

QUEEN'S GAZETTE



Singing 'bout the Jailhouse Blues P3



Following the sun P10



NO STRINGS ATTACHED



STEPHEN WILD

Fourth-year student Julia Ostertag, who is studying developmental studies and geography, participates in a puppetry workshop, Masks, Monsters and Processions, conducted by Gordon Darrall at the John Deutch University Centre last Wednesday. The workshop was part of International Development Week celebrations.

Wanted: More Women Chairs

By CELIA RUSSELL

Queen's needs to adopt a proactive recruitment strategy to attract more top-level female Canada Research Chairs, says Suzanne Fortier, Vice-Principal (Academic).

The lack of female chairs, particularly in the natural sciences discipline, is a big concern and an issue at the national level, she told the Jan. 23 meeting of Senate. Queen's will not be able to meet its objectives under the program without a proactive strategy.

Vice-Principal (Research) Kerry Rowe is scheduled to present a recruitment plan to promote gender diversity at the next Senate meeting on Thursday, Feb. 27.

Gender distribution has been a problem for every university in Canada, Dr. Fortier said in a *Gazette* interview.

"This is not new. From Day 1, Queen's was very concerned about diversity issues with the Chairs program because the pool of qualified female applicants is so small."

Since the program began in

2000, two of Queen's 17 Chairs have been awarded to women – Susan Cole (Pathology, Pharmacology & Toxicology, and Oncology) and the late Almeria Natansohn (Chemistry).

"From Day 1, Queen's was very concerned about diversity issues with the Chairs program because the pool of qualified female applicants is so small."

Suzanne Fortier

Nationwide, the program is doing better recruiting women in the social sciences and medical categories, because the pool of qualified applicants is larger

See CHAIRS: Page 2

University's first exit survey aims to probe the Queen's employment experience

By CELIA RUSSELL

Queen's first-ever employee exit survey will be in place by this summer and aims to make Queen's a better place to work, says University Equity Advisor Mary Margaret Dauphinee.

The survey will be sent to all former university employees, three months after their departure.

"Although Queen's has been doing a good job in some areas

when it comes to hiring people from designated equity groups, many of them were leaving within two years," says Ms. Dauphinee. "We wanted to learn why. In order to stop the revolving door, I suggested the idea of an exit survey to the principal (Bill Leggett), and he replied, 'Let's do it for everybody.'"

The survey, which is awaiting a final review, will be

mailed either electronically or in hard copy form to former employees.

It will ask interviewees for detailed information about the Queen's job climate, about their decision for leaving and whether they got the support they needed to do their jobs. "The goal is to find out what we can do to help retention at Queen's, the equity advisor says.

Former employees have the choice of returning the survey anonymously or signing their name if interested in being contacted for a follow-up interview.

All information will be kept confidential and used only to establish trends, says Ms. Dauphinee.

The survey will be followed by a Senate Educational Equity Committee job satisfaction sur-

vey of visible minority faculty currently on staff, to be launched this fall. Visible minority groups are currently an area where the university is experiencing higher retention problems, she says. This survey will address faculty educational equity only. "I'm hoping that in the future, there will be a similar survey for visible minority staff and students," says Ms Dauphinee.

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Queen's News Centre

Cancer researchers move under one roof

By MEGAN EASTON

Three internationally recognized cancer research groups will soon be under one roof for the first time.

The new \$16.35 million-Cancer Research Institute (CRI), a building designed to facilitate interaction between researchers investigating all aspects of the disease officially opens April 23.

Queen's cancer researchers

have been scattered across campus and the hospitals, and in many cases, in cramped and temporary spaces. Soon, they will only have to walk up or down a flight of stairs to consult their colleagues.

"The institute's five new labs will allow the university's cancer research and training programs to spread out and even expand," says Cancer Research Institute director Dr.

Joseph Pater.

The Cancer Biology and Genetics Division, with about 20 staff, will start to move into the institute at the beginning of March, followed in succession as each moved is completed by the Cancer Care and Epidemiology Division, also with about 20 staff, and the Cancer Clinical Trials Division, with more than 100 staff. Dr. Pater expects the move to be complete by the end

of March.

All the divisions will benefit from the increased space, advanced facilities and multi-disciplinary environment, he says. The Cancer Clinical Trials Division has not had its staff in one location since 1993 and is currently in several old homes on Barrie Street. And the Cancer Biology and Genetics Division has had funding to recruit new

See CANCER RESEARCH GROUPS: Page 13

Mediation scheduled for today

The university and C.U.P.E. Local 254, which represents approximately 110 technical employees, have been in contract negotiations since the fall of 2002. They have been without a contract since July 2002. The mediation process is under way with meetings scheduled on Feb. 10 and 11. The university and C.U.P.E. will be trying to reach a settlement for a new collective agreement. The union will be in a legal strike position on Feb. 15 at midnight.

"The rights of our employees under the Ontario Labour

Relations Act will, of course, be respected. It is clear, however, that we also have an obligation to our students, both those who are currently at Queen's, and those who seek to join us in the fall of 2003. For that reason the University will do all it can to ensure that our educational and research missions are not disrupted in the event of a strike," says Principal Bill Leggett.

Visit the Queen's News Centre for further updates to contract negotiations. www.queensu.ca/newscentre.

SENATE IN BRIEF

Senate approves Aboriginal Council Action Plan 2002

Investigating new methods of program delivery for Aboriginal students tops a list of initiatives in the Aboriginal Council's newest action plan, approved by Senate Jan. 23.

The plan also recommends fostering ties to institutions with high numbers of Aboriginal students and developing processes to recognize credits through transfer from community colleges and Aboriginal institutions.

"Queen's has one of the most active Aboriginal communities of all Ontario institutions," Council Co-chair Murray Maracle told senators. "We know that Aboriginal people have not participated well in academic institutions. It is sad when you see the same thing 10 years later, but I think we are heading in the right direction at Queen's."

Established in 1992, the council had realized the goals of its old plan and was ready to focus on new initiatives, said

Co-chair Christine Overall. The ongoing success of the Aboriginal Teacher in Education program is an example of one goal achieved under that plan.

The council consists of representatives from Aboriginal communities, organizations and Queen's. Its goal is to make Queen's a national leader in Aboriginal programs and services in post-secondary education.

For the full report, see the University Secretariat website, www.queensu.ca/secretariat/senate

Senate committee elections

Senate approved the following elections.

Rowland Tinline (faculty) to Academic Procedures; Barry Riddell, faculty to International Centre Council; Francois Rouget (faculty) to University Promotions Committee; Robin Dawes and Ron Easteal (faculty) as University Grievance Advisors and Ronald Price (emeritus faculty) as Chair of the Student Non-Academic Adjudication Board.

www.queensu.ca/secretariat/senate

Wanted: more women Chairs

CHAIRS: continued from page 1

in those areas, said Dr. Fortier.

The Chairs program has asked the universities to report on their gender representation in a strategic research summary due later this winter. Gender statistics for each university will be made public on the Chairs website by March 15.

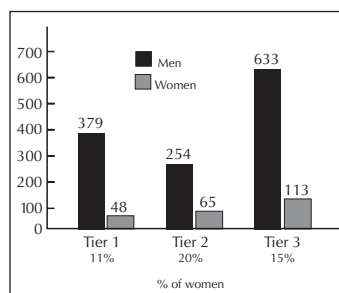
"Universities will also be required to report on their progress towards meeting their stated objectives regarding gender representation in their annual reports," said Julie Dompierre, senior officer with the Canada Research Chairs.

Since the first competition cycle, the program has tracked and published the distribution of the Canada Research Chairs by gender through its web site (www.chaires.gc.ca/english/Media/Statistics/gender.html). It also commissioned a gender-based analysis of the Chairs program, originally in 2001 and most recently (December 2002) in the context of the program's third-year review.

What statistics do not show are the numerous offers Queen's has made to women candidates, said Dr. Fortier.

"What people don't know is that we've made offers to several women who in the end have turned us down. The problem is that the pool is so small and that the universities are competing with one another for the same candidate. The competition is very intense."

A change in the recruitment



Chairs distribution by gender

process allowing universities to advertise internationally from the start, instead of within Canadian borders first, may help to add to the pool somewhat, she said.

Established in 2000, the Canada Research Chairs program is a \$900-million initiative to help Canadian universities attract and retain the best researchers and achieve research excellence in health, natural sciences, technology, social sciences, and humanities.

Tier 1 Chairs are awarded to experienced researchers whose peers acknowledge them as world leaders in their field. Appointments are worth \$200,000 a year for seven years and are renewable. Tier 2 Chairs are for researchers whose peers acknowledge them as having the potential to be world leaders in their field. These appointments are worth \$100,000 a year for five years and can be renewed once.

www.chairs.gc.ca

Canada Research Chair facts for Queen's

- Since the program began in 2000, Queen's has been granted 17 Chairs, two of them to women, Susan Cooper Cole (dept.) and the late Almeria Natansohn (Chemistry).
- The Chair belonging to Dr. Natansohn, who died in 2002, is now vacant.
- Queen's expects to receive up to 55 Chairs during the five-year program.

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

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

Subscriptions are \$25 per year.

Schedule

Noon deadline	Publishing date
14 February	24 February
3 March	10 March

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

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

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Career Services under-resourced, university review finds



CELIA RUSSELL

Career Services Director Jim Kelly chats with students at a recent summer jobs fair in Grant Hall.

By MEGAN EASTON

Queen's Career Services needs to hire more staff and develop a stronger website in order to meet the current and future needs of students, says a new report on career advising and employment programs at the university.

In spring 2001, Dean of Student Affairs Bob Crawford established a committee of staff, faculty and students to undertake a comprehensive review of career-related services. Charged with examining both the central Career Services office and the many faculty, school and departmental units that provide career information, the committee concluded that the decentralized career services model at Queen's is effective yet requires more human and technological resources.

Using provincial and national comparisons, the review found Queen's Career Services has fewer staff and a lower budget than many university career centres. According to research by the Canadian Association of

Career Educators and Employers, the average career centre budget runs between \$350,000 and \$650,000. Queen's is at the low end of these at \$390,000. McMaster University's career centre, for example, serves just under 17,000 students with 18 full-time staff members. Queen's Career Services has just nine full-time staff members for about 18,000 students. The report recommends that Career Services hire at least two more staff members.

