



QUEEN'S GAZETTE

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Ah Wilderness! P11



The right fit for Queen's

NEXT PRINCIPAL LOOKS TO BUILD ON A STRONG LEGACY

By CELIA RUSSELL and ANNE KERSHAW

At the news conference announcing the appointment of Karen R. Hitchcock as Queen's next principal, Chancellor Charles Baillie

downplayed the fact that she will be the university's first woman principal.

"Our objective was to find the best possible person," he told reporters at the May 8 conference. "We feel very fortunate to have found Dr. Hitchcock."

Being first speaks to a stage of evolution of any institution, said

Dr. Hitchcock, who is University at Albany's first woman president. "But if you are looking for the best fit in terms of background and experience - and it comes in the form of the first woman principal - then so be it."

And as well as being a biologist, she shares many common traits with her predecessor, Principal William Leggett, the Chancellor noted.

"Dr. Hitchcock has the warmth and the sense of humour and the steel in the spine. So we knew she would be a good fit."

The Board of Trustees approved her appointment at a meeting earlier that day. Dr. Hitchcock, Queen's 18th principal, will succeed Dr. Leggett, who has served as principal and vice-chancellor since 1994. He will

conclude his second term on June 30. Dr. Hitchcock's appointment, effective July 1, includes a full professorship in anatomy and cell biology.

As Chancellor Baillie escorted Dr. Hitchcock into the morning meeting, board members welcomed her with a loud, standing ovation lasting well over a minute.

See THE RIGHT FIT FOR QUEEN'S: Page 3

Healthy budget; future uncertain

By CELIA RUSSELL

Despite a government-imposed, two-year freeze on tuition, Queen's 2004-05 operating budget is in good shape.

But the tuition freeze introduces an element of uncertainty, Principal Leggett told the May 8 meeting of the Board of Trustees. A grant to universities to cover lost tuition revenue was necessary and welcome. However, it has only been committed for the first year of the tuition freeze period.

Other ongoing challenges to the budget are the strong competition when recruiting faculty and upward pressures on compensation. The possibility of reduced returns on investments and increased utilities costs add to the financial and planning pressures faced by the university.

With the recently announced tuition freeze, Queen's is unable to raise the student assistance allocation by the same level as it has in previous years, Principal Leggett said. Although tuition fees will not increase this year or next, they represent a small portion of costs faced by students. As a result, this lower amount of student aid funding is expected to hurt the university's most needy students.

The board approved an operating budget of \$267.5 million for 2004-05, an increase of \$14.8 million (5.9 per cent) over last year. Overall provincial grants increased by 7.8 per cent, fee revenue increased by 3.7 per cent and other revenue increased by 1.3 per cent.

Total expenditures were originally budgeted to increase by

\$20.3 million; however, an across-the-board budget cut of 3.5 per cent (see details below) reduced the expected increase in expenditures to \$14.8 million (5.9 per cent), thus balancing the budget as per board policy.

Revenue details include: no increase in the provincial base operating grant; \$3.3 million increase in tuition revenue from enrolment growth; \$200,000 increase in tuition revenue from international fees; no change in revenue from domestic tuition (due to freeze); \$5.3 million increase in enrolment growth grant funding for a total of \$17.8 million; \$2.8 million in new revenue from the provincial grant in lieu of tuition freezes; \$2.5 million additional funding from the Quality Assurance Fund for a total of \$7 million; other revenue, including funding for the indirect costs of research, Provincial Performance Fund, investment and unrestricted donations totaling \$700,000.

Compensation continues to be the university's largest single expenditure. Fringe benefits continue to increase at a rate of about eight per cent annually. Expenditure details include: \$8.8 million (5 per cent) increase in funding for salary and benefits for faculty and staff; \$1.4 million (13 per cent) for utilities; \$1.1 million in new funding (5.5 per cent increase) for student assistance; \$500,000 (6 per cent) for library acquisitions for a total of \$9 million; \$250,000 (13 per cent increase) for deferred maintenance for a total of \$2.2 million; \$500,000 to address other ongoing commitments.

See HEALTHY BUDGET: Page 2

LEARNING COMES ALIVE



CELIA RUSSELL

Green wall designer Alan Darlington of Guelph University prepares a plant for the "living wall" in the atrium of Beamish-Munro Hall, home of the Integrated Learning Centre. The building, at the corner of Union and Division streets, officially opened May 6. Genetron Systems, the University of Guelph, and Air Quality Solutions Ltd. have been researching ways to use the concept indoors to clean air. They have created a green wall, a plant-based bio-filter that removes and breaks down airborne contaminants. For details, see ilc.queensu.ca/facilities/greenwall. For another ILC photo, see page 13.

Index

Bulletin Board	15
Calendar	16
Careers	13
Discovery @ Queen's	8
University Roundup	7
Viewpoint and Letters	6

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

Queen's News Centre

Board honours three principals, past and present

By CELIA RUSSELL

The Board of Trustees has approved the naming of Queen's newest residences, and a \$4 million endowed chair in economics to recognize the contributions of three of the university's principals.

"These acts recognize three generations of outstanding leadership to this university," Chair John Rae told board members at the May 8 meeting.

Board approved the naming of the 194 Stuart St. residence as Leggett Hall, in honour of outgoing Principal William C. Leggett and the naming of the residence at 23 Albert Street as Watts Hall, to recognize Principal Emeritus Ronald Watts.

Dr. Watts served as the university's 15th principal, from 1974 to 1984. Dr. Leggett has been Queen's 17th principal since 1994. His term ends on June 30.

"The naming of these buildings recognizes the association that Drs. Leggett and Watts have had with students," Board Chair John Rae said.

The board also recognized Principal Emeritus, the late David Smith, by ratifying a Senate decision to establish the David Chadwick Chair in Economics.

The chair honours the memory of Dr. Smith, who served as

head of the Department of Economics from 1968 to 1981 and as principal from 1984 to 1994. The chair is to be held by a top-ranked economist in any field. The objective is to strengthen the Economics department, especially its graduate program, by allowing it to hire a leading researcher with a strong international reputation.

See BOARD HONOURS PRINCIPALS: Page 2

Passion for teaching earns professor prestigious award

By EMILY SANGSTER

Donato Santeramo, an associate professor in the Department of Spanish and Italian, has won the 2004 Alumni Award for Excellence in Teaching.

Prof. Santeramo's student supporters highlighted his enthusiasm, interactive teaching methods and commitment to creating extracurricular learning opportunities as reasons for his nomination.

"He is excited about what he is teaching and engages with students so they are excited too,"

one student wrote. "He makes it seem as though we are not just entering a classroom but entering a part of his world."

Another student agreed. "In my four years at Queen's he is by far the best professor I have had. He deserves this award and more!"

A native of Toronto, Prof. Santeramo lived in Italy between 1971 and 1989 and has been teaching at Queen's since 1995. He holds master's and doctoral degrees from the University of Toronto and a bachelor's degree



Santeramo

from the University of Rome. He is the founder of St. James Language School in Rome, Italy, and is also a dedicated promoter of Canadian and Italian film. He co-founded Toronto's Italian Outdoor Film Festival in 1994 and is an ongoing collaborator with the Italian film promo-

tion agency Italia Cinema.

The award, which consists of a statuette and a \$5,000 cheque, is believed to be the most lucrative of its kind in North America. The Queen's University Alumni Association has presented it annually since 1975 to a faculty member who demonstrates thorough knowledge, innovative teaching, and a genuine concern for students.

Donato Santeramo will receive his award at the Arts and Science Spring Convocation on Friday, June 4 at 2:30 pm in Jock Hartly Arena.

Carrots and sausages: Imagining a new way of teaching

By CELIA RUSSELL

"Let's educate all the students – not just those who we decide match our quality control systems."

So said Caroline Baillie, the DuPont Canada Chair in Engineering Education to University Council members May 7.

She was one of the university's top educators who shared their vision of the future of teaching and learning in a panel discussion at the council's 129th annual meeting. Executive Director of the International Study Centre David Bevan, Vice-Principal (Academic) Suzanne Fortier, Development Studies Director David McDonald and School of Business Dean David Saunders also participated, while Chancellor Charles Baillie moderated the discussion.

Each one of them is involved in major changes in curriculum and pedagogy at the university, said Les Monkman, who introduced the program. "These programs are helping students become leaders and citizens for a global society."

Drs. McDonald and Saunders stressed how partnerships – particularly educational exchanges and study abroad opportunities – not only widen the lens for their students, but become life-changing experiences.

"However, if we are going to continue to be truly international, we have to do more than go out there – we have to bring more international students

here," said Dr. McDonald.

The Business school has been transformed over the last 15 years, said Dr. Saunders. "More than 60 per cent of all undergraduate commerce students participate in exchanges."

New partnerships with Paris, Cornell and Mannheim now offer a "worldwide consortium of content." The emphasis is on bringing a business perspective to social issues.

Dr. Baillie urged council members to "allow yourselves to dream." This is the same approach she took in delivering a new, interactive program to last year's 640 first-year engineering students. Groups of 20 were asked to imagine an environmentally, safe world where every citizen has a full life. Some students thrived; others complained, because "I had asked them to change their world view."

Using a recycling factory as an example, she questioned her students as to whether workers there should get paid the most. After all, it is a pretty horrible job. One student replied no, saying, "It's not our fault they didn't take responsibility for their education."

To support her argument for inclusiveness, Dr. Baillie used props to point out differences between organic carrots that all look different and the small identical carrots that Gerber uses for its baby food. She also referred to the sausage factory approach to higher education, where "you feed in the ingredients and churn out



Caroline Baillie makes a point about teaching and learning while David Bevan looks on.

sausages that all look the same.

"Like these carrots," she said, pointing to the Gerber carrots, "you would have the ability to grade them. What about the squashed sausages, the yellow, green, thin carrots? They get thrown out."

Despite larger and larger classes, it's essential to keep the individual in mind in education, she said. "We have to understand what's best for our students."

Dr. Bevan echoed the theme of diversity in describing how the curriculum is life at Herstmonceux Castle in Britain.

Within the context of a self-contained, single building on a remote estate, the 180 students are open to the "organic, educational

opportunities, which is an advantage to the education process."

Beyond the classes, the conversation continues, similar to the traditional European university atmosphere, and out of it comes "the bonding, discussion, tension, debate, competition, antagonism and great friendships."

The popular field studies component features trips to Europe's greatest museums, and also to see sub-economic housing and crime scenes.

"They go to museums not just to look at the collections, but also to deconstruct them. "What is a museum? Why does society have them? Learning has to be much more 'how to' than 'what.'"

Board honours principals

continued from page 1

As it was Dr. Leggett's last board meeting as principal, Mr. Rae announced that board members had made a gift on his behalf to a cause that he holds dear – to student assistance in the field of graduate studies. It is a living plan, which allows other members of the university community to donate to it, Mr. Rae said.

"This is to remind the people of Queen's of your extraordinary contributions to the Queen's community."

Principal Leggett expressed

his thanks, saying he was overwhelmed by their generosity. He described how much he had benefited and enjoyed his association with the board over his tenure.

"I am extremely aware that many of my colleagues at other universities quite literally approach board meetings with fear and trepidation," he said. "Here, we go away energized by them."

Please note that Board in Brief will appear in the next issue of the Queen's Gazette.

Healthy budget

continued from page 1

How a tax becomes an increase: To prepare for the 2004-05 budget year, the university identified a need for a 3.5 per cent budget "tax" on all academic and non-academic units to cover the university's internal inflation (mostly compensation increases) and balance the budget, according to the budget report to the board. This is the seventh such reduction in the last nine years.

Although all units feel the long-term effect of these reductions, the impact is not uniform. Units that can raise funds through initiatives such as private programs, fees for services or deregulated tuition fees can mitigate the effects. Non-academic units are totally dependent upon the operating budget and don't have the same flexibility to cope with these challenges.

Academic units, however, benefit from a redistribution of incremental revenue from a combination of regulated and deregulated fees and fees from enrolment growth.

As a result of the redistribution, university faculties and schools actually see budget increases ranging from 5 per cent in Health Sciences to 13.9 per cent each to Law and to Graduate Studies. The total budget of Queen's academic units increased by 7.1 per cent to \$124 million. www.queensu.ca/secretariat

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& Mrs. Claire Leggett
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and colleagues at the annual

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on Monday, 31 May 11:30-1:30 pm
at Agnes Benidickson Field
Rain location: Grant Hall



QUEEN'S GAZETTE

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

Editorial Assistant
Lorinda Peterson
613-533-3234
petersn@post.queensu.ca

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

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

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

Production
Graphic Design Services

Grant Hall Illustration
Greg Black

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

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

Subscriptions are \$25 per year.

Schedule

Noon deadline	Publishing date
9 June	16 June
7 July	14 July

For the full schedule, go to
Queen's Gazette Online:
qnc.queensu.ca/gaz_online.php

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

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The right fit for Queen's

continued from page 1

In a brief address, she thanked the search committee for their work.

"This whole process has been one of grace, wisdom, information and serious discussion," she said.

She also welcomed the opportunity to consult with Dr. Leggett over the next five years.

"I am thoroughly blessed by being here, with the legacy of Dr. Leggett. The institution has been transformed by his leadership and this has created a platform for a caring community of learning and leaders."

In addition to being the first woman, Dr. Hitchcock, a native of New York State, is also the first American principal of Queen's.

While some have been critical of the appointment of an American to lead the university, others clearly view it as a plus.

"I see it as one of her strengths, actually," said student Rector Ahmed Kayssi, a selection committee member. "She is able to bring a different and fresh perspective in a rapidly changing post-secondary education environment. She has worked in many environments and she has that out-of-the-box perspective that is so crucial."

Mr. Kayssi also noted Dr. Hitchcock's strong record of promoting student life on other campuses where she has worked. "She comes across as very compassionate and student oriented. I think she is definitely going to build on the strong tradition of student participation and involvement at this university. It's one of the things Queen's is known for and I think she will enhance this."

Chrissie Knitter, former AMS president and selection committee member, pointed to previous initiatives of Dr. Hitchcock that have focused on improving the quality of teaching as well as her demonstrated commitment to student life activities.

Ms. Knitter related a story about Dr. Hitchcock showing up in evening wear at a basketball game following an alumni dinner and engaging in a shoot off with students.

"I think she will relate well to the broader learning environment at Queen's and I'm very excited about the direction she will be taking the university."

In welcoming Dr. Hitchcock at the board meeting, Trustee Joan

Stevenson, a professor in the School of Physical and Health Education took an opportunity to underscore the chronic lack of government funding for higher education.

"We cannot continue with these kinds of cuts," she said. "I certainly hope that as part of the struggle you continue to impress upon Canadian society the need to fund the universities."

Search committee and faculty member Susan Cole was enthusiastic in her praise of the university's next principal.

"She comes across as very compassionate and student oriented."

Ahmed Kayssi

"I am very excited about her appointment," she told the *Gazette* after the board had ratified Dr. Hitchcock's appointment. "Although her background is in the sciences, she has an incredible passion for the humanities."

Trustee Heino Lilles was equally enthused.

"The search committee has done an impressive job," he said after meeting Dr. Hitchcock. "She's warm, personable and committed to the university's mission. With her extensive experience, she is an excellent choice."

