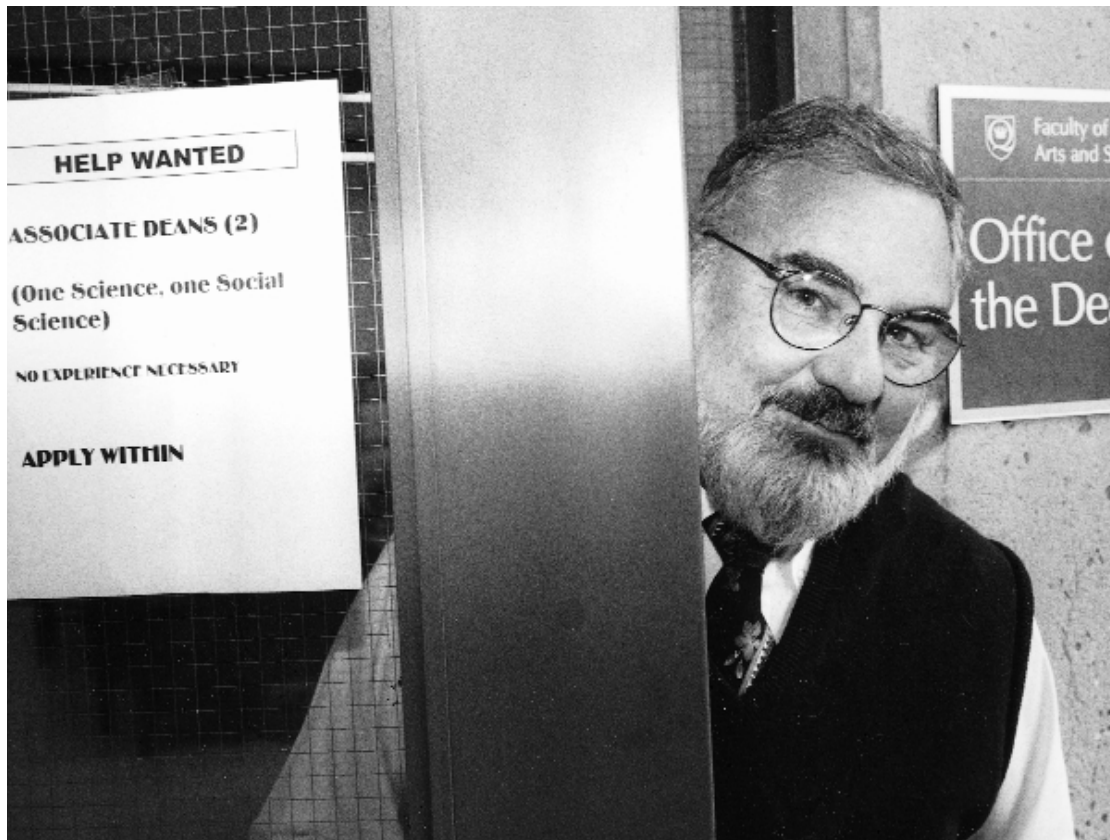


# Queen's Gazette



## Looking for a job?

With two of its associate deans moving on to other administrative positions, the Faculty of Arts and Science is looking for replacements, so Dean Bob Silverman has posted the job requirements front and centre – on the main door of the Arts and Science office in Mackintosh-Corry Hall.

KINGSTON, ONTARIO, CANADA

## Researchers discover key to surgery-related heart failure

*American Heart Association ranks discovery among top 10 research advances in 1999*

BY ANNE KERSHAW

A collaboration between Queen's scientists and researchers at Johns Hopkins University has led to a significant discovery about the cause of sudden heart failure after open-heart surgery, a common occurrence that results in most heart patients having to spend a full day in intensive care following surgery and costing taxpayers millions of dollars every year in post-operative medical care.

The work of Queen's researchers Dr. Jennifer Van Eyk, an assistant professor with the Department of Physiology, and Queen's graduate student Jason McDonough, in collaboration with Drs. Anne Murphy, David Kass and Eduardo Marban at Hopkins, focuses on molecules linked to heart muscle contractions and contributes to a new understanding of how a problem at the molecular level can lead to a type of acquired heart failure.

Published last week in the journal *Science*, the study shows how a protein called troponin I

is a key part of a heart muscle cell's contracting "machinery" is damaged and how that leads to heart failure known as "cardiac stunning".

Last month, the research was picked by the American Heart Association for its list of top 10 research advances in heart disease and stroke in 1999.

"We are very excited about the role we have played in this study," says Dr. Van Eyk. "This points to new ways of preventing and treating this specific heart problem and also enhances our understanding of the more common type of chronic heart failure."

When blood flow to the heart is reduced or stopped, problems develop with the regulated contraction of the heart muscle which may persist even after flow has been re-established. The

*continued on page 2*

## Queen's website provides watchdog tool to international community

*Democracy centre's news-driven website allows world-wide audience to witness Peruvian election as it happens*

BY NANCY MARRELLO

An innovative website created by Queen's Centre for the Study of Democracy is providing a world-wide audience with an unprecedented, close-up view of a controversial election campaign in a country rocked by charges of fraud and dirty tricks.

Peru Election 2000: A Public Education Website, located at <http://csd.queensu.ca/peru2000/>, is the newest initiative from the centre which supports international democracy through a variety of research and educational projects worldwide.

The watchdog website, which now includes dramatic footage of campaign harassment of a leading Peruvian presidential candidate, was developed by Dr. Catherine Conaghan, Associate Director of the Queen's centre and a scholar in Latin American studies. The site provides up-to-date news coverage and analysis of the upcoming April presidential election, as Peru makes another bid for a true democracy.

The popularity of the site, which has been on-line since July, has grown dramatically. Although many of those logging on to the site are from govern-

ment organizations, Washington think tanks and non-governmental organizations in North America and Peru, the site is increasingly being accessed by journalists, teachers and students worldwide.

"The site has evolved into an exciting new opportunity for a world-wide audience to participate in and observe the Peruvian election as it happens, instead of reading about it afterwards in the papers," says Dr. Conaghan.

"Because we are concerned that the Peruvian election is going to be problematic, we want to provide international election observers, and the general public, with a complete picture of the election process."

Historically, international election observers arrive in a country just prior to voting day without the benefit of seeing how the whole campaign is being played out or a good sense of the context in which the election takes place, says Dr. Conaghan. "Our goal is to more thoroughly inform them about what is going on and help them come to a more informed judgment about the events," she says.

Carlos Bustamante, veteran Peruvian journalist, and Julio F. Carrión, Assistant Professor of Political Science and International Relations at the University of Delaware, are co-editors of the web site, tracking the campaign and updating the site daily. The website includes sections on Current Events, Month in Review, News Briefs, Poll Track, Tabloid Watch, Trends, and Views from Peru, a space for journalists and political activists to talk about their experience of the campaign.

Established in 1994, Queen's Centre for the Study of Democracy conducts research on democratic development and contributes to international democratization through programs of public education. The Centre is also directing a four-year project in democratic education for Ukraine, which will include opportunities for research on democratic development in that country. The Centre supports a graduate program in the study of public opinion and the role of citizen participation in democratic politics. □

<http://csd.queensu.ca>.

## New policy addresses campus violence

Queen's University now has a university-wide policy on campus violence. Principal Bill Leggett announces the policy in an open letter to the university community in today's *Gazette*. While Queen's has always had protocols for dealing with people identified as violent or potentially violent, this policy formalizes those protocols, he explains. His letter, and the policy, appear on page 2.

"The current protocol for dealing with potential incidents of campus violence has been very effective," says Louise Fish, Director of Security at Queen's. "In the two years I have been here, all such incidents were defused before they could escalate to the point of causing serious injury to someone. However, it's important that everyone on

campus know what kind of conduct is not tolerated, what to look for, and what to do in the event of threatening or aggressive behaviour."

Detailed information on identifying and dealing with violent or potentially violent individuals appears on the Campus Security web page, at [www.queensu.ca/security](http://www.queensu.ca/security). Campus Security is planning to offer awareness training for all staff, faculty and students. Further information will be available on the campus security web page and in the *Gazette* once training dates are set. Questions about the policy, or workplace violence in general, may be directed to Louise Fish, at 74956 or by e-mail at [fishl@notes.queensu.ca](mailto:fishl@notes.queensu.ca) □

**Letter and policy, page 2**



Dr. Jennifer Van Eyk: New ways of preventing and treating heart problem

researchers at Queen's and Hopkins had independently demonstrated that a specific protein key to contraction of the heart is "clipped" (a small piece chopped off the end) even in mild cases of blood flow interruption. At Queen's, the Van Eyk laboratory went on to identify of the exact clip. This led to the collaboration with the group from Johns Hopkins. In order to determine that the faulty protein is sufficient to cause cardiac stunning, the researchers inserted the abnormal troponin I in into otherwise healthy mice and documented the development of reduced or stopped blood flow.

Simultaneously, the Queen's researchers were determining that these findings are applicable to humans. "Our laboratory was able to demonstrate that the protein is clipped in the heart mus-

cle of patients having bypass surgery. This was achieved by analyzing small pieces of heart muscle obtained before and after coronary bypass surgery, thanks to samples provided by Dr. Glorianne Ropchan, cardio-thoracic surgeon at Kingston General Hospital," explains Mr. McDonough.

"Now that we know what is causing cardiac stunning, we might be able to decrease the amount of injury that occurs during bypass surgery and other relatively mild cardiac events. This opens up the possibility of new therapeutic approaches," says Dr. Van Eyk.