The level of staffing is critical because these staff members provide students with the individualized career guidance they want and need, says Career Services Director Jim Kelly, who provided advice and assistance to the review committee. "For a number of years we have been maxed out in terms of what we can do for students in one-on-one counselling—something that students find extremely beneficial."

The office runs more than 16,000 personal career coun-

See CAREER SERVICES: Page 12

Faith Nolan headlines Black History Month celebrations

Singer-songwriter-activist Faith Nolan will bring along her music as Queen's 2003 Robert Sutherland visitor.

Ms. Nolan will speak about her recent work challenging the growth of the prison industrial complex on Tuesday, Feb. 11 at 7 pm. Her talk is entitled Talking and Singing 'bout the Jailhouse Blues: Challenging the Growth of the Prison Industrial Complex.

She follows this on Wednesday, Feb. 12 with a concert of her trademark blend of blues, folk, jazz and funk at 8 pm. Both take place in Wallace Hall in the John Deutsch University Centre and admission is free.

Ms. Nolan was born in Halifax, Nova Scotia and her parents and extended family were coal miners in Cape Breton, Nova Scotia. She later grew up in Toronto's working-class Cabbagetown. Her commitment to social justice comes from her life experiences and the people she grew up with, and she works through the cultural tool of music.

Her songs come from a deep commitment to the struggles of people throughout the world. According to Ms. Nolan, "Music is a powerful tool that can be used for political and cultural expression." It is in a global con-

text that Nolan used this tool to connect the conditions and exploitation of oppressed peoples in songs such as "The Richest In The World." "Hard to Imagine" lyrically tells the story of poverty, racism, violence

"Music is a powerful tool that can be used for political and cultural expression."

Faith Nolan

against women, and the need to struggle for a better world to live in.

Enhancing her musical abilities is her educational background in theatre, opera and writing.

The visitorship recognizes Jamaican-born Robert Sutherland (1830-1878, Queen's BA 1852), the first person of African heritage to graduate from Queen's and its first major benefactor. An outstanding scholar and citizen, he was called to the bar of Canada West in 1855.

For February, Black History Month, the Queen's and Kingston communities have planned an exciting line-up of events designed to reflect on the experiences and contributions of people of African heritage, locally and globally. They include art exhibitions, book discussions, poetry readings, an African-Caribbean food course, and the screening of several films including "Roots" and "Loyalties."

On Thursday, Feb. 13, David MacDonald (Development Studies), Chewya Ludeki (Political Studies) and Rosemary Jolly (English) will discuss What in the World is Still Going On? at 7:30 pm, in B201, Mackintosh Corry Hall, as a response to recent Brockington Visitor Gavin Kitching's talk on Why I gave up African Studies.

For more on Black History Month programming, contact Makia Gibson at 533-6886 or 533-6000 ext. 75260. Official Black History Month Kingston! guides are available at locations around the city including Queen's Human Rights Office, and the Kingston Frontenac Public Library, or check the schedule on the Web at www.web.net/~opirgin/BHMK.html www.nexicom.net/~faith



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Entrance grades and the double cohort in the news

QUEEN'S IN THE NEWS

Highlights of Queen's experts in the media.

■ Jan 21 - Feb 3

Jo-Anne Brady (University Registrar) comments in the *Toronto Star* about Queen's entrance grades and the double cohort. She also comments on CBC Radio's Ontario Morning about increased applications to Queen's.

Rick Palmer (Admissions) comments in the *Globe and Mail* about post-secondary entrance marks. He also comments in *The Kingston Whig-Standard* about increased admissions applications to Queen's.

Ken Wong (Business) comments in a *Globe and Mail* story about customer loyalty cards.

John Pliniusen (Business) is interviewed by the *Globe and Mail* for a story about online shopping.

The views of **Doug Bland** (Defense Management) on Canada's defense policy are covered in a *National Post* story discussing Canada-U.S. relations.



Bakan

Abigail Bakan (Political Studies) comments in a *National Post* story about Daniel Pipes controversial views on Middle East politics. The story also appears in the *Ottawa Citizen*.

A story about the late **Allie Vibert Douglas** (Physics) and the Venus crater named after her is carried in the *National Post*.



Reid

Douglas Reid (Business) comments in the *National Post* and *Vancouver Sun* about Air Canada's sale of its successful Aeroplan frequent-flyer program

to Onex Corp. He also comments in a *Calgary Herald* story about new advertising rules aimed at ending confusion over the price of airline tickets.

Principal Bill Leggett comments in the *Ottawa Citizen* about issues related to university funding, tuition and quality of the learning environment.



Adams

The research of recent Chancellor Research Award winner **Mary Louise Adams** (Phys. Ed.) in gender and sexuality in the history of figure skating is high-

lighted in *The Kingston Whig-Standard*.

Joan Stevenson (Phys. Ed.) comments on CBC Radio's *All in a Day* show about her research

into new designs for children's backpacks.

David Layzell (Biology) comments in a *Kingston Whig-Standard* story about emissions and environmental change.



Cotton

Dorothy Cotton (Psychiatry) talks about her research findings that police treat mentally ill people with more benevolence than the general public in *The Kingston Whig-Standard* and on CBC Radio Thunder Bay, CBC Radio Sudbury and CBC Radio Ottawa.

Guy Narbonne's (Geological Sciences) discovery of fossils that may be more than 700 million years old, previously highlighted in the *National Post* and *Science Magazine* continues to

receive coverage, most recently in the *St. John's Telegram*.

Matthew Mendelsohn (Political Studies) comments in *Maclean's* about the national firearms registry.

Rena Uptis and **Katharine Smithrim's** (Education) results from a recent three-year study of their Learning Through the Arts Program are highlighted in *University Affairs*.

Roel Vertegaal's (Computing) research on nonverbal computing interfaces has resulted in extensive coverage recently of the Human Media Lab including Discovery Channel, City TV, ROBTV and Space TV.

Christine Overall (Philosophy) comments on CBC *Ontario Morning* from her latest book *Aging, Death, and Human Longevity: A Philosophical Inquiry*.



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.

PARTEQ spin-offs win Kingston awards

PEOPLE

PARTEQ Innovations spin-offs Performance Plants, Inc. and Molecular Mining Corporation were honoured for their contributions to Kingston's technology sector at the recent third-annual Kingston Technology Awards of Excellence. Performance Plants received the Pinnacle Award for its innovation, entrepreneurship and community contribution in the area of technology. Founded in 1995 by **David Dennis** and **Daniel Lefebvre** (Biology), Performance Plants focuses on genetic enhancement of plants for crop protection against environmental stresses such as drought and heat, and for increased productivity, particularly in soybeans, corn, canola, cotton and other crops.

Molecular Mining received the Technika Award for the

development and global commercialization of its GeneLinker line of data mining and predictive modelling software products. Molecular Mining was founded in 1997 by Queen's researchers **Evan Steeg**, **Janice Glasgow**, **Suzanne Fortier** and **Donald Weaver**; and Lawrence Hunter of the U.S. National Institutes of Health.



Helland

Janice Helland (Women's Studies and Art History) has co-edited with Bridget Elliott a new book of essays entitled *Women Artists and the Decorative Arts 1880-1935: The gender of ornament*. Aldershot, Hants: Ashgate Publishing Limited, 2002.

Student **Kristina Kolley** has been selected for a bursary

under the 2002-2003 Endowment Fund for Study in a Second Language. Created by the Ministry of Canadian Heritage in honour of the Queen Elizabeth II Silver Jubilee, the program will allow Ms. Kolley to pursue her education in French at the Université Laval.



Overall

Christine Overall's (Philosophy) eighth book has just been published. *Aging, Death, and Human Longevity: A Philosophical Inquiry* is published by the University of California Press (2003).

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E-business now a mainstream facet of the economy, Queen's expert says

Anyone who regularly uses the Internet can't help but notice the growing trend by businesses and not-for-profit organizations to promote their products and services on-line and to use the medium to do business anywhere and anytime.

Some critics say that the Internet has become too commercial, and that there seems to be no way of dodging a constant barrage of cyberspace sales pitches.

But to what extent is this new-age phenomenon transforming business practices, affecting consumer confidence and forging a new relationship between buyer and seller. The Queen's Gazette posed the following questions to John Plinius, of the School of Business who specializes in E-marketing. He is also an authority on new venture innovation and E-commerce strategies.

G. Is e-commerce proving to be as effective as was predicted?

J.P. There are numerous examples of how the Internet has not only transformed the paradigm of business, but more importantly has allowed us to conduct our business affairs in ways not possible before.

Students now shop using comparison sites such as www.mysimon.com, find free shipping purchase sites at www.freeshipping.com, start businesses at www.ebay.com, purchase used books at Queen's via www.myams.org/ubs/, download music at www.kaaza.com, send greeting cards with www.bluemountain.com, assess the value of used cars with www.autotrader.ca, buy their computers and get service via www.dell.ca, study business using textbook companion sites such as www.cwx.prenhall.com/bookbind/pubbooks/ca_ph_kotler_pofmarket_5/, and download their weekly class assignments and lecture slides via commerce.queensu.ca.

Our daily and routine vocabulary provides ample evidence of how the Internet and its business models have transformed how we think and act. Are you logged on 24/7, or constantly zip, work with B2B, use AOL or MSN, have frequent virus scans, or worry about spam?

Amazon is now more than a river; it's now become synonymous with the world's most recognized multi-national shopping portal and destination.



JOHN PLINIUSSEN

Q&A

ognized multi-national shopping portal and destination.

Google and Yahoo! are both nouns and verbs, homepages, investments, and forms of business models that weren't envisioned or feasible a decade ago. Our banking and bill payment processes are now mostly E-electronic, and doesn't that "make

Amazon is now more than a river; it's now become synonymous with the world's most recognized multi-national shopping portal and destination.

cents", unless of course their client servers are infected by worms like the recent 'slammer' virus.

As a channel for conducting business, the Internet has proved its effectiveness. In the brick vs. click business continuum, the failure rate for traditional new business models ranges between 40 and 70 per cent within the first two years of business, depending upon variables such as business sector (e.g., retail vs. wholesale) and industry (e.g., travel vs. communications). Within the e-business world the failure rates are slightly worse. But while many e-businesses do not survive or become quickly profitable, all organizations (profit or not-for-profit) can benefit from leveraging various aspects of the Internet so that customers, suppliers, investors, or other stakeholders can be better informed or sup-

ported, and serviced.