Since 1996, Dr. Hitchcock has been president of the University at Albany, a unit of the State University of New York (SUNY) system. In this position she gained a reputation as a visionary leader in higher education with a strong commitment to excellence in teaching and scholarship. She is also recognized for building strong ties with business in the area of technology transfer. In 2002, she was honoured for her work with the business community with the Marketer of Excellence Award from the New York Capital Region Chapter of the American Marketing Association, and was inducted into the Capital Region Business Hall of Fame earlier this year.

Before moving to the Albany campus in 1991 as vice president of academic affairs, she served as vice chancellor for research and held other posts at the University of Illinois at Chicago. She holds a

BS degree in biology from St. Lawrence University and a PhD in anatomy from the University of Rochester School of Medicine and Dentistry. As a post-doctoral fellow, she worked on pulmonary cell biology at The Webb Waring Institute for Medical Research at the University of Colorado Medical Centre. She has published extensively in her field of cell and developmental biology and has received many grants from the National Institutes of Health.

Asked why, as an American she would choose Queen's, Dr. Hitchcock replied that the problems and the challenges facing universities today are the same everywhere.

"It's very simple. Borders are getting very permeable."

She sees herself as taking a leadership role at an institution that is already excellent.

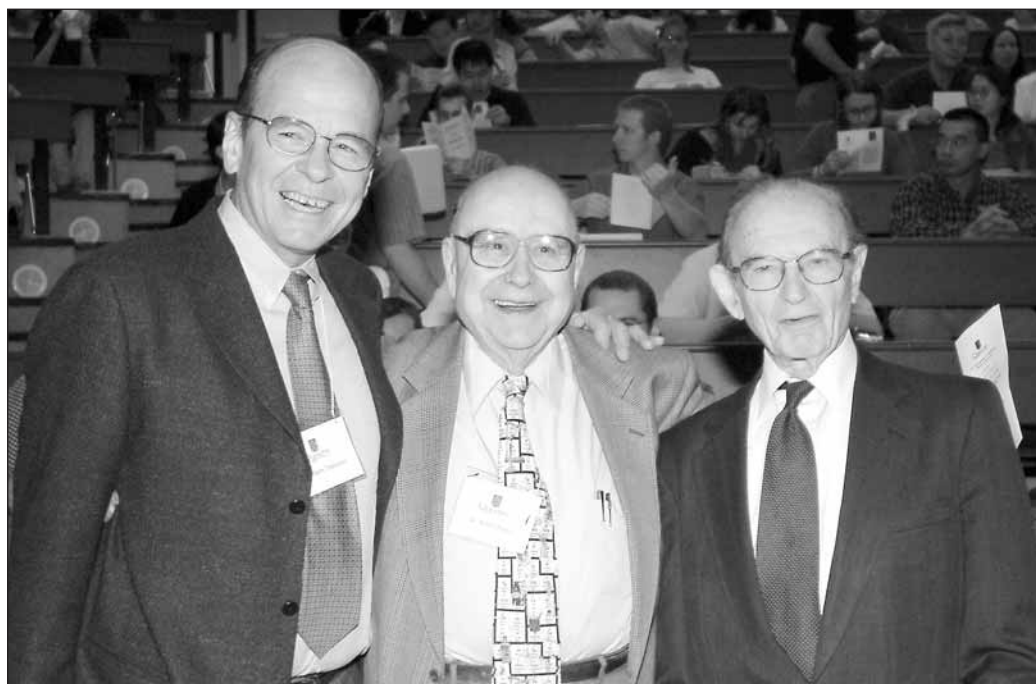
"It is not going to be done alone. As I learned about Queen's, I saw an openness and ability to welcome changes - but also a sureness of the values and very abilities that define this place - this is what brought me across the border."

At the University of Albany, Dr. Hitchcock's accomplishments include engaging faculty in a major strategic planning process, establishing a new budget process and creating a faculty-based, campus-wide resources and priorities committee to advise on resource allocation. She also worked in collaboration with faculty on a major expansion of academic programs, including graduate degree programs; reversed a 12-year decline in faculty size through budget reallocation; and undertook major targeted investments in faculty recruitment, research support services and infrastructure. Sponsored research has increased some 47 per cent over the last six years to \$126 million at the University at Albany.

An October 2003 report in *The Business Review* of Albany drives home that point: "Under Hitchcock's leadership, what was not so long ago considered a good teacher's college, the university is now challenging the most elite research universities in the nation."

Over her career, Dr. Hitchcock has fostered partnerships with government and the private sector in areas of institutional strength, partnerships which, at the University at Albany, have garnered some \$1 billion of new investment in facilities and infrastructure, and 1.7 million square

CELEBRATING CHEMISTS



STEPHEN WILD

Nobel-Laureate Barry Sharpless from Scripps Research Institute (left) and Gilbert Stork of Columbia University (right) presented a symposium last week, part of several celebrations honouring Alfred Bader's 80th birthday. The two renowned chemists share a smile with Dr. Bader before the start of the symposium, which took place in Chernoff Hall. Founder of the Aldich Chemical Company, Dr. Bader, Sc'45, Arts'46, MSc'47, LLD'86, and his wife Isabel are among the university's most loyal and generous benefactors.

feet of new space for research and teaching programs, including a new campus devoted to biotechnology and related business incubation as well as the first School of Nanosciences and Nanoengineering in the world.

Other achievements have involved developing a campus-wide technology plan, including bringing on-line a major new science library; and developing, in consultation with faculty, a strategic initiative for expanding international programs, curriculum offerings and student and faculty exchanges.

Dr. Hitchcock is also an experienced fundraiser, supporting growth in development and alumni programs during her tenure as President.

In addition to her skills in attracting research and industry support to the University of Albany, former colleagues describe her as a champion of undergraduate education.

"President Hitchcock has also led efforts to increase full-time faculty from 539 in 1997 to 613 in 2003, and has done this in an era of competing demands, increasing government mandates and increasing resources challenges," Dean of Undergraduate Studies Sue Faerman and Dean of College of Arts and Sciences Joan Wick-Pelletier wrote last year in a letter to the *Albany Times Union*. "Just last fall, she accelerated efforts to improve students' learn-

ing environment through a four-year initiative to refurbish every classroom and lecture centre on our three campuses."

Since President Hitchcock took office, the average SAT score has risen from 1140 in 1994 to 1168 in fall 2003, with a median score comparable to the top 55 public universities in the country, they wrote. In addition, the average high school GPA has also risen from 86.7 in 1994/5 to 90.1 in 2003. Investment in undergraduate merit scholarships has risen from \$84,000 in 1994 to more than \$4 million in 2003."

Chancellor Baillie described Dr. Hitchcock as someone who "has a passion for education and identifies with her students and their aspirations." He also noted her "vast experience in the areas of higher education and economic development, exceptional leadership qualities and demonstrated commitment to values such as equity and diversity that are so important to us."

"We see her as the leader who will continue to move this university forward to the next plateau of excellence in teaching, research and innovation. She is someone with proven success in bringing about partnerships with government and industry, and someone who can help us further our standing as a world-class university." qnc.queensu.ca



CELIA RUSSELL

Karen Hitchcock: Challenges facing universities are the same everywhere.

Principal facts

- Dr. Hitchcock may be the first American appointed to the post of principal at Queen's but she's not the first from outside the country to assume the role. In fact, the institution's first principal, Rev. Dr. Thomas Liddell (1841-46), was a Scot. And, during the 20th century, two consecutive principals came from the UK - the Rev. Robert Bruce Taylor (1917-1930) and Sir William Hamilton Fyfe (1930-1936). The renowned George Monro Grant (1877-1902) was Queen's first Canadian-born and longest serving principal.
- William Archibald Mackintosh (1951-1961) set another precedent in becoming the first faculty member to become principal. William Leggett, whose second term ends June 30, is the first scientist and external appointment to the position since Robert Charles Wallace (1936-1951). Still, it's been awhile since someone from outside Canada has been appointed to principal. Dr. Hitchcock, whose appointment becomes effective July 1, is the first since 1936. That's when Dr. Fyfe left Queen's to become Vice-Chancellor of Scotland's University of Aberdeen.
- Dr. Hitchcock already knows what an Oil Thigh is, thanks to an impromptu demonstration by Queen's Alumni Assembly members at their meeting May 8.
- Her husband, Murray R. Blair, will fit right in at Queen's, says Dr. Hitchcock. He owns a kilt and is extremely proud of his Scottish heritage.
- She loves sports - all kinds. She likes horseback riding. She also enjoys a wide range of music.

IN BRIEF

Medicine memories

The School of Medicine's *Scrapbook of Memories 1954-2004: An Historical Tribute to the Sesquicentennial*, compiled by Dr. Donald B. Jennings, is hot off the press. The table of contents can be viewed at the Sesqui website at meds.queensu.ca/sesqui04.

Books are on sale at the Campus Bookstore for \$25. They can also be purchased online at www.bookstore.queensu.ca.

Kitchen comedy



A scene from *Kitchen Stories*

For its next screening Cinema Kingston presents the quirky Norwegian comedy *Kitchen Stories*, Sunday, June 6 at 7:30 pm. The screening takes place at Etherington Auditorium, 94 Stuart St. Tickets are \$8 at the door.

Official Norwegian entry for the 2004 Best Foreign Language Film Oscar, Bent Hamer's *Kitchen Stories* is a delightfully quirky comedy that premiered at the 2003 Toronto International Film Festival.

The premise is a delicious one - a Swedish Research Institute study has concluded that, through the course of their daily kitchen activities, the average housewife walks the distance from Sweden to the Congo each year due to basic inefficiency. To balance the report, the institute decides to launch a parallel study to assess the kitchen efficiency levels of single Swedish men. Unassuming Institute observer Folke (Tomas Norstrom) joins a scientific team to study a group of volunteer bachelors in an effort to "calibrate domestic inefficiency." He's assigned to watch cantankerous farmer Isak (Joachim Calmeyer) To preserve the scientific integrity of the study, Folke is forbidden from speaking or engaging with his subject as he watches and charts the daily boiling of one egg and Isak's steadfast devotion to turning off the light. www.filmsdulospace.fr/kitchen-stories/

Spring graduates get new diplomas

REDESIGN REFLECTS QUALITY OF QUEEN'S EDUCATION

By KAY LANGMUIR

This spring's crop of graduates will be the first to take home an elegant new diploma with a gold embossed seal on textured paper that better reflects the quality of a Queen's education.

"People have come here and gone through multi-years of hard work and intense study and we feel that this new diploma will more appropriately speak to that," says Eileen Potts, manager of production services in the Department of Marketing and Communications.

Principal Bill Leggett initiated the redesign of the diploma when he asked staff to improve the quality of the hard-earned document.

"He has, over his tenure, heard some complaints from students that the diplomas weren't of the quality they were expecting," Ms. Potts explains.

The old diplomas were printed in full color and "weren't classy and elegant" as they could have been.

The diplomas were last redesigned 12 years ago. But, over time, changes to in-house, colour-production technology had affected the quality of diplomas produced. To create new diplomas with embossed stamps, the university turned to a specialty printer in Ottawa.

Ms. Potts and other Marketing representatives went to Ottawa to observe the specialized process, which applies and embosses the gold foil of the university seal.

In addition to its regal touch, the stamping and embossing procedure ensures that, from a security point of view, the diploma cannot be easily reproduced.

The university ordered 15,000 of the new diplomas, roughly a two-year supply. One third of them - bachelor degrees - are printed in Latin, and the remainder are in English.

As required, the university then uses its own equipment to print individual names and courses of study on the diploma.

The off-white document is acid-free archival stock designed to stand the test of time under varied lighting conditions. It displays lettering in red and black, using both a standard typeface



Above, Creative Services Manager Greg Black, Production Services Manager Eileen Potts and Desktop Publisher Carol Edwards show off the new diplomas that graduating students will receive at Spring Convocation. At right, the foil, embossed with the Queen's seal, runs the through the printing press.



GREG BLACK

and a more calligraphy-like font.

The challenge in producing the new diploma was to select paper, ink, and foil as well as stamping and embossing techniques that would enable the diploma to pass through the hot rollers of a laser printer and be rolled up in a presentation tube without damage or breakdown.

"Everything has to be precise and perfect," says Ms. Potts. "It's very important for the university to present students with something they can be proud of."

In addition, the university also offers students two matte and frame combinations, comprising two different price and style options, to enhance the appearance of a wall-hung diploma.



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Former PM on list of prominent individuals receiving honorary degrees at spring convocation

By CELIA RUSSELL

A former prime minister, an expert in ocean technology and a leading journalist are among seven luminaries to be honored at spring convocation.

Chancellor Charles Baillie will confer honorary degrees on these outstanding individuals at ceremonies on May 27, 28, June 3 and 4 in the Jock Harty Arena.

Former Prime Minister Jean Chrétien will be the first honorary degree recipient to step up to the podium. He will receive an honorary LLD on Thursday, May 27 at 2:30 pm. Other honorees include Mary Williams, a leader in the transfer of ocean technology to industrial partners; Mickey Milner, an expert in the field of assistive technologies; Gordon Gray, a driving force behind real estate giant Royal LePage; Lewis Lapham, a leading American journalist; Maria Klawe, a passionate promoter of women in science and engineering and Gordon Wells, a major architect in the development of a policy framework for the Jamaican Public Service.

The Right Honorable Jean Chrétien

Born in Quebec, Canada, the son of a paper mill machinist, the Rt. Hon. Jean Chrétien was meant to be a leader. Educated as a lawyer and serving as Canada's twentieth Prime Minister, Jean Chrétien has made his mark as a legislator and statesman.

His career of more than 40 years in public service spanned six prime ministers, during which time he held numerous cabinet posts and led Canada as Prime Minister for over ten years. One of the most respected world leaders of the past decade, the Rt. Hon. Jean Chrétien provides a unique perspective on the most pressing global and geopolitical issues facing organizations today. He was sworn in as Prime Minister of Canada on Nov. 4, 1993. In November 2000, his party won a third straight majority government. Prime Minister Jean Chrétien retired in December, 2003. He is presently counsel for Heenan Blaikie LLP and resides in Ottawa.

He will receive an honorary LLD on Thursday, May 27 at 2:30 pm.

Florence-Mary Williams

Mary Williams is Director General of the Institute for Ocean Technology (IOT) of the National Research Council. Located in St. John's, Newfoundland, IOT develops technology to improve the performance and safety of ships and platforms operating in the harsh ocean environment. Dr. Williams is responsible for research programs, large-scale experimental and computational facilities, and the transfer of technology to industrial partners. Her engineering research explores the effects of ice on ships and offshore structures, and the material properties of ice in cold oceans. This work has involved many field trips and icebreaker expeditions to the Arctic, the Antarctic, and around Newfoundland, as well as physical model experiments in the world's largest ice tank. Between appointments at IOT, Mary Williams was a professor in the Faculty of Engineering and Applied Science at Memorial University, where she also held the NSERC/Petro-Canada Chair for Women in Science and Engineering.

She will receive an honorary DSc on Friday, May 28 at 9:30 am.

Morris (Mickey) Milner

Morris (Mickey) Milner was born and educated in Johannesburg, South Africa and obtained BSc and PhD degrees, in 1957 and 1968, in the Department of Electrical Engineering, University of the Witwatersrand.

