treaty relationships and attitudes toward the Crown, and how they shaped law and legal institutions in Canada affecting Aboriginal peoples," says Dr. Walters. "I'm really excited about this award because it will allow me to dedicate myself completely to this research for the next year."

Awarded biennially since 1979, the Jules and Gabrielle Léger Fellowship promotes research and writing on the historical and contemporary contribution of the Crown and its representatives, federal and provincial, to the political, constitutional, cultural, intellectual, and social life of the country. The 12-month fellowship is valued at \$40,000, with an additional allowance of \$10,000 for travel and research expenses.

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Offer valid until November 30, 2002

Market pushes pension plan fund rate down 1.95 per cent; still above benchmark

The Queen's Pension Plan return for the year ending Aug. 31, 2002, was -1.95 per cent. For the second year in a row, all major equity markets slumped significantly. Over the last 12 months, the Toronto Stock Exchange was down -9.1 per cent, while the U.S. and the non-North American markets experienced another year of double-digit negative returns (-17.4 per cent and -14.3 per cent, respectively). The Canadian bond market, however, was up about 7.9 per cent.

"More than half of the pension fund assets continue to be invested in equities, so a negative overall return for the year

was hard to avoid," says Bill Forbes, Director of the Department of Pensions, Investments and Insurance. "We compare our performance against a benchmark comprised of index returns in the various asset classes. On this basis, we were about 2.5 per cent above the benchmark return for the year."

Market volatility has been the one constant over recent plan years, resulting in three negative returns in the last five years; long-term performance remains solid, however, with returns averaging over 8 per cent over 10- and 15-year periods and over 11 per cent over the last 20 years.

"Unfortunately, the events of Sept. 11 were followed by a series of high-profile corporate collapses caused by accounting irregularities and outright fraud, which resulted in a prolonged crisis of confidence that continues to hamper economic recovery in the U.S.," Forbes says. "Equity markets in September were a disaster, but hopefully markets will bounce back over the ensuing months."

Despite the negative return this year, Queen's retirees will see their pensions increase by a modest 0.76 per cent as a result of the plan's post-retirement indexing formula, which is

based in part on a four-year averaging of investment returns.

Canadian equities are currently managed by three firms: UBS Global Asset Management (formerly Brinson Canada), TD Quantitative Capital (on a passive basis), and Burgundy Asset Management. Canadian bonds are managed by UBS Global, TD Quantitative Capital (on a passive basis), and Addenda Capital. Foreign equities continue to be managed by AllianceBernstein and Wellington Management Company. Assets at the end of August were approximately \$944 million. The Pension Committee is considering

the possibility of further diversification in the assets.

The return of -1.9468 per cent will be reflected in the account balances and projected pensions of all plan members. This information will be included in the individual pension statements that will be distributed by December 2002. The annual general meeting for plan members will be held Wednesday, Dec. 4 from 1:30 pm to 3:30 pm in Ellis Auditorium.

Pension plan members seeking more information can call the Department of Pensions, Investments and Insurance at 533-6414.

Queen's to install new chancellor at fall convocation

continued from page 1

Josef Sudek, Man Ray and Alfred Eisenstadt.

Under Mr. Teitelbaum's leadership, the AGO has become the central repository of works by such Canadian contemporary artists as Betty Goodwin, Paterson Ewen and Greg Curnoe.

In 1996, he spearheaded a graduate research partnership between the AGO and Queen's University, the first of its kind in Canada. In 2001, he created the first permanent archival position in a Canadian art museum.



Matthew Teitelbaum

Recently, Mr. Teitelbaum brought together the AGO, private art collector Ken Thomson and the governments of Canada and Ontario to make possible a new art museum that will be home to the Thomson Collection, the finest gathering of Canadian and European art formed by a Canadian in more than 100 years.

Mr. Teitelbaum will receive his honorary degree on Thursday, Oct. 31 at 9:30 am.

Julian H. Porter, Q.C. has appeared in the past 49 years before all levels of court, in every kind of civil, commercial and criminal proceeding.

His litigation experience includes: the Walker Brothers v. CTV libel case, which led to huge damages; the Patti Starr inquiry; the Reichmann family v. *Toronto Life* libel case; and Tony Clement v. Dalton McGuinty. Lexpert recognizes him as leading counsel in the law of defamation; he is co-author of the law text entitled *Canadian Libel Practice*.

Mr. Porter was counsel to the College of Physicians and Surgeons of Ontario for 20 years and has appeared as counsel in numerous Royal Commissions. He occupied the Mulvain Chair of Advocacy at the University of Calgary, is a Bencher of the Law Society of Upper Canada and a

member of the American College of Trial Lawyers. He has also recently been appointed to the Ontario Judicial Council and the committee that reviews judicial appointments to the Superior Court of Justice.



Julian H. Porter

Appointed to the Toronto Transit Commission in 1977, he served as chairman from May 1979 to February 1987.

Mr. Porter will receive his honorary degree on Oct. 31 at 9:30 am.

Angela Hewitt has been hailed as "the pre-eminent Bach pianist of our time" (*The Guardian*, London, 2001).

Born into a musical family, Ms. Hewitt began her piano studies at the age of three, performing in public at four. At five, she won her first scholarship. She also studied violin, recorder, singing, and classical ballet. At nine, she gave her first recital at Toronto's Royal Conservatory of Music, where she studied from 1964-73. Ms. Hewitt then studied with the French pianist Jean-Paul Sevilla at the University of Ottawa.



Angela Hewitt

In 1985, she triumphed in the Toronto International Bach Piano Competition. In 1994, she embarked on a 10-year project to record all the major keyboard works by

Bach, a series which has been called "one of the record glories of our age" by London's *Sunday Times*.

Dedicated to keeping "live music" alive, she is a founding member of Piano Six, a project involving six Canadian pianists who take music to the rural communities of Canada.

Earlier this month, Ms. Hewitt won the National Arts Centre Award as part of the Governor General's Awards for the Performing Arts. Ms. Hewitt, who lives in London, England, will receive her honorary degree at 2 pm on Thursday, Oct. 31.