The Queen's research was funded by grants from the Heart and Stroke Foundation of Canada, Medical Research Council of Canada and National Institutes of Health. □

Maureen McTeer, author of *Tough Choices: Living and Dying in the 21st Century*, responds to student's question during her visit to Queen's Law School last week, where she lectured on reproductive technology and medical ethics.



Maureen McTeer

## Queen's Gazette

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### ENQUIRIES

Tel 533-6000 ext 74498  
Fax 533-6652  
E-mail gazette@post.queensu.ca

### DEADLINES

Deadline date	Publishing date
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15 February	22 February

### QUEEN'S TODAY

HOMEPAGE [www.advancement.queensu.ca/html/qttoday.htm](http://www.advancement.queensu.ca/html/qttoday.htm)

ISSN 0319-2725

## Principal announces Queen's-wide policy against campus violence

*An open letter to all staff, faculty and students regarding the new Queen's Policy Against Campus Violence.*

Dear members of the Queen's community,  
For several years now, we have had an effective protocol for dealing with individuals on campus who have been identified as violent or potentially violent. As the incidence of workplace and campus violence escalates in our society, it is time that our protocol is formalized in a Queen's-wide policy and supported by a comprehensive awareness training program.

Accordingly, below you will find the new Queen's Policy Against Campus Violence. This policy is available on the Campus Security web page at [www.queensu.ca/security](http://www.queensu.ca/security).

To ensure that all members of the Queen's community are aware of these issues, and know what to do if they experience or witness a potentially violent sit-

uation, a series of awareness seminars are being developed that will offered to all faculty, staff and students. You will be advised when the training program gets underway. In the meantime, all members of the Queen's community are advised to consult the Campus Security web page where the information to be presented and discussed in the seminars can be found in text form.

This policy has been developed for your protection. Please take the time to become familiar with it. Any questions concerning the policy, or workplace violence in general, may be directed to Louise Fish, Director of Campus Security, at 74956 or by e-mail at [fishl@notes.queensu.ca](mailto:fishl@notes.queensu.ca). □

William C. Leggett  
Principal and Vice-Chancellor

## Queen's policy against campus violence

Queen's University endeavors to promote the highest possible level of safety and security in all of its activities. The university further recognizes the need to provide an atmosphere that encourages the unimpeded search for knowledge and its free expression. True academic freedom, however, must be sought in a work, study and living environment free from violence, threats of violence, harassment, intimidation and other disruptive behaviour. While violent acts are not pervasive at Queen's, no university is immune from such behaviour. All members of the Queen's community share the responsibility to create and maintain an environment free from violent behaviour.

This policy recognizes that campus violence often begins with harassing acts or disruptive behaviours that can then escalate into threats to personal security. It is meant to augment all existing university policies that address inappropriate behaviours by specifically dealing with those elements of violence or threats of violence present in any incident.

Violence, threats, harassment, intimidation, and other disruptive behaviour will not be tolerated. Violent behaviour can include oral or written statements, gestures, or expressions that communicate a direct or indirect threat of physical harm.

All reports of incidents will be taken seriously. Individuals who commit such acts may be banned from the campus and may be subject to disciplinary action, criminal penalties, or both.

### What to do

**Do not ignore threatening or violent behaviour.**

If you witness or experience violence or threats of violence, or if you feel that a colleague, student or visitor is likely to become violent, report the situation to your unit head, your unit safety officer or Campus Security. **If you or anyone else are in immediate danger, contact Campus Security at 36111 at once.**

Unit heads or safety officers who receive such reports should seek advice from Campus Security regarding investigating the incident and initiating appropriate action.

The Vice-Principal (Operations and Finance) has overall responsibility for safety and security at Queen's. This office has a protocol for dealing with violent and potentially violent individuals. Security will take immediate action to dissipate any threat, if required, then refer the issue to the Vice-Principal for further action.

Complete emergency response procedures are available at the Campus Security web page at: [www.queensu.ca/security](http://www.queensu.ca/security). You are strongly encouraged to read them. □

## Help Lines

Campus Security:  
**533-6111**

**Human Rights Office**  
533-6886  
Irène Bujara, Director  
*Sexual Harassment Advisory*  
*Anti-Racism Advisory*  
*Anti-Heterosexism Advisory*

### Sexual Harassment Complainant Advisors:

Margot Coulter, Coordinator  
533-6629  
Barbara Moore – Education  
533-6551  
Millard Schumaker – Religion  
533-2106 \*74323  
Chuck Vetere – Student  
Counselling  
533-2893 \* 77978

### Anti-Racism Complainant Advisors:

Stephanie Simpson,  
Coordinator 533-6886  
Audrey Kobayashi – Geography,  
533-3035

### Anti-Heterosexism Complainant Advisors:

Julie Darke, Coordinator  
533-6886  
Eleanor MacDonald, Politics  
533-6631

### Associate Secretary of the University

Paul Arney 533-6495

### Sexual Harassment Respondent Advisors:

Paul Banfield – Archives  
533-2378 \*74460  
Mike Stefano – Purchasing  
533-2210 \*74232

### Anti-Racism Respondent Advisor:

Ellie Deir – Education  
533-6218 \*77673

### Internal Dispute Resolution (Students & Staff):

Paul Arney  
533-6495  
PA1@post.queensu.ca

### University Advisors – Students:

Janice Deakin –  
Physical and Health Education  
533-6601  
Bill Gekoski – Psychology  
533-2891  
Patrick Oosthuizen –  
Mechanical Engineering  
533-2573  
Mel Wiebe – English  
533-2153

### University Advisors – Staff:

Jane Baldwin – Surgery  
533-6302  
Brenda Barker –  
Industrial Relations Centre  
533-6628  
Kathy Beers – Student Affairs  
533-6944 \*74022  
Nancy Dorrance – ITS  
533-2017  
Larry Pattison – Physical Plant  
533-6697 \*77982  
Gary Racine – Telecommunications  
533-2233

### Freedom of Information and Privacy Protection

Don Richan 533-2378

### Employee Assistance Program

1 800 387-4765

### University Chaplain:

Brian Yealland  
533-2186

### Rector

Mike Kealy  
533-2733

### Student Counselling Service

533-2893

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

# Queen's School of Business honours alumnus Mel Goodes

Warner-Lambert CEO's \$10-million gift boosts \$21-million campaign for school's new home

BY NANCY DORRANCE

Queen's School of Business has launched the most ambitious fundraising effort in its 80-year history with a tribute to one of its most prominent graduates. Mel Goodes (Com '57) and recently retired chairman and CEO of Warner-Lambert, recently donated \$10 million towards the school's \$21-million campaign for a new 'home' on campus. Dean Margot Northey publicly acknowledged Mr. Goodes' gift at a reception at Stock Market Place in Toronto last week.

"What makes Mel's outstanding financial support for Queen's School of Business so gratifying is that it's accompanied by a genuine love for the university," Dr. Northey says.

Mr. Goodes spoke emotionally at the reception of the sacrifices made by his parents which enabled him to complete his education. He said he considered his gift "a sound investment in the future," and issued a challenge to other friends of the school to help meet the \$21 million needed for the construction of Goodes Hall, to be located in the nearby historic Victoria School building on Union Street.

The new facilities will involve extensive renovation of the present structure, with some additional construction. The school's focus on developing business leaders through team-building, career management and communication skills will be accommodated in learning spaces specially designed for student teams, connected internally and externally by state-of-the-art technology. And most importantly, supporters say, Goodes Hall will provide one central place where students, faculty, staff, and partners from the business world can interact.

One of the strongest proponents of this project over the past seven years has been Merv Daub, alumnus (Com '66) and professor at the school. "A lot of us who came here in the late '60s and early '70s have helped to build a good reputation for the



Dean Margot Northey, with Victoria School, soon to become Goodes Hall, in background

school through developing its programs and attracting excellent students," he says. "But one thing we neglected to do was to leave an enduring physical facility."

Professor Daub, the author of *Getting Down to Business*, a recently published history of the school, notes that its first real home was a building given to the university in 1930, which had previously housed "friendless women and children." Although intended to be temporary, this arrangement lasted until 1959 when Dunning Hall opened and new quarters were allocated there. With mushrooming enrolments in the 1960s and '70s, Queen's School of Business expanded first into Mackintosh-

Corry Hall and later into other buildings and houses across campus.

"We've always been pressed for space," says Professor Daub. "From six or seven instructors and 75 to 80 undergraduate students in 1960, the school now encompasses more than 50 full-time professors, 200 staff, and about 1,300 students in a variety of programs, housed in five different locations across campus."

Professor Daub says he is excited about the opportunity provided now through the Goodes challenge. "We're very pleased with the Victoria School property, which provides an excellent location on campus - close to both of our traditional partners,

the Faculty of Law and Department of Economics. It has great potential for renovation by the Ventin Group, who are the best restoration architects in the country."

Erin Young (Com '00), Commerce Society president, says that business students at Queen's feel a strong sense of pride and ownership in the proposed new structure. "I was consulted by the planning committee with respect to what student needs in general and student government needs would be," she notes. In her four years at Queen's, she has been struck by increasingly crowded conditions in classrooms and the need for better access to technology.

"Students are really enthusiastic about Goodes Hall, although for those of us graduating it's kind of sad we won't be here to see its completion," adds Ms. Young. "But you can be sure we'll tour the building when we come back for reunions!"