He served at the University of Witwatersrand for more than a decade and initiated a program of biomedical engineering research. He subsequently held appointments at the National Research Council, Ottawa, University of Cape Town and Groote Schuur Hospital, Emory University, the Georgia Institute of Technology and McMaster University before joining the Ontario Crippled Children's Centre (now Bloorview MacMillan Children's Centre) in 1978 as Director of Rehabilitation

Engineering, with academic appointments at the University of Toronto. He served as Chairman, Rehabilitation Medicine and his appointments include those in the departments of Mechanical and Industrial Engineering, Rehabilitation Science, Surgery, and the Institutes of Biomaterials and Biomedical Engineering, and Medical Science; he is now a professor emeritus. His research contributions relate to human locomotor function and the development of various assistive technologies.

He will receive an honorary LLD Friday, May 28 at 2:30 pm.

Gordon Cecil Gray

The driving force behind building A.E. LePage into one of the industry's leading service providers, Gordon Gray has also been a major influence in the evolution of downtown Toronto, including the Toronto-Dominion

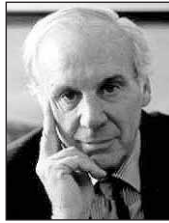
Centre, Royal Bank Plaza, Eaton Centre, Commerce Court and College Park. He has also served as director of several major real estate corporations and was responsible for the creation of significant developments in Florida including several that now serve as winter homes for many Canadians.

A native of Copper Cliff, Ontario, he is a chartered accountant who began his career with Price Waterhouse after obtaining a bachelor of commerce degree from Queen's in 1950. He spent the next 40 years as chief financial officer, then chief executive officer and finally chair of A.E. LePage and its successor, Royal LePage. He is now its honorary chairman and has received certifications and degrees from just about every governing body in the various real property disciplines. He was a trustee at Queen's for 12 years and is a past chairman of Queen's Fund Council.

He will receive an honorary LLD on Thursday, June 3 at 9:30 am.

Lewis Lapham

Lewis Lapham is perhaps best known for his monthly essay for *Harper's Magazine* called "Notebook," winning a 1995 National Magazine Award for three of those essays, in which the judges dis-



covered "an exhilarating point of view in an age of conformity." It has been said that his writing "illuminates the quirks and essential truths of the American character." He has also written for several publications including *Life*, *Commentary*, *National Review*, *The Yale Literary Magazine*, *Elle*, *Fortune*, *Forbes*, *The American Spectator*, *Macleans*, *The London Observer*, *The New York Times*, and *The Wall Street Journal*.

A native of San Francisco, Ca., Mr. Lapham was educated at the Hotchkiss School, Yale University and Cambridge University. He began as a newspaper reporter for *The San Francisco Examiner*, then worked at *The New York Herald Tribune* before becoming managing editor of *Harper's Magazine*, then editor of *Harper's Magazine*.

A lecturer at many leading universities in the United States, among them Yale, Princeton, Stanford and the Universities of Michigan, Virginia and Oregon, Mr. Lapham is also a frequent guest on television and radio talk shows in the U.S., England, France, Canada, Germany and Australia. He is also author of several books of essays. He will receive an honorary LLD on Thursday, June 3 at 2:30 pm.

Maria Margaret Klawe

Maria Klawe has made significant research contributions in several areas of mathematics and computer science including functional analysis, discrete mathematics, theoretical computer science, and the design and use of interactive-multimedia for mathematics education. Her current research interests include data-structures and multi-modal applications for people with aphasia.

Dr. Klawe moved to Princeton University in January 2003, where she is dean of engineering and a professor of computer science. Previously, she was dean of science at the University of British Columbia from 1998 to 2002, vice-president of Student

and Academic Services from 1995 to 1998, and head of Computer Science from 1988 to 1995. One of her long-term passions is to increase the interest and participation of girls and women in science and engineering. From 1992 to 2002, she led the Electronic Games for Education in Math and Science project, or EGEMS, a large-scale collaboration among education and computer science researchers, teachers, children and electronic game designers to increase the interest and achievement of children, especially girls, in mathematics through electronic games. From 1997 to 2002, Maria Klawe held the NSERC-IBM Chair for Women in Science and Engineering.

She will receive an honorary DSc on Friday, June 4 at 9:30 am.

Gordon Wells

A native of Jamaica, Gordon Wells was the major architect in the development of a policy framework for the Jamaican Public Service, both as Permanent Secretary in the Ministry of the Public Services and as a Senior Advisor in a World Bank program of public service reform. For his long record of distinguished service, his country has honoured him with the Order of Distinction in the rank of Commander.

Mr. Wells graduated from Queen's with a B.A. (Hons.) in 1955, then attended Cambridge University in 1958-1959. He trained in the Royal Canadian Navy (Reserve) from 1953-1955 and took the Foreign Service Training Course (U.K. Foreign Office) in 1959.

His career was launched as an administrative officer with the Government of Jamaica in 1956. Since then, he has filled many of the most senior positions in the Jamaican Public Service: Permanent Secretary to the Foreign Ministry, Permanent Secretary in the Office of the Prime Minister, Permanent Secretary to the Ministry of the Public Service, Chairman of the Jamaican Broadcasting Commission, Executive Director, National Export Corporation and Contractor General. He was Head of the Jamaican Civil Service and Permanent Secretary, Ministry of the Public Service from 1981 until his retirement from the civil service in 1986.

He will receive an honorary LLD on Friday, June 4 at 2:30 pm.

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QUEEN'S FLASHBACK: MAY 18, 1962



QUEEN'S UNIVERSITY PUBLIC RELATIONS DEPARTMENT

Among four Canadians honoured at convocation were Senator C.G. Power (right) Quebec City and Dr. Northrop Frye (left), Principal of Victoria College in Toronto, shown with Dr. J.A. Corry, Principal of Queen's. The two men received honorary Doctor of Laws degrees at the first of three weekend convocations. A total of more than 800 graduates will have received their degrees when the fourth and last convocation is held May 26.

VIEWPOINT

Geoff Smith
History/Physical
and Health Education



New principal faces a daunting challenge

As Karen Hitchcock prepares to become the 18th Principal and Vice Chancellor in the 164 years since Queen Victoria decided that Canadians needed to learn how to read and write, good cheer abounds.

News reports praise the new principal, as do former colleagues at SUNY-Albany, her most recent point of departure, and numerous representatives of private and public sectors with whom she dealt in the state capital. The new president is delighted; Queen's is pleased, and despite Queen Victoria's gender, on July 1, we shall have our first female principal in the university's history. The arrival of a woman in the top rung of Richardson Hall is, of course, long overdue. That she is American should not dull the lustre of her appointment.

In the first rush of pre-honeymoon euphoria, the university community is also sanguine. But the first run at choosing a new principal failed, courtesy of, in my view, a problematic consultant. And whomever the committee ultimately chose would face a daunting challenge. The passing of the torch from biologist Bill Leggett to biologist Karen Hitchcock provides an opportunity to define a portion of that challenge.

First, of course, the new principal must be a fund-raiser who works well with both private and public sources of financing. That Dr. Hitchcock is American gives her both strength and weakness in a quest that treats banks, foundations, and governments as equivalent targets to stroke to bring in the dollars. If a chief executive officer – a fair description of the leader of this corporatized enterprise – succeeds in assaying the Midas role, then she'll earn kudos. If she does not shake national and international money trees, then there will be problems. Above all, however, she must respect the importance of *disinterested* research and its boundaries.

One may wish that fundraising is not the alpha and omega of modern principalship, but it is. The state of higher education in 2004 reflects significant changes in government's role in fostering higher education over the last three decades. That role has become less supportive, and apparently less interested. Today we have far more students than we can handle effectively, so we fall back on the word "efficiency," which means doing more and more with less and less.

Doing well with less requires leadership that blends spirit and good sense with the recognition that, while government grants and private money are crucial to much we do in the research and development field, there is also a university here dedicated to other things.

The Faculty of Arts and Science exists to provide students weapons of survival in a mercenary age, lifelong skills, and such qualities and habits of mind as vigour in written and oral expression, critical thinking, the ability to listen, skepticism toward power, and empathy.

These things make undergraduate arts and science special at Queen's. Liberal arts at its best is less interested in training students for specific jobs and more concerned with preparing them to question the vocational paradigms they choose (or which choose them).

Development of these qualities is not guaranteed by research grants, cutting-edge technology, or fund drives. Money is necessary, but Dr. Hitchcock might also think about some creative ways to bring her avowed passion for arts and science to the classroom. For it is here that Queen's undergraduate programs move forward, or continue to fall behind. Class size would be a good place to start. She might also consider working to give teaching more clout in the assessment of faculty effectiveness. The Instructional Development Centre would be a good place to start. This would not be a difficult thing to do.

The principal might visit some classes, interact more with professors, and create a principal's special award that provides incentives for young faculty by giving as much to teaching as to research. Dr. Hitchcock might also take a long look at a major source of angst among faculty and heads – the annual so-called merit exercise. A start here would be to separate the meagre financial merit reward from the rankings involved in this judgment. Then we professors might learn how well or poorly we are doing, instead of being deemed "average" for financial reasons.

Most important, the new woman for all seasons must find ways to spend time on the ground, with colleagues and students, indicating by specific actions her support for the Faculty of Arts and Science.

Geoff Smith, an historian, teaches in the School of Physical and Health Education.

Letters Policy

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

Viewpoint Policy

The *Queen's Gazette* welcomes submissions for Viewpoint from members of the university community. Unless otherwise discussed in advance with the editor, articles should normally range between 600 and 700 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.

**NEWS
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To inform us of your latest research findings or upcoming journal publications, call News and Media Services Writer Nancy Dorrance, 533-2869, or Communications Officer Lorinda Peterson, 533-3234.

A great time to celebrate achievements at the ISC

Spring is properly a joyous time. It is a time to celebrate the successful overcoming of past bleakness, a time to celebrate the bloom of emergent new life, and a time to anticipate celebration of even greater riches that may lie at the end of summer's rainbow... So it is in 2004 at the Castle.

Earlier this month saw in Kingston the awarding by the University Council of a small number of prestigious awards for distinguished service to Queen's. The quality of the recipients was remarkable. One such award had already been made, some 10 days earlier, at the International Study Centre.

Sandy has held the castle together – both mortar and keystone.

Sandy Montgomery, the Operations Director at the ISC since its inception, was honoured here by the Principal, Bill Leggett, for his extraordinary dedication over the last 11 years



DAVID BEVAN

Notes From Herstmonceux

to the daily, even hourly stewardship of a notoriously risk-laden operation, as an ancient castle was slowly and painfully transformed into a magical university study abroad program. Through severe financial difficulties, an uncertain future, changing structures and personnel, floods, exchange rate fluctuations, the indirect consequences of terrorism and SARS, Sandy has held the castle together – both mortar and keystone. His wisdom, loyalty, generosity, tenacity and humanity were appropriately celebrated at the castle itself, shared with his "family" – relatives, friends and colleagues.

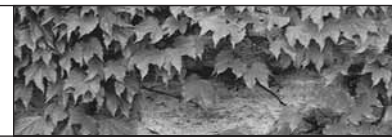
Just a little later, the arrival of the students on May 1 for the spring term, heralded the third consecutive session with the ISC operating at capacity. With law and upper-year students in numbers never seen before in any term, the energy is palpable and the winter(s) of discontent relegated increasingly to the shadows of memory. No-one who lives, blessedly, in this extraordinary place was in the least surprised when, as the castle drew nearer for the students en route from Heathrow, the rays of sunshine became beams, then an explosion of gold... All was now just as it should be...

And still there is more promised: a new summer term already enrolled beyond expectations; Fall and winter with first-year students likely to need higher marks to get into the castle than into Queen's at Kingston! An extraordinary possibility that would have been unimaginable only a short time ago.

To be continued? Absolutely!

David Bevan is executive director of the International Study Centre at Herstmonceux Castle in Britain.

UNIVERSITY ROUNDUP



Papers are getting it right on science

Contrary to the widely held belief among scientists and members of the public that stories are twisted and hyped to sell more newspapers, the reporting of scientific research in daily papers is actually pretty accurate, according to a new study. Researchers at the University of Alberta found that only 11 per cent of newspaper articles based on studies in top-flight scientific journals contained "moderate to highly exaggerated claims." Another 26 per cent contained "slightly exaggerated" claims. And, even when those excesses occurred, the researchers found, journalists were not necessarily the source of the problem. Rather, scientists and the scientific journals that published research routinely hype their findings, and reporters make the mistake of parroting them. The majority of articles analyzed, 63 per cent, were deemed to contain no exaggerated claims.

The Globe and Mail, April 27

Farming new career avenues

The College of Agriculture at the University of Saskatchewan is taking its show on the road this summer in an effort to shake some old stereotypes and spread a new message about the changing face of agricultural education. Dean of Agriculture Ernie Barber says college officials are trying to shed a lingering misconception that an agriculture degree inevitably leads to a farming career. "What a lot of people don't realize is that a much higher percentage of our graduates don't go on to become owners or managers of farms but instead they go on to work in areas like environmental science or in the oil and gas industry or the agri-food sector or in manufacturing."

On Campus News, April 30

Grades for sale

At Southern University in Baton Rouge, Louisiana students have allegedly handed over hundreds of dollars to a corrupt official to award them higher grades and in some cases to fake entire diplomas. Lecturers uncovered a scam that went unchecked for up to nine years and involves more than 500 current and former students. Disciplinary hearings are to begin within a month in the bribery scandal. The grades-for-cash racket involved students apparently paying an employee in the registrar's office, where all grades are filed for the university archive, to change the computer records and give them a higher mark.

www.guardian.co.uk, May 4

Caught between two cultures

As a francophone at an anglo institution, Anne-Marie Bourdouxhe often found herself caught between two worlds. "When I was a student at McGill, other students were running after me to practice their French," says Ms. Bourdouxhe, who recently retired after a 30-year career as senior communications officer at McGill University. "When I started working, my colleagues would do so and I'd say, 'I'm not Berlitz.' ... To the other side I was the anglo. People from the Université de Montréal would say, 'you write well in French.'" Colleague Joe Zackon says she has "a keen sense of the political, journalistic and public environments, especially in Quebec, and believes very strongly that McGill's stories should be known and understood in all of them. She also has a tremendous knowledge, often first-hand, about the people and events that have marked the university, dating from when she studied here in the '60s, and that kind of corporate knowledge is as invaluable as it is rare in the work we do." As a communications officer, Ms. Bourdouxhe noticed the differences in priorities between French and English media. "There's always been a gap. Sometimes there was a huge scandal in English, but nothing in French."

The Reporter, McGill University, April 28

May the force be with him always

An update to regular Roundup readers: 12 days after his fourth birthday, Yoda, the world's oldest mouse, died peacefully in his cage on April 22. The dwarf mouse had lived in quiet seclusion with his cage mate, Princess Leia, in a pathogen-free rest home for geriatric mice belonging to Richard Miller of the University of Michigan Medical School.

www.med.umich.edu

Compiled by Celia Russell

Letter

Welcome, Dr. Hitchcock

Please add my congratulations to Dr. Karen Hitchcock on her appointment as principal. Having been a very senior student, now I am pleased to see a woman take a place in what has been a very male-oriented position in the past.