Sadako Ogata, the United Nations High Commissioner for Refugees since 1991, has a longstanding commitment to human rights issues, as well as an exceptional knowledge of diplomatic history and international relations.

From 1982 to 1985 she was Japan's representative to the UN Commission on Human Rights, and in 1990 she served as the Independent Expert to the UN in examining the human rights situation in Myanmar (Burma). She has also served as UN Minister to the Permanent Mission of Japan, Envoy Extraordinary and Minister Plenipotentiary.



Sadako Ogata

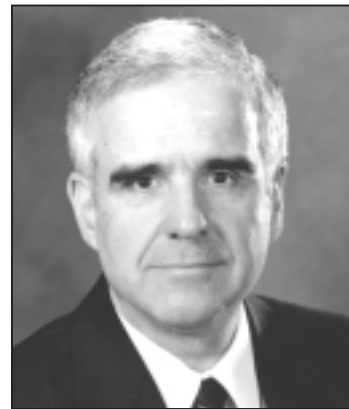
Dr. Ogata received her PhD from UC Berkeley's Department of Political Science in 1963. Since 1980, she has been a professor at the Institute of International Relations at Sophia University in Tokyo, and from 1987-88 she served as its director. In 1989 she was named the university's Dean of the Faculty of Foreign Studies.

She has published a number of books and articles on diplomatic history and international relations. Among her works are *Defiance in Manchuria: The Making of Japanese Foreign Policy,*

1931-1932, and Normalization with China: A Comparative Study of U.S. and Japanese Processes.

Dr. Ogata receives her honorary degree on Friday, Nov. 1 at 9:30 am.

Balfour Michael Morgan Mount, a medical graduate of Queen's University, has taken a leading role in the enhancement of palliative care.



Balfour Mount

In addition to research and teaching programs, Dr. Mount's pioneering initiatives have included a home care service; a consultation program to the acute care wards of the McGill teaching hospital; a geographically separate ward, the palliative care unit; and a bereavement follow-up program. He was founding director of The Royal Victoria Hospital Palliative Care Service in 1974/75; the *RVH Hospital Manual On Palliative/Hospice Care* has since become a guide for program development internationally. In 1991 Dr. Mount was founding director of the Palliative Care Division of the Department of Oncology at McGill, and in 1999 he initiated the McGill Programs in Integrated Whole Person Care.

Chairman of McGill's biennial International Congresses in Care of the Dying, Dr. Mount is the author of 130 publications and has participated in the production of 18 teaching films and audiotapes on oncology and palliative care.

He is a Member of the Order of Canada, and a recipient of the American Academy of Hospice and Palliative Medicine Lifetime Achievement Award, as well as the Canadian Palliative Care Association 2000 Award of Excellence.

He will receive his honorary degree on Friday, Nov. 1, at 2 pm.

IN BRIEF

Julian Barling to speak at QUSA meeting set for Oct. 24

Queens University Staff Association holds its general meeting this Thursday, Oct. 24 in the McLaughlin Room in the JUC.

Guest speaker is Julian Barling of the School of Business who will speak on How leadership can make a difference in peoples' lives — theirs, and the people who report to them.

Deadline fast approaching for winter term textbook adoptions

To date, The Campus Bookstore has only received 36 per cent of the expected textbook adoptions for the winter term.

For those instructors who have not already done so, it's as simple as a mouse click away. Visit www.campusbookstore.com and click the Faculty & Staff link to submit book adoptions. For details, call ext. 74999 or email frontdesk@campusbookstore.com.

Helen Cooper to discuss Early Years Program

Former mayor and Queen's alumna Helen Cooper will be at the Ban Righ Centre Tuesday, Oct. 22 at noon to discuss The Early Years Project: Getting off to a Good Start.

Now a project consultant, Ms. Cooper will speak about the project's mandate, its history, the provincial plan for Early Years, and Kingston's needs and goals.

All are welcome. The Ban Righ Centre is located at 32 Queen's Cres.

IN BRIEF

What's next for the NDP?



Former NDP leader and Queen's Skelton-Clark fellow Ed Broadbent will speak on The Future of the NDP: Radical or social democratic? on Wednesday, Oct. 23, in E229 Mackintosh-Corry, 2:30 pm. His talk is presented by the Department of Political Studies.

Art, Classics host speakers

Jeremy Rossitor of the University of Alberta will speak on Bodies in the Bath-House: University of Alberta Excavations at Carthage, Tunisia (1994-2000) this Wednesday, Oct. 23 at 7 pm in Watson Hall room 517. All are welcome to attend.

Art, Art Conservation and Classics host Susan Mossman Curator (Materials Science) at the Science Museum in London, UK as visiting scholar. She will present three lectures during her stay. On Wednesday, Oct. 30 at 12:30 pm she will speak on Mycenaean Lead in Kingston Hall, room 201. That evening at 7, she will deliver a talk on Early Materials in Watson Hall, room 517. On Thursday, Oct. 31, at 11:30 am in Kingston Hall, room 304, she will speak on Plastics at the Science Museum.

Retiring physiologists honoured

An international slate of researchers will discuss topics ranging from sleep apnea to arresting asthma in mice, at a cardio-respiratory symposium, scheduled for Saturday, Oct. 26 from 1 to 4 pm in Etherington Auditorium. The symposium is being held in honour of the retirements of Christopher Chapler and Donald Jennings, both of the Department of Physiology.

Dinner, a roast and reception will follow that evening at 6 pm at the Holiday Inn. For details and dinner reservations, contact Cheryl King-VanVlack, kingce@post.queensu.ca.

Visiting artist presents talk

Artist and art educator Tom Henderson who specializes in large-scale painting, drawing and sculptural work is visiting the Art department this week. He will present a public slide lecture on Wednesday, Oct. 23 at 3 pm in room B201 Mackintosh-Corry Hall. The processes he uses include welded steel, constructed wood, cast bronze and mixed media. While much of Professor Henderson's work derives from the figure and falls within traditions of modernism and abstract expressionism, his current work expands to utilize material from the everyday and is presented as installation. He recently retired from Mount Allison University, Sackville NB after 25 years. For details on Professor Henderson's visit con-

tact Kathleen Sellars, 533-6000, ext. 77338 or at sellarsk@post.queensu.ca.