Improved service and support helps explain why in November 2002, for example, more than 93.5 million users each spent an average of seven hours and 19 minutes on AOL; 80.2 million each spent and average of two hours and 35 minutes on Yahoo; and 34.0 million each spent an average two hours and eight minutes on eBay. The next wave of new usage growth will come from wireless Internet access via cell phones and personal digital assistants (PDAs) which account now for about six per cent of current worldwide usage.

Most importantly, e-business systems and software can provide organizations powerful tools for gauging, 24/7, the effectiveness of their products, prices, warranties, programs, or physical site layout. With this customer relationship management (CRM) driven information they can make continuous adjustments targeted to our interests or preferences. Most who use the Internet have no doubt experienced customized screen support for their return visits to sites such as amazon.com or ivillage.com where they make recommendations based upon your past choices and preferences. This is wonderfully effective e-business at its best.

G. How has the general public responded to e-commerce?

J.P. E-business has become profoundly influential and is increasing across all sectors. More people are shopping and buying more things, more routinely. This is a result of the e-businesses making it easier to shop and buy; improving the payment, delivery, warranty, and return policies so we trust the process more. Finally, e-business is promoting these options to consumers via increased promotional activities so we are more aware of the dot.com alternative.

The current worldwide estimate for daily online population counts ranges between 445 million and 553 million users with a projected growth, within the next year, of from 59 to 77 per cent increase worldwide.

For this past (Christmas) holiday season, the top North American shopping categories were books, music, video/DVDs (approximately \$3 billion in

sales); clothing/apparel (approximately \$2.6 billion); travel (approximately \$2.1 billion); consumer electronics (approximately \$2.0 billion); and toys/video games (approximately \$1.8 billion). In all cases these figures represented increases, over 2001 sales, ranging from about five per cent (travel) to 72 per cent (electronics).

But as with traditional businesses, problems also occur in the e-world. And when they do, customers have numerous and more-creative options for focusing their discontent. Sites such as www.sucks500.com, www.consumeraffairs.com, and www.planetfeedback.com provide organized and well-promoted outlets for consumer discontent.

More focused backlash can be found at www.starbucked.com, www.walmarturvivor.com, or www.northworstair.org.

The point here is that the Internet provides us all with a means for amplifying our critiques, criticisms or consumer-activist opinions.

Another sign that e-business has become a mainstream facet of our economy is the number of university centres, degrees, and concentrations that focus exclusively around e-business. One example, Queen's Centre for Knowledge-Based Enterprises (www.business.queensu.ca/kbe/index.htm) is now partnering with McMaster University, the University of Ottawa, and Carleton University in a multi-million dollar, multi-year Ontario Research Network in Electronic Commerce (ORNEC) funded initiative (www.ornecc.ca).

It's all very exciting, especially when we're part of the leading edge of e-business here at the Queen's School of Business.

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VIEWPOINT

PETER TAYLOR

Mathematics and Statistics



Consider carefully before you apply

I wrote a draft of this and was about to send it to the *Gazette*, and then John Meisel's Viewpoint of Jan. 27 appeared (*Should we teach subjects or students?*).

John argues that we have abandoned much of the whole-person, student-centred academic atmosphere of his early time (the 50s) and mine (the 60s) for a greater emphasis on the subject. I agree with his remarks and would like to carry them forward.

I and many others, including those on Arts and Science Dean Bob Silverman's Curriculum Review Committee, have felt that we rope ourselves and our students too much to the subject, we talk too much, we cover too much ground, we make them sit in too many lectures, we burden them with too many assignments, we assault them with too many exams.

John argues rightly that we've lost a sense of *in loco parentis* in the social/cultural realm, but in many ways we've gone the other way in curriculum matters, program requirements, and academic regulations.

We offer absurd numbers of courses that we think our students can't possibly survive without. We tell them they can't do this without learning that. We worry about whether to allow a student to drop a course late. We need to let go of a whole pile of that and give ourselves and our students more breathing room.

When I broach this with my colleagues, they shake their heads. They worry that the students won't learn enough, they won't work hard enough, they won't be ready for the next course or graduate school or workplace, etc. At the very least, this reflects a poor assessment of Queen's students, but it also reflects an unrealistic appraisal of what actually emerges after four years of sitting through 1,500 hours of lectures and labs.

But as the Curriculum Review Committee learned, you just can't win this one, at least not at the Queen's we seem to have today.

By the way, there's a real art to "teaching less." It's not just a matter of cutting a quarter of the material out of the old course. It involves a complete reinvention of the subject, a quest for the right Blakean grains of sand. A challenge worthy of the Harvard of the North (?).

I have a proposal. Let's change the character of the teaching environment and proclaim to one and all that Queen's is now a different kind of place. Surely there is room in this province for one distinctive university that attracts and fosters a different kind of student. And should it not be Queen's? And let the glossy posters that we put up in high school guidance rooms convey some real information:

Queen's is a different kind of university.

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- We will not teach you everything you might need to know, but the ideas we put before you will be of the highest quality.
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- We will give you good problems and you will struggle with them seriously.
- We will give you an awesome collection of fellow students and you will share your insights with them.

Would I teach differently if I thought my students would honour these expectations? Yes I would.

Would they learn differently if they thought that I thought they would honour these expectations? I think they would.

Peter Taylor is a professor in the Department of Mathematics and Statistics. taylorp@post.queensu.ca

Viewpoint Policy

The *Queen's Gazette* welcomes submissions for Viewpoint from the Queen's community. Articles should be no more than 600 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.

QUEEN'S FLASHBACK: 1917



COURTESY OF THE QUEEN'S UNIVERSITY ARCHIVES

Queen's Women's hockey program has a long and illustrious history. Pictured above from 86 years ago are the 1917 Interyear Champions. Any other details about this photo would be appreciated. Email your comments to gazette@post.queensu.ca.

Letter

A letter from the editor

We had so many responses from the university community regarding the Queen's Flashback: 1988 photo in the Jan. 27 issue, a summary is in order.

Second-year students Anil Lal and Ravi Sunder and Arts and Science Student Services Manager Sue Blake identified the lecture theatre as FG15 in the Frost Wing of Gordon Hall, the former Chemistry building. Chemistry Professor Donal

Macartney and Angela Lyon of PARTEQ Innovations also identified the student at the far left of the photo as Giselle Crone. Ms. Lyon said she was a Master's student in Chemistry, and Dr. Macartney added that she graduated in 1989.

Celia Russell

Stellar performance from PPS

I would like to acknowledge the excellent work that has been done by the Physical

Plant Services snow removal crew.

Given the heavy snowfall and extreme weather conditions over the past several weeks, we should all join and thank PPS for their efforts in keeping Queen's steps, pathways, parking lots and roads accessible and clear. To the many who have been responsible, your efforts are appreciated. Thank you.

Richard Seres
Director
Marketing & Communications



Readers identified the woman on the far left as Chemistry student Giselle Crone, who graduated in 1989.

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.

The pros and cons of being an equity target

I suppose we should pull ourselves up by our bootstraps.

In a nation built by pioneers and immigrants the notion of individual effort, rewarded by individual success, is well founded. For many people, the idea of giving special considerations to those who seem unable to compete is repugnant, even undermining of Canadian democratic principles of fairness. Because of these assumptions, the ideology of "equity" remains itself as marginalized as the people it seeks to assist.

As an Aboriginal person I am shamed by my inclusion as a designated "equity target." Yet I am wise enough to know that without such policies, Aboriginal people would not be accessing opportunities that we once thought were out of reach.

The integration of Aboriginal people into the "body politic" has been a goal of the Canadian State since before Confederation. A political obsession, successive governments have championed policies such as forced enfranchisement, the reserve system, residential schools, massive adoption campaigns and the denial of basic human rights to encourage assimilation.

With all of this effort Aboriginal people remain the least integrated of all distinct groups. Not only have Canadian policies failed to improve the economic and social well-being of Aboriginal people, they have also further impoverished Aboriginal people culturally and spiritually, leaving a wake of human destruction and misery. While governments vigorously failed, institutions quietly barred participation or exercised



ROBERT LOVELACE

Diversity

benign disinterest. In academia, Aboriginal people have been excellent subjects of study but have lacked the prerequisites for admission to the inner circle.

Aboriginal people have not been included in the education "monopoly" and, like the board game, joining late has magnified the disadvantages. More often than not, parents of Aboriginal youth do not have university or even high school experience. The high school graduation rate among Aboriginal youth has reached an all-time high of 50 per cent. Lack of mentorship, family problems and inferior economic conditions are only some of the problems facing Aboriginal people. Although the trend is toward improvement, Aboriginal youth continue to experience barriers in post-secondary education. Rural and Reserve schools continue to lack effective infrastructure, up-to-date equipment, and consistency in teaching staff. This situation leaves even the most talented of students poorly prepared for the challenges they encounter at university.

Even when Aboriginal people succeed in acquiring higher education they face historical biases

and institutional in difference. Queen's employment statistics have consistently illustrated this fact in that Aboriginal employees make up only 1.5 per cent of the workforce and less than .25 per cent of the faculty.

Staff positions that attempt to address the equity issues for Aboriginal people at Queen's continue to be annual contracts with remuneration modified to reflect limited grants by government.

Queen's is not alone in lacking a full commitment in addressing the inclusion and advancement of Aboriginal people. This is the trend.

At Queen's we are fortunate to have strong leaders among our non-Aboriginal colleagues who have taken it upon themselves to educate and influence their peers.

I am of two minds about being regarded as an "equity target." Many years ago, on a cold winter day I stood in front of a very famous Native art gallery in Victoria, British Columbia. Looking through the big storefront I wanted to see more of those blankets, carvings and ceremonial objects. I also wanted some warmth for my wife and two small children. There was a small sign in the front window that read, "Indians - knock at the back door." I didn't go in that day, either by the front door or the back door.

Although I am of two minds regarding equity, I am single-minded in the resolve that Aboriginal people need to be inside universities, no matter which door we take.