E. Geoffrey Tenneson, MA'92
Nepean, Ontario

In praise of yurts

I was fascinated to see the picture of the people standing inside the yurt they had constructed to recognize the first reunion of the Faculty of Educa-

tion's Outdoor Experiential Education Program (Home sweet yurt, May 3, page 1).

While teaching in Beidaihe, China, I had the opportunity of spending the night in an original Mongolian yurt in the largest imperial garden in the world. It was one of a number of yurts used by Emperor Kangxi when he summered there. The beautiful mountain resort in the city of Chengde (256 km. northeast of Beijing) is well worth the long train ride which winds up through the mountains to get there. While there are hotels available just across the street from the garden, sleeping in a yurt is not an opportunity to pass up for a Canadian.

Doris Goheen, Arts '73
Cobourg, Ontario

Photo taken for art centre anniversary

The photo was taken on the occasion of the 25th anniversary of the Agnes Etherington Art Centre (Queen's Flashback: 1982, May 3, page 4).

Frances Smith worked with all of the directors of the art centre included in the photo and was acting director on a couple of occasions as one or another of us retired or went on to other things.

I was director from 1973 to 1978 and returned for a "curatorial sabbatical" from 1986 to 1992 before I went to become the founding director of the Carleton University Art Gallery.

Michael Bell
Kingston, Ontario



QUEEN'S UNIVERSITY ARCHIVES (LISA LOWRY)

In the Queen's Flashback: 1982 photo (May 3, page 4) Agnes Etherington Art Centre's directors past and present celebrate the 25th anniversary of the gallery. From left, are Ralph Allen, Robert Swain, Frances Smith (seated), Michael Bell and André Biéler.

IN BRIEF

Fulbright winner to focus on health policy

A U.S. expert in the publishing and hospital industries will spend next year at Queen's conducting research with the Centre for Health Services and Policy Research.

Fulbright Award winner Michele Mekel, who is a member of both the Illinois and Missouri Bars, holds a doctorate in jurisprudence as well as master's degrees in business administration and in health administration.

At Queen's, she will focus on a comparative study of Canadian and U.S. academic-based health policy centres.

"Introducing a comparative dimension to her work will allow Dr. Mekel to collaborate with several initiatives recently launched jointly by the Canadian Health Services Research Foundation and the Institute for Health Services and Policy Research of the Canadian Institutes of Health Research," says centre Director Sam Shortt.

The Canada-U.S. Fulbright Program is a joint, bi-national program that enhances understanding between Canada and the United States by providing grants to the best Canadian and American graduate students, faculty, professionals and independent researchers to conduct research, study or lecture in the other country.

Engineering students reach AUTO21 finals

A student research team supervised by Douglas Boyd (Mechanical Engineering) has reached the finals of DaimlerChrysler Canada's poster competition focusing on automotive research.

The team's entry, New Generation Steels, was one of four selected at the recent AUTO21 Network of Centres of Excellence Highly Qualified People (HPQ) conference to advance to a final round of judging June 15. A total of 53 teams from 23 universities competed in the event.

Members are Yancy Li, Alison Mark, and Melinda Westphal. Other finalist teams come from Simon Fraser University, University of Waterloo, and University of Windsor.

AUTO21 projects are supported by more than \$9 million per year in combined federal and industry funding.

These Discovery@Queen's pages highlighting Queen's research news and developments are electronically distributed to our major research funding agencies and others upon request.

NEWS and MEDIA SERVICES

To inform us of your latest research findings or upcoming journal publications, call News and Media Services Writer Nancy Dorrance, 533-2869, or Communications Officer Lorinda Peterson, 533-3234.

Cold, but not frozen

"HYPERACTIVE" ANTIFREEZE PROTEIN PROTECTS POLAR FISH

By NANCY DORRANCE
News and Media Services
A surprising discovery by Queen's researchers helps explain why fish swimming in icy sea water don't freeze.

The team, led by Peter Davies (Biochemistry), has identified a new "antifreeze" protein found in the blood of winter flounder enabling the fish to withstand temperatures as low as -1.9 degrees Celsius: the freezing point of sea water. The antifreeze plasma proteins (AFPs) do this by binding irreversibly to ice crystals and preventing them from growing.

Until now, it has been a mystery how these fish survive in polar oceans, since the previously identified "type I" AFP associated with winter flounder only provides 0.7°C of freezing point depression, which in combination with blood solutes, only protects the fish down to -1.5 degrees Celsius.

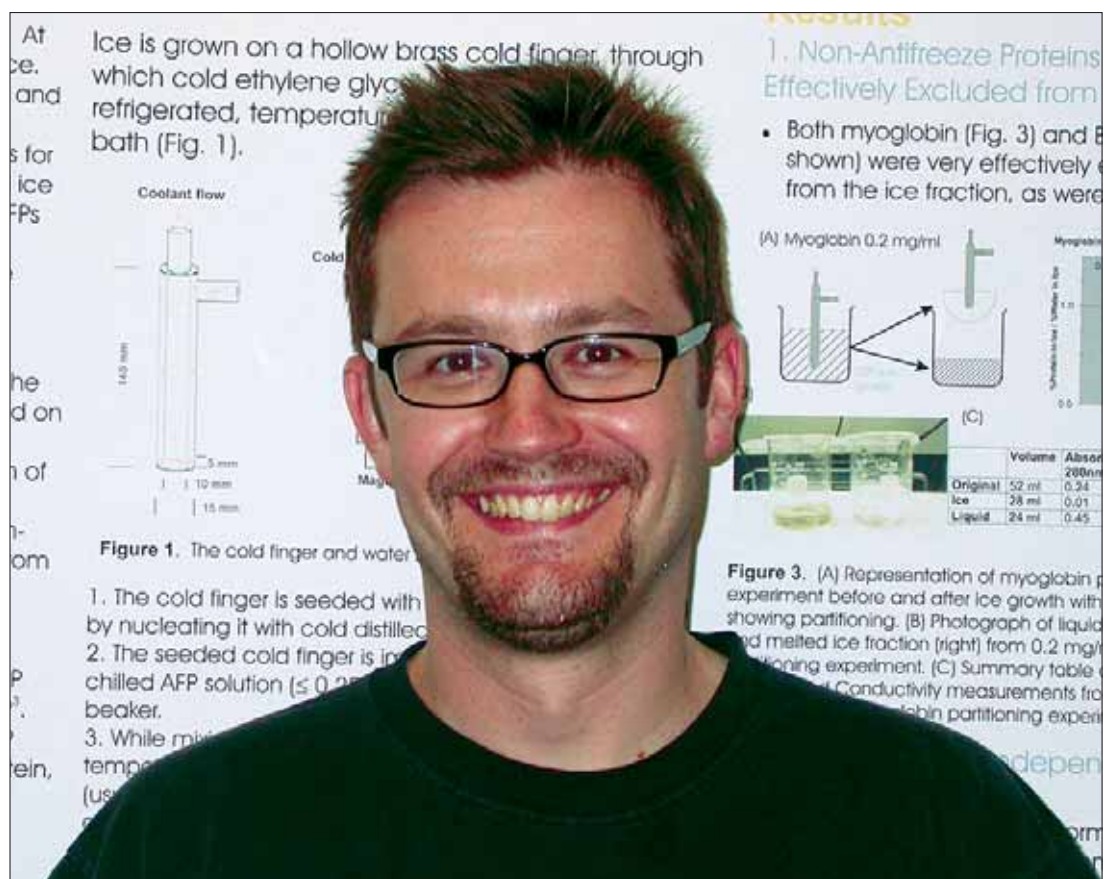
"This antifreeze protein escaped everyone's notice."

Peter Davies

"This finally explains the 'critical gap' of 0.4 degrees," says Dr. Davies, Canada Research Chair in Protein Engineering. "The winter flounder has been studied extensively by a number of laboratories over the past 30 years, but this antifreeze protein escaped everyone's notice. We're excited to have found it."

The research, conducted with Christopher Marshall (Biochemistry) and Garth Fletcher from the Ocean Sciences Centre at Memorial University, was published last week in the journal *Nature*.

The team used a process called ice affinity purification to identify the new protein. "When you grow a 'popsicle' of ice in the presence of these proteins, the AFPs bind to the ice and become included, while other proteins are excluded," explains Mr. Marshall. "Lemon-shaped ice crystals that differed significantly from



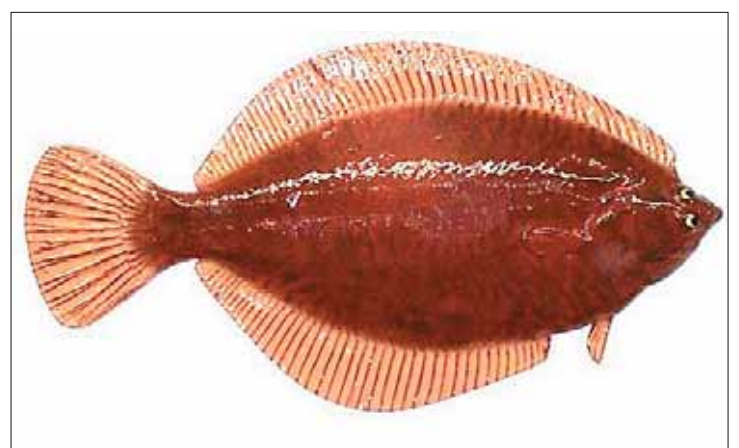
Biochemistry graduate student Christopher Marshall with calculations for antifreeze protein.

the hexagon-shaped crystals obtained with type I AFPs told us that we were dealing with an unknown antifreeze protein."

The new protein is extraordinarily active in comparison with other fish antifreeze proteins. At room temperature and at low pH values, however, it loses all activity - perhaps explaining why it remained undetected for three decades. "Prior to this we had only found such hyperactive antifreeze proteins in insects," says Dr. Davies.

Being able to control the growth of ice crystals could have a number of bio-technological and medical applications, the researchers suggest.

AFPs have been tested in the storage of organs and blood products for transplantation, where they offer protection against freezing, improving viability and extending maximum storage periods. They have also been applied in cryosurgery, a technique in which tumor cells are killed by freezing, because AFPs



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modify the shape of ice crystals into more destructive spicules.

This finding also opens the possibility of transferring genes from winter flounder into salmon, for example, to make them more freeze-resistant for fish farming, or into crops to make them more frost-resistant to extend their growing season. These applica-

tions could be realized with concentrations of hyperactive AFPs 10 to 100-fold lower than would be required with the previously discovered fish AFPs.

Funding for the project came from the Canadian Institutes of Health Research (CIHR). crystal.biochem.queensu.ca/DaviesWeb

Obesity linked with childhood bullying, study shows

OVERWEIGHT AND OBESE TEENS MORE LIKELY TO BE BULLYING VICTIMS, PERPETRATORS

By NANCY DORRANCE
News and Media Services
Overweight and obese children are more likely to be both the victims and perpetrators of bullying than are their normal-weight peers, a new study shows.

"The results of our study are important because they confirm that childhood overweight/obesity is not only associated with metabolic health risk, but also with problems in social interactions and relationships," says lead researcher Ian Janssen (Community and Health Epidemiology).

The team's findings were published recently in the American journal *Pediatrics*.

Funded by the Canadian Population Health Initiative (CPHI),

the study uses Canadian data from the World Health Organization's Health Behaviour in School-Aged Children Survey conducted in 2002. Also on the Queen's team are: Wendy Craig (Psychology), William Boyce (Social Programs and Evaluations Group), and William Pickett (Community Health and Epidemiology).

The researchers looked at different forms of bullying and victimization among a total of 5,749 boys and girls between the ages of 11 and 16. Associations between bullying behaviours (physical, verbal, relational, and sexual harassment) with overweight and obesity status were examined.

"The findings show that obesity is clearly linked to behaviours that alienate youth at a critical stage in their social and emotional development," says Dr. Janssen. "Being a bully, or being a victim of bullying behaviour, could result in loneliness, depression, or poor high school

performance and even poorer health as an adult."

"Obesity is clearly linked to behaviours that alienate youth at a critical stage in their social and emotional development."

- Ian Janssen

Noting that children are the fastest-growing segment of Canada's overweight and obese population, the report shows that today one in seven Canadian children aged 11-16 years old is a victim of bullying.

Other key findings:

- Obese girls are 90 per cent more likely to be victims of bullying

than healthy weight girls

- Overweight and obese pre-teen and teen boys are more likely to be the victims of both verbal abuse and relational abuse compared to boys of healthy weight
- Overweight and obese 15- and 16-year-old boys and girls are more likely to be "bully-victims" (both victims and perpetrators of bullying) than healthy weight boys of the same age

The Canadian Population Health Initiative supports research to advance knowledge on the determinants of health in Canada and develop policy options to improve population health and reduce health inequalities. It is part of the Canadian Institute for Health Information, which was established by Canada's health ministers to coordinate the development and maintenance of a common approach to health information. For the report, see pediatrics.aappublications.org/cgi/content/abstract/113/5/1187

On-the-job help for those with bad backs

ERGONOMICS LAB
INVENTION PROVIDES
A LIFT TO INJURED
WORKERS

By NANCY DORRANCE
News and Media Services

Returning to work after a debilitating back injury may soon become easier and safer, thanks to a new invention developed in the Ergonomics Research Laboratory.

The prototype device, which assists people in lifting objects, will provide on-the-job protection for workers recovering from lower back injury, and may also help reduce the time required to return to work. It could also save an estimated \$260 million annually in North American insurance claims.

Called PLAD (personal lift augmentation device), it acts parallel to the back muscles as an external force generator that allows people to lift using less of their own muscle force. Energy is stored as workers lower their bodies, and then returned during the up-phase of the lift.

"Although forces can't be eliminated, PLAD absorbs and transfers them from one place in the body to another, reducing the force requirements on the lower back muscles during lifting tasks," says project leader Joan Stevenson, a professor of occupational biomechanics. "It's the kind of concept that seems obvious once you see it - but no one has actually done it before!"

Working with Dr. Stevenson, from the Ergonomics Research Group, are Mechanical Engineering professor Tim Bryant, Rehabilitation Therapy professor Linda McLean, and inventor Mohammad Abdoli, a doctoral student in occupational biomechanics.

The team recently received \$100,000 from the Canadian Institutes of Health Research Proof of Principle (PoP) program, which provides early-stage funding to advance promising inventions and discoveries along the commercial pipeline. They are



Joan Stevenson (Physical Education) adjusts settings on the PLAD (personal lift augmentation device) worn by PhD student Mohammad Abdoli, in Queen's Ergonomics Research Laboratory.

being assisted in this process by Queen's technology transfer arm, PARTEQ.

"We've created an example of what the system can do with anchor points at the shoulders, knees, and waist, using a frame built from a modified backpack," says Dr. Stevenson. "We now need to refine this prototype into something that workers will be comfortable wearing on the job."

Focus groups are being held with physiotherapists, doctors, and occupational physicians to provide feedback on the concept and implementation of this device. The team then plans to

introduce the "next generation PLAD" to workers themselves, in a pilot study of volunteer patients with back injuries.