European Parliament rep visits campus



Neil MacCormick, currently on leave from the University of Edinburgh as the representative for Scotland in the European Parliament in Brussels, will be spending a week (Oct. 20-27) at Queen's as part of the Principal's International Visitor Program. This is his third visit to Queen's. In 1981, he delivered the Corry Lecture and gave a paper at the Philosophy Department's weekly colloquium. In 1996, he was the recipient of an honorary LL.D at Spring Convocation. In addition to appearances at faculty and graduate seminars in Law and in Philosophy, Professor MacCormick will deliver two public lectures. On Monday, Oct. 21 he will speak on Intellectual Property (12.30 pm Room 201, Macdonald Hall). His lecture on Thursday, Oct. 24 (Watson Hall, Room 517, at 7.30 p.m.) is entitled On the Very Idea of a European Constitution. Those wishing further information on his schedule should contact Alistair Macleod, ext.74069 or at macleoda@post.queensu.ca.

Out, out damn spot

The Drama department presents Shakespeare's Macbeth with guest director Daryl Cloran. The show takes place in the Rotunda Theatre in Theological Hall and runs Oct. 31 to Nov. 5 and again from Nov. 5 to Nov. 9 at 8 pm. Matinees take place Nov. 2 and 9 at 2 pm. Tickets are \$10 and \$8 for students and seniors. For details call 533-2104 or check the website at www.queensu.ca/drama

Pondering an MBA?

Career Services invites those wondering about options after graduation to a nine-university MBA Fair Thursday, Oct. 31 from 10 am to 1 pm at the John Deutsch University Centre. For details, see www.careers.queensu.ca.

Lock your bike securely

Bike thefts on campus are increasing, says Campus Security. A total of 34 bike or bike part thefts have been reported in 2002 - several of them since Sept. 1. Owners are urged to lock the frame of their bike, and wheels if possible, securely to bike racks with a Kryptonite or other good quality lock, since cables can be cut with bolt cutters. Report suspicious activity to Campus Security at 533-6111 or using the nearest blue light emergency phone. www.queensu.ca/security/

UMBRELLA FASHIONS



CELIA RUSSELL

Plaid appears to be the pattern of choice amongst students waiting for the bus on University Avenue last week. With the balmy days of September now a distant memory, the cooler weather brings with it the reality of midterms and essay deadlines.

NEWS and MEDIA 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.

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Academic Appointments

Faculty of Health Sciences

Joy Y.M. Wee, Department of Physical Medicine and Rehabilitation (Oct. 01, 2002).

Committees

Headship Review, Department of Physical Medicine and Rehabilitation

Dr. Karen Smith's present term as Head of the Department of Physical Medicine and Rehabilitation ends June 30, 2003. Dr. Smith is eligible for reappointment. The procedure to be followed in reviewing the Headship of the Department of Physical Medicine and Rehabilitation is the Modified Reappointment Process for Heads of Clinical Departments in the Faculty of Health Sciences that was approved by Senate Sept. 28, 1995 and last revised in July 2001. In accordance with this document, a group has been formed to review opinions received on the support for the reappointment of Dr. Smith as well as the present state and future prospects of the Department. Members are:

Dr. Walter W. Rosser Family Medicine, Dr. John Fisher, Associate Dean, Academic Affairs, Faculty of Health Sciences, Dr. Matthew Faris, Physical Medicine and Rehabilitation, Linda Ann Daly, Kingston General Hospital Board member, Dr. Alan F. Cruess, Medical Director, Hotel Dieu Hospital, Cathy Dunne, President and Chief Executive Officer, Providence Continuing Care Centre, Dr. David Walker (chair), Dean, Faculty of Health Sciences and Heather Miller (secretary), Faculty of Health Sciences/.

All members of the University/health sciences community, faculty, staff and students who wish to comment regarding the Headship of the Department of Physical Medicine and Rehabilitation should do so in writing to the Chair by Tuesday, Nov. 22, 2002.

Staff Appointments

Education Assistant, Department of Oncology 2002-89

Micheline Primeau-Foley

Custodian, Queen's University Residences 2002-97

Fred White (PPS)

Custodian, Queen's University Residences 2002-98

Robert DeMetro

(Queen's University Residences)

Custodian, Queen's University Residences 2002-99

Trent Bauml

(Queen's University Residences)

Thesis Coordinator, School of Graduate Studies & Research 2002-102

Rose Silva

(Department of Biochemistry)

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. 29, 2002 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 program, 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 positions, apply in writing to **Patti Evaristo** in Human Resources.

Network Communications Technician Information Technology Services 2002-117

Major Responsibilities: install, operate and maintain campus data networking services (e.g. routers, switches, hubs, modems, PC's, wire distribution systems, fibre optic transceivers); perform customer-based service activation tasks (i.e. client-side field installations, loop testing and repair, cross-box and pedestal cross connects, inside wiring, and NIC/modem/configurations); troubleshoot network and equipment problems; use telephone/data test equipment, digital meters and computer based craft interface systems to perform installation and maintenance duties; maintain records of communications and networking installations.

Requirements: Ontario C.A.A.T. two-year Electronics Communications diploma or equivalent; two years of practical experience in computer communications and maintenance; demonstrated technical expertise in all aspects of computing and electronic communications systems hardware, software operating systems, technical problem resolution; knowledge of the functions and

processes of computing at the university; continual upgrading of skills by attending seminars and courses; knowledge of BICSI standards, networking protocols, operating systems and standards (i.e. EIA RS232, SNMP, TCP/IP, IEEE 802.3, Novell Netware, Ethernet, DOS, Windows 9x/NT etc.); working knowledge of limited distance data-circuit standards and colour codes.