Robert Lovelace is Manager/Counsellor of the Four Directions Aboriginal Student Centre.

Turning points in teaching

In the movie "Pay It Forward," Kevin Spacey plays a Grade 7 social studies teacher who asks his students to come up with a project that will change the world, and then to take action. One of his students decides to encourage people to pay favours forward; to do something kind for someone and then to ask that person to offer a kindness not in return, but forward, to three other people.

The boy is disappointed because his idea doesn't seem to be working. To encourage him, the teacher explains that he will be graded on his effort, not on his results. The next scene is one of those powerful moments in literature and cinema that makes one pause to consider the meaning of life. The boy responds that he doesn't care about the grade; he just wants to see if his idea will work. I can still see the reaction on his teacher's face: it was a look of humility and awe before such profound wisdom and selflessness.

Moments such as these often linger in my mind well after the book or the movie is finished. They awaken in me a deep, but inexpressible, understanding of the human condition in all its frailty and glory.

These moments occur in my personal life and particularly so in my life as a teacher. There are



KATHERINE LAGRANDEUR

Teaching Issues

moments when I discover a deep connection with my students. It happens when I can tell that they get something, really get it, and seem to transform before my eyes into confident learners and scholars. It happens when we read literature together and they ask a question that I had never considered, and I can't help but wonder at their insight. It happens when they tell me some of the challenges they face in their young lives, and my heart grows heavy from the weight of their struggles. It happens all the time, in many ways, but seldom do I stop to appreciate these moments and reflect on their significance in my life.

In many ways, our teaching narratives are similar to other stories we have come to enjoy in literature and cinema. Like a good thriller, we sometimes

experience unexpected twists and turns in our teaching that leave us spinning, grateful for more quiet moments, which are often welcome breaks from too much excitement.

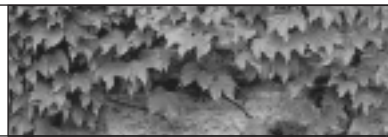
Other times, our teaching becomes a kind of love story, a connection with others that touches our hearts and spirits. It reminds us of a detective story, one in which we are struggling with our students to unlock the mysteries of learning.

Teaching is a human endeavour, full of hope and drama. It is the stuff of stories. Perhaps it is worth taking a moment to think about the profound moments in our teaching that help compose the stories of our lives.

At the Instructional Development Centre, we have resources to help you reflect on your teaching, and to write about it. Susan Wilcox has prepared a booklet called "Learning, from our Teaching" that suggests a variety of self-directed activities that you can engage in to think about teaching and learning. We are now also proud to have a fiction section in our library, featuring novels about higher education. We invite you to draw on these resources to help you contemplate the significant moments in your own teaching life.

Katherine Lagrandeur is the Coordinator of TA Development.

UNIVERSITY ROUNDUP



Profs ponder weighing in on war

With war in Iraq on the horizon, professors are asking what their roles should be, whether they should weigh in on these world-altering issues and, if so, what is the proper forum, reports *The Chronicle of Higher Education*. Faculty activism is nothing new. According to a survey published in *The Chronicle* in 1975, 41 per cent of faculty members in the U.S. had signed petitions or resolutions concerning their views on America's involvement in Vietnam.

The Chronicle of Higher Education (Jan. 24)

Passing the buck

Harvard is increasing access and support to bright students intending to pursue a career in public service. Students planning to enter fields not associated with big bucks are eligible for a scholars program providing \$14 million in grants to top master's and doctoral students; a program that makes loans at below market rates and a student aid fund designed to encourage donations for students choosing public service careers. "This situation could not come at a better time," comments the dean of Harvard's Kennedy School of Government. "The world situation demands the best minds attacking complex issues with expertise and sound judgement."

Harvard University Gazette (Jan. 16)

Embryo count

Two Dalhousie University academics have plans to conduct a survey of Canada's 23 private and hospital-based fertility clinics to determine if the number of surplus frozen embryos meets the needs of embryonic stem cell researchers. Projects funded by the Canadian Institute of Health Research are restricted to using only surplus embryos, those that remain after fertility treatment. But as fertility procedures improve, fewer embryos are being created during fertility treatments. "If there are very few, are we in Canada going to create research embryos, or import stem cell lines?" asks one of the researchers, a professor of both philosophy and medicine.

University Affairs (February)

A bundle

Arizona State University recently announced a \$50-million pledge for its College of Business in what is believed to be the second-largest donation ever to an American business school. The pledge was made by William Polk Carey, chairman of a New York City-based real-estate investment company.

The Chronicle of Higher Education (Jan. 27)

Clearing the air

To improve working conditions for those with chemical sensitivities, Dalhousie University has adopted a voluntary curb on perfumes and aftershaves. Officially endorsed by the university president, the program was introduced after about a quarter of the 2,000 staff at one of Dalhousie's hospitals fell ill as a result of a ventilation problem and many of them developed a sensitivity to perfumed products.

The Times Higher Education Supplement (Jan. 17)

Ethical afterthought

"These courses in ethics are a bit silly in a way because you are teaching shareholder value in 10 courses and ethics in an 11th course. It's kind of like telling students, 'By the way, be ethical.'"

Dr. Henry Mintzberg, management guru and visiting scholar at INSEAD business school in France, commenting on the role of business schools in an interview with University Affairs (February)

Sports equity studied

A U.S. federal commission looking into the status of gender equity in collegiate and scholastic sports has declined to recommend major changes to how the government enforces Title IX, the controversial 1972 amendment to the Higher Education Act that bans sex discrimination at institutions receiving federal funds. However, some of the recommendations that the commission agreed to forward to the U.S. secretary of education are seen as posing significant challenges to colleges as they attempt to comply with the law.

The Chronicle of Higher Education (Jan. 30)

Horror of performance indicators

A book called *Counting Out the Scholars* makes the case against using performance indicators in higher education and describes their use as "a gripping modern educational horror story." What was intended as a tool for business and then applied to universities, undermines their autonomy and purpose, say authors William Bruneau and Donald Savage.

University Affairs (February)

Compiled by Anne Kershaw

IN BRIEF

Douglas
joins Garbo
on Venus

The International Astronomical Union has named a crater on Venus after Allie Vibert Douglas, a distinguished Queen's astrophysicist who died in 1988. "She was a very amazing woman – really a pioneer," said Yvan Dutil, the Quebec astrophysicist who nominated Dr. Douglas for the honour.

A physics professor and Dean of Women at Queen's from 1939 to 1959, Dr. Douglas played a key role in having women accepted into the university's engineering and medical programs. She retired in 1964 and was admitted to the Order of Canada three years later.

All of the craters on Venus that are more than 20 kilometres in diameter are named after famous women, including Cleopatra and Greta Garbo.

The astronomical union will formally adopt the crater's name at its general assembly in Sydney, Australia, in July.

Next-gen
telecom
network
launched

Queen's Research Chair John Cartledge (Electrical and Computer Engineering), will join a unique cross-sector team of computing network architects and component specialists in a new \$7 million Natural Sciences and Engineering Research Council Research Network project.

The Agile All-Photonic Network is a five-year initiative aimed at providing the benefits of all-photonic, fibre optic networks to the telecommunications industry and eventually to all Internet users. These next-generation networks will support the ever-increasing demand for Internet-based services, ranging from interactive video-linked home workspace, to cyber-shopping facilities, to a library that can access any book, magazine or film in the world.

The AAPN Research Network, considered the most collaborative and comprehensive project of its kind in Canada, is hosted at McGill. It brings together five Canadian universities, three federal research laboratories and seven private companies.

Hutchinson
recognized
with tech
council award

Bruce Hutchinson, associate Vice-Principal (Research), recently received the Champion Award for leadership in knowledge-based enterprises at the Kingston Technology Council's Awards of Excellence presentation.

Mr. Hutchinson was cited for his role in coordinating the development of large-scale research and development initiatives, and proposals for major public-private partnerships.

Nursing research
guides heart patients

STEPHEN WILD

Nursing researcher Margaret Harrison (centre) discusses a new guidebook for heart patients with clinical specialist/nurse practitioner Patti Staples (left) and adult clinics registered practical nurse Carolyn North, at Hotel Dieu Hospital's congestive heart failure clinic.

By NANCY DORRANCE
News and Media Services

Nursing research based on a widespread medical problem – how people with congestive heart failure (CHF) deal with their condition after leaving hospital – has resulted in a powerful new educational tool for the Ontario Heart and Stroke Foundation.

Called Managing Congestive Heart Failure, this user-friendly, interactive guidebook was developed from studies conducted by Margaret Harrison, of Queen's School of Nursing and the Ottawa Health Research Institute. Today it is used in hospitals and clinics across the province, and can be downloaded from the OHSF website, at www.heartandstroke.ca.

"We printed the book last September and have been distributing it free of charge across Ontario, targeting patients and their families at CHF clinics," says Trudy Burnside, senior manager of patient initiatives for the OHSF. "By the end of the year we expect to have distributed 20,000 copies, about a quarter of which are in French."

To date, the book has

received "fabulous reviews" from users, Ms. Burnside says. With Dr. Harrison's help, the foundation is also conducting extensive research on the impact of the new educational tool, with a view to making it even more useful in future publications.

"For people dealing with heart failure, there are significant challenges in terms of day-to-day living and the burden of care," says Dr. Harrison. "We aimed to enhance the supportive care offered by nurses in the hospital and the community. Patients and their families can find themselves in a very complex medical network, unable to get the information and support they need."

One of the first things she and her team undertook was a review of existing manuals on managing heart failure at home. Their search came up empty. That prompted them to produce their own guide, consisting of a patient workbook and a personal "education map" that serves as a patient-held documentation tool. The workbook, which evolved into Managing Congestive Heart Failure, covers the

basics of heart function and self-monitoring: what CHF means, management of medications, diet, exercise, stress, support systems, and community resources.

Congestive heart failure – one of the fastest growing health problems in North America today – is a condition in which the heart becomes less effective in pumping, and fluid backs up in the lungs and other parts of the body. Since the incidence of CHF increases dramatically with age, there has been growing pressure on both hospital and community resources to better manage this condition.

"Considering the therapeutic limits of drug therapies, it's important to explore non-pharmaceutical solutions as well," says Dr. Harrison. "The protocol we developed is a structured resource for the patient, written in language that everyone can understand."