Preliminary testing, conducted on 10 males without back pain, shows a 12 per cent decrease in compressive force and a 26 per cent decrease in shear force on the spine at the start of a lift when wearing the PLAD. Over the lifting phase, there was up to 15 per cent reduction in muscle activity required to lift a test load.

"Computer simulation will really help us to make modifications and refinements at this

stage," says Mr. Abdoli. Data collected from human subjects is entered into a computer model, which allows the selection of dimensions and element stiffness to measure predicted back forces and reaction forces at the shoulders, knees, and hips, he explains.

Position sensors on the body tell the researchers what part of a lift the person is doing, while strap sensors show how much force the PLAD is taking up, and EMG electrodes pick up muscle signals with and without the device, showing its effect.

The team will be looking for industrial partners by the end of

the summer, says Dr. Stevenson, emphasizing that scientific proof will be required in all the steps leading to commercialization.

"That's why we want to see it used first as a prescribed treatment for people returning to work from an injury, either allowing them to go back earlier or to help them at work when they first return," she says. "We want to place it in the hands of health professionals who will judge its effectiveness at returning injured workers to their jobs."

Queen's patented PLAD last December.
www.phe.queensu.ca/ergbio

Building democracy in post-Communist Ukraine

By NANCY DORRANCE
News and Media Services

A Queen's-based project to support democratic development in Ukraine has received a \$2.5-million funding contribution from the federal government.

George Perlin (Policy Studies), founding Director of the Centre for the Study of Democracy, directs The Building Democracy Project. It is intended to consolidate and extend the achievements of an earlier project that introduced a curriculum in the study of democracy in Ukrainian universities.

The four-year project will provide resources to help Ukraine establish a nationwide program aimed at building commitment to democracy and human rights among current and future leaders, public servants, law enforcement personnel, and citizens.

Funding is provided by the Canadian International Development Agency (CIDA) under an agreement with the School of Policy Studies. In-kind contributions from Canadian and Ukrainian partners will bring total investment in the project to \$3.4-million.

When the first initiative, Canada-Ukraine Democracy Education Project, was launched in 1997,

there was no general course on democracy in the Ukrainian post-secondary system, few professors had any training that would equip them to teach a program of studies about democracy, and there were few Ukrainian-language resources to support studies about democracy.

By the time it had concluded last year, the project had:

- created a foundation course on democracy for Ukrainian universities
- provided professional development courses to equip 215 Ukrainian professors to teach the course and produced a 680-page Ukrainian-language textbook on the fundamentals of democracy
- published a series of Ukrainian-language monographs and collections of articles about experience with democracy in other countries
- helped Ukrainian researchers produce and publish 130 articles of original research about democratic development in Ukraine.

Dr. Perlin ascribes the success of the project to two factors. One is the commitment of Ukrainian educators and researchers who are determined to transform the former Communist country into a



WWW.ALEXANDRIS.GR

functioning democracy. The other is the approach of the project.

"The new curriculum was designed by Ukrainian professors themselves. We have told them about our experience but we haven't tried to tell them what to do. Our role has been to provide them resources to support their work and give them access to the knowledge they need to make their own choices about what is most appropriate to their situation."

Ukraine's Minister of Education

and Science, Vasyl Kremen, has described the project as "the product of a genuine partnership between Ukrainian and Canadian professors (that has been) a demonstration of the best kind of collaboration under international technical assistance agreements." In a letter to Canada's Ambassador in Ukraine, the Minister said he intends to use the achievements of the project as the "central building block" in a comprehensive program to strengthen commitment to the democratic

transformation of Ukraine.

The new "Building Democracy" project is designed to support this program. It will provide resources to:

- establish democratic studies as part of the curriculum in 198 universities and colleges
- create an Internet-based course on accountability in a system of democratic governance for delivery to Ukrainian public servants
- introduce a training program on democracy and human rights for law enforcement personnel
- create a training program to equip Ukrainian teachers to deliver a civic education curriculum in Ukrainian secondary schools
- support annual conferences to encourage research that will help improve democratic governance and help promote the development of civil society in Ukraine.

The federal government agency CIDA supports sustainable development in developing countries in order to reduce poverty and to contribute to a more secure, equitable and prosperous world.

For details on the Canada-Ukraine Democracy Education Project, visit qsilver.queensu.ca/csd/dep/front_page.html

Modern living conditions fuel increase in allergies

More than 20 per cent of the population suffers from allergies. With the arrival of spring, allergy sufferers resume their struggle with typical symptoms ranging from runny nose and watery eyes to skin irritations and severe respiratory complications. To help us better understand allergies and how to cope with them, the Queen's Gazette posed the following questions to James Day, professor emeritus in the Department of Medicine and an internationally recognized expert on allergic diseases. He is author of numerous peer reviewed articles on topics ranging from insect sting allergy, asthma, indoor air problems in large buildings, and more recently on studies using a controlled pollen delivery system known worldwide as the Environmental Exposure Unit.

G: Are allergies well understood or is there much to learn about them?

JD: Allergy encompasses many medical disciplines and has been defined as "an unusual altered reactivity to an immunological event." Examples include hayfever, asthma, allergic reactions to drugs and insects and contact reactivity to poison ivy. Much is being learned about the

mechanisms of allergic disease and highly advanced treatment at the molecular level. Current literature is also addressing the effects of the changing world environment on the incidence and various manifestations of allergy. Studies on specific drug efficacies for different allergic reactivities are presently being undertaken through the expanded utilization of the Environmental Exposure Unit, an internationally recognized system of controlled allergen exposure developed at Queen's and Kingston General Hospital.

G: Do allergy symptoms progress if they are untreated?

JD: Allergy symptoms frequently progress and may do so gradually or may escalate dramatically in ways that are often unpredictable. Approximately one-third of persons having allergic reactions continue to have similar symptoms over a lifetime. Another third will lose their reactivity over time while still another third will have increased symptoms as a natural progression of disease. Anaphylactic reactions to certain foods such as eggs and milk subside with age while sensitivities to peanuts,



JAMES DAY

Q&A

tree nuts and shellfish may last into adulthood. In other cases, allergy may take years to develop. Anaphylactic reactivity to insect stings and to drugs such as Penicillin disappears in 30 per cent of affected individuals spontaneously in three to five years after initial expression. In the remaining 70 per cent, this reactivity may be life long if left untreated. It has been recently reported that reduced reactivity to Penicillin in children can be attributed to its infrequent intramuscular administration, which is more sensitizing than the oral route presently favored.

People who are sensitive to latex may react to foods such as kiwi and bananas.

G: Is there an increasing incidence of allergy sufferers in recent years? Why?

JD: It is generally acknowledged that there is increased incidence in recent years, mainly, it appears because modern living conditions, notably in Europe and North America, are quite different than in the recent past. Evidence of this was revealed in a study undertaken shortly after unification of East and West Germany where the more rural living conditions in East Germany were associated with increased exposure to farm animals and other allergens in these environments. The effect of this exposure was to desensitize children to a variety of allergens with consequently lower incidence of asthma later in life. Conversely, the higher incidence of asthma in West Germany where early childhood contact with animals and other allergens did and do not occur to the same degree has

led to the "hygiene hypothesis." It states that new exposures in late childhood and adulthood lead to increased allergic responsiveness while early exposures are protective, an observation which extends to microbial infections. People living in large inner cities in the United States have significantly increased respiratory allergies to cockroach allergens while the main reacting allergens in suburban areas in the same cities are dust mite and animal dander. Childhood allergies to food appear to be increasing simply because of the variety of food available. There are, as well, linkages in allergic reactivity. For example, people who are sensitive to latex may react to foods such as kiwi and bananas.



WWW.UIHEALTHCARE.COM

G: Why is it that childhood allergy sufferers can sometimes become immune as adults and allergy-free children can develop allergic reactions as adults?

JD: Childhood allergy sufferers have a tendency to resolve their symptoms over time for a variety of reasons. Such resolution occurs through a simple loss of allergic sensitivity related, it seems, to the blunting of brisk allergic responses due to the aging of the immune system. Some improvement can be attributed to simple avoidance of reacting allergens through experience and other measures involving active treatment and specific immunotherapy. There are, however, predisposed individuals who are allergy free in youth but who develop specific sensitivities such as to ragweed later. This is related, it seems, to changed exposures such as a move to a rural area or the occurrence of unusual heavy

pollen seasons or sudden physiologic effects of stress and illness. Allergy-free children, not exposed to the allergens to which they are genetically sensitive are not reactive until exposures occur. Allergies expressed later in life are usually not as severe and are more manageable.

G: Are there alternative methods to drug therapy for treating allergies?

JD: The most effective way to minimize allergic reactions is to avoid allergen exposure. This includes measures such as the removal of rugs from the bedrooms thus reducing dust mite exposure, limiting pet access, installing air conditioners which filter outside allergens such as ragweed pollen in season and, less importantly, filter systems within the household. Foods may be avoided and medications limited, especially for those persons who have already expressed allergic reactivity to them. Multiple sensitivities to drugs occur more frequently in individuals who have already expressed prior reactivity to one or more medications. Life threatening allergies to certain compounds such as Penicillin may be prevented by acutely desensitizing allergic patients, permitting reinstatement of treatment. Immunotherapy, which involves repeated administration of a specific allergen is an established method of treating not only upper respiratory tract disease such as hay fever but also asthma. In insect sting sensitivity, immunotherapy properly administered for a sufficient period of time is virtually 100 per cent effective in the prevention of fatal reactions to future stings. A variety of other treatments including under-the-tongue administration of reacting allergens have not been proven effective. There is no established benefit of vitamins or herbal medicines for treatment of allergic disease nor proof of the efficacy of acupuncture for these conditions.

Human Resources job advertising is changing

Over the past year, the Human Resources department has been monitoring the first phase to move away from job postings in the Gazette. The move has gone smoothly and the transition will now continue with the second phase: Effective July 1, staff job openings will no longer be posted in the Gazette. They will only be posted on the Human Resources website: www.hr.queensu.ca. To facilitate the posting process, jobs will be moved to a weekly advertising schedule. This will allow departments to fill jobs faster and employees to have a consistent date to check for postings on the web.

In addition, Human Resources is in the final stages of designing a web page for posting all research jobs on its website. This site will be available on July 1 and will assist both research staff and researchers in ensuring that research jobs are posted quickly and efficiently to the whole community.

While most employees have

computer access, public computer sites are also available across campus, including:

- The Stauffer, Douglas, Bracken (Botterell Hall), and Education (McArthur Hall, West Campus) libraries and the William R. Lederman Law Library
- Mackintosh-Corry Hall main thoroughfare by the cafeteria near the entrance to Dunning Hall
- Mackintosh-Corry B109 and B111
- Jeffery Hall 155

Complete job details will continue to be available from the Human Resources office in Richardson Hall, which is open from 8:30 am to 4:30 pm weekdays, and through the lunch time. We are confident that these changes will be positive for employees, researchers and departments.

Contributed by Julie Mekarski, Manager, Employment, Planning and Development.

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Students collaborate on unique exhibition highlighting Thousand Islands heritage homes

By KAY LANGMUIR

A first-ever exhibition on heritage summer homes in the Thousand Islands should help raise awareness of the area's rich legacy of resort architecture, says its guest curator.

"No one has ever done this before," says Art History Professor Pierre du Prey, whose research on the subject goes back 15 years.

"We hope that giving this exhibition will raise awareness of architectural conservation in the Thousand Islands, a much neglected topic unfortunately...It's a very precious and fragile resource."

The exhibition, *Ah Wilderness! Resort Architecture in the Thousand Islands*, opens Sunday, May 30 for a four-month stay at the Agnes Etherington Art Centre on University Avenue.

The architects represented in the exhibition range from some of the most prominent of the day, such as the man who designed New York's Grand Central Station, to "local builders and self-made architects who are finally getting their day in the sun after 100 years," says Dr. du Prey.

"The architectural talents that have been involved here are in the same league as those involved in Newport," says Dr. du Prey, referring to the seaside town in Rhode Island famous for its palatial turn-of-the-century summer homes, many of which are now open to the public.

Although the outlandishly lavish Boldt Castle near Alexandria Bay, N.Y., may be the best known of the grand summer homes in the Thousand Islands,

there are many more that have escaped such notice.

The exhibition covers the area from Kingston and Cape Vincent, N.Y., in the west to Brockville and Chippewa Bay, N.Y., in the east, with architecture dating between 1875 and 1959.

The exhibition includes blueprints, photographs, painting, drawings, furniture, ceramics, and some tourist ephemera mostly brought by boat to Kingston.

Dr. du Prey and his students have assembled profiles of 25 architectural sites for the show, "but there are hundreds more places like them whose stories need to be written."

The exhibition deliberately coincides with two important conferences at Queen's this season, both of which will have special receptions at the show - the Society for the Study of Architecture in Canada in June, and the Society of Architectural Historians in July.

"This exhibition is not the last word on the Thousand Islands. We hope it's the opening salvo of a much more serious study of what's out there," he says.

Because of the geographical seclusion of the islands, and the muddled sense of jurisdiction as the international border weaves its way through the channels, "it's in a limbo, architecturally speaking," says Dr. du Prey.

To help preserve the area's unique artistic history, Dr. du Prey founded the Queen's University Archives for the Inventory of Thousand Islands Resort Architecture, to collect and preserve



COURTESY OF PIERRE DU PREY

A photo of Mississauga, the 1901, half-timber and granite summer home on Rabbit Island near Alexandria Bay, N.Y., designed by Montreal architect Robert Findlay, shows strong overtones of his native British Isles.

research materials such as drawings and photographs. Hopefully, the exhibit may jog some people's memories and result in material forgotten in attics being given or loaned to the university for safekeeping, he says.

"It was more than an assignment or a letter grade, it was an experience."

Christyna Prokipchuk

The professor also hopes the unique experience of working on the exhibit, and writing profiles on the featured homes, has imbued the students with enthu-

siasm for art and architecture.

"The students, when they put pen to paper, are breaking new ground...It goes beyond the course and the final exam. They created something lasting. It's exciting for the whole community to see what Queen's students can do."

Students involved in the project agree they were caught up in the immediacy and uniqueness of the project and found it a welcome change from studying Renaissance or Baroque architecture from a book.

"It was more than an assignment or a letter grade, it was an experience," says Christyna Prokipchuk. She says she found herself developing new research skills as she interviewed owners

whose personal histories were interwoven with their island properties.

The exhibition includes some sites that are now open to the public, such as Fulford Place in Brockville, and The Towers castle on Dark Island in Chippewa Bay.

"The castle is very medieval," says fourth-year student Lydia Miller, who worked as a paid research assistant on the exhibit last summer. "There are armor and candlebras everywhere and at least a dozen secret passages."

Ms. Miller, of Lowville, N.Y., whose family happens to own one of the properties profiled in the exhibition, says it was a privilege to tour the properties. Some have remained in the same families for more than a century, and seem untouched by time, she says, recalling a home on Comfort Island that still has an operating hand crank washing machine in a rambling house decorated throughout with a grandfather's impressionist murals.

Celebrate art and art history

Experience the fascinating exhibitions *Ah, Wilderness! Resort Architecture in the Thousand Islands* and *BFA on View '04* on Friday, June 4. The public is invited to meet the student curators and artists at the free event, which takes place Friday, June 4, 4:30 to 6 pm.