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

Tentative Hiring Salary Range: \$32,719 - \$38,936

Points: 223

Computing Systems Technician, Information Technology Services 2002-118

Major Responsibilities:

repair/maintain computer systems, associated peripherals and printers; re-image loaner laptops; install upgrades and associated software; test new systems and upgrades; document all work done in Micro Repair database and ensure database is up-to-date; handle daily financial transactions at counter; handle the input/output of computers; loan laptops and monitors; handle walk-in and telephone traffic and provide first line support; give advice on upgrades.

Requirements: Ontario C.A.A.T. two-year Electronics Technology diploma or equivalent; A+ certification; proven experience in a customer relations environment; ability to deal with customers in a professional manner; ability to prioritize work and meet deadlines; knowledge of commonly used software throughout the Queen's campus in order to aid users and for problem determination; ability to determine priorities for maintenance activities; continual upgrading of skills by attending seminars and manufacturer's courses.

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

Tentative Hiring Salary Range: \$34,404 - \$40,941

Points: 252

Graduate/Undergraduate Program Assistant Biochemistry 2002-119

This is a three-year term appointment.

Major Responsibilities: perform administrative support duties such as initiating and drafting correspondence, scheduling meetings and assisting in preparation of reports; administer student contracts and coordinate payments; monitor status of applicants to graduate program; advise faculty and students on funding opportunities, university degree requirements and policies and procedures; organize oral comprehensive exams and defences; prepare exams/schedules and assist faculty with the recording of marks for the undergraduate program; distribute and collect course evaluations; collect and prepare statistics for both the graduate and undergraduate program; provide secretarial support for the graduate program chairperson.

Requirements: two-year post-secondary secretarial program; six months to two years of relevant work experience; consideration will be given to the equivalent combination of education and experience; good oral and written communication skills; excellent organizational skills; ability to work well independently; ability to maintain strict confidentiality; proficiency with WordPerfect, QuattroPro and Excel; familiarity with PCICS and GQL an asset.

Minimum Hiring Salary: \$30,754

Salary Grade 5 – ADMG5

Building Supervisor Faculty of Education 2002-120

Major Responsibilities: manage the day-to day operations of physical resources at Duncan McArthur Hall; ensure all classrooms are operational; supervise three special needs staff in the mail room and co-ordinate the timely delivery of mail; oversee all shipping and receiving; arrange quotes for building renovations; act as the faculty communications representative and assume responsibility for all telecommunications issues; book Faculty space, furniture and equipment; manage the set-up and take down for activities; assist with all building safety and security matters.

Requirements: one year of post-secondary education in office organization or business procedures; proven experience working with special needs staff an asset; several years of similar related experience in a financial/administrative position in a university environment considered an asset; superior interpersonal and communication skills; sensitivity and tact when dealing with special needs individuals; excellent organizational and prioritizing skills in order to meet deadlines; ability to work both independently and in a team environment; proficiency with a variety of computer programs including File Maker Pro, Word, Excel and Eudora; willingness to learn new software as required.

Minimum Hiring Salary: \$30,754

Salary Grade 5 – ADMCSS

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

Administrative Coordinator International Programs Office 2002-121

Major Responsibilities: report to the Director; assist with the development, implementation and management of the initiatives and programs for the International Programs Office (IPO); coordinate the dissemination of information on the International Study Centre (ISC), study abroad and exchanges for the Faculty of Arts and Science; serve as main communicator with faculty, staff and external organizations; supervise Office Assistant and other management responsibilities when required; provide support to the Director with the IPO budget; oversee management and reconciliation of office account;

monitor academic programs offered at the ISC; coordinate the recruitment of ISC instructors; participate on several committees.

Requirements: university degree combined with several years of related experience; proven leadership ability and experience working in a team environment; consideration will be given to an equivalent combination of education and experience; strong organization, analytical, problem-solving and interpretive skills; experience organizing and coordinating events an asset; excellent communication and interpersonal skills; willingness to provide back-up reception and office administration duties; familiarity with financial and accounting practices; knowledge of university and faculty policies, procedures and regulations an asset; broad range of knowledge and aptitude for computer-based information systems; excellent word processing skills; familiarity with spreadsheet and database applications; knowledge of university-based systems an asset; international or intercultural experience an asset.

Minimum Hiring Salary: \$39,548 Salary Grade 7 – ADMSF7

Program Administrator School of Industrial Relations 2002-122

Major Responsibilities: report to the Director of the School; administration of the Master of Industrial Relations (MIR) program including student admissions, program promotion, academic and non-academic counselling to MIR students; foster alumni relations and organize fund-raising for the school; coordinate MIR orientation and registration, including course scheduling and counselling; act as secretary to the faculty board; maintain student records, student relations, and liaison with the School of Graduate Studies and other schools and departments associated with the program, faculty and IR community; coordinate course evaluation and job placement activities; prepare the SIR Newsletter, maintain the website and organize occasional conferences.

Requirements: undergraduate degree in one of the social sciences or related field; experience and/or knowledge of industrial relations/human resource management preferred; consideration will be given to an equivalent combination of education and experience; familiarity with Queen's essential; excellent communication, interpersonal, organizational and administrative skills and a capacity to meet deadlines; good marketing and public relations skills; high degree of initiative and independence and the capacity to work with minimal direction; knowledge of computer systems and database software; excellent writing skills.

Minimum Hiring Salary: \$39,548 Salary Grade 7 – ADMSF7

Senior Secretary School of Industrial Relations 2002-123

Major Responsibilities: report to the director of the school; provide support to several faculty

members; liaison with students and alumni; assist with the coordination of job placement activities; maintain supplies and equipment for the school; assist the program administrator in various activities related to the MIR program; other duties as requested.

Requirements: one year of post-secondary training in business administration practices; previous relevant experience in an office/service environment desirable; consideration will be given to an equivalent combination of education and experience; strong computing skills (Word, Excel, PowerPoint); good interpersonal, communications and public relations skills; excellent organizational/planning skills.