Dean Northey says, "What we want to do is bring everyone back together again in one location, with a focus that will say: 'This is Queen's School of Business.' I'm confident that Goodes Hall will provide the kind of presence that the School's - and Queen's - reputation warrants." □

*This is the first in a series of features on the status of Campaign for Queen's Projects. Stay tuned to the Gazette for upcoming stories.*

LEADERS and CITIZENS  
for a GLOBAL SOCIETY

## Teaching Issues

A monthly column of teaching tips and ideas from the Instructional Development Center

### Teaching Assistants: Untapping a Teaching Resource

BY KATHERINE LAGRANDEUR

#### First-day jitters

I remember how nervous I was on the first day I entered a university classroom as "a teacher." It was daunting being on the other side of things and I worried that I would not be up to the task.

In retrospect, I had nothing to worry about. I was working with a well-respected professor who is praised and recognized for his excellence in teaching. It was my first teaching assignment and I was still an undergraduate student, but we decided that we would work as a team in the classroom. Although we prepared and taught lessons together, I ended up learning a lot from him about how to make learning creative and challenging for students. He guided me every step of the way and taught me skills that I use in my teaching still to this day. Perhaps I was now "a teacher" in my discipline, but I was still very much a student, albeit in a new way. I was now learning how to teach in my field.

#### Bridging the gap

Teaching assistants have a lot to offer undergraduate learning at Queen's. They are knowledgeable about their discipline and are often doing cutting-edge research in their field. As students themselves, TAs

**'TAs are in an ideal position to understand the kind of pressures that undergraduates encounter in their learning'**

are in an ideal position to understand the kind of pressures that undergraduates encounter in their learning, and can serve as a bridge between faculty and students. Finally, they are eager to learn and try out new teaching strategies. Indeed, TAs came out in record numbers to the Instructional Development Centre's recent workshops designed to help them with their work at Queen's; some sessions were so full that the room could not accommodate all the

TAs and the workshops had to be offered again to meet the demand.

#### Tapping a resource

TAs could well be considered the greatest untapped resource at Queen's. However,

- Their responsibilities are not always clearly delineated by their course supervisors.
- They are often delegated the tasks that most instructors (and TAs themselves!) find uninteresting.
- Sometimes, their TA assignments do not match their background knowledge, research interests or career goals.
- They do not get enough opportunity to contribute to the curriculum of the course they are teaching.
- Most importantly, they are rarely given adequate training to do the work they are assigned as well as they could.

#### Let's talk

In light of all this, it is perhaps time to sit down together and decide how to address

TA training at Queen's. The Instructional Development Centre is organizing a one-day conference called **TAs at Queen's: Realizing their Potential, Improving Teaching and Learning**. The conference is open to everyone who cares about improving the quality of education at Queen's through the work of TAs, and will provide a forum for discussion among all members of the university community, including graduate students, faculty, and undergrads. The conference will address a number of current teaching and learning issues, including larger undergraduate classes, student diversity, new teaching approaches, and the professional development of TAs. It will be held on Friday, Jan. 28. If you're interested in participating, call the Instructional Development Centre at 533-6428. □

*Katherine Lagrandeur is the Teaching Assistant Associate at the Instructional Development Centre.*

# Time capsule honours Queen's nursing graduate

*Millennial graduand winner dedicates prize to the memory of Red Cross worker*

BY CELIA R. ANDERSEN

Queen's nursing graduate Nancy Malloy will not be forgotten, thanks to the efforts of Anne Henderson.

Ms. Henderson, a staff member in the School of Nursing, won a brass time capsule in the *Gazette's* recent Queen's Graduands of the Millennium contest.

When Ms. Henderson thought of the contest criteria – to choose one person from the past 1,000 years to receive an honorary Queen's degree – Ms. Malloy immediately came to mind.

"I thought, where would the world be without people like Nancy? She was one of those people who went out and made a difference. I decided that if I won, I would dedicate the time capsule in her memory."

Ms. Malloy, a 1969 Queen's School of Nursing graduate, was murdered with five colleagues in Chechnya on Dec. 17, 1996. She was working as a medical relief worker for the International Committee of the Red Cross. As Ms. Henderson noted in her submission, "She dedicated her life to helping others in spite of the risk and danger."

Ms. Malloy's name came to the world's attention as the first Canadian Red Cross worker to be killed in the field. "Nancy Malloy died a heroine," Prime Minister Jean Chretien said at the time.

"People like Nancy are the unsung heroes who make a difference to all of us and who deserve recognition, says Ms.

**'I thought, where would the world be without people like Nancy? She was one of those people who went out and made a difference'**

Henderson. "The caring, compassionate, vivacious and generous person that was Nancy Malloy should be valued and paid a tribute, not because she was killed, but because she lived."

Nursing faculty, staff and former classmates have enthusiastically donated memorabilia for the time capsule, Ms. Henderson says. The Kingston General Hospital newsletter will run an article on it, too. "Nancy's mother has been contacted and she knows we are honoring Nancy in this way."

The Trophy House donated a dedication plaque now on the time capsule, and Josten's donated a graduation pin with Ms. Malloy's graduation date and her initials on it. Other items for the capsule include the Dec. 20 issue of the *Gazette*, with the Millennial Graduand article; a tribute from Ms. Malloy's alumni at KGH Class of '68 and School of Nursing Class of '69; a notecard and poster depicting the school's heritage quilt; a *Queen's Alumni Review* issue, May-June '91 containing cover and article on "A Patchwork History of Nursing" with the quilt commissioned for the School of Nursing's 50th anniversary; a T-shirt with the 50th anniversary logo; a school calendar, 1999-2000; a copy of the school's history, *Breaking Down the Walls: Nursing Science at Queen's University*, by E. Jean M. Hill and Lynn Kirkwood; and a letter from Associate Dean (Health Sciences) and school Director Marianne Lamb, addressed to the next millennium.

Ms. Henderson says they aren't sure if everything will fit, but they are going to try. The capsule will go in the front hall display case at 90 Barrie St. □



Millennial graduand winner Anne Henderson, with time capsule prize: *Remembering 'a caring, compassionate, vivacious and generous person.'*

## Queen's joins national day of action

*Parade, speakers highlight need for education funding*

Queen's University students will lobby visibly and vocally for the restoration of federal funding to education next Wednesday, Feb. 2, as part of the national Day of Action, sponsored by the Canadian Federation of Students' Access 2000 campaign.

Organized locally by a committee of students and faculty, Queen's events include a parade, speakers and street theatre. The parade begins at noon at the John Deutsch University Centre, Union Street side, and will proceed down Union, Arch and Stewart streets to University Avenue, ending outside Richardson Hall, where a program of speakers is planned. Comedy Commandos, a street theatre troupe, will accompany the parade.

The day has been endorsed by the Queen's University Faculty Association council, which is encouraging professors and deans to make other arrangements for classes, says Steven Kammerer, Vice-President (External) of the Society of Professional and Graduate Students.

Organizers are optimistic about the turnout for the events. "I have a very good feeling about the numbers," Mr. Kammerer says. "We've seen a lot of enthusiasm at the planning level, and we're confident that it's going to be a big event."

The Access 2000 campaign at Queen's was kicked off by Maude Barlow, author and chair of the council of Canadians, who spoke at Queen's last Friday on The Corporatization of Education. □

## News Notes

### Nyerere conference, film premiere highlight Development Week

Ngugi wa Thiong'o, East Africa's leading novelist, headlines a one-day conference on the late Julius Nyerere, former president and prime minister of Tanzania, one of several events marking International Development Week at Queen's. Other highlights include the world premiere of *Disrobing the Emperor: The New Commons in Mexico*, a video by Queen's film professor Clarke Mackey, which looks three poor Mexican communities that have replaced conventional notions of development with a thriving mixture of local culture and modernity. Wednesday, Feb. 2, 7 pm, Dunning Auditorium. Festival details: <http://sun.site.queensu.ca/memorypalace/>

Professor wa Thiong'o, of New York University, joins Bernard Membe of the Tanzanian High Commission, African specialists Cranford Pratt and Gerard Helleiner (University of Toronto), John Saul (York University), and Julius Nyang'oro (University of North Carolina) to discuss *The Legacies of Julius Nyerere: Influences on Development, Discourse and Practice in Africa*, Friday, Feb. 4, in Room 202, Policy Studies, 9 am-4 pm. Information, Eunice Sahle, [john-eun@cyberus.ca](mailto:john-eun@cyberus.ca), or David McDonald, [dm23@post.queensu.ca](mailto:dm23@post.queensu.ca). Details: [www.queensu.ca/snid](http://www.queensu.ca/snid).

Other International Development Week events include a workshop on development and technology, a fair, a film festival, speaker sessions and more. The week is coordinated by the International Centre, JDUC. Information: [www.quic.queensu.ca](http://www.quic.queensu.ca), or call 533-2604.

### Queen's, CUPE 254 reach tentative agreement

Queen's University and CUPE Local 254 have reached a tentative agreement on a three-year deal. The agreement, effective from July 1, 1999 to June 30, 2002, was reached after two days of conciliation. Local 254 members will vote on the agreement at their Jan. 26 ratification meeting. Richard Weatherdon, university spokesperson, commends the CUPE Local 254 bargaining team for their tremendous work during this round of negotiations. "It was a very positive round and both sides worked very hard to reach an agreement," he says.