Experts on obesity and bullying, women's wages in the news

QUEEN'S IN THE NEWS

Highlights of Queen's experts in the media

■ April 28 - May 11



Janssen

Research by **Ian Janssen** (Community Health and Epidemiology) linking obesity and bullying generated extensive coverage including *CBC TV Newsworld*, *The National*, *CTV Toronto*, *The Globe and Mail*, *National Post*, *Toronto Star*, *The Ottawa Citizen*, *The London Free Press*, *The Edmonton Journal*, *The Calgary Herald*, *The Vancouver Sun*, *The Gazette* (Montreal), *Le soleil*, *La Presse*; major daily U.S. papers including *The Washington Post*, *The Seattle Times*, *The Detroit Free Press* (Michigan); and local and regional coverage including *The Kingston Whig-Standard*, *CKWS TV*, *CBC Radio's Ontario Morning* and *FLY FM Radio*.

The appointment of Queen's 18th Principal, Dr. Karen Hitchcock, is highlighted in a *Globe and Mail* story, a front-page *Kingston Whig-Standard* story and on CKWS TV.

Dan Thornton (Business) comments in *The Globe and Mail* about accounting irregularities at Nortel before the recent firing of three top executives.



Sweetman

Arthur Sweetman (Policy Studies) comments in a *Globe and Mail* story about higher wages for women who hold post-secondary degrees.

Recommendations from **David Walker's** (Health Sciences) final report on SARS are highlighted in *The Globe and Mail*.



Webster

A study of attitudes toward workplace surveillance co-authored by **Jane Webster** (Business) is covered by *The Globe and Mail*.

Kim Nossal's (Political Studies) 2003 article in *Policy Options* magazine is cited in a *Globe and Mail* commentary about the Mulroney years.

Comments by **Tom Axworthy** (Policy Studies) from the *Embracing the Urban Frontier* Policy studies forum held at Queen's recently are highlighted in a *Globe and Mail* story about the conference.

Douglas Reid (Business) comments in *The Toronto Star*, *The Expositor* (Brantford), *The Standard* (St. Catharines - Niagara), *The Edmonton Journal*, and *The London Free Press* about the current struggle between Stelco and the Steelworkers Union. He also comments recently in *Maclean's* about air Canada's attempts at re-structuring, in a *Calgary Herald* story about Steve Smith's recent move from ZIP to Air Canada, and in the *Edmonton Journal* and the *Calgary Herald* about confidential Air Canada flight information leaked to rival WestJet Airlines.



Rose

Jonathan **Rose** (Political Studies) comments in a *Toronto Star* story about what constitutes political advertising. He is also interviewed on *CKNW Radio* (Vancouver).

Richard Seres (Marketing and Communications) comments in a *Toronto Star* story about recent trends in re-branding universities.

Ned Franks (Political Studies) comments in an *Ottawa Citizen* story about a forced end to the probe into the sponsorship scandal.

Nick Bala (Law) comments in a *Toronto Sun* story about the effects of divorce on Canadian children.

Research by **Peter Katzmarzyk** (Physical and Health Education) that links obesity and lack of exercise continues to receive coverage, most recently in the *Toronto Sun*.

Jim Ridler (Business) comments in the *Ottawa Sun* and on *CBC Radio* about the responsibility of Nortel's board for recent events that led to the firing of its top executive.

Mary Morton (Sociology) comments in a *Hamilton Spectator* story about new Statistics Canada divorce statistics.

The Kingston Whig-Standard reports **Brian Frank** (Electrical & Computer Engineering), **Robert Knobel** (Physics), **Linda McLean** (Rehabilitation Therapy) and **Janet Menard** (Psychology) have received a total of \$460,000 from the Canada Foundation for Innovation New Opportunities Fund.

Killam Prizes awarded to **Kerry Rowe** (VP Research) and **Will Kymlicka** (Philosophy) are reported in *The Kingston Whig-Standard*.

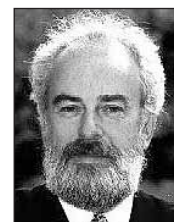
The Kingston Whig-Standard highlights that former Prime Minister Chretien will receive an honorary degree at Queen's Convocation ceremony this month.

George Perlin (Policy Studies) comments in a *Kingston Whig-Standard* story reporting federal grants to Queen's totalling

\$2.5 million over four years for a democracy-building project in Ukraine.

David Atherton (Physics) comments in a *Kingston Whig-Standard* story about dowsing for water.

Carol Beatty is interviewed on *CBC Newsworld's Weekly Business Report* about the pros and cons of Air Canada becoming an employee-owned company.



Wolfe

Bob Wolfe (Policy Studies) participates in a panel discussion on *CBC Radio's The Current* about the recent meeting between Paul Martin and George Bush.

Lew Johnson (Business) is the featured guest on *CHQR* radio in Calgary's open-line talk show discussing the firing of top Nortel executives and the subsequent decline in the stock price.

Marc Epprecht (Development Studies) discusses historical research on the presence of sexual minorities in African culture on *WPFW 89.3 FM Pacifica Radio* in Washington, DC.

The Chronicle of Higher Education publishes excerpts from **Vincent Mosco's** (Sociology) new book *The Digital Sublime* (MIT Press).

Children's summer camps are filling up fast

FOCUS ON PHYSICAL ACTIVITY FUELS POPULAR ATHLETICS CAMPS

By KAY LANGMUIR

Queen's is doubling the number of Arts and Science camps for primary students this year in response to last year's phenomenal enrolment rates.

"There are a lot of applications coming in, and we're really excited," says Valerie Karnaghan, executive director of summer camps for the Arts and Science Undergraduate Society (ASUS).

"We've also been able to offer more staff positions to university students. It's great."

Last year, applications for the primary-grade science camp, Discovery Kids, and its arts counterpart, Imagination Station, jumped 30 per cent, she says.

Instead of being offered for four weeks, these two camps will now run throughout the summer, from July 5 to August 27.

The story is similar for the university's summer sports camps, which have been receiving applications at a "fast and furious" pace since March, and some camps are already full, says Lisa Eyles, coordinator of instructional sports skills.

Among the six camp options, the general sports camp has the widest appeal, exposing campers to soccer, volleyball, field hockey, racquet sports, ultimate frisbee, basketball and swimming.

"We're full already in our first session, and we're almost full for our second," Ms. Eyles says of the general sports camp.

A growing emphasis on physical activity is likely helping fuel the popularity of athletics camps, Ms. Eyles suggests.

"Society is more concerned with being physically active than ever before," she says. "Parents are trying to get their kids involved."

The volleyball camp is another extremely popular program, and fills a real need in the area, she explained. All three age divisions for the five-day camp are already full.

Fencing is also returning to the

camp roster this year after a four or five year absence. The camp was brought back after more fencing classes offered throughout the year and better advertising of the sport resulted in increased interest, says Ms. Eyles.

The weekly field trips are one popular feature of the arts and science camps. This year the primary groups will travel to the Museum of Civilization in Ottawa, Queen's' outdoor biological station, or the Bowmanville Zoo. The older groups will enjoy visits to the City TV/Much Music building in Toronto, or view the live musical, Mamma Mia, in Toronto's theatre district.

"Society is more concerned with being physically active than ever before."

Lisa Eyles

Although French Quest is not offered this year, the Science Quest for Girls will be offered for three weeks instead of two. In addition, the camp's Grade 7-8 class will have the option of joining the new GOLDEN program (Girls' Opportunity for Leadership and Development and Engineering Now), which involves a weekend retreat. Participants will undertake more in-depth, hands-on activities than the regular camp programs, and also meet and talk with professional female engineers.

This year, the Arts and Science Undergraduate Society, which runs the arts programs and the Discovery Science program, has started a leaders-in-training program for high school students, who will work toward a St. John's Ambulance certificate in the mornings, and volunteer with campers in the afternoons.

Bursaries and places for special-needs students are also offered by many of the summer camps on campus.



CELIA RUSSELL

Imagination Station campers and counselors ham it up at a summer session in Ontario Hall. Due to last year's popularity, sessions for this camp, which caters to students in kindergarten through Grade 4, will be doubled.

Queen's camps at a glance

Computer Quest Science Quest

Grades 4-8
1-2 week programs
June 28 - Aug. 27
Science Quest for Girls
Grades 4-5
July 19-23
Aug. 9-13
Grades 6-8
July 26-30
1 week - \$170
2 weeks - \$300
Further information:
533-6870
www.engsoc.queensu.ca/scienceq

Arts Adventure

Grades 5-8
Visual arts
July 5-9
Aug. 9-13
Dramatic arts
July 19-23
Aug. 16-20

Discovery Kids

Grades K-3
July 5-Aug. 27
Science Discovery
Grades 9-12
July 12-16
Aug. 9-13
Computer Discovery
Grades 9-12
July 19-23
Aug. 3-6
1 week - \$170
2 weeks - \$300
Information: 533-6917
www.asus.queensu.ca/camps

Imagination Station

Grades K-4
July 5-Aug. 27
1 week - \$175
2 weeks - \$300
4 weeks - \$550
holiday week - \$150
Information: 533-6917

TutorInk reading camps

Age 7-10
Two weeks - \$425
July 5-16
July 19-30
Aug. 2-13

Sports camps

General
Age 8-13
July 5-16 (full)
July 19-30
Aug. 3-13
\$250-\$275
Fencing
Age 10-14
Aug. 9-13
\$200
Volleyball (full)
Age 10 up
Aug. 16-20
\$210
Football
Boys Grade 9-12
Aug. 16-20
\$145
Inline Hockey
Boys/Girls Age 10-14
Aug. 16-20
\$200
Basketball
Boys camp/Girls camp
Age 9-12 Aug. 23-27
Age 13-17 Aug. 30-Sept. 3
Information: 533-2500
Or 533-6000 ext. 77686
www.goldengael.com/iss

Could You Defend Yourself if Attacked?

Queen's University Campus Security is offering a Women's Self Defence Course to faculty & staff this Summer:



Wed. June 30 12:00 - 4:00

Wed. July 7 12:00 - 4:00

Wed. July 14 12:00 - 4:00

For more information or to register for this course, visit:

www.queensu.ca/security/rad.html

This course is free for Queen's faculty & staff and is offered as a professional development program through Human Resources.



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Faculty Appointments

Faculty of Health Sciences: Diane M. Buchanan, School of Nursing (May 01, 2004)

Chris Bongie appointed acting head of English Principal William Leggett announces that Chris Bongie has been appointed as acting head of English from May 1, 2004 to August 31, 2004. Dr. Bongie holds a BA from the University of British Columbia, and AM and PhD from Stanford University. He taught at the College of William and Mary before coming to Queen's in 2002 as a Queen's National Scholar and a professor in English. Dr. Bongie's research interests focus on 19th & 20th-century French and British literature, the Caribbean, and cultural studies. He is the author of two books - *Exotic Memories: Literature, Colonialism, and the Fin de Sicle* (Stanford UP 1991), and *Islands and Exiles: The Creole Identities of Post-Colonial Literature* (Stanford UP 1998) - as well as a number of articles. Dr. Bongie recently completed a translation and critical edition of Victor Hugo's novel about the Haitian Revolution, *Bug-Jargal* (1826), to be published by Broadview Press in 2004.

Huw Lloyd-Ellis appointed acting director of Development Studies Principal William Leggett announces that Huw Lloyd-Ellis has been appointed acting director of the Development Studies Programme from July 1, 2004 to June 30, 2005. Dr. Lloyd-Ellis holds a BSc from the University of Southampton, and MA and PhD from Queen's. He was an assistant and associate professor at the University of Toronto before coming to Queen's in 2000 as an associate professor in Economics. Dr. Lloyd-Ellis focuses his research on the interactions between economic growth and business cycles, income distribution, and public debt management. His articles regularly appear in the leading

academic journals in economics and he has provided policy advice to HRDC and the Bank of Canada.

Arthur Sweetman appointed director of the School of Policy Studies Principal William Leggett announces that Arthur Sweetman has been appointed director of the School of Policy Studies for a five-year term commencing July 1, 2004. Dr. Sweetman holds a BEng from McGill University, and MA and PhD in Economics from McMaster University. He taught at the University of Victoria before coming to Queen's in 2000. He worked in industry as an engineer prior to studying economics full time. His research interests focus primarily on economic issues related to social policy. Recent research topics include education, immigration, health policy, poverty, unemployment insurance (employment insurance), program evaluation and microfinance. He has edited research collections on topics in education and immigration. In making this announcement, Principal Leggett expresses his appreciation for the leadership provided by Tom Williams during his one-year term as acting director of the School of Policy Studies.

Staff Appointments

Director, Risk Management and Audit Services Andrew Simpson, VP Operations and Finance announces that Donna Janiec has been appointed director of Queen's Risk Management and Audit Services effective June 14, 2004. Ms. Janiec currently serves as executive assistant to the Vice-Principal (Academic), a position she has held since 2000. She was also the manager (Faculty Administration), Arts and Science (1996-2000), and first joined Queen's in 1994 as an internal auditor. Prior to joining Queen's, she held audit manager positions in chartered accountant firms in Belleville and Toronto. Ms. Janiec has an excellent understanding of the university's administrative,

academic and financial operations and brings a wealth of direct experience with quality control policies and procedures. She holds a BA (Honours) in Chartered Accountancy Studies from the University of Waterloo and is a member of the Institute of Chartered Accountants of Ontario. The Office of Risk Management and Audit Services replaces the former Office of Internal Audit to better reflect the changing needs of the university. As Director, Ms. Janiec will be responsible for the administration of risk assurance and the provision of audit services. Her work will involve a critical assessment of risks and opportunities at the university, including coordinating and facilitating the management of those risks, and she will be responsible for the direction of a broad, comprehensive program of audit services within the university.

University Librarian Paul Wiens term as University Librarian will end on March 30, 2005. Mr. Wiens has indicated that he would consider a two year extension of his term, should it be the wish of the university community. Members of the university community are invited to offer comments on the leadership of Mr. Wiens and the extension of his term. Comments should be submitted in writing to Suzanne Fortier, Vice-Principal (Academic) by June 14, 2004. A full review process will not be undertaken at this juncture unless the comments received from the community reflect the view that a full review would be useful.

Appointments

Undergraduate Program Assistant 2004-15, Biochemistry **Allison Mackey**.

Director, Risk Management and Audit Services 2004-24 Risk Management and Audit Services **Donna Janiec** (Vice-Principal, (Academic)).

Senior Secretary/Receptionist 2004-56, Physics **Tammie Kerr** (Faculty of Education).

Staff Vacancies

NOTICE

Effective July 1, 2004, staff job advertisements will no longer appear in the Gazette and will be posted instead, on a weekly basis, on the Human Resources website at www.hr.queensu.ca.

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 Department of Human Resources 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 "Staff Appointments" as soon as possible after the conclusion of the recruitment and selection process.

Closing date for the following positions is **Tuesday, May 25, 2004 at 4:30 pm, unless otherwise stated. Late applications will not be accepted.** Please submit a letter of application indicating the specific position desired and a detailed resume including your **employee number**.

Resumes will be accepted from Queen's Employees with Internal Status ONLY, unless the position specifically invites External applications.