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

Employee Development

To register or for details, contact the Human Resources department at ext. 32070 or email hradmin@post.queensu.ca

Transgender: The Road to Inclusivity

This interactive workshop will be aimed at staff for whom the area of transgender issues and working with members of the transgender/transsexual community is relatively new. The presenters will assist participants in exploring the issues that tg/ts community members face, with a view as to how their needs might be addressed. This workshop is an opportunity to share knowledge and help participants develop a plan for making their office more welcoming and inclusive of tg/ts students.

Led by Julie Darke, Human Rights and Bonnie Livingstone, Residences.

Wednesday, Oct. 23, 10 am to noon.

Dealing with Difficult Behaviours

Learn how to handle difficult behaviours with tact and skill. Discover coping strategies for dealing with 'know-it-alls', 'exploders', 'stallers' and other challenging types. Develop techniques for finding workable solutions.

Led by Judith Wilson, Training Consultant.

Thursday, Oct.31, 9 am to noon.

Other Positions

Data Manager/Co-ordinator School of Physical and Health Education

Applications are welcome for a part-time (14-hour-per week) position for a three-year research project. Starting date is Dec. 1 and salary is commensurate with qualifications and experience. Applicants should have excellent organizational skills, a working knowledge of data base management, word processing and presentation software and excellent interpersonal skills.

Submit applications with a resume by Nov. 1, 2002 to Dr. Peter Katzmarzyk, School of Physical and Health Education, Queen's University, Kingston ON, K7L 3N6, or email katzmarz@post.queensu.ca. For questions call 533-6000 ext. 75210.

Laboratory Technologist, Department of Microbiology and Immunology

A full-time contract position for a laboratory technologist in molecular virology is available. The appointment is for one year with the possibility of renewal.

The research project focuses on studying the mechanisms of DNA replication, gene regulation and host range determination of baculovirus. The duties include maintenance of cell cultures and media, purchasing of materials and supplies, and performing experiments in molecular virology under the direction of the principal investigator. Other responsibilities include tasks such as maintenance of inventory records, maintenance of equipment, and ensuring proper adherence to laboratory safety regulations by all lab personnel. Requires a post-secondary degree in biotechnology or biologic science. Experience working with cell cultures is essential while experience in working with viruses and recombinant DNA, including cloning, gene expression and protein purification would be a definite asset. An ability to perform multiple tasks at the same time, to keep accurate records of experimental procedures, and a willingness to assist undergraduate and graduate students in their research programs would also be beneficial attributes.

Salary: \$30,754 (Queen's Salary Grade 5). Apply in writing with the names and contact addresses of three references to: Dr. Eric Carstens, Department of Microbiology and Immunology, Botterell Hall, Queen's University, Kingston, ON K7L 3N6. Fax: 613 533-6796.

In Remembrance

C. Kenneth Rush
(Aug. 13, 2002)
Member of Queen's community since Sept. 1, 1963

Graham B. Kehoe
(Aug. 29, 2002)
Member of Queen's community since Oct. 7, 1963

Jeffery W.H. Johnson
(Aug. 30, 2002)
Member of Queen's community since Sept. 1, 1971

Jacke E. Hogarth
(Aug. 26, 2002)
Member of Queen's community since Sept. 1, 1959

Malcolm C. Urquhart
(Sept. 7, 2002)
Member of Queen's community since Nov. 12, 1945

Donald P. Harris
(Sept. 8, 2002)
Member of Queen's community since July 1, 1970

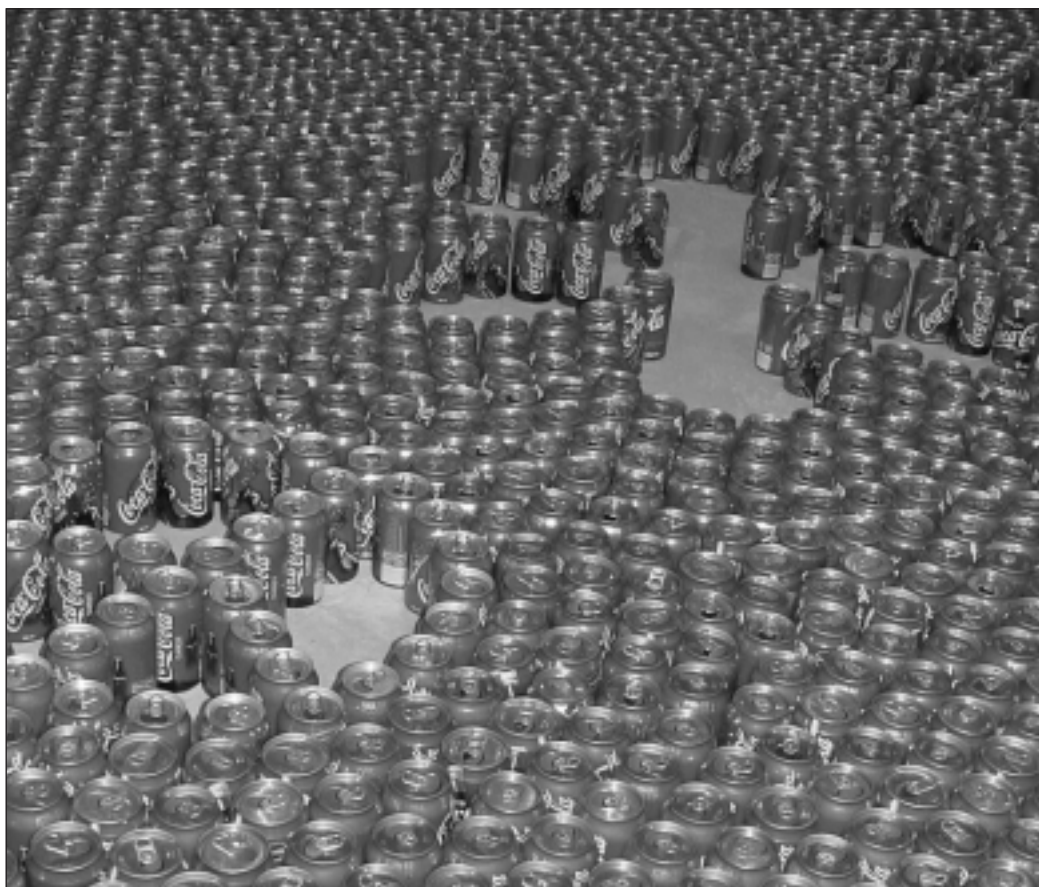
Almeria Natansohn
(Sept. 10, 2002)
Member of Queen's community since July 1, 1987