### Lecture celebrates Queen's-Venice connection

Landscape artist J.M.W. Turner's response to the shimmering light and vibrant colours of the Venetian lagoon is the topic of the Macdonald Stewart Lecture on Venetian Culture, to be given at by Gerald Finley, international Turner scholar and Professor Emeritus of art at Queen's, on Friday, Feb. 10. Dr. Finley will speak on *Turner, Venice and Light*, in Dunning Auditorium, 6 pm. Dr. Finley's most recent book, *Angel in the Sun: Turner's Vision of History* (McGill-Queen's), is the most recent of his many works on the innovative and beloved 19<sup>th</sup>-century English painter. The biennial lecture recognizes the Macdonald Stewart Foundation's longstanding support of Queen's Venice Summer School.

### Discover science with your kids!

Hands-on science and technology activities for kids from Kindergarten to Grade 6 take place at the Faculty of Education's 11<sup>th</sup> annual Science Discovery Day, next Saturday, Feb. 5, in McArthur Hall, 1-5:30 pm. Join 300 teacher candidates in science and technology in playing and exploring at this popular event. Activities take place in the main foyer and gym of McArthur Hall, Sir John A Macdonald Blvd and Union Street. Information, Diane Lawrence, 533-6000, ext. 77229.

### Campus Security safety audit needs volunteers

Concerned about your safety at Queen's and want to do something about it? Campus Security wants to hear from you. It needs a diverse group of volunteers from the Queen's community to tour campus buildings. Security wants to know what people think is safe and unsafe about the buildings on campus and the areas around them. Audits will run evenings during the first couple of weeks in February. For details on buildings to be toured, see the Campus Security website at [www.queensu.ca/security](http://www.queensu.ca/security). Recommendations arising from the audits will be presented to the Security Advisory Council for further recommendation and an action plan. Audits are ongoing, so each area of campus will be covered every five years. To participate or comment, email [jsarkkey@notes.queensu.ca](mailto:jsarkkey@notes.queensu.ca). □

## Please Note:

- Departments requiring casual hourly paid secretarial or clerical assistance should contact Patti Evaristo in Human Resources, 533-2070.
- Requisitions for staff replacement, with appropriate approvals, must reach the Human Resources Department by noon of the Monday one week prior to the date of issue.
- Applications received from internal candidates will be acknowledged by the Department of Human Resources. The results of each competition will be posted under the *Gazette* heading "Appointments" as soon as possible after the conclusion of the recruitment and selection process.
- Closing date for the following positions is **Tuesday, Feb. 1, 2000 at 4:30 pm**. Late applications will not be accepted. Please submit a letter of application indicating the specific position desired and a detailed resume including your employee number.

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

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

## Appointments

Systems Programming Specialist 99-91  
Information Technology Services  
**Withdrawn**

Building Superintendent 99-105  
Apartment and Housing  
**Heather Allen**

Secretary/Clerk 99-114  
Stauffer Library  
**Sera Sheridan**

Appointment/Reception/Office Clerk  
99-115  
Health, Counselling and Disability  
Services  
**Sue Herrick**

Student Resource Assistant 99-117  
Office of the University Registrar  
(Admission Services)  
**Michelle Knapp** (Mining Engineering)

## Staff Vacancies

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

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

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

### Accounting and Information Systems Coordinator 2000-03 Financial Services

**Major Responsibilities:** report to the Assistant Director of Financial Services; responsible for development, administration and coordination of the Departmental Accounting Program which involves visiting departments, evaluating operational and information needs, developing reports/programs and making recommendations to improve efficiency and effectiveness of departmental financial reporting, internal controls and operational processes; act as resource person to departmental administrative officers and administrative

assistants for financial information needs; collect data and provide variance analysis for University Operating and Health Sciences funds as required; maintain financial services website; redesign the fixed asset inventory system and supervise the operation.

**Requirements:** degree in commerce or business administration plus an accounting designation (CMA, CGA, CA) or enrolment in the final level of a professional accounting program; several years' experience in progressively responsible positions in accounting/advisory capacity (consideration will be given to an equivalent combination of education and experience); excellent communication, interpersonal and writing skills; strong organizational, analytical, interpretive and problem-solving skills; broad knowledge of university structure, policy, regulations and administrative systems; general knowledge of commodity and income taxes an asset; excellent leadership skills with the ability to plan, prepare and deliver training courses; excellent computer skills including advanced database management, spreadsheet analysis and familiarity with word processing software.

**Minimum Hiring Salary:** \$45,462 Salary Grade 9 - ADMSF9

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

### Senior Secretary 2000-04 Department of Sociology

**Major Responsibilities:** report to the Administrative Assistant; provide secretarial services to the Chair of the Undergraduate Studies Program; reception and clerical support to the Department; greet visitors in person and answer telephone calls; perform general office duties including word processing, proofreading and drafting routine correspondence, sorting and date-stamping incoming essays and mail, preparing outgoing mail; assist students, faculty and support staff; assist the Administrative Assistant with various tasks including the timetable, web updates, etc.; other duties as required or assigned.

**Requirements:** post secondary school training with an emphasis on office administration/automation (or an equivalent combination of education and experience); previous secretarial experience; competency in the use of various software packages and the ability to learn various university applications; some relevant work experience, preferably in an academic environment; knowledge of programs and services offered by the Faculty of Arts and Science would be an asset; good organizational and interpersonal skills; ability to discern situations/ issues that require confidentiality and discretion; good proof-reading skills; ability to deal with conflicting demands on time; proven ability as a team player.

**Minimum Hiring Salary:** \$27,975 Salary Grade 4 - ADMG4

### Student Advisor and Program Planner 2000-05 Ban Righ Foundation

*Supporting the mission of Queen's University, the Ban Righ Foundation's mandate is to facilitate the formal and informal continuing education of re-entry women students. Staff work as a team, report to the Director and to the Ban Righ Foundation Board as voting members.*

This is a continuing term appointment working 80% time from Aug. 1 to May 30 each year.

**Major Responsibilities:** advise and guide mature women students in overcoming barriers to academic achievement and refer as necessary; assess financial needs and bursary eligibility; develop a continuing education program of speakers and visiting scholars; formulate Foundation policy and procedures as a voting member of the Ban Righ Foundation Board; plan and co-host conference/social events attended by staff, faculty, students, alumni and community; assign work and supervise work study students; supervise volunteers.

**Requirements:** university degree with knowledge of the principles of adult education (or an equivalent combination of

education and experience); experience working with women in a support capacity; knowledge, interest and curiosity with respect to a broad range of issues (social, economic, political, educational, academic, current events, etc.) and how they relate to women's lives; interest in and sensitivity to the systemic barriers facing women in accessing higher education; working knowledge of university policies, programs, procedures and resources, and community resources and social programs; excellent human relations and communication skills; proven problem-solving and organizational skills; ability to speak comfortably in public; computer proficiency (Word, Access, Excel and Internet access preferred); ability to maintain confidential information; willingness to work flexible hours when necessary.

**Minimum Hiring Salary:** \$37,710 Salary Grade 7 - HSS7 (Salary will be adjusted to reflect actual time worked.)

### Programmer and Support Analyst 2000-06 Information Technology Services

This is a continuing appointment working 100% time.

**Major Responsibilities:** report to the Senior Technical Support Specialist; develop, code, debug, and test new Packman features and releases; prepare new or updated software "packages" for distribution by Packman; maintain, develop, and support the Packman database; provide Packman technical assistance and training to other ITS PC support personnel; provide support directly to faculty, staff, and students when necessary.

**Requirements:** three year post-secondary program with concentration in Computing Science or a related discipline with several years of job-related experience (or an equivalent combination of education and experience); detailed knowledge of the Windows family of operating systems, including technical understanding of the Windows file system, system registry, and key networking protocols such as TCP/IP, DHCP, and FTP; Windows programming experience in C, C++, or a similar high-level language; strong analytical and communications skills; ability to assist users and other staff in a mutually satisfying man-

ner; ability to work both independently and in a team environment.

**Minimum Hiring Salary:** \$37,710 Salary Grade 7 - ITST7

### Programmer and Support Analyst 2000-07 Information Technology Services

This is a one-year term appointment working 100% time. (with strong probability of renewal)

**Major Responsibilities:** report to the Senior Technical Support Specialist; develop, code, debug, and test new Packman features and releases; prepare new or updated software "packages" for distribution by Packman; maintain, develop, and support the Packman database; provide Packman technical assistance and training to other ITS PC support personnel; provide support directly to faculty, staff, and students when necessary.

**Requirements:** three year post-secondary program with concentration in Computing Science or a related discipline with several years of job-related experience (or an equivalent combination of education and experience); detailed knowledge of the Windows family of operating systems, including technical understanding of the Windows file system, system registry, and key networking protocols such as TCP/IP, DHCP, and FTP; Windows programming experience in C, C++, or a similar high-level language; strong analytical and communications skills; ability to assist users and other staff in a mutually satisfying manner; ability to work both independently and in a team environment.

**Minimum Hiring Salary:** \$37,710 Salary Grade 7 - ITST7

### Associate University Registrar 2000-08 Office of the University Registrar (Admission Services)

The closing date for this competition is **Friday, Feb. 18, 2000.**

**Major Responsibilities:** report to the University Registrar; responsible for the provision and coordination of all undergraduate admission services and activities including student recruitment, applicant services and international exchange and

study abroad opportunities, for Queen's students and visitors to Queen's and the International Study Centre (ISC); work closely within a small group of associates and in consultation with Student Awards and Student Records and Services to provide management and support to a relatively large and diverse range of fundamental activities related to the admission of students to pursue full-time or part-time study at the university.