Queen's University has an employment equity programme, welcomes diversity in the workplace and encourages applica-

tions from all qualified candidates including women, aboriginal peoples, persons with disabilities and racial minorities.

Job Details for positions advertised under 'Staff Vacancies', with the exception of CUPE Local 229 postings, continue to be available in the HR department and on the HR Website: <http://www.hr.queensu.ca/>.

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

Student Resource Assistant Faculty of Arts and Science (Continuing and Distance Studies) 2004-68

Minimum Hiring Salary: \$30,072 (Salary Grade 4)

Terms: Continuing full-time

Student Resource Assistant Faculty of Education 2004-69

Minimum Hiring Salary: \$30,072 (Salary Grade 4)

Terms: Full-time, one-year appointment

Administrative Secretary Department of Psychology 2004-70

Minimum Hiring Salary: \$31,523 (Salary Grade 5)

Terms: Continuing full-time

Administrative Assistant Vice-Principal (Operations and Finance) 2004-71

Minimum Hiring Salary: \$41,550 (Salary Grade 7)

Terms: Full-time appointment until September 2, 2005

Senior Advisor, Employee Relations, Human Resources 2004-72

Minimum Hiring Salary: \$48,871 (Salary Grade 9)

Terms: Continuing full-time

Senior Investment Analyst Investment Services 2004-73

Closing Date: May 31, 2004 **Minimum Hiring Salary:** Salary Grade 11

Terms: Continuing full-time

A BOLD STEP FORWARD



Principal Bill Leggett addresses a large crowd at the May 6 opening of the new \$25 million Integrated Learning Centre (ILC) at the corner of Division and Union streets. The centre is named Beamish-Munro Hall in recognition of the leadership gifts from two Queen's engineering alumni, Robert Beamish (Sc'60) and Don Munro (Sci'52).

RICHARD WEBB

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

Administrative Assistant
Faculty of Education
2004-74

Minimum Hiring Salary: \$35,748 (Salary Grade 6)

Terms: Full-time, one-year appointment

Executive Assistant
Vice-Principal (Academic)
2004-75

Minimum Hiring Salary: \$74,327 (Salary Grade 12)

Terms: Continuing full-time

Committees

Headship Selection Committee, Philosophy
David Bakhurst's term as head of Philosophy is scheduled to end on June 30, 2005. Dr. Bakhurst is willing to consider reappointment. In accordance with Article 41 of the *Collective Agreement*, a partial selection committee is being formed to consult with the members of the department and determine if there is a clear departmental consensus in favour of renewal. Members of the university community are invited to comment on the present state and future prospects of Philosophy and the renewal of the present Head. If you wish to offer comments on these matters, please be advised that your letter will be reviewed by the committee and will become part of the record of decision-making. Please address comments to Dean Bob Silverman at deanarts@post.queensu.ca or by fax to 533-2067 by June 1, 2004.

Principal's Advisory Committee, Dean of Education
Principal William Leggett announces the membership of the committee appointed to advise him on the present state and future prospects of Education and its leadership. Rosa Bruno-Jofre has agreed to consider a second term, should it be the wish of the university community. Members are: Sara Alarie, Graduate Student, Education; Sandra Casey, Education; Mary Margaret Dauphine, University Advisor on Equity; Stephen Elliott, Education; Suzanne Fortier, Vice-Principal (Academic) Chair; Alison Harvison Young, Dean of Law; Seamus Malloy, Undergraduate Student, Education; Merrilees Muir, Office of the Vice-Principal (Academic) - Secretary; Hugh Munby, Education; John Pierce, Arts and Science; Ruth Rees, Education; Marlene Sayers, Education; Alan Wilkinson, Education. Members of the university community who still wish to comment on the present state and future prospects of Education and on its leadership may do so by May 24, 2004. Submit letters to Suzanne Fortier, Vice-Principal (Academic) and indicate whether you wish to have your letter shown, *in confidence*, to the members of the advisory committee.

Headship Selection Committee, French Studies
Greg Lessard is stepping down as head of French Studies. Johanne Bénard's term as acting head ends Dec. 31, 2004. In accordance with the terms of the *Collective Agreement between Queen's University Faculty Association and Queen's University at Kingston*, a committee will be formed to consider the present state and future prospects of French Studies and to assist the

principal in the selection of Dr. Lessard's successor. Five members of the selection committee will be elected by members of the bargaining unit in French Studies. Faculty members, staff and students are also invited to nominate staff and students from French Studies and faculty members from cognate disciplines for membership on the committee. Nominations should be sent to Nancy Cutway in the faculty office, cutwayn@post.queensu.ca by June 1, 2004.

Principal's Advisory Committee, Dean of Law
Principal William Leggett announces the membership of the committee to advise him on the present state and future prospects of the Faculty of Law and on the selection of the Dean. Alison Harvison Young has indicated that she does not wish to be considered for another term as Dean. The membership of the committee is as follows: Martha Bailey, Law; Art Cockfield, Law; Jane Emrich, Director, Admissions, Law; Suzanne Fortier, Vice-Principal (Academic) Chair; Mary Margaret Dauphine, University Advisor on Equity; Kathleen Lahey, Law; Mary Jane Moore, Law; Merrilees Muir, Office of the Vice-Principal (Academic) - Secretary; Bruce Treichel, Chair, Faculty of Law, Deans Council, and Partner Faskin Martineau DuMoulin LLP; Gary Trotter, Law; TBA, LLB student; TBA, graduate student. Members of the university community who still wish to comment on the present state and future prospects of Law may do so by June 15, 2004. Letters should be submitted to Suzanne Fortier, Vice-Principal (Academic) and respondents should indicate whether they wish to have their letters shown, *in confidence*, to the members of the advisory committee.

Other Positions

Technician, Arthritis Research Laboratory
This is a full-time position to start summer 2004 (exact date negotiable).

Requirements: MSc/BSc or college diploma (preferably with 3-5 years laboratory experience) in the biochemical/biological sciences; experience in HPLC and in handling radioisotopes; other biological/biochemical techniques are an advantage.

Responsibilities: operating and maintaining HPLC equipment; general laboratory maintenance including: ordering laboratory supplies; monitoring and disposal of radioactive and other hazardous chemicals; preparation of solutions and other consumables; basic maintenance of laboratory equipment.

Salary: Commensurate with Queen's grid for job grade. Apply with resume to Dr. T.P. Anastasiades, Department of Medicine, Room 2050, Etherington Hall or anastass@post.queensu.ca.

Divisional Assistant, Division of General Internal Medicine, Health Sciences
This is a one-year renewable 0.5 FTE contract.

Responsibilities: report to the Division Chair; provide assistance to the Division Chair and colleagues in the administration and coordination of the academic functions of the Division of Internal Medicine; coordinate work and supervise hospital support staff who work in the division; manage divisional accounts and budgets;

organize schedules of Divisional activities.

Requirements: successful completion of a two-year community college secretarial program with some training in accounting (consideration will be given to the equivalent combination of education and experience); excellent oral and written communication skills; experience in an office management or senior secretarial position, preferably in an academic, medical or hospital setting; demonstrated leadership skills; ability to exercise sound judgment and discretion in interpersonal relations and the handling of confidential material; previous supervisory experience; knowledge of the Faculty of Health Sciences and its affiliated teaching hospitals and formal training in human resources management will be considered assets; proficiency with word processing, database management, spread sheet applications.

Minimum Hiring Salary: Grade 5
Apply to: Division of Internal Medicine, Sydenham 3, Hotel Dieu Hospital, Kingston, Ontario K7L 5G2. (613) 544-3400 ext 2349.

Research Project Co-ordinator, Regional Community Brain Injury Services, Queen's Centre for Health Studies and Policy Research
This is a temporary, one-year full-time position (2004-2005).

Requirements: Master's degree
Responsibilities: manage all activities of the research project "Identification of Best Practices in Community Integration Models for Persons with Brain Injury: Approaches to Provide Meaningful and Productive Life Activities" as outlined in the proposal funded by the Ontario Neurotrauma Foundation.

Salary: Level 8 - \$48,000 + 20 % in lieu of benefits.

For more information please contact Jane Johnston, Director, Regional Community Brain Injury Services, Providence Continuing Care Centre, 303 Bagot St., Lasalle Mews, Suite 401, Kingston, ON, Canada K7K 5W7. Phone: 613-547-6969, ext.102, fax: 613-547-6472, email: johnstj2@pccchealth.org.

Level 4 Technician

Requirements: undergraduate science degree or completion of either the Biotechnology Program from St. Lawrence College or an equivalent program; experience in Molecular Biology and Protein Chemistry techniques an asset.

Please forward resumes to Dr. Marlys Koschinsky, Botterell Hall, Room A208, Queen's University, Kingston, Ontario, K7L 3N6. Resumes may also be submitted by fax (613- 533-6586) by noon on May 30, 2004.

Development and Recruitment Officer, Theological College
This is a three-year contract appointment starting Aug. 15, 2004 considered for renewal annually.

Responsibilities: meet the major annual funding needs of Queen's Theological College; reporting to the Director, (Finance, Administration and Development (F.A.D.)), plan and conduct all aspects of major fundraising projects designated as the top priorities of Q.T.C.; identify, evaluate, cultivate and solicit appropriate major prospective donors, including individuals, and where applicable corporations and foundations; plan and conduct all aspects of recruitment projects for Q.T.C. programs; represent and promote the college in various constituencies; and actively recruit stu-

dents for the college's theological programs.

Qualifications: undergraduate university degree; at least three years related fundraising experience with a demonstrated track record of success in campaign fundraising or a related venture; capacity to support and demonstrate empathy toward the theological and religious enterprise; demonstrated ability to work with diverse constituencies including church, business, theological college and university; experience with recruiting and/or fundraising in academic and religious communities; knowledge of sound fundraising principles and the ability to recommend fundraising approaches in the best interest of the college; excellent and creative communication, diplomacy, collaboration, and public relation skills; experience in database development and maintenance with the ability to compile, analyze and interpret data on prospects and donors; willingness to carry out work as required by distant settings, travel and irregular blocks of time.
Minimum Hiring Salary: \$54,600 (Salary negotiable with experience.)
Apply to: Heather Cooke, Director, Queen's Theological College, Rm. 206 Theological Hall, phone 533-2108; fax 533-6879; email heather@post.queensu.ca, by May 31, 2004.

Employee Development

Register for the following programs or obtain further information at ext. 32070 or hradmin@post.queensu.ca.

Wednesday, May 19

The Happiness Option:

What you think is what you get
During this workshop, you will discover the power of attitude in determining the quality of your life and how to enhance your self-esteem. Wendy Lloyd, Human Resources, 10:30 am to noon.

June 1, 8, 15, 22, 29

Business Writing Basics

Through in-class exercises and quizzes, you will have the opportunity to learn how to improve sentence meaning and tone; to use active, not passive verbs; to write effective business letters and memos; when to use commas, semi-colons and colons; tips to help you become a better speller and more! The learning environment of these two-hour sessions is informal and supportive. Wendy Lloyd, Human Resources, 10 am to noon.

Friday, June 4

Effective Manager Series: Boost Morale, Motivation and Productivity with FISH!

Would you like to create good work health by including fun in your workday, connect with employees to increase productivity, learn how to stimulate enthusiasm for a fresh perspective for the workplace? Then come to this workshop! You'll discover the *FISH!* philosophy and how to make it 'stick' in your department. Wendy Lloyd, Human Resources, 9 am to noon.

Milestones

Compiled by Faye Baudoux

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

Congratulations to those who reached the following milestones in April 2004.

35 years: Susan Barsby, Cataloguing, Queen's Library System

30 years: Carolyne Jeffery, Athletics and Administration

25 years: Patti Candido, Institute of Intergovernmental Relations; Valerie Knapp, Stauffer Library; Wendy Moulton, Correctional Law Project; Joan Tremblay, Animal Care

20 years: Marilyn Garrett, Microbiology and Immunology; Kim Graham, ITS; Charles Hearn, Physics; Richard Palmer, Office of the University Registrar; Richard Primeau, Custodial Services; Nancy Wood, Office of Research Services

15 years: Karen Babcock, Physiology; Margaret Bignell, Archives; Susan Blake, Faculty of Arts and Science; Sherri Ferris, Parking and Grounds; Robert Fleming, ITS; Terry Gratto, Stauffer Library; Michael Murray, Custodial Services; Peter O'Neil, Custodial Services; John O'Shea, John Deutsch University Centre; William Rochefort, Custodial Services; Rene Weinhardt, Custodial Services

10 years: Ann Cinzar, Development; Kathy Collins, Anatomy and Cell Biology; Carol Hegadorn, Pathology and Molecular Medicine; Catherine Lemmon, International Centre; Brenda Lesslie, Vice-Principal (Research)

Five years: Derek Cooper, Electrical and Computer Engineering; Nancy Cutway, Faculty of Arts and Science; Suzanne Flindall, NCIC; Keith George, Parking and Grounds; Ted Gervais, PPS; Heather Grant, Mechanical and Materials Engineering; Alex Kolarczyk, PPS; David Lay, Faculty of Applied Science; Dawn Lloyd, NCIC; Ryan Luney, ITS; Edward Maracle, Chemistry; Sumathy Nadarajah, Pensions, Investments and Insurance; Nancy Paul, NCIC; Edward Pritchard, ITS; Barbara Seamone, ITS; Jodi Snowdon-Smith, Development; Richard Snowdon-Smith, UIS; Karen Somers, NCIC; Jill Trueman, Obstetrics and Gynaecology; David Wright, Campus Security

Notices

Employee Assistance Program
For off-campus professional counselling call toll free: 1-800-387-4765 (français 1-800-361-5676) 24 hours a day, seven days a week. Further information is available at www.queensu.ca/eap/.

GAZETTE begins summer schedule

Please note that this is the final biweekly issue of the Queen's Gazette until September.

Monthly editions will appear June 14 (June 7), July 12 (July 5) and Aug. 23 (Aug. 16). Copy deadlines are at noon on the date in brackets following the issue date.

Have a great summer!

Convocation

Invitation to Spring Convocation Ceremonies 2004 Faculty members are invited to attend the Spring 2004 Convocations. Ceremonies will be held in the Jock Harty Arena of the Physical Education Centre as outlined below:

Thursday, May 27, 2004, 2:30 pm
Business, Industrial Relations, Public Administration, Urban and Regional Planning, Policy Studies
Honorary Graduand:
Jean Chrétien, LLD

Friday, May 28, 2004, 9:30 am
Applied Science
Honorary Graduand:
Mary Williams, DSc

Friday, May 28, 2004, 2:30 pm
Health Sciences: Medicine, Nursing, Rehabilitation Therapy, Faculty of Law
Honorary Graduand:
Morris Milner, DSc

Thursday, June 3, 2004, 9:30 am

Arts and Science, Physical and Health Education (Anatomy and Cell Biology, Biochemistry, Biology, Chemistry, Community Health and Epidemiology, Environmental Studies, Life Sciences, Microbiology and Immunology, Pathology, Pharmacology and Toxicology, Physics, Physiology)
Honorary Graduand:
Gordon Gray, LLD

Thursday, June 3, 2004, 2:30 pm

Faculty of Education
Honorary Graduand:
Lewis Lapham, LLD

Friday, June 4, 2004, 9:30 am
Arts and Science (Communication, Culture and Information Technology, Computing and Information Science, Development Studies, Economics, Geography, Geological Sciences, Mathematics and Statistics, Psychology, Sociology)
Honorary Graduand:
Maria Klawe, DSc

Friday, June 4, 2004, 2:30 pm
Arts and Science (Art, Canadian Studies, Classics, Drama, English Language and Literature, Film Studies, French Studies, German Language and Literature, History, Jewish Studies, Language and Linguistics, Music, Philosophy, Political Studies, Religious Studies, Russian Studies, Spanish and Italian Languages and Literature, Women's Studies)
Honorary Graduand:
Gordon Wells, LLD

Assembly: The Academic Procession will assemble in the Upper Lounge of the Physical Education Centre thirty (30) minutes prior to the Convocation times. If you will be joining the Academic Procession, please call 533-6095 or e-mail at cowperth@post.queensu.ca. You are encouraged to complete our online form prior to **May 13, 2004** at www.queensu.ca/secretariat/convocation/RSVPform.html so that sufficient seats may be reserved.