Ronald Greenwood
(Sept. 12, 2002)
Member of Queen's community since Sept. 1, 1967

Edward R. Wood
(Sept. 16, 2002)
Member of Queen's community since October 12, 1965

Frances Samwell
(Sept. 30, 2002)
Member of Queen's community since July 19, 1966

A SOFT DRINK SEA



CELIA RUSSELL

This is a detail of Mindy Yan Miller's exhibit called drop out. Constructed entirely of soft drink cans, it forms part of the Better Worlds exhibit ending Oct. 27 on display at the Agnes Etherington Art Centre.



Increase your performance.
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Awards and Grants

Faculty of Health Sciences internal funding opportunities

The Harry Botterell Foundation supports research in the neurological sciences up to \$10,000. The Garfield Kelly Cardiovascular Research and Development Fund supports basic or clinical studies in cardiovascular function in health or disease up to \$5,000. The Violet Powell Research Fund supports research in encephalitis. Awards normally do not exceed \$5,000.

Applications for these competitions should be submitted on

the Faculty of Health Sciences application form to the Office of Research Services. Forms and terms are available from the Office of Research Services, Room 301 Fleming-Jemmett (36081) or at www.queensu.ca/vpr/internal.htm. Deadline: Nov. 2, 2002.

Ontario Thoracic Society/Ontario Lung Association

Queen's Respiratory Group invites applications for Respiratory research in basic and clinical fields. The funds are mainly intended for use as SEED money for pilot projects, but are also available for interim funding.

Forward applications by Wednesday, Oct. 30. The maximum research grant is \$10,000. For information contact Dr. D.E. O'Donnell, Kingston General Hospital, 102 Stuart Street, 548-2339.

The William M. Spear Endowment Fund for Pulmonary Research

June 1, 2002 marked the first awards offered due to the generosity of The William M. Spear Endowment Fund for Pulmonary Research at Queen's University. The fund was established through a bequest from the late William M. Spear, M.D. 1927, in memory of Bruce Hopkins. Dr. William M. Spear completed his medical training at Queen's and subsequently completed training as a pulmonary physician. Dr. Spear was influenced by Dr. Hopkins, a well-known Kingston physician dedicated to the treatment of lung disease. The first recipients of this endowment include John Fisher (Physiology), Michael Fitzpatrick (Medicine), Lutz Forkert (Medicine), Poh-Gek Forkert (Anatomy and Cell Biology), Steve Iscoe (Physiology), Diane Loughheed (Medicine), Dennis O'Donnell (Medicine) and Larry Wolfe (Physical and Health Education).

The Richard K. Start Memorial (Respiratory Diseases) competition will be administered with the Spear endowment competition, with grants in the \$10,000 to \$20,000 range. For details, call Research Services, ext. 36081 or see www.queensu.ca/vpr/internal.htm.

Deadline: Nov. 30.

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 pm

(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
Faculty of Education

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 email smithma@post.queensu.ca prior to Oct. 18, 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 committees need members


Academic Procedures, Internal Academic Review, Orientation Activities Review Board and University Promotions. Apply now on line at www.queensu.ca/secretariat/senate/vacancy/, call 533-6095, or visit B400 Mackintosh-Corry Hall.

Senate meeting

Thursday, Oct. 24, 2002, 3:30 pm, Hand Purvis Room, 213 Dunning Hall.

Note: Tributes will be read to the late Jacke Hogarth, Ken Rush and Mac Urquhart at the beginning of the meeting.

- I Opening Session
1. Adoption of Agenda
2. Adoption of the Minutes of the Meeting of Sept. 26 2002 (enclosed)
3. Business Arising from the Minutes
4. Principal's Report
 - a) Research Report
 - b) Board of Trustees Meeting October 4/5, 2002
 - c) OU Meeting, October 18, 2002 (oral report: Academic Colleague)
 - d) Interim Report on Enrolment (oral report: University Registrar)
 - e) Campus Plan 2002
 - f) Other
- II Question Period
 1. From Laura Murray, Faculty Senator from Arts and Science, regarding the content of Research Reports to Senate. Oral response to be provided by Kerry Rowe, Vice-Principal (Research)
- III Reports of Committees
 1. Operations Review
 - a) Revisions to the Terms of Reference of the Aboriginal Council
 - Revisions to the Composition of the Senate Orientation Activities Review Board
 2. Academic Procedures
 - a) Pre-Exam Study Period
 3. Academic Development/Budget Review
 - a) Proposal to Establish the Bracken Chair in Genetics and Molecular Medicine
 - b) Proposal to Establish the Connell Professorship in Palliative Care Medicine
 4. Budget Review
 - a) Annual Report 2001 - 2002
 5. Nominating
 - a) Elections
 - b) Search Committee to Select the Next Principal
 6. University Council on Athletics
 - a) Annual Report 2001-2002
- IV Reports of Faculties and Affiliated Colleges
 - None Received
- V Motions
 - None Received















Editing and Proofreading

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For news and information between issues of the Gazette, be sure to check Campus News on the News Centre page daily.

VI Communications
Report of the SCAD Sub-Committee on the Training of Teaching Assistants at Queen's University – Recommendation #4

VII Matters Referred to Standing Committees

- 1. Annual Report of the Aboriginal Council of Queen's University (ACQU), 2000-2001 and 2001-2002**
 [referred to Senate Educational Equity Committee (SEEC)]
- 2. Proposal to Establish the Human Mobility Research Centre (HMRC) as a University Centre** [referred to Senate Committee Academic Development Committee and the Senate Budget Review Committee (SCAD/SBRC)]

VIII Other Business

IX Closed Session
Georgina Moore
 Secretary of the Senate

Internal Academic Reviews

Suzanne Fortier, Vice-Principal (Academic) and Chair of Senate's Internal Academic Review Committee, announces the names of consultants and review team members for the internal academic reviews to be conducted in the coming year.