Part way through her first study, which was funded by the National Health Research Development Program and published last fall in Medical Care, word about the new guidebook began to spread

through the nursing community. "We were getting calls from across Canada, the U.S. and even overseas, from both hospital and community providers," recalls Dr. Harrison. "There seemed to be a real need for this kind of educational resource to use with people who have heart failure. We then launched the second study, where we were able to further evaluate it in different settings, like ambulatory clinics."

When approached by the Heart and Stroke Foundation, she arranged to transfer copyright to that organization so that the book could be produced for immediate access and use by the public. Although it is rare for a research tool to receive such treatment, Dr. Harrison says she is pleased with the way things have turned out.

"We were shocked at how little the people in our study knew about the basic mechanics of how their heart and lungs work. Once they begin to understand these concepts, they will be better able to manage their individual health plans after leaving hospital, and that's a winning situation for everyone."

Engineer's global contributions recognized

By NANCY DORRANCE
News and Media Services

A Queen's researcher renowned for his innovative designs of safer landfill sites is being honoured by the Engineering Institute of Canada (EIC).

Kerry Rowe, Vice-Principal (Research) and a civil engineering professor, will receive the K.Y. Lo Medal at the Institute's annual meeting March 1 in Ottawa. Established by a group of former students from the University of Western Ontario as a tribute to one of their professors, the award is presented annually in recognition of "sig-



Rowe

Rowe has been directly involved in the design of 21 landfills, and the review of the design/hydrology of another 10 landfill proposals in Canada, the U.S. and Australia. He has also assisted in decision-mak-

ing regarding a number of contaminated sites.

Growing public awareness of the problems arising from past practices of uncontrolled dumping of waste has resulted in improved safety and an increasing emphasis on the "three Rs", Dr. Rowe notes. However, he says, "There are still unanswered questions about how best to design contaminant containment facilities so that they provide long term environmental protection. Our work addresses these issues."

The first civil engineer to be awarded a prestigious NSERC

Stecie Fellowship, in 1989, Dr. Rowe is a Fellow of the EIC, the Canadian Academy of Engineering, and the Royal Society of Canada. He has published more than 150 research articles in refereed international journals, while his development of computer software and engineering guidelines are used globally today.

Also to be honoured at the EIC meeting is Yahia M.M. Antar (Electrical and Computer Engineering). Dr. Antar will be named a Fellow of the Institute, for his exceptional contributions to engineering in Canada.

HENNA DESIGNS WITH LITERACY IN MIND



LORINDA PETERSON

First-year student Paromita Kar decorates second-year student Dagny Jackson's hand with henna at an International Development Week event celebrating Indian culture at the JDUC. The event raised money to help QPID's team Nunavut host a literacy camp for Inuit youth this summer.

Bookbinding display features a Queen's treasure

A book once belonging to Lawrence of Arabia highlights a rich exhibit of leather and vellum bookbindings currently on display in the W.D. Jordan Special Collections & Music Library.

William Morris designed this famous edition of *The works of Geoffrey Chaucer*. Known as the Kelmscott Chaucer, it was printed on the Kelmscott Press and bound in 1896-1897 at the Doves Bindery, Hammersmith. T.J. Cobden-Sanderson, who with William Morris was active in the Arts and Crafts movement in Britain, operated this bindery.

The book features a magnificent hand-tooled pigskin binding. Queen's owns one of the 48 copies in existence with this particular binding, a treasure acquired through the generosity of C.L. Burton in 1958.

The hand-stamped design is based on medieval and early Renaissance pigskin bindings. The tooling was done by impressing hand tools, which form the background, leaving the motifs in relief. The edition

was sold at the time for a mere 33 pounds.

The exhibition, *Leather and Vellum Bookbindings, 1500 to 1920* features examples from the Jordan Library collections and continues to March 12.

Curated by Margaret Lock of Locks' Press Kingston, the exhibition is arranged chronologically, covering the history of leather bookbinding from about 1500 to 1925. The quality of bindings ranges from fine, expensive leather with spectacular hand tooling to the more mundane and less costly typical of each period.

Between 1500 and 1740, books were sold unbound and each customer would decide on the binding style he could afford. By the 18th Century, small bindery businesses operated separately from booksellers who acted also as publishers.

The W.D. Jordan Library is located on the second floor of the Douglas Library.

library.queensu.ca/webmus/sc/exhibits.html



COURTESY OF THE W.D. JORDAN LIBRARY

IN BRIEF

Funds further innovative technologies

Emerging technologies in energy and the environment have received a boost with the launch of more than \$7-million in venture funds sponsored by three Ontario universities.

PARTEQ Innovations along with the University of Toronto's Innovations Foundation, and the University of Guelph, in partnership with Skylon Capital Corp. have introduced VentureLink Brighter Future Community Small Business Investment Funds (I) and (II) Inc. These funds, worth a total of \$7.2 million, will be used to fund innovative technologies in the infrastructure and "essential services" industries, such as energy, water and waste management. Eligible enterprises developing these technologies include those being developed by researchers at Queen's, University of Toronto, and University of Guelph, as well as by Ontario-based graduates of any of the three institutions. Enterprises with assets of less than \$1 million are eligible for investments of up to \$720,000 from each of the two funds, for a maximum total investment per company of \$1.4 million.

www.parteqinnovations.com

Hockey for heart health

Come cheer for your favorite team and support a good cause.

The Cardiac, Circulatory & Respiratory Research Program presents a hockey game between the first-year Meds students and their faculty with all proceeds to be donated to the Heart & Stroke Foundation of Ontario.

The game takes place Feb. 15 at 8:30 pm at the Jock Hartly Arena. Tickets are \$5 and will include a chance at door prizes.

The creative process in the lab

Ginger Edwards of the Motorola Inc, Process and Materials Characterization Lab will speak on *Hand, Eye, Thought: Confronting the Creative Process in an Industrial Materials Characterization Laboratory* on Feb. 25 at 6 pm.

The lecture takes place in Stirling Hall, Lecture Theatre C and all are welcome.

The lecture is supported by the Queen's University International Visitors Program - Principals' Development Fund.

Southeast Asia and terrorism

Political scientist José Hernandez de Leon of Laurentian University will speak on *Southeast Asia and the War on Terrorism: Focus on the Philippines* on Thursday, Feb. 13 in B204 Mackintosh-Corry Hall. The lecture is part of the Studies in National and International Development seminar series.

Queen's team builds North America's first two-seater solar vehicle

DESPITE ADVENT OF FUEL CELLS, SOLAR TECHNOLOGY STILL NUMBER ONE WITH STUDENTS

By MEGAN EASTON

The Queen's Solar Vehicle Team (QSVT) is constructing North America's first two-seater racing solar car, and though it may never hit the mainstream market, it is heightening awareness about environmentally-friendly technology.

"There was a great deal of excitement surrounding solar energy for use in solar cars when the team was originally formed in 1988, but over the years the focus has shifted away from the actual commercial vehicle because of the advent of fuel cell cars and hydrogen cars—they're going to be the real environmental automobiles of the future," says Andrew Graham, QSVT public relations manager.

Yet the team of more than 100 students is currently designing and building its ninth solar car in preparation for this summer's American Solar Challenge and the World Solar Challenge in Australia in November. The new two-seater will be state-of-the-art, a distinction that Mr. Graham says the team has aspired to from the start. "Queen's was one of the first teams to start a solar car program in North America, and we've always been fans of the idea of innovation and being on the leading edge." About half a dozen Canadian universities have solar vehicle teams, while there are about a dozen university teams in the United States.

Having an extra person in the car will not affect QSVT's eligibility for solar car races, but it presents some technical challenges. "We're trying to make everything lighter than it was before to compensate for the extra weight of the additional person," says Mr. Graham. Structurally, the car will be longer because the passenger will sit behind the driver. And the solar panel will be larger since racing regulations allow the team to use additional solar cells to accommodate the second person.

Mr. Graham says one of the team's mandates is to promote solar technology and other



Solar car team members (from left) Cynthia Cruickshank, Brett Chmiel, Trevor Kempthorne, Jeffrey Bond and Adam Gauci work on North America's first two-seater racing solar car.

STEPHEN WILD

alternative energy sources in general, using the visually appealing example of solar cars. "Solar car racing is an exciting way to both engage people in solar technology as well as working towards advancing it. It's slightly more intriguing than having, say, a solar roof building contest.

"As far as solar technology goes, we've seen exponential growth in areas that weren't really factors back when solar cars started being built — things like solar water heaters, housing with solar panels on the roof, and the use of solar panels by industrial companies as a means of reducing the environmental impact of their

"Solar car racing is an exciting way to both engage people in solar technology as well as working towards advancing it."

Andrew Graham

facilities." He predicts broader use of solar power in Canada and other places not known for their sunny weather as solar cells become increasingly efficient.

Another key objective of the QSVT is public education, aimed particularly, but not exclusively, at elementary and high school students. "It's really about getting people involved in science and technology as an environmental force," says Mr. Graham.

Team members are involved in several outreach initiatives, sometimes bringing the latest solar car to schools and sometimes inviting students to campus to see it in action. Last summer they launched the Solar Discovery Tour, taking the car on a month-long journey across Ontario and visiting more than 30 schools.

Mr. Graham expects the

QSVT to continue to grow and innovate in the next decade, building on its racing successes and technological ambitions. The team finished first in Canada and fifth in the world in the last World Solar Challenge in 2001 and has a solid history of similar wins. And once the two-seater is up and running, there will inevitably be other plans to push the technology further, he says.

"There's always going to be this attitude of trying to beat the limits of whatever we're going, and that will keep renewing the sport. The next thing you know, we're going to want an FM stereo," he says with a smile.



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Want to promote your business or a special event to Queen's University faculty and staff?

Place an ad in the

QUEEN'S GAZETTE

For rates and inquiries:
phone: (613) 533-6000 ext. 75464
e-mail: gazad@post.queensu.ca

MORE HELP FOR STUDENTS



BERNARD CLARK

The Honorable John R. Matheson, BA(Hons) 1940, LLD 1984 chats with Curtis McLellan, Arts '03, recipient of The Reginald Barker Memorial Award. This award was established in memory of Reginald Donald Barker, BA '38, a gifted athlete and WWII hero who demonstrated leadership on the football field and bravery and self-sacrifice in action.