**Requirements:** undergraduate or graduate degree (from Queen's would be an asset); several years of progressive experience leading and managing a large team of people carrying out a diverse range of activities including budgeting, report writing, supervision and planning and project implementation; proven experience in undergraduate student recruitment and admissions with demonstrated ability to review and evaluate transcripts, bases of admission, transfer credits etc.; strong communication, interpersonal and leadership skills and proven commitment to exceptional customer service; broad knowledge of Queen's University including academic programs, communication and marketing, budget control, financial services, student award, admission, recruitment and registration procedures, and international study initiatives.

**Minimum Hiring Salary:** \$60,124 Salary Grade 11

### Executive Assistant 2000-09 Office of the Vice-Principal (Academic)

(Please see boxed ad)

### Executive Assistant 2000-10 Office of the Vice-Principal (Operations and Finance)

(Please see boxed ad)

## Other Positions

**Assistant Director  
Queen's Management Research Centre for  
Knowledge-Based Enterprises (KBE Centre)  
Queen's School of Business**

This is a one-year contract position (100%) with the possibility of renewal.



## Career Opportunities

Queen's University at Kingston

The university has recently appointed Dr. Suzanne Fortier and Dr. David Anderson to the positions of Vice-Principal (Academic) and Vice-Principal (Operations and Finance). Due to retirements within their respective portfolios, Drs. Fortier and Anderson jointly announce the availability of two senior career opportunities as

### Executive Assistants

As **Executive Assistant to the Vice-Principal (Academic)**, you will report directly to the Vice-Principal, be responsible for managing all facets of the office, and provide support in the area of administration, organization, financial management, and institutional research, including the coordination of senior competitions (Deans) and appointments of Faculty, and supporting the Senate approval process for the academic development of the university. (A more detailed position summary is available in the Department of Human Resources). As the successful candidate, you will have a university degree (preferably a graduate degree) and significant previous experience in project planning, development and implementation, and financial and strategic planning and analysis. You will have a thorough working knowledge of the University's priorities, Senate policies and procedures, and academic programs and regulations, demonstrated analytical, problem-solving and management skills in a wide range of areas including financial, marketing, human resources and strategic planning, proven organizational, administrative, interpersonal and communications skills, and demonstrated experience as a facilitator and motivator with the ability to understand, prepare and analyze financial information, budgets and contracts. The minimum hiring salary is \$69,142 (Salary Grade 12).

As **Executive Assistant to the Vice-Principal (Operations and Finance)**, you will report directly to the Vice-Principal, be responsible for managing all facets of the office, and provide support in the area of administration, organization, financial management, and institutional research, including the organization of draft reports for the Board of Trustees, senior administration and government. (A more detailed position summary is available in the Department of Human Resources). As the successful candidate, you will have a university degree (preferably a graduate degree) and significant previous experience which assures expertise in project planning, development and implementation, and financial and strategic planning and analysis. You will have a thorough working knowledge of the University's priorities, Board of Trustees' policies and procedures with respect to financial matters, demonstrated analytical and problem-solving skills, proven organizational, administrative, interpersonal and communications skills, and demonstrated experience as a facilitator and motivator. The minimum hiring salary is \$69,142 (Salary Grade 12).

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

Applications are now being accepted for these vacancies. Please indicate your choice of position and apply by **Tuesday, Feb. 1, 2000** to:

Coordinator  
Employment and Accommodation  
Queen's University  
Kingston, Ontario K7L 3N6  
Fax: 613-533-6196  
E-mail: HRADMIN@post.queensu.ca

# Human Resources continued

**Major Responsibilities:** The Assistant Director will provide administrative and organizational support to the Director of the Centre for Knowledge-Based Enterprises and be responsible for all programs instituted under the KBE Centre which will include industry forums, workshops, conferences, research grants, visiting scholars, publications, web-based content, library resources; be responsible for smooth and effective day-to-day operation and management of the office; perform office supervision duties and participate in administrative planning and development of procedures or policies; work with the School's Business Manager, preparing payments and tracking all budget items; provide administrative support to the Director; plan and organize various research conferences and Knowledge Management Forums; assist in the preparation of research proposals; monitor research projects which have been granted funding by the centre; establish an online forum for researchers and collaborators/partners; manage regular newsletters, framework papers, working papers and research manuscripts.

**Requirements:** A university degree with two or more years of job related experience. A sound knowledge of office procedures and a proven track record with broad administrative experience. Experience in a research setting would be an asset. Consideration will be given to the equivalent combination of education and experience. Strong communication and interpersonal skills; supervisory skills; excellent organizational skills; strong writing/editing skills; financial management experience; self motivated, enthusiastic, energetic and a personable team player; knowledge and ability in the use of various computer applications.

**Minimum Hiring Salary:** \$42,763, Salary Grade 8

Send a resume and covering letter to Mary Senior, Queen's School of Business, Dunning Hall. Deadline: **Feb. 1, 2000.**

## **Executive Assistant Queen's Centre for Enterprise Development (QCED) Queen's School of Business**

This is a one-year contract position (100%) with the possibility of renewal.

**Major Responsibilities:** The Executive Assistant will provide administrative and organizational support to the Managing Director of the Queen's Centre for Enterprise Development; be responsible for the day-to-day operation of the QCED office; schedule, organize and manage the Director's schedule and agenda, correspondence and reports; coordinate meetings, travel, seminars or professional services; prepare and communicate correspondence, reports, and proposals for the Managing Director; coordinate and manage special projects for the QCED.

**Requirements:** A university degree with two or more years of job related experience. A proven track record with broad administrative experience. Familiarity and experience with high growth technology-based and/or fast paced organization considered an asset. Consideration will be given to the equivalent

combination of education and experience. Excellent organizational, communication and interpersonal skills; strong writing skills; proven ability to work independently and collaboratively in a high-pressure environment; sound judgement, maturity, tact and discretion; strong supervisory skills; knowledge and ability with various computer applications including Windows, Word and Excel; knowledge of contact-type programs such as Maximizer an asset.

**Minimum Hiring Salary:** \$42,763 Salary Grade 8

Send a resume and covering letter to Mary Senior, Queen's School of Business, Dunning Hall, Queen's University K7L 3N6. Deadline: **Feb. 1, 2000.**

## **Secretary**

A Pilot Project for an Active Registry of Individuals with Developmental Disabilities in Southeastern Ontario.

**Principal Investigator:** Hélène Ouellette-Kuntz, Department of Community Health & Epidemiology, Queen's University.

This is a one-year half-time contract with possibility of renewal for a second year.

**Major Responsibilities:** Report to the Principal Investigator; perform basic word processing (Word Perfect) and typing tasks, process data, including entering information from reports/forms into computer system (Lotus, Access, Paradox), verifying accuracy, and filing and storing hard copy data, assist in mailing and distribution; stuff envelopes, assist in electronic distribution of correspondence (Eudora), file and retrieve information, answer the phone and redirect queries, other basic administrative tasks such as photocopying, faxing, and scheduling meetings.

**Requirements:** Secondary school diploma with some knowledge of basic office practices and computer skills. Consideration will be given to an equivalent combination of education and experience.

**Minimum Hiring Salary:** \$23,864 FTE Salary Grade: 2 (ADMG2)

**Details:** Hélène Ouellette-Kuntz, 548-4417 ext. 198, ouellette@post.queensu.ca.

To apply, please send a cover letter and a resume to Hélène Ouellette-Kuntz, Ongwanada, 191 Portsmouth Ave. Kingston, Ontario, K7M 8A6 (fax: 548-8135).

Deadline: **Feb. 1, 2000.**

## **Summer Fellowship Museum of Health Care for Eastern Ontario**

The Museum of Health Care for Eastern Ontario invites proposals for a summer fellowship in the history of health care related to its collection and/or programs.

The goals of the fellowship are: to develop an appreciation of the value of the history of health care; to become familiar with research methodology in the history of health care; to understand the role of health care museums in the history of health care; to become familiar with the goals, policies and operation of a health care museum; and to make a contribution towards understanding the artifacts in the museum's collection.

For details on topics, candidates may contact Dr. Lynn Kirkwood, Chair of the Program Committee (533-2668) or Dr. James Low, Manager at the Museum, (548-2419).

Apply to: Dr. Lynn Kirkwood, Program Committee, Museum of Health Care for Eastern Ontario, Ann Baillie Building, George Street, Kingston, ON K7L 2V7. Applications should include a brief description (300-350 words) of their plan and two letters of reference. Value: \$3680. Deadline: **Feb. 29, 2000.**

## **S.O.A.R. with us this summer**

Wanted: 10 highly motivated, outgoing and enthusiastic Arts and Science students to work as Peer Advisers for the Summer Orientation to Academe and Registration (S.O.A.R.) Program. S.O.A.R. helps orient new students and their parents with the "academics" of the Faculty of Arts and Science. The program runs throughout July.

**Applicants must be:** entering third or fourth year of an Arts and Science program in September 2000; in good academic standing; committed to helping new students.

Details (including deadline dates), job description and application packages are available at Career Services. Deadline: **Monday Feb. 14.** Late applications will not be accepted.

## **Attention Students: 1999 T4s**

Payroll will be updating its T4 address database from the "mail address" field on QCARD. This update takes place Feb. 1, 2000. Address changes after Feb. 1 must be made in writing and submitted to Human Resources by **Feb. 15** to have the correct mailing address reflected on 1999 T4's. T4s will be mailed on Feb. 29, 2000.

## **Employee Development**

Call Human Resources, ext. 32070 to register or for details.