Biology
 Consultants: Ronald Hoy, Department of Neurobiology & Behavior, Cornell University; Judith

Myers, Associate Dean of Science, University of British Columbia. Review Team: Albert Clark, Biochemistry; Kim Hellemans, graduate student, Psychology; Linda Horton, Human Resources; Hok-Lin Leung, Urban Planning; Elizabeth Love, undergraduate student, Geography; Ian McKay, History (Chair); Rowland Tinline, Geography & GIS.

Philosophy
 Consultants: Joan Callahan, University of Kentucky; James Young, University of Victoria. Review Team: Dorothea Blostein, School of Computing; Sean Burgess, graduate student, English; Terrie Easter Sheen, Women's Studies; Lindsey Higgs, undergraduate student, Political Studies; Kathleen Lahey, Law; François Rouget, French Studies; Martin Schiralli, Education (Chair).

Psychology
 Consultants: Martin Sarter, Ohio State University; Janet Werker, University of British Columbia. Review Team: Peter Aston, Microbiology and Immunology; Robert Burge, Information Technology Services; Jaclyn Cockburn, graduate student, Geography; John Holmes, Geography; Wendy Pentland, Rehabilitation Therapy (Chair); Kealey Syme, undergraduate student, Economics; Virginia Walker, Biology.

Nursing
 Consultants: Phyllis Giovannetti, University of Alberta; Joan Shaver, UIC College of Nursing, University of Illinois at Chicago. Review Team: TBA

Members of the university community wishing to provide comment on any of these units are invited to do so, in writing, to the Chair of the Review Team. If there is no Chair designated, please send comments to the dean of the relevant faculty. Deadline: Nov. 18, 2002.

Notices

Lump sum additional voluntary contributions due by Nov. 15.

Members of the Queen's Pension Plan (QPP) with pensionable earnings under \$85,000 will have the opportunity to make a single, lump sum additional voluntary contribution (AVC) to their pension accounts in November.

Plan members who are currently making monthly AVCs by payroll deduction should receive a memorandum this week from the Department of Pensions, Investments and Insurance setting out the maximum lump sum contribution that they are entitled to make (please note, however, that in order to avoid over-contribution problems, only members whose estimate is in excess of \$200 will be notified).

Members who are **not** making AVCs in 2002 but who would like to make a lump sum contribution in November should contact the Pensions Office (36414) for an individualized calculation setting out their AVC limits for 2002.

The deadline for returning completed forms and a cheque to the Compensation Unit of Human Resources is **Nov. 15, 2002** (Cheques may be postdated to Nov. 30, 2002). Note that contributions received after this date will not be accepted.

For more information on AVCs and how they impact RRSP contribution limits, please visit the Finance Group web site off the administration section of the Queen's homepage, www.queensu.ca.

PhD examinations

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

Thursday, Oct. 24
Dennis Hore, Chemistry. Optical Investigations of Photoinduced Ordering in Azo Polymers. Supervisor: P. Rochon. 528 Chernoff Hall, 10 am.

Surplus Items

- Stauffer Library offers for sale:**
 6 boxes – Elastics, 73R
 1 box – Address labels, laser
 4 boxes – Yellow & pink highlighters
 1 box – Overhead Transparency Film
 3 boxes – File folders, red
 5 boxes – Binders, 2", dark blue and gray
 2 boxes of 25 – Hanging folders, red
 2 pkgs/5 – Pads, paper, quad, white
 1 box – Fold back binder clips
 1 box/12 plus 3 – Pen refills

For information or to view call Janet White, ext. 32513 Submit sealed bids marked "Stauffer Library" to Fran Lanovaz, Purchasing Services by 4 pm on the Monday after this issue. Mark bids "Confidential."

Queen's University is not responsible in any way for the condition of any item(s) it has made available nor for any 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

Arm pain study
 A School of Rehabilitation therapy study is looking for people with pain, numbness or tingling in the hand, wrist or forearm that interferes with employment or studies. You will be compensated for your time. Please contact Sarah at 549-6666, ext. 4348 for more information.

Asthma study
 Males and females age 12 - 65 with asthma are needed to participate in new asthma research by Dr. D. Loughheed, Department of Medicine, Queen's University. One visit to Kingston General Hospital will be required. Participants will be compensated for their time and travel expenses. Details: Sheryl, at 549-6666, ext. 2645.

Osteoarthritis study
 A Queen's/KGH research study needs subjects with osteoarthritis of the hip to evaluate a new treatment. Subjects will be reimbursed for their parking expenses. Volunteers need to have an x-ray diagnosis and symptoms of pain and stiffness for at least six months. 533-6896.

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 Hooley
 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.



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Queen's
Bright Ideas
Energy and water conservation tips

Personal Space
 Did you know ~ space heaters typically use 750 watts of electricity on slow speed - enough power to light three offices. Although this may be difficult in drafty areas, reducing their use saves significant amounts of electricity.

Investigate the alternatives - call FixIT (Ext. 77301) and have someone check into why your area is cold.



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Art

The Agnes Etherington Art Centre
University Avenue

Ongoing exhibitions – Contemporary Feature Gallery, Better Worlds to Oct. 27 (Crack Nov. 16 – Feb. 9); Samuel J. Zacks Gallery, Learn Well and Progress Daily: Posters from the Chinese Cultural revolution to Oct. 27 (Jocelyn Purdie: Fortified Nov. 9 – Jan. 19). 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 to July 20, 2003.