Bringing students and donors together

Queen's Senate approved a total of 88 new student awards last year between May 2001 and April 2002, an increase of 35 per cent over the previous year.

Last fall, Queen's brought together student recipients of these awards and their benefactors at the third-annual Donor-Scholar Recognition luncheon.

"It was so gratifying to see a room filled with our generous donors, deserving students and the many Queen's faculty and staff who make the creation of

new scholarships and bursaries possible," says Teresa Alm, Associate University Registrar (Student Awards).

"The establishment of new student awards helps us to continue to attract and retain students with outstanding potential and diverse backgrounds from across Canada and around the world."

"Campus community members, through their own initiative and the Campaign for Queen's have been

incredibly proactive in promoting the need for increased student financial aid and in supporting it through their own giving," says Theresa Mitchell, Senior Development Officer for Student Awards.

For more information on how to get involved in the continuing efforts to increase scholarship support, please contact Ms. Mitchell in the Office of Advancement, 533-6000 ext. 78204, email mitchelt@post.queensu.ca.

THE LUNG ASSOCIATION

the gardening festival

February 27 to
March 2, 2003
Portsmouth Olympic
Harbour Site
Yonge Street,
Kingston

"February blues
got you down?
Spring over
to the
Gardening
Festival!"

For all the
details call
(613)545-3462

or check us out
on the web at

[www.whats
on
kingston.com](http://www.whats
on
kingston.com)



Residential Counsellors Needed

Camp Winston is a summer recreational programme for campers with complex Tourette Syndrome, Attention Deficit Hyperactivity Disorder, Obsessive Compulsive Disorder and in August we serve children and teenagers with Autism.

Positions available June 14-August 27, 2003

Forward Resume to:

Camp Winston,
9005 Leslie St. #203,
Richmond Hill,
Ontario L4B 1G7

or fax us at (905) 707- 6436
or email us at mail@campwinston.com

www.campwinston.com

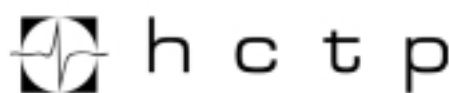
DO YOU WANT TO BE A LEADER IN HEALTH RESEARCH?

The Canadian Institutes of Health Research Strategic Training Initiative offers cutting-edge training in 51 areas of health research.

Transdisciplinary Research Training Program in Health Care, Technology, and Place

New technologies are reshaping the contemporary health care landscape to include not only hospitals and clinics, but also the places where people live, work, play, shop, and go to school. As a result, diverse policy sectors, such as housing, social services, education, and labour, are increasingly involved in the delivery of care.

Our research training program prepares scholars to understand, explain, and improve outcomes associated with the changing dynamics of health care, technology, and place. Generous Doctoral and Post-Doctoral fellowships are available to researchers from the health sciences, engineering, management, architecture, social sciences, the humanities, and law.



health care, technology, and place
CIHR Strategic Research and Training

Join us in rethinking health care.

Deadline for Applications: March 31, 2003

Application Information and Forms: www.hcerc.org/hctp.html



Canada

ITServices launches a review of services

ITServices is undertaking a broad-based services review to help make informed planning decisions and to learn what the campus needs from technology.

"The objective of this review is to understand how we can better serve people in the researcher, student, and educator roles within the university," explains Tom Morrow, Acting Director. "The success of this undertaking depends on the participation of those using the services."

ITServices is currently gathering information, which will culminate in surveys of students, researchers and instructors.

Students can expect an invitation to complete an electronic survey within the next two weeks. ITServices will be soliciting researchers' input, with the help of Research Services. Deans have been contacted for suggestions of instructors who could participate in focus groups. By mid-March, paper surveys will be sent out to all researchers and instructors (with the option of completing them electronically).

As part of the process, ITServices reviewed the services offered at other universities. The following random (and by no means, exhaustive) list highlights some of the services offered elsewhere. These are presented here as "food for thought," as possible starting points in considering "what, within their sphere of influence, can ITServices do to assist you in your job."



BY ITSERVICES STAFF

Plugged In

Brock University is holding two conferences - Learning and Technology in the classroom and a National Higher Education IT Conference. The university hopes to install fair use access controls within the residences that will not cap the bandwidth speed per user, only the individual volume per day. Students staying in residence pay a technology fee of \$270 for fall and winter for Internet access via the Brock backbone, Satellite TV and a phone. They provide a fix it service, using students who work at their ITS central Helpdesk for \$25 to cover the student's time and additional money for parts, if required.

The computer labs (PCs) at Lakehead University have a full range of Internet services including email, web browsers, terminal emulation, FTP and applications such as word processing, spreadsheets, database programs, compilers and special purpose software. A large lab of

Sun Workstations for access to Unix Servers and the supercomputer Giant is also available. Student email accounts are never deleted and may be used by students as a personal account after graduation. Students can access colour scanners (with slide scanner attachments) and book digital still cameras, a digital video camera, laptops and data projectors. Internet cafes (SunRay terminals) are set up on campus for casual access to the Internet.

Information Services and Technology (IST) at the University of Waterloo offers a series of computing courses to faculty and staff called Skills for the Electronic Workplace (SEW). These courses (Windows, MS Office, Dreamweaver etc.) provide computing instruction to those new to the electronic workplace and to those who have been using the technology but want to learn more. IST also offers another program called Skills for the Academic e-Workplace (SAW), which teaches computing skills to faculty, graduate students and staff with instructional responsibilities.

Those who can't wait to be contacted may send comments to Andy Hooper, hooper@post.queensu.ca (researchers) or Donna Hamilton, hamilton@post.queensu.ca (instructors), or visit www.its.queensu.ca to complete the on-line form or to obtain more details on the review process.

A CLEAN SWEEP



CELIA RUSSELL

Keith George of Physical Plant Services makes short work of plowing the courtyard between Grant and Ontario halls. The recent heavy snowfalls have been keeping Queen's grounds personnel busy.

Career Services under-resourced, university review finds

CAREER SERVICES: continued from page 3

selling sessions each year, and there's a constant two-week waiting list for appointments. The arrival of the double cohort will only intensify the demand for these and other services, says Mr. Kelly, so the committee's call for additional staff is welcome.

The recommendation that Career Services develop or purchase more sophisticated Web software also reinforces the office's current priorities. A 2002 campus-wide student survey on career-related services at Queen's - a key information source in the review - found the Career Services Web site is the most used and most valued career resource on campus. Of the more than 4,400 respondents, 77 per cent said the online job listings were important or extremely important to them.

"Students are very comfortable and familiar with the Web and would much prefer to turn to it for many routine services such as signing up for interviews or submitting resumes," says Dr. Crawford. Neither of these services is currently available online.

While the committee recommended additional career resources to keep pace with students' needs, it also proposed efforts to heighten awareness among students of the career services currently available across campus. In an increasingly competitive job market created by rising enrolment, students have to start exploring their career options as soon as they arrive at Queens, says Dr. Crawford.

It's a bit of a Catch-22 situation for the people who deliver these services, says the report, a

sentiment echoed by Mr. Kelly. "We can work strenuously to raise our visibility, but we end up generating a demand that we can't meet."

The report recommends that all campus divisions offering career services strive for greater co-ordination in their marketing efforts, as well as improve overall communication. Key players in the decentralized system should start to meet at least annually to share information and evaluate progress, according to the committee.

The office runs more than 16,000 personal career counselling sessions each year, and there's a constant two-week waiting list for appointments.

The committee said there's a lot of good work going on in a lot of places, but some of this work might be more effective if people took a bit of time to talk to one another about what each is doing," says Mr. Kelly. "So I'm certainly open to doing that, and I'm sure that people in the other departments will be too." He has already arranged initial consultations with divisional career services representatives to discuss the report's findings.

Other key recommendations included regular surveys of

employers on their satisfaction with Queen's employment process and closer co-operation between Career Services and Alumni Affairs to improve

employment initiatives involving graduates.

"I fully expect that all of the recommendations not involving specific resources will be carried

out very quickly," says Dr. Crawford, who distributed the report in November, "and I remain optimistic that all of the recommendations will be implemented."



March Break Day Camp

Date: March 10-14th

Children: ages 4-10 years

Staff: Queen's students enrolled in the Faculty of Education

Cost: \$80 for Queen's students
\$120 for Staff/faculty and Kingston Community members

For more information and to reserve a space contact Nicole Moreau at 533-6000 ext. 75645 or childcare@ams.queensu.ca



Keeping your work space temperate and comfortable

Is your work area too warm or too cold? Try these tips before calling for help. Of course, if your heating concerns persist, Physical Plant Services is there to help. Call Fixit, ext. 77301, with your concerns.

1. Check your area's thermostat. Heating in most areas on campus is controlled by a thermostat. If there is one for your area it will be located in your room or somewhere nearby. Make sure that your thermostat is at the appropriate temperature setting. However, most campus thermostats control the temperature in more than one room or area. Please work with the people who are affected on a mutually agreeable thermostat setting.

2. Be careful how you use an electric space heater. You could be making other areas cold if you use an electric space heater and have a thermostat in your room. Using a space heater to take the chill off your room may "trick" the thermostat into believing that the room temperature is adequately warm. It may then turn off the heat to your room and the surrounding area it controls, leaving your electric space heater to heat the entire area. This is not an effective way of heating and is a tremendous



WWW.CR.NPS.GOV

waste of electricity.

Also, using a heater may overload the electrical circuit and blow a fuse or breaker. This will affect not only your office but also anyone else on that circuit.

3. Make sure the space around, on top and on the bottom of your radiator is clear. Radiators need free-flowing air around them to properly provide heat. Common

ways that warm air is blocked from heating a room include books and other materials covering the top air vents, and bookcases, filing cabinets and other furniture positioned against radiators.

With the advent of the computer and increasingly complex work duties the normal work space now houses more than twice as much furniture than it did in the past and can easily become congested. Campus Planning and Development (Ext. 36827) recognizes the work space pressures faced by the campus community and is there to assist. At no charge, they can suggest redesign options to help improve access to heaters and windows.