## **Communicating Effectively at Work**

Feb. 2, 9, 16, 23, March 1, 8  
9 am - noon.

A six-session program intended for staff holding positions in grades five to seven (or the equivalent.) Topics include understanding the communication process, perception and reality in communication improving listening and questioning skills, giving and getting feedback, myths and realities of conflict, and time and stress management.

**Facilitator:** Judith Wilson, The Training Consortium

## **True Colors®**

Tuesday, Feb. 8, 9 am - noon.

Learn about True Colors® and yourself in a fun and interactive environment in this introductory workshop. The focus will be on assessing your True Colors® - your preferred way of being and acting - to increase self-awareness, specifically around your innate strengths, values, stress factors, and joys. This understanding can then be applied to both your work and personal life.

**Facilitator:** Wendy Rayner, Human Resources Department

## **Grammar Workout**

Thursdays, Feb. 10 and 17,  
9 am - 11:30 am.

During this two-session program, we'll review the principles of spelling, grammar, punctuation, sentence construction, and more in an informal atmosphere that makes learning enjoyable. Topics include: how to improve sentence meaning and tone; to use active, not passive verbs; to recognize misplaced modifiers; when to use commas, semicolons, and colons; to recognize words that sound alike but must not be interchanged; spelling tricks that will help even if you've always been a poor speller.

**Facilitator:** Wendy Rayner, Human Resources Department

## **University holidays**

The university is closed Monday, Feb. 21 in observance of Heritage Day/Monday of Reading Week.

## **Statutory Holidays 2000**

Jan. 1	New Year's Day
Feb. 21	Monday of Reading Week/Heritage Day
April 21	Good Friday
May 22	Victoria Day
July 1	Canada Day (observed July 3)
Aug. 7-	Civic Holiday
Sept. 4	Labour Day
Oct. 9	Thanksgiving Day
Dec. 25	Christmas Day
Dec. 26	Boxing Day

## **Employee Assistance Program**

For off-campus professional counselling call toll free: 1-800-387-4765 (français 1-800-361-5676). This service can be reached 24 hours a day, seven days a week.

## **Obituaries**

The following employees have recently passed away:

**Michael J. Tierney** (Dec. 6, 1999)  
Member of Queen's Community since July 15, 1980

**Gerrit J. Van Kleef** (Dec. 4, 1999)  
Member of Queen's Community since March 3, 1969

**Louis Y.C. Cheng** (Dec. 22, 1999)  
Member of Queen's Community since April 11, 1979

**George F. Taylor** (Dec. 27, 1999)  
Member of Queen's Community since Sept. 20, 1965)

**Manuel Casquilho** (Dec. 30, 1999)  
Member of Queen's Community since Aug. 17, 1964)

**Charles A. Jarvis** (Dec. 31, 1999)  
Member of Queen's Community since June 1, 1970

**Beatrice Smith** (Nov. 6, 1999)  
Member of Queen's Community since Oct. 16, 1948

**Lewis N. Greer** (Jan. 2, 2000)  
Member of Queen's Community since July 1, 1969

## **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 **January, 2000.**

### **30 years**

Gayle Laporte, Mechanical Engineering; Brian Thomas, Information Technology Services.

### **25 years**

Julie French, Biology; Barbara Jackson, Law Library; Debra Rashotte, School of Graduate Studies.

### **20 years**

Kathy Beers, Dean of Student Affairs; Linda Graham, Film Studies; Robin Roberts, Chemistry; Peter Skensved, Physics.

### **15 years**

John Bullock, Environmental Health and Safety; Wojtek Czura, Physics; Leslie Robilliard, Family Medicine.

### **10 years**

Linda Anderson, Geological Sciences and Geological Engineering; Michael Broekhoven, Clinical Trials Group; Carol Davidson, Development; Stephen Hickey, Physical Plant Services; Hazel Metcalfe, Alumni Affairs; Edward Pearce, Development; Dean Ryder, Physical Plant Services; Michael Stefano, Purchasing; Line Voyer, French Studies.

### **Five years**

Patricia Evans, Office of the University Registrar; Cynthia Fehr, History; Janet Fletcher, Clinical Trials Group; Robert Greenslade, Physical Plant Services; Troy Laporte, Faculty of Education; Donna Lynch, Education Library; Susan Marlin, Clinical Trials Group; Brenda Reed, Education Library; Kenneth Roth, Campus Planning and Development.

# Pension plan voluntary contributions due Feb. 7

Queen's Pension Plan (QPP) members who wish to make additional voluntary contributions (AVCs) to their accounts by payroll deduction - or who wish to change their existing monthly deduction - should note that the deadline for AVC authorizations is **Feb. 7, 2000.**

The AVC program was modified in 1999 to allow QPP members to make contributions by payroll deduction each month without interruption, subject to a monthly contribution limit based on annual pensionable salary (see accompanying chart). Under the program, which was outlined in a memo to all plan members earlier this month, contributions will be deducted *every month* and *will continue indefinitely*, so there is no need to renew each year.

With the exception of new employees (who are allowed to enrol at the beginning of their appointment), the opportunity to enrol in the payroll deduction program is only available in February of each year. This annual "window of opportunity" also allows existing AVC contributors to either increase their deductions (subject to the monthly limit) or decrease their deduction. Participants may also stop their deduction at any time during the year (subject only to re-enrolment restrictions).

QPP members who enrol in the monthly AVC program will also continue to receive notice of a lump sum or "top up" opportunity in the fall to maximize their contributions for the calendar year (this lump sum payment would be *in addition to* the regular monthly deduction). Members who do not make monthly contributions will also receive a general notice each fall, but individualized calculations of the lump sum amount that may be deposited as an AVC will only be provided upon written request to the Department of Pensions, Investments and Insurance.

The maximum AVC for each salary range is based on:

- 18% of pensionable earnings to a maximum of \$13,500, less
- pension adjustment (PA) in 2000.

Note that the monthly AVC maxima have been established to allow some room even if salary increases occur. Queen's is required under legislation to ensure that no individual exceeds the prescribed annual limits.

In considering whether or not to make a voluntary contribution, plan members should keep in mind that AVCs made in the current calendar year will be taken into account in the determination of their RRSP contribution limit for the following year.

The deadline for returning completed payroll deduction forms to the Compensation Unit of Human Resources is **Feb. 7, 2000** (the enrolment/change form was included with the memo sent to plan members; additional forms may be obtained from the Department of Pensions, Investments and Insurance).

For more on AVCs and how they impact RRSP contribution limits, visit the Finance Group web site available through the administration section of the Queen's homepage ([www.queensu.ca](http://www.queensu.ca)). For more information, please contact Pensions, Investments and Insurance at 533-6414.

# Bulletin Board

## Appointments

### Mark Green appointed Acting Head, Department of Civil Engineering

Principal William C. Leggett is pleased to announce that Mark F. Green has been appointed acting head of the Department of Civil Engineering from Jan. 1, 2000 to June 30, 2000.

Dr. Green (PhD Cantab 1991) joined the department as a Queen's National Scholar in January 1993 after completing two years as an NSERC Post-doctoral Fellow at Queen's. He has served as the Associate Head since January 1999. Dr. Green is a Registered Professional Engineer in the Province of Ontario and a member of the Network of Centres of Excellence on Intelligent Sensing for Innovative Structures (ISIS Canada). His research interests include bridge-vehicle dynamics and rehabilitation of concrete structures with fibre-reinforced polymer materials.

### James Stayer appointed Acting Chair, Department of History

Principal William C. Leggett is pleased to announce that James Stayer has been appointed Acting Chair of the Department of History from July 1, 2000 to June 30, 2001.

Dr. Stayer received his PhD from Cornell University in 1964. In 1968 he came to Queen's, where he has taught for most of his career. Dr. Stayer's research field is the 16th century German Reformation and Peasants' War, primarily radical dissenting groups. This spring his third book, *Martin Luther. German Saviour*, will be published by McGill/Queen's University Press.

Dr. Stayer has been active at Queen's, primarily in the administration of the Department of History, where he chaired the graduate programme, served as acting chair of the department, and served a term as Chair (1985-89). Although 2000 is his normal retirement year, he has consented to serve as acting chair during 2001.

### Gordon Smith appointed Acting Director, School of Music

Principal William C. Leggett is pleased to announce that Gordon Smith has been appointed Acting Director of the School of Music from July 1, 2000 until June 30, 2001.

Dr. Smith received his BA, MA and PhD in musicology (1989) from the University of Toronto. He also holds the ARCT diploma in piano performance. He taught at the University of Toronto, Laval University and the University College of Cape Breton before coming to Queen's School of Music in 1988.

Dr. Smith's research focuses on traditional and First Nations music in Canada as well as 20th-century art music. A number of his publications are based on fieldwork in Quebec and Nova Scotia. He is the 20th-century Canadian content advisor for the forthcoming 7th edition of the *New Grove Dictionary of Music and Musicians*, a contributor to the forthcoming Canada and U.S. volume of the *Garland Encyclopedia of World Music*, and co-editor (with Robin Elliott) of a forthcoming book on Queen's Professor Emeritus, Istvan Anhalt, *Pathways and Memory: Writings on the Life and Work of Istvan Anhalt* (McGill-Queen's Press). He is currently on the editorial boards of the *Journal of the Canadian Society for Traditional Music* and the *Canadian University Music Review*.

Dr. Smith has served on numerous committees at Queen's, including terms on the Faculty of Arts and Science Board of Studies and as Chair of the Fund for the Support of Artistic Production. He is Chair of Undergraduate Studies in the School of Music.