Events

Contemporary Clay Forms, opening reception, Wednesday, Oct. 23, 4 pm.
Tours: Sundays at 1:15 pm; Third Thursday each month 12:15 pm.
Nov. 3: Family programs, 1:30 – 4:30 pm.
Nov. 14: Agnes Art Bus, Voyage Into Myth – Gauguin to Matisse at the Art Gallery of Ontario. Reservations and information: Mavis Goodman 542-5743 or Janet Hardy 549-8002. www.queensu.ca/ageh/

Union Gallery

Yesnomaybeso. Melinda Richka and Justin Lee. Oct 29 - Nov 19. Up Close and Personal, silent auction. Details of famous works have been reproduced on mini-canvases and will be on display and available for auction from

Tuesday, Oct. 15 to Friday, Nov. 29 at the gallery. Call 533-3171 for information or preview the canvases at uniongallery.queensu.ca.

Conferences

Four Directions Aboriginal Student Centre hosts fourth annual Aboriginal Studies Symposium, Nov. 16 and 17, 202 Policy Studies. For further information or for a schedule of events please contact Norman Shields, Symposium Coordinator, 533-6970, by fax at 533-6272, or email at nat-sym02@post.queensu.ca.

Drama

The Drama department presents Macbeth by William Shakespeare. Guest director Daryl Cloran. Rotunda Theatre, Theological Hall. Oct. 31 – Nov. 2 and Nov. 5 – 9 at 8 pm, Matinees Nov. 2 and 9, 2 pm. Tickets \$10; \$8 students/seniors. Ticket information 533-2104. www.queensu.ca/drama

Music

For a complete listing of the School of Music concert series, see www.queensu.ca/music.

Thursday Oct. 24

Performing Arts Office
International Chamber Music Festival, Trio Lyra, with Erica Goodman, harp, Mark Childs, viola and Suzanne Shulman,

flute, premiering a new Ontario Arts Council commissioned work by Marjan Mozetich. Grant Hall, 8 pm. Tickets: 533-2558.

Saturday Oct. 26

School of Music in cooperation with ORMTA (Kingston)
Piano Master Class with Stephane Lemelin. 124 Harrison-LeCaine Hall, 12:30 pm. Free.

Wednesday, Oct. 30

Performing Arts Office
Pianist Angela Hewitt, on the occasion of the award of an honorary degree. Grant Hall, 8 pm. Tickets: 533-2558.

Thursday, Oct. 31

School of Music
Mosaic, a concert of contemporary music featuring compositions by Music faculty and students. 120 Harrison-LeCaine Hall, 8:30 pm. Free.

Friday, Nov. 1

School of Music
The Canadian Electronic Ensemble, a live electronic music performance group of international reputation. 120 Harrison-LeCaine Hall, 8 pm. Free.

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

Public Lectures

Monday, Oct. 21

Philosophy
Neil MacCormick, University of Edinburgh and representative for Scotland in the European Parliament, Brussels. Intellectual Property. 201 Macdonald Hall, 12:30 pm. Presented by the Principal's International Visitor Program. MacCormick will deliver two public lectures.

Wednesday, Oct. 23

Art
Visiting Artist Tom Henderson will present a public slide lecture on his work. B201 Mackintosh-Corry Hall, 3 pm.

Political Studies
Ed Broadbent, McGill. The Future of the NDP: Radical or social democratic? E229 Mackintosh-Corry, 2:30 pm.

Thursday, Oct. 24
James Farrow, University of Alabama. The Science of Breath. B143 Botterell Hall, 8 pm.

Philosophy
Neil MacCormick, University of Edinburgh and representative for Scotland in the European Parlia-

ment, Brussels. On the Very Idea of a European Constitution. 517 Watson Hall, 7:30 pm.

Tuesday, Oct. 29

English
R. Radhakrishnan. Theory in an Uneven World. 517 Watson Hall, 2:30 pm.

Wednesday, Nov. 6

2002 Geneva Lecturer
Merold Westphal, Distinguished Professor of Philosophy, Fordham University, New York City. The Religious Uses of Modern Atheism. Ellis Auditorium, 7:30 pm.

Special Events

Thursday, Oct. 24

Queen's University Staff Association general meeting. Guest speaker: Julian Barling, Business. How leadership can make a difference in peoples' lives – theirs, and the people who report to them? McLaughlin Room, JDUC, noon. Refreshments and door prize.

Thursday, Oct. 31

Career Services
MBA Fair, JDUC, 10 am – 1 pm. A list of participating institutions is on the Career Services web site at www.careers.queensu.ca.

Thursday, Nov. 7

Lunch with the 2002 Geneva Lecturer
Postmodern Philosophy and Christian Faith: Friends or Enemies? University Club, 168 Stuart St., 11:45 am. For luncheon reservations or details, call 533-2962, or email geneva@post.queensu.ca.

Courses and Workshops

Ban Righ Centre,
32 Queen's Cres.

Tuesday, Oct. 22, noon
Helen Cooper, consultant, Early Years Centre. The Early Years Project: Getting Off to a Good Start. Ms. Cooper offers unique insight based on her experience and perspectives as former Mayor of Kingston, feminist, mother and community planner.

Friday, Oct. 25, 10 am
Meet Robert Sutherland Visitor Patricia McFadden, sociologist and scholar. Recipient of the Hellman/Hammet Human Rights Prize in 1999, Dr. McFadden has changed the intellectual, social, and political landscape through her life's work. She will talk about the Struggle Against Apartheid and Prospects Under Post-Colonial Regimes in Southern Africa, followed by a question/answer period.

Monday, Oct. 28, 1 – 3 pm
Bon voyage party and open house for Suzi Wong.

Monday, Nov. 4
Positive Space Information Session. Learn how to help make your work or residence space affirming of sexual and gender diversity. This session is open to all staff, students and faculty. Noon-2 pm. To register, go to www.queensu.ca/humanrights and fill out the online application form.

Queen's Institute of Life-long Learning (QUILL)
Sunday Lecture Series, B201 Mackintosh-Corry Hall, 3:30 pm.

Oct. 27: Monty Bourke, Immediate Past Warden, Kingston Penitentiary. Prison Government – Past, Present and Future.

Nov. 3: Steve Lukits, Former Editor, Kingston Whig-Standard. Newspapering – The Kingston Version.



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