4. Tightly close and latch all windows in your area. A single window, opened even slightly, can make the building temperature uncomfortable for many occupants. Cold air entering an open window not only cools the adjacent spaces, but may cause the overheating in other areas. As the heating system tries to warm up the cooler area, distant rooms controlled by the same thermostat, may become uncomfortably hot.

www.queensu.ca/pps/

IN BRIEF

Queen's helps kick off Kingston film fest

Advance passes go on sale Feb. 10 at The Screening Room Movie Theatre, Zap Records, Classic Video and the Queen's University Department of Film Studies. VIP passes are \$48 and include admission to all screenings, as well as exclusive admission to the special filmmaker seminar, private reception and more. The 2003 Kingston Canadian Film Festival's final guest list and "Local Shorts" program will be announced Feb. 24 on the festival's official website, www.kingcanfilmfest.com.

Time travel on Block D

Queen's artist Kristi Allik with artist Robert Mulder integrate sound with visual projections to conjure the history of Kingston's Lake Ontario waterfront in *Fragrances of Time and Space: Block D*.

The interactive multi-media installation at the Agnes Etherington Art Centre draws viewers into time-travel mode on Kingston's Block D, a much disputed waterfront lot in the city's downtown core. The

piece is based on archival photographs and altered present-day images of the land, properly known as Mississauga Point, and a sound montage of audio recordings and original electronic composition. The "fragrances" of the title refers to the emotional aspects of memory. Funded by the Ontario Arts Council and the Canada Council for the Arts, the program runs until May 11.

www.queensu.ca/ageth

Mothers helping mothers

The Ban Righ Centre seeks input into establishing a parent group. Please call Gamila Abdalla at the centre at 533-6000, ext. 78119 or drop by 32 Queen's Cres.

Learn more about the ILC

The final building layout and detailed information for the Integrated Learning Centre, Beamish-Munro Hall, is on display in the Engineering and Science (Douglas) Library. The floor plans for all three levels and an information board can be found in the stairwell between the ground floor and Level 5.



STEPHEN WILD

Construction Project Manager Mike Finn surveys the west atrium from the third level of the new Cancer Research Institute Complex next to Botterell Hall on Stuart Street. Researchers will start moving in March 3 through 15. The building officially opens April 23.

Cancer research groups move under one roof

CANCER RESEARCH: continued from page 1

investigators for some time, but has not been able to do so because there were no labs to accommodate them. Two newly hired researchers will be moving into the CRI with the rest of the division.

With about 60,000 square feet of new floor space, the four-storey institute located in the parking lot south of Botterell Hall has several unique architectural features to encourage collaboration among its occupants, says project manager Mike Finn. "We've tried to make the building as open as possible for communication and movement between the three departments that will move in there."

An open staircase and a central atrium visually connect all the floors. There is a common conference room on the first floor and the top floor is connected to the third floor of Botterell Hall. Since two of the research divisions work with patient data, however, access to certain floors will be controlled.

Construction of the CRI started in January 2002 and is only about two weeks behind schedule, says Mr. Finn.

The delay is partly due to the keen demand for trades people at building projects in Kingston and the province. "The biggest challenge has been the delivery of supplies, because the construction industry is so busy right now," he says. For example, he had to get a crew from Winnipeg to install the windows.

Faculty Appointments

The Faculty of Arts and Science is pleased to announce the following appointments:

Art

Barbara Klempan; Una D'Elia, SSHRCC Postdoctoral Fellow; Sebastian Schütze, Bader Chair in Southern Baroque Art

Biology

Shelley Arnott; Paul Grogan

Computing

Purang Abolmaesumi; Mohammad Zulkernine

Economics

Hiroyuki Kasahara; Maxwell Pak

English

Gabrielle McIntire; Helen Tiffin

French Studies

Catherine Wells, SSHRCC Postdoctoral Fellow

Geography

Laura Cameron

History

Caroline-Isabelle Caron; Barrington Walker; Jeffrey McNairn, Canada Research Chair recipient; Marc Epprecht

Mathematics and Statistics

David Thomson, Canada Research Chair recipient; Troy Day, Canada Research Chair recipient; Shawn Kraut; Michael Roth

Music

Karen Pegley, Queen's National Scholar

Philosophy

Jon Miller

Physical and Health Education

Peter Katzmarzyk, Queen's National Scholar; Lucie Levesque

Physics

Anthony Noble, Canada Research Chair recipient

Political Studies

Margaret Moore, Queen's National Scholar; John McGarry, Canada Research Chair recipient; Joanne Wright

Psychology

Janet Menard; Ingrid Johnsrude; Nikolaus Troje

Religious Studies

Rabbi Justin Lewis, Director, Jewish Studies Program

Sociology

Nikolaos Liodakis; Berna Turam; Vincent Mosco; Stephen Obeng Gyimah

Staff Appointments

Maintenance Mechanic
Physical Plant Service 2002-103
Withdrawn

Administrative Secretary
Department of Medicine 2003-07
Catherine Clare
(Faculty of Health Sciences)

Staff Vacancies

Departments requiring casual hourly paid secretarial or clerical assistance should contact Susan Goodfellow 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, Feb. 18, 2003 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, 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 **Pat Eaton** in Human Resources.

Departmental Assistant, Department of Philosophy 2003-18

Major Responsibilities: report to the Administrative Assistant; provide administrative support to the Coordinator of Graduate Studies and the Chair of Undergraduate Studies with respect to application queries, assisting students, maintaining files, statistics, student contracts and other internal documents; assist with compilation of timetable; act as recording secretary for various committees; act as departmental communication rep and safety officer; provide reception duties and other jobs as assigned.

Requirements: two-year post-secondary program in business administration and previous experience in an office environment (consideration will be given to an equivalent combination of education and experience); excellent office administration skills including the use of computers; ability to adhere to strict confidentiality; proven analytical, problem-solving and decision-making skills; excellent interpersonal and communication skills, both verbal and written.

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

Seminar Administrator, Industrial Relations Centre 2003-19

This is a one-year term appointment.

Major Responsibilities: report to the Seminar Coordinator; oversee the logistical planning and delivery of public education seminars and customized learning programs including onsite logistical management and pre-seminar and post-seminar activities; pro-

vide input, advice and creative ideas on all aspects of seminar management; act as primary contact with customers and faculty; create and facilitate positive customer relationships and negotiate customer privileges and rates with suppliers; attend trade shows and other professional sessions on behalf of the Centre.

Requirements: two-year post-secondary diploma in related business/management studies or human resources/industrial relations with proven experience in the areas of customer service and events management (consideration will be given to an equivalent combination of education and experience); proven initiative (often on the spot), logistical and administrative skills; excellent communication, interpersonal, customer relations, problem-solving and team skills.

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

Research Facilitator (Health and Related Sciences), Office of Research Services 2003-20

This is a one-year term appointment.

Major Responsibilities: report to the Manager; support the university's research mandate by administering and coordinating the research grants submission process for Queen's health researchers, carrying out a broad range of pre-award functions, and ensuring that faculty members are advised of funding opportunities; work closely with the Associate Dean (Research), Faculty of Health Sciences and/or the Director of Research to ensure harmony with other research initiatives; represent Queen's in meetings and professional associations; special projects as assigned.

Requirements: three-year post-secondary degree, preferably involving research, plus several years of job-related experience in relevant fields; experience with/demonstrated ability to learn the writing and evaluation of grant proposals, and policies and practices of various funding agencies; knowledge of relevant university practices and procedures; some administrative experience in planning, organizing and directing service delivery desirable; consideration will be given to an equivalent combination of education and experience; proven decision-making skills; high level of initiative with excellent interpersonal, organizational, computing and planning skills.

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

Millwright Physical Plant Services 2003-21

This position involves working 37.5 hours per week. The successful candidate must be willing to

work overtime, respond to call-ins outside normal working hours and work afternoon/evening shifts as required.

Major Responsibilities: perform installation, repairs and/or troubleshooting of pumps, air handling fans and the mechanical aspect of kitchen equipment; work with other trades and university staff and students.

Requirements: Province of Ontario certification as a millwright; several years of experience in the repair and maintenance of pumps, fan units and kitchen equipment for institutional or commercial buildings; valid Ontario driver's licence; ability to work within the Physical Plant Services operational and safety policy and procedures; proven ability to work effectively and efficiently with other trades, staff and students.

This position falls under the jurisdiction of the Canadian Union of Public Employees, Local 229.

Hourly Rate: \$23.33

Employee Development

To register or to obtain further information call Human Resources at ext. 32070 or go to hradmin@post.queensu.ca.

Friday, Feb. 14

Effective Manager Series: Leadership and Followership - What's trust got to do with it? Learn how to build trust and employee involvement by using openness and credibility, and by trusting others. Judith Wilson, Training Consultant, 9 am to 12 pm.

Wednesday, Feb. 19

Learning to Listen Find out your strengths at this workshop, which focuses on where you need to 'grow' in terms of your listening skills. Wendy Lloyd, Human Resources. 9 am to 12 pm.

Thursday, Feb. 20

Transgender: The Road to Inclusivity 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. Julie Darke, Human Rights and Bonnie Livingstone, Residences, 10 am to 12 pm.

Employee Assistance Program

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

Want to promote your business or a special event to Queen's University faculty and staff?

Place an ad in the
**QUEEN'S
GAZETTE**

For rates and inquires:

phone: (613) 533-6000 ext. 75464
e-mail: gazad@post.queensu.ca

**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.



CELIA RUSSELL

Students get leads on summer jobs at the annual Career Services job fair at Grant Hall recently. The fair attracted hundreds of job-hunters.

Campus Security Emergency Report Centre:

533-6111

Human Rights Office
533-6886
Irene 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:

Please contact the Coordinator of Dispute Resolution Mechanisms at 533-6495 for assistance or referral to a Grievance Advisor

University Grievance Advisors – Staff:

Jane Baldwin – Surgery
533-6302
Kathy Beers – Student Affairs
533-6944
Bob Burge – IT Services
533-6000 ext. 32447
Sandra Howard-Ferreira (On Leave)
School of Graduate Studies and Research
Gary Racine – Telecommunications
533-3037

Freedom of Information and Privacy Protection

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

Employee Assistance Program
1 800 387-4765

University Chaplain:

Brian Yealland
533-2186

Rector

Ahmed Kayssi
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.