## Awards and Grants

### Alumni Association special project funding

The Alumni Association has a small fund to help Queen's groups introduce innovative programs. Awards normally are for a few hundred dollars. Applications are available at the Department of Alumni Affairs, Summerhill west wing and are reviewed twice a year. The next deadline is **Jan. 28**. Details: Deborah Shea, Assistant to the Director of Alumni Affairs, Summerhill, (613) 533-6000 Ext. 74008, or 1-800-267-7837 (toll free), e-mail: shea@post.queensu.ca.

## Principal's Development Fund 2000/2001

### Category A Support for Visitors to Queen's A1 - \$140,000 - International Visitors' Program

The International Visitors' Program provides funds to enrich the international dimensions of the university, both within our classrooms and within our research environment. Funds are intended to assist departments, faculties and schools in bringing to Queen's outstanding scholars from outside of Canada. Visitors supported by the fund will spend no less than a week on campus, must contribute to undergraduate teaching and will be expected to interact with graduate students and faculty in their area of scholarly activity.

Individuals/academic units interested in sponsoring such a visitor should submit an application and budget to the dean of their faculty by **March 31, 2000**. Application forms (including budget forms) are available in the deans' offices of each faculty and school. Allowable expenses for visitors may include: return economy airfare, accommodation and meals not to exceed those specified in Queen's travel and subsistence guidelines, and a modest honorarium. In this round, applications will be considered for visits that will occur during the 2000/2001 academic year.

Funding decisions will be announced by **May 1, 2000** following recommendations by the deans and a final review by a committee consisting of the Principal, Vice-Principal (Academic), and Vice-Principal (Research).

**A2 - \$50,000 - Visiting Scholars Program**  
Applications for support of Visiting Scholars may be made to a fund of up to \$50,000 apportioned to and administered by the Deans of Schools and Faculties to encourage academic visits by women, visible minorities, aboriginal peoples and people with disabilities. Apply directly to the dean of your Faculty or School.

### Category B Support for Research

**B1** A sum of \$190,000 is allocated to the Advisory Research Committee from the Principal's Development Fund in addition to the General Research Grant from SSHRC to fund the following three objectives:

- To provide support to new faculty members to assist them in beginning their research programs and in obtaining external funding.
- To provide seed funding in support of new research initiatives for established faculty members.  
Applications under sections i and ii of Category B1 will be submitted on ARC forms by **Jan. 31, 2000** for the 2000/2001 competition.
- To provide funding for SSHRC applicants whose individual grant applications received an adjudication of *approved but not funded* (category 4A), in the most recent competition.

**B2** A sum of \$100,000 is allocated to the Office of Research Services to provide conference travel support for new and established researchers.

Applications are accepted **Sept. 15, Jan. 15 and April 15**. Forms are available from the Office of Research Services.

### Category C Support for Artistic Production

The fund to Support Artistic Production is administered as Category C of the Principal's Development Fund. The sum of \$25,000 has been allocated to assist Queen's faculty artists in the production of artistic work such as: the creation of visual art, the writing of a novel, poem, play or screen play, the composition of music, the production of a motion picture, the performance of a play, a musical composition, a piece of performance art or the production of a master recording of the same. The production or performance does not have to take place at Queen's. Successful applicants will be notified by letter in May 2000 and announced in the following issue of the *Gazette*. Only faculty artists may apply. Applications are available from The Office of Research Services, Fleming Hall, Jemmett 301. Deadline: **March 15, 2000**.

Questions on eligibility or procedure: contact Bonnie Stewart, Office of Research Services, ext. 74686.

Details on categories B and C: [www.queensu.ca/vpr/fund/internal.htm](http://www.queensu.ca/vpr/fund/internal.htm).

### Call for nominations, 2000 Prizes for Excellence in Research

Nominations from the Queen's community are invited for the 2000 Prizes for Excellence in Research. Nominators should submit the curriculum vitae of the nominee and a covering letter, addressing the nominee's achievements in research, and the importance of her/his contributions to the discipline. Names of up to six authorities both within and outside Canada to whom reference may be made should also be included. Awardees will receive a citation at the fall 2000 Convocation, a monetary prize of \$5,000 and will be asked to give a public lecture on their research. Submit nominations to Sandra Crocker, Associate Director of Research Services, by **Feb. 11, 2000**. Details: Bonnie Stewart, ext. 74686, Office of Research Services, or see the link on the ORS website, [www.queensu.ca/vpr/](http://www.queensu.ca/vpr/).

### Ontario Thoracic Society/ Ontario Lung Association

The Respiratory Group at Queen's invites applications for respiratory research in basic and clinical fields. The funds are mainly intended for use as seed money, pilot projects, but are also available for interim funding. Applications deadline: **Monday, March 6, 2000**. The maximum research grant would generally not exceed \$10,000. Information: Dr. D.E. O'Donnell, 102 Stuart Street, Kingston General Hospital. Phone: 533-6328.

## Committees

### Arts and Science Standing Committee vacancies

Faculty and staff positions are open for the coming academic year on the following committees: Academic Orientation; Admissions; Board of Studies; Curriculum; Nominating; Procedures. Terms of office start Sept. 1, 2000 and vary from one to three years in length. Information: Natalie Forknall, Faculty of Arts and Science Office, 533-2448. Those interested in serving on a committee should contact Ms. Forknall in writing, by **Jan. 31, 2000** indicating which position(s) are of interest and any pertinent experience.

## Conferences

### Working Symposium on Cultural Studies in the Academy

**Feb. 2 - 3, 2000**, Duncan McArthur Hall, Faculty of Education. Sponsored by the Cultural Studies Group, Faculty of Education.

The topic questions Cultural Studies as a Methodology for Social Transformation and its place in the Academy in an age of neo-conservatism and Globalization. Participants may attend all or part of the symposium. Guest speakers are: Richard Johnson, Nottingham Trent University, UK; Sherene Razack, Ontario Institute for Studies in Education/University of Toronto; Ursula Kelly, Mount Saint Vincent University, Halifax; Joyce E. Canaan, University of Central England, Birmingham, UK and Magda Lewis, Queen's University.

Details: Magda Lewis, Faculty of Education, 533-6000 ext. 77277 or Pat Deir, 533-6722, e-mail: lewis@educ.queensu.ca.

## Governance

A meeting of the Senate will be held on Thursday, Jan. 27, 2000, in Policy Studies Room 202, at 3:30 pm

### A G E N D A

- Adoption of Agenda**
- Adoption of the Minutes of the Meeting of December 16, 1999**
- Business Arising from the Minutes**
  - Provincial Audit of the Ministry of Education and Training (oral report by the Principal)
  - Changes to the Internal Academic Review Schedule 2000-20007
- Principal's Report**
  - COU meeting, Dec. 16
  - Enrolment Planning Task Force (oral update by the Vice-Principal (Academic))

3 Other

### V Question Period

Question from Senator Behn Conroy and response from School of Rehabilitation Therapy concerning observance of Commemoration Day (Dec. 6).

### VI Reports of Committees

1 **Agenda**  
*The Agenda Committee proposes that the date of April Senate meeting be changed from April 27 to April 20, 2000 [for action]*

2 **Library**  
Resolutions concerning Library Acquisitions [for action]

3 **Orientation Activities Review Board**  
Resubmission SOARB '99 Report to Senate

### VII Reports of Faculties and Affiliated Colleges (none received)

### VIII Motions

1 **Postponed to March 2, 2000 by Senator Andreas Schumann:**  
*"that the Senate accept and endorse the principles, policies and recommendations of the document Accessible Education for Citizens and Leaders in a Global Society of the 21<sup>st</sup> century - 5 milestones towards a Queen's University Tuition Policy Framework."*

Communications are attached from the following Senate committees: Academic Development; Budget Review; Education Equity; and Scholarships and Student Aid.

2 **Proposed by Senator Michael Rusek:**  
*"that Senate endorse the principles and goals of the Feb. 2, 2000 pan-Canadian student day of action, and encourage deans and faculty to cancel or reschedule academic activities, where possible, to allow students and the entire Queen's campus community to participate in the day's events."*

IX **Communications**  
From the Senate Budget Review Committee to the Senate Committee on Scholarships and Student Aid, Dec. 16, 1999 [for information]

X **Matters Referred to Standing Committees**  
1 Enrolment Planning Task Force Report [referred to SCAD]  
2 Grievance Board Report dated Nov. 26, 1999 [referred to SORC] [see below, XI Other Business]

XI **Other Business**  
Grievance Board Report dated Nov. 26, 1999: *Fair Procedures for Students with Academic Difficulties: Report to Queen's Senate on Grievances from Decisions of the Board of Studies of the Faculty of Arts and Science.* [see referral above]

Alison Morgan  
Secretary of the Senate

The Senate agenda, minutes are other information are available from the Senate website <http://www.queensu.ca/secretariat/senate/>. Call 533-6095 for visitors' tickets.

### Senate committees need members

Academic Development, Educational Equity, Information Technology, Student Aid and more. Terms for faculty, students and staff start Sept. 1 Apply now! Deadline: Feb. 14. Visit [www.queensu.ca/secretariat/senate/vacancy](http://www.queensu.ca/secretariat/senate/vacancy), Call 533-6095 or visit B400 Mac-Corry.

## Graduate Studies

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

Friday, Jan. 28  
**Mohamed Dabees**, Civil Engineering, Efficient Modelling of Beach Evolution. Supervisor: J.W. Kamphuis. 212 Ellis Hall, 9:30 am.