Queen's academic regalia: Members of the Academic Procession who do not have a hood or gown should make arrangements with the Alma Mater Society (located in the Ross Gymnasium) one half hour before each ceremony.

Note: Members of the Academic Procession who are *not graduates of Queen's* will use their own gown and hood, however they can borrow a black gown from the AMS. **Please present your faculty card for identification.**

Receptions: All receptions are the responsibility of the Faculty or School concerned. You are encouraged to attend these functions and meet with the graduands and their families.

Governance

Honorary degree nominations
The Senate Committee on Honorary Degrees invites nominations for the award of honorary degree at the 2005 Convocations. Nomination forms are available on the web at www.queensu.ca/secretariat/Hon-Degre.html or from the University Secretariat, B400 Mackintosh-Corry Hall, 533-6095. Deadline for submission of nominations is Friday, August 13, 2004.

Notices

Feminist Book Club
Due to low attendance the book club will not meet over the summer. Meetings will resume in Sept. If you have suggestions for books to read next year please email to amq_1975@yahoo.ca by June 28 so they can be included in the fall newsletter.

Physical Education Centre
Building Hours
May 17 to Aug. 1, 2004
Monday to Thursday 7 am - 9 pm
Friday 7 am - 7 pm
Saturday/Sunday CLOSED
The P.E.C. will be closed on May 24 and July 1.

Rental listings needed!
The International Housing Office is seeking rental listings for incoming international students and scholars for the spring/summer, fall and fall/ winter periods. To submit listings for apartments, rooms in either a landlord's home or in shared accommodations with other students, please visit www.queensu.ca/quic/housing and access "Rental Property Submission Form" or call 533-2604 ext. 74650.

PhD Examinations

Regular university staff may attend PhD oral thesis examinations.

Thursday, May 20
Rafiqul Khan, Chemical Engineering, 'An experimental and numerical study of the mixing between multiple, turbulent jets and a cross-flow'. Supervisor: E.W. Grandmison, 312 Dupuis, 9 am.

Wednesday, May 26
Andrea Kunard, Art History, 'Promoting culture through photography in the National Gallery of Canada and the Still Photography Division of the National Film Board of Canada'. Supervisor: L.L. Jessup, 210 Ontario, 3 pm.

Friday, May 28
Allister Dodds, Economics, 'Economic aspects of privacy, confidentiality, and consent'. Supervisor: R.W. Boadway, B204 Mackintosh-Corry, 2 pm.

Friday, May 28
Sari Hannila, Anatomy and Cell Biology, 'TrkA signaling and collateral axon growth are enhanced in the absence of nerve growth factor binding to the p75 neurotrophin receptor'. Supervisor: M.D. Kawaja, 912 Botterell, 1 pm.

Monday, May 31
Brea Williams, Civil Engineering, 'Fire performance of FRP-strengthened reinforced concrete flexural members'. Supervisors: M.F. Green, V.K.R. Kodur, L.A. Bisby, 212 Ellis, 1:30 pm.

Monday, June 7
Arthur Syahuka-Muhindo, History, 'The role of violence in state formation in Mid-Western Uganda: 1850-1982'. Supervisor: R.W. Shenton, 207 Watson, 3 pm.

Tuesday, June 8
Katherine Starzyk, Psychology, 'The personal acquaintance measure: a tool for appraising one's knowledge of any person'. Supervisor: R.R. Holden, 228 Humphrey, 1 pm.

Friday, June 11
Jeffrey James Sutherland, Chemistry, 'The development and application of quantitative structure-activity relationship and classification techniques for virtual screening in drug design'. Supervisors: D.F. Weaver, A.D. Becke, 517 Chernoff, 9 am.

Surplus Items

Electrical and Computer Engineering offers for sale: **1-Plan Paper Fax Machine.** Manufacturer: Canon, Model: 5500, H11292, UBW #05052. Manufactured: 1994. Description: laser, two paper feeds, automatic dialing, memory (receiving and sending), 1 print cartridge included. Open Bid. For information or to view, please call Sheila at ext. 74948.

Submit sealed bids marked "ELECTRICAL AND COMPUTER ENGINEERING" to Patti George, Purchasing Services by Monday, May 24.

Surplus Computers: Qty 27 LG 17" CRT monitors; Qty 28 AMD K6-2 500 MHz computers, 10GB hard disk, 128MB memory, AGP video card, mouse and keyboard; Qty 46 IBM P92 19" CRT monitors - white color; Qty 70 IBM 300PL computers, 400Mhz Intel CPU, 13GB hard disk, 128MB memory, cd-rom, onboard sound, ethernet and video, mouse and keyboard; Qty 20 IBM P92 19" CRT monitors - black color; Qty 20 IBM Intellistation computers, 400Mhz Intel CPU, 13GB hard disk, 128MB memory, cd-rom, AGP video card, onboard ethernet and sound, mouse & keyboard; Qty 5 IBM 300PL computers, for spare parts; Assorted IBM spare parts - mainboards, cpu's, mice, etc. **All items listed will be sold as one complete unit. Minimum Bid: \$10,000.00** For information or to view, please call Derek at ext. 78024.

Submit sealed bids marked "ELECTRICAL AND COMPUTER ENGINEERING (SURPLUS COMPUTERS)" to Patti George, Purchasing Services by Monday, May 24.

Please mark bid(s) "Confidential". Queen's is not responsible in any way for the condition of any item(s) it has made available, nor for any damages or injury that may occur due to use or removal of the item(s).

Queen's has the right to reject any or all of the bids. Only successful bidders will be notified.

HELP LINES

Campus Security Emergency Report Centre:

533-6111

Human Rights Office
533-6886

Irène Bujara, Director

Sexual Harassment Complainant Advisors:

Margot Coulter, Coordinator
533-6629

Tracy Trothen - Theology
533-2110 ext. 74319

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:

Doug Morrow
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 Dispute Resolution Advisors - Students:

Please contact Doug Morrow, 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 - JDUC
533-6000 ext. 78775

Gary Racine - Telecommunications
533-3037

Freedom of Information and Privacy Protection

Commissioner Paul Tetro
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.

Principal's Development Fund - Category A, International Visitors' Program

Principal William C. Leggett and members of the Selection Committee Vice-Principal (Academic) Suzanne Fortier, Vice-Principal (Research) Kerry Rowe, Associate Vice-Principal (Academic) John Dixon and Special Advisor to the Principal Les Monkman are pleased to announce the following international visitors to Queen's for 2004-2005 supported under the Principal's Development Fund, Category A:

Faculty	Department/School	Visitor	From
Arts and Science	Development Studies	Fan Lizhu	Fudan University, Shanghai, PRC
	Development Studies	Yu Hai	Fudan University, Shanghai, PRC
	Film Studies	Walid Raad	Cooper Union School of Art, New York, USA
	School of Music	E. Katherine Kerr Arlene Goter	Connecticut, USA The College of St. Catherine, Minnesota, USA
	Sociology	Andrew Sayer	Lancaster University, Lancaster, UK
	Philosophy	Francois Recanati	Ecole des Hautes Etudes en Sciences Sociales, Paris, France
Graduate Studies	School of Policy Studies	Ming Lu	Fudan University, Shanghai, PRC
Health Sciences	Anesthesiology and Critical Care Medicine	Michael R. Pinsky	Pennsylvania, USA
	Microbiology and Immunology	Shin-Ichi Aizawa	Core Research for Evolutional Science & Technology, Tochigi, Japan
	Centre for Neuroscience Studies	Daniel Wolpert	Institute of Neurology, London, UK
Law		Pamela Jane Schwikkard T.M. Scanlon	University of Cape Town, Cape Town, SA Harvard University, Massachusetts, USA
Vice-Principal (Research)	Southern African Research Centre and the Dept. of Economics	Nicoli Natrass	University of Cape Town, Cape Town, SA
	Southern African Research Centre and the Dept. of Political Studies	Robert Mattes	University of Cape Town, Cape Town, SA

The International Visitors' Program provides funds to assist departments and faculties/schools in bringing to Queen's outstanding scholars from outside Canada. Visitors supported by the fund spend at least a week on campus, contributing to teaching, interacting with students and participating in scholarly activities. Funds from this program are used to support travel and living expenses, and in some cases, a modest honorarium.

Art

The Agnes Etherington Art Centre
University Avenue

Contemporary Feature and Samuel J. Zacks Galleries, *BFA on View '04* to June 13; *Ah, Wilderness! Resort Architecture in the Thousand Islands* May 3 to Sept. 29; Frances K. Smith Gallery, *Prints, Patrons and Publishers*, Stefano Della Bella to May 30; African Gallery, *Metal Work of West Africa*: a selection from the Justin and Elizabeth Lang Collection to July 2005; Bader Gallery, *Real and Imagined People*, from the Art Centre's collection of 16th and 17th century European painting to June 19, 2005; The Davies Foundation Gallery, Arnaud Maggs, *Orford String Quartet* to Sept. 6. www.queensu.ca/ageh/

Agnes Etherington Art Centre open Victoria Day!

From Victoria Day to Labour Day the Art Centre is open holiday Mondays from 1 - 5 pm. Admission is free.

Events

Thursday, May 20 - Highlights Tour. Take a guided tour of current exhibitions, including *Arnaud Maggs: Orford String Quartet* and *BFA on View '04*. Agnes Etherington Art Centre, 12:15 pm. Free.
Friday, June 4 - Joint Reception for *Ah, Wilderness! Resort Architecture in the Thousand Islands* and *BFA on View '04*. Celebrate art and art history at Queen's. Experience these fascinating exhibitions and meet the student curators and artists. Agnes Etherington Art Centre, 4:30 - 6 pm, free.

The Studio (B 144 West end of main lobby and watch for signs) Duncan McArthur Hall, Faculty of Education
Landscape Paintings and Drawings, Alex Jack to 27, 2004, Tuesday to Thursday noon to 1 pm. Contact Angela Solar at solara@educ.queensu.ca

Union Gallery
First floor of the Stauffer Library (corner of Union and University) Main Gallery - *GRIMACE* by Lindsay Fisher, an exhibition of new paintings on view.
Project Room - *Through (y)our I(eyes)*. Fourth year film students Rebecca Beardsworth and Candice Chow-How present two videos that explore family politics and issues of identity using film and photography. Both shows to June 4.

Film

Sunday, June 6
Cinema Kingston
Kitchen Stories by Bent Hamer, 95 minutes, Norway, PG. Official Norwegian entry for the 2004 Best Foreign Language Film Oscar. Etherington Auditorium, 94 Stuart Street. \$8 at the door, 7:30 pm. Phone 533-2178 for details. <http://www.filmsdullosange.fr/kitchen-stories/http://www.film.queensu.ca/cinemakingston>

Departmental Seminar Schedules

Biochemistry
meds.queensu.ca/medicine/biochem/seminar.html
Biology
biology.queensu.ca/seminars/dss.html

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

Centre for Neuroscience Studies
<http://queensu.ca/neurosci/seminar.html>

Chemistry
<http://chem.queensu.ca/NEWSANDEVENTS/Seminars/Seminar02W.PDF>

Computing
<http://cs.queensu.ca/seminars>

Economics
<http://qed.econ.queensu.ca/pub/calendar/week.html>

GeoEngineering Centre at Queen's - RMC
www.geoeng.ca/GENG840_Schedule.htm

Human Mobility Research Centre
www.hmrc.ca

Pharmacology/Toxicology
meds.queensu.ca/medicine/pharm/

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

Policy Studies
localendar.com/public/spscal

Public Lectures

Wednesday, June 9
The Surveillance Project
Roger Clarke, The Australian National University. A history of privacy impact assessments. 301 Goodes Hall, 1:30 pm.

Special Events

Monday, May 31
Annual Spring Barbecue
Principal William Leggett and Mrs. Claire Leggett invite you to join friends and colleagues at the

annual Queen's Spring Barbecue at Agnes Benidickson Field, 11:30 am - 1:30 pm. *Rain Location: Grant Hall.*

Planet festival on sky continues
Regular open houses at Queen's Observatory are organized for the public in collaboration with local RASC Kingston the second Saturday of each month between 9 and 11pm from April till Sept. Next open house Saturday, June 12. Free admission. For more info visit: <http://observatory.phy.queensu.ca> (tour schedules and observatory info) <http://members.kingston.net/rasc> (Royal Astronomical Society of Canada)

Workshops and Courses

Sun., June 13 and Mon., June 14
International Educators Training Program (IETP)
The IETP offers 6 courses and 10 afternoon sessions. Broadcaster and journalist, Ann Medina will deliver the keynote address, "*Terrorists, Timbuctou, and the Dog: Lessons in Culture & Perception*". For more information call 533-2604, or visit <http://www.queensu.ca/quic/ietp>

Learning Technology Unit (LTU)
The computer lab in the MacCorry Faculty/Staff Learning Facility will be closed for renovations for a period of two, and possibly three, weeks from June 21 - July 9. Prior to the closure, the Learning Technology Unit is pleased to offer the sessions listed below.

Wednesday, May 19
PowerPoint: An Introduction.
Faculty and graduate students only. 9:30 - 11:30 am.

Wednesday, May 26
WebCT Quick Start.
9:30 am - 12:30 pm.

Tuesday, June 8
HTML: An Introduction.
Faculty and graduate students only. 9:30 am - 12:30 pm.

To self-register for any of the above LTU sessions, please visit the Online Registration System at www.queensu.ca/fslf/learn/ If you are new to the Online Registration System you will need to visit www.queensu.ca/fslf/learn/User/AddUsers.php?addItem=1 and add yourself as a new user. This requires a Queen's email address.

Submission Information

To ensure we run your information correctly, Calendar items must appear in this format:
date, department, speaker's name and affiliation, title of lecture, place, time, and cost if applicable.

Please submit your information in the body of an email message to gazette@post.queensu.ca.

The next Gazette deadline is Monday, June 7 at noon.

AN EXERCISE IN BARGAIN HUNTING



STEPHEN WILD

You never know what you're going to find at a yard sale - particularly one that consists of the trash and treasures of departing students at the end of term. Joan Sharpe of the Surveillance Group (left) and Diane Carter-Robb, Better Beginnings board member and chairperson, check out an exercise machine.