BULLETIN BOARD

Awards and Grants

Pearl Williams and Llewellyn Hillis Fund

Established by Llewellyn Hillis, Arts '52, D.Sc. (Hon.) '85, Paul, Catherine and Roger Colinvaux, to honour parents and grandparents who sent their daughter "down" to Queen's. The fund is to promote the careers and scholarship of women scientists, especially biologists, at all stages in their professional development; and to promote performances by women artists (music, drama, painting). The funds could contribute towards: augmenting the local pool of role models and professional contacts by helping sponsor the visit of established women scientists or artists to the campus, including the Field Station; purchase a special piece of equipment or attendance at a conference for which other funds are not available; provide release time from "mothering" or "parenting". A maximum of \$1,000 will be dispersed from this fund in 2003. Apply by April 16 to Peter Boag, Chair, Williams/Hillis Fund, Biology, Queen's University.

Queen's Human Rights Initiative Award Terms and Criteria

Queen's annual Human Rights Initiative Award recognizes initiatives that have made an outstanding contribution to the advancement of equality and human rights at Queen's.

Selection Committee

The Selection Committee will consist of members of the Human Rights Office Advisory Council.

Criteria

Nominations for the Human Rights Initiative Award will be considered using the following criteria: originality of the initiative – How is this initiative unique for the Queen's community?; positive impact on the uni-

versity community – How has the initiative changed the culture, landscape, etc. of Queen's?; sustainability of the initiative – In what ways will this initiative have lasting benefits for the university community?; broad community partnerships – How has the initiative encouraged partnership/cooperation among university and/or Kingston community constituents? Have any new or atypical relationships been forged through this initiative?

Nominations

Submissions deadline is Feb. 28.

The award normally granted on Dec. 10 (the anniversary of the U.N. Declaration of Human Rights) will this year be granted in early April. Nominations of initiatives developed by Kingston community members will be considered provided the initiative was directly intended to benefit the Queen's community. Include a brief letter outlining the ways in which the initiative meets the criteria, and provide contact information for those responsible for the initiative. Apply to: The Selection Committee, Queen's Human Rights Initiative Award, c/o The Human Rights Office, Old Medical Building, Queen's University, Kingston, Ontario, K7L 3N6. email hrighits@post.queensu.ca, fax (613) 533-6576.

Ontario Thoracic Society/Ontario Lung Association

The Respiratory Group at Queen's invites applications for respiratory research in both basic and clinical fields. The funds are mainly intended for use as SEED money or pilot projects, but are also available for interim funding. Apply by Friday, Feb. 28, 2003. Grants will not exceed \$10,000. Information: Dr. D.E. O'Donnell, 102 Stuart Street, KGH, 548-2339.

Governance

Elections to the Senate and the Board of Trustees

The University Secretariat reminds the university community that elections to the Senate and the Board of Trustees will take place during the months of Feb./March 2003 for the following positions:

- 1 staff member, Senate
3-year term to 2006
- 1 staff member, Board of Trustees
4-year term to 2007
- 1 faculty/librarian/archivist,
Board of Trustees
4-year term to 2007

Nominations close Feb. 21 at 4 pm. Balloting takes place March 3-14. Polls close March 14 at 4 pm; results will be announced on the University Secretariat website by March 21. Nomination forms are available from deans, department heads, directors and managers, from the University Secretariat at B400 Mackintosh-Corry Hall or via the Secretariat website: <http://www.queensu.ca/sec-retariat/election>.

PhD Examinations

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

Tuesday, Feb. 11

Homayoun Dayani-Fard, Computing. Quality-based software release management. Supervisor: J.I. Glasgow. 524 Goodwin, 10 am.

Notices

Physical Education Centre

Reading Week

Hours of Operation

- Saturday, Feb. 15 8 am - 10 pm
- Sunday, Feb. 16 12 pm - 10 pm
- Monday, Feb. 17 CLOSED
- Tuesday, Feb. 18 –
- Friday, Feb. 21 7 am - 10 pm

- Saturday, Feb. 22 8 am - 10 pm
- Sunday, Feb. 23 12 pm - 10 pm

Information Technology Services

Effective Feb. 10, 2003 the Micro-computer Repair depot (in Dupuis Hall) is introducing a new way for you to get your computer or printer repaired or upgraded. Call 533-2054 Monday to Friday between 8 am and 6 pm for an advance booking to accommodate your work or vacation schedule.

Volunteers

Type II Diabetic Men

If you are 30 to 60 years old and non-insulin dependent you could participate in a 13-week study investigating the effects of exercise on cardiovascular disease risk factors and glucose metabolism. Details: Ann-Marie Kungl, 533-6000 ext. 75118.

Sedentary Lean Men

If you are 30 to 60 years old and don't smoke you could participate in a 13-week study investigating the effects of exercise on cardiovascular disease risk factors and glucose metabolism. Details: Ann-Marie Kungl, 533-6000 ext 75118.

Income Tax Returns efiled for Fast Refunds

Bryce N. Yorke

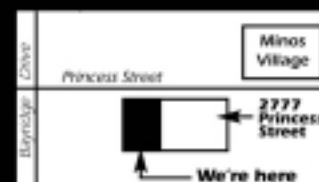
2777 Princess Street

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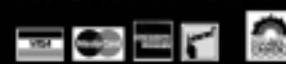
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Art

The Agnes Etherington Art Centre

University Avenue

Ongoing exhibitions – Historical Feature and R. Fraser Elliott Galleries, *In a Foreign Country: Images of 18th and 19th Century Canada* to July 20; The Bader Gallery, *Contemplative Imagination* to Aug. 17; African and Frances K. Smith Galleries, *A Forest of Flowers – Words and Sculpture of West Africa*, to Oct. 12; Samuel J. Zacks Gallery, *Instant Criticism of Illusionism* to April 27; Davies Foundation Gallery, *Fragrances of Time and Space: Block D* to May 11. For further information, contact Pat Sullivan or Annabel Hanson at 613-533-2190.

Events

Sunday, Feb. 16. Trips to Warm Your Heart. Preview 2003-04 plans for trips, 2 pm. Information 546-1622.

Thursday, Feb. 20. Tour, 12:15 pm. Free.

www.queensu.ca/ageh/

Union Gallery Stauffer Library

Emulsion, prints and mixed media by Samantha Abdallah.

Feb. 11 to March 4. Reception Saturday, March 1, 6-8 pm.

ugallery@post.queensu.ca

Music

Thursday Feb. 13 and Friday, Feb. 14

A Night in Vienna. An evening of Austrian music, song and dance. Proceeds to School of Music Grand Piano Fund. Grant Hall, 7:30 pm. \$25 table seating, \$10 balcony seating. Tickets PAO.

Departmental seminar schedules

Biology

www.biology.queensu.ca/seminars/dss.html

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

Pharmacology/Toxicology

www.meds-ss10.meds.queensu.ca/medicine/pharm/
<http://medsss10.meds.queensu.ca/medicine/pharm/>

Physiology

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

Public Lectures

Tuesday, Feb. 11

Robert Sutherland Visitor
Faith Nolan, Halifax-born singer/songwriter and activist will speak about her recent work challenging the growth of the prison industrial complex. JDUC, Wallace Hall, 7 pm.

Wednesday, Feb. 12

Classics
Sue Bazely, Catarqui Archaeological Research Foundation. History beneath our feet: exploring Kingston's archaeological past, 517 Watson, 7 pm.

Newman House

Br. Emile, France. Taize's Pilgrimage of Trust on Earth. St. Mary's Cathedral, 7:30 pm.

Political Studies

Christine Sypnowich, Queen's. Equality and human flourishing. 229 Mackintosh-Corry, 2:30 pm.

Monday, Feb. 24

Jewish Studies
Jim Pritchard, Sephardic planters

and merchants in French Atlantic trade before 1789. 517 Watson, 7:30 pm.

Special Events

Black History Month

Monday Feb. 10

Afro-Caribe Food Night!

Learn how to cook Afro-Caribe style with chef Christian Cortright! Loblaw's Upstairs, Kingston Center (Princess Street and Bath Road), 6:30 pm. Contact Micki at micki.mulima@krcc.on.ca or Stephanie at 533-6886.

The History of Black People and the Media

Listen to GroundSwell's radio show dedicated to Black History Month. Learn more about black history and the media! CFRC 101.9 FM, 6 pm. Contact groundswellradio@hotmail.com.

Wednesday, Feb. 12

Faith Nolan in Concert!

Faith Nolan performs with her trademark blend of blues, folk and jazz with a taste of funk! JDUC, Wallace Hall, 8 pm. Free.

Thursday Feb. 13

What in the World is Still Going On? Speaker Series

David MacDonald, Chewya Ludeki, Rosemary Jolly, Queen's, discuss politics in Africa. B201

Mackintosh-Corry Hall, 7:30 pm. Information 533-3189.

Tuesday Feb. 25

Zora Neale Hurston. Book Discussion, *Their Eyes Were Watching God*. Talk with others about this remarkable piece of literature. Copies of the novel available for on-site reading at the Sleepless Goat, for loan at the Kingston Frontenac Public Library, and for sale at Novel Idea. The Sleepless Goat Café, 7 pm. Free. Information 533-6886.

Thursday Feb. 27

Loyalties. The chance meeting of two women in this film brings together two halves of an astonishing story of slavery. Ban Righ. Noon.

AMS Speakers' Series

Wednesday, Feb. 26

Lt. Gen. (ret.) Romeo Dallaire speaks on the role of Canada in the international realm and his experiences with the United Nations. Grant Hall. Doors open at 6 pm. Tickets are free and can be picked up at the UBS or at the AMS front desk in the JDUC. Donations to charity will be greatly appreciated.

Courses and Workshops

QUILL Lecture Series

B201 Mackintosh-Corry, 2 pm

Feb. 16 – Digging for the past in Algonquin Park, Rory MacKay.

Feb. 23 – Palace steamer to dive site – the story of the Kingston, Rick Neilson.



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Submission Information

To ensure we get your information correct, submissions to the *Gazette* Calendar must appear in the following format: date, department, speaker's name and affiliation, title of lecture, place, time.

You are reminded that the next *Gazette* deadline is Friday, Feb. 14 at noon due to the Feb. 17 holiday.