Thursday, Feb. 3  
**David DeWitt**, Art. Jan van Noordt (1624 - after 1676) "... famous history- and portrait-painter in Amsterdam". Supervisor: V. Manuth. 210 Ontario Hall, 10 am.

## Notices

### Summer Experience Program 2000

The Ontario Ministry of Training, Colleges & Universities (MCTU) invites members of the university community to submit proposals for the funding of summer positions on campus. This program is part of the larger Ontario Government initiative on summer youth hiring. Details: [careers.queensu.ca](http://careers.queensu.ca). Click on Faculty & Staff and then choose SEP, for an extract of program guidelines and instructions on obtaining a proposal form. Approved job proposals provide a maximum of seven weeks' employment for each position and must pay at least the provincial minimum wage of \$6.85/hr.

### Thank you

I wish to express my sincere thanks to everyone for your support during Mike's illness and since his death on Dec. 6, 1999. To those who sent flowers, cards and emails, I am forever grateful. To all of my friends, including the participants of the "Tierney's Terrors" Dragon Boat, your words, prayers and acts of kindness have been a great comfort and continue to be appreciated. I am fortunate to have so many wonderful friends.

Lee Tierney

## Surplus Items

**VP (Operations & Finance), offers for sale:**

- Compaq Presario CDS 924 66 mg  
15" Sony Trinitron Monitor  
Mouse and keyboard  
Purchased in 1995  
(in good working condition)

### OPEN BID

For information or to view, please call Maureen at ext. 32211.

Submit sealed bids marked **"VP OPS. & FINANCE"** to Patti George, Purchasing Services by 4 pm on the Monday after this issue. Please mark bids **"Confidential"**.

**Queen's University is not responsible in any way for the condition of any item(s) it has made available, nor for any damage or injury that may occur due to use or removal of the item(s).**

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

## Volunteers Needed

### Pregnant subjects needed

Pregnant subjects are needed for a study on the effects of different exercise intensities on the characteristics of oxygen utilization in pregnancy. Pregnant, non-smoking, physically active people who would like to participate please call Aaron Heenan, Clinical Exercise Physiology Laboratory (Supervisor, L.A. Wolfe, Ph.D), School of Physical and Health Education, Queen's University 533-6284.

### Post-menopausal women needed for physical activity study

Post-menopausal women (45 to 65 years old) needed to participate in a research study conducted by the School of Physical and Health Education, at Queen's University, on the benefits of physical activity. We are looking for women who are non-smokers, not on hormone replacement therapy, and who exercise less than twice a week. Details: Tracey O'Sullivan, 533-6000 ext. 75102, email: [tracey.osullivan@sympatico.ca](mailto:tracey.osullivan@sympatico.ca).

### Post-menopausal women needed

Post-menopausal women (50 to 65 years old) are needed to participate in a research study on attitudes and feelings toward exercise, conducted by the School of Physical and Health Education, at Queen's University. Volunteers respond to four brief questionnaires, which should take about 30 minutes. Contact Taryn Reedy, 533-6000 ext. 75102, email [TAReady@hotmail.com](mailto:TAReady@hotmail.com).

### Premenstrual symptoms study

Queen's University is conducting a study for women with severe premenstrual symptoms. If you experience the following during the week before your menstrual cycle: depressed mood; tension; irritability; feeling suddenly sad or tearful or increased sensitivity to rejection, call Vee McBride, 548-6119.

# Calendar

## Art

**The Agnes Etherington Art Centre,** University Avenue.

Some of the parts. Gretchen Sankey, Atrium Gallery. **To Feb. 27.** Ongoing: Byte, Atrium, Stauffer Library; Micah Lexier, Millennium Sculpture, east façade, new art centre building.

### Ban Righ Centre

Mixed media on paper & canvas – Bon Voyage to Janet Troughton. This is her first public art show, and what better place? Among friends. Artist's talk, **Jan. 26,** 11:30 am - 2 pm. Light lunch served.

**Union Gallery,** First floor, Stauffer Library.

Fit to be Tied. Recent work by Michael Clarke, Joanna Oliver and Pamela Wilson. **Jan. 25 - Feb. 15.** Reception: **Jan. 27,** 6 - 8 pm.

### Saturday, Feb. 12

**Cezanne's Closet 2000, the Union Gallery's annual gala fundraiser.**

Biosciences Complex Atrium. Formal event features 100 juried donated works of art by Queen's and Kingston community artists. Ticket numbers drawn in random order; matching ticket holders have 30 seconds to claim their favorite piece from the wall. \$100 admits two. Tickets and details: 533-6000 ext. 75384, email [ugallery@post.queensu.ca](mailto:ugallery@post.queensu.ca).

## Drama

**Feb. 8 - 12, 8 pm.**

A Play for the New Millennium: The Skin of Our Teeth, by Thornton Wilder. Convocation Hall Theatre, Theological Hall. \$10, \$8, students. At the box office, Theological Hall. Details: 533-2104, email [hannaca@post.queensu.ca](mailto:hannaca@post.queensu.ca).

## Music

**Friday, Jan. 28**

Highlights from Puccini's Madama Butterfly, Kingston Symphony, Kingston Choral Society. Featuring Queen's Bruce Kelly in the role of Sharpless. Also Sunday, Jan. 30 and Monday, Jan. 31. 8 pm. Tickets: 530-2050.

**Friday, Feb. 11**

**Queen's Performing Arts**  
Janina Fialkowska, piano. Grant Hall, 8 pm. Tickets: 533-2558.

## Public Lectures

**Tuesday, Jan. 25**

**12th Annual Hannah Happening**  
Henry Friesen, OC, MD, FRCPC, FRSC, President, Medical Research Council of Canada. Human Prolactin – A Very Personal Account. Etherington Auditorium, 5 pm. All welcome.

**Thursday, Feb. 10**

**Art**  
**Macdonald Stewart Lecture on Venetian Culture**  
Gerald Finley, Professor Emeritus. Queen's. Turner, Venice and Light. Dunning Auditorium, 6 pm. All welcome.

**Tuesday, Feb. 8**

**The Irving and Regina Rosen Public Lecture**  
Ruth Wisse, Harvard University. The First and Still Greatest Jewish Stand-up Comedian. 202 Policy Studies, 8 pm. Reception follows. Free. All welcome.

**Friday, Feb. 11**

**Physics**  
**The Fifth Cave Memorial Lecture**  
Wendy L. Freedman, Carnegie Observatories. The Age and Size of the Universe. Stirling Hall, Theatre D, 8 pm.

## Meetings & Colloquia

**Wednesday, Jan. 26**

**Microbiology & Immunology**  
Roland Tinline, Queen's. Rabies control in North America: success, failure, prospects. B139 Botterell Hall, 1:30 pm.

### Neuroscience

Doug Munoz, Queen's. Using eye movements to probe brain function and dysfunction. B139 Botterell Hall, 4:30 pm.

### Physics

#### Solid State Physics Seminar

M. Berciu, University of Toronto. D-wave charge carrier pairing in a purely repulsive 2D electron system. 501 Stirling Hall, 10:30 am.

### Religion/Theology

Charles "Sandy" Cotton, Queen's. Conflict and cannibalism in church communities. Elias Andrews Room, Theological Hall, 3:30 pm. All welcome.

**Thursday, Jan. 27**

### Anatomy and Cell Biology

Carlos Barajas-Lopez, Queen's. Long-term potentiation and long-term depression are simultaneously activated. 920 Botterell Hall, 11:30 am.

### Philosophy

Henry Laycock, Queen's. Ontic limitations of predicate calculus. 517 John Watson Hall, 7:30 pm.

**Friday, Jan 28**

### Physics

#### Engineering and Applied Physics Seminar

S. Dubois, Royal Military College of Canada. Inspection of multi-layered aircraft structures using eddy current techniques. Stirling Hall, Theatre A, 3:30 pm.

### Physiology

Mark Bisby, Medical Research Council of Canada. Nine weeks to CIHR...a new era for health research. B139 Botterell Hall, 11:30 am.

**Monday, Jan 31**

### Physiology

Mike Adams, Queen's. The dominance of the kidney in regulating the long term level of arterial pressure: Evidence from kidney transplantation studies 449 (Physiology Library) Botterell Hall, 11:30 am.

**Tuesday, Feb. 1**

### Pathology

Melissa Carter, Queen's. Characterizing the 3' splice variants of the RET proto-oncogene. Jordan Hansford, Queen's. Characterization of the GFR alpha-1 Promoter. Richardson Amphitheatre, 4 pm.

**Wednesday, Feb. 2**

### Chemistry

Pete Wolczanski, Cornell University. Aspects of modern coordination chemistry. Frost Wing, FG15, 11:30 am.

### Neuroscience

Stephen Scott, Queen's. Primary motor cortex and motor coordination: Is it time for a new paradigm? B143 Botterell Hall, 4:30 pm.

### Physics

#### Condensed Matter Seminar Series

K. Robbie, Queen's. Formation of Ni/graphite intercalation compounds on SiC, 501, Stirling Hall, 10:30 am.

**Thursday, Feb. 3**

### Anatomy and Cell Biology

Gek Forkert, Queen's. 1,1-Dichloroethylene-Induced Clara Cell cytotoxicity is mediated by formation of the epoxide. 920 Botterell Hall, 11:30 am.

### Philosophy

Ann Levey, University of Calgary. Initial acquisition and the right to private property. 517 John Watson Hall, 7:30 pm.

**Monday, Feb. 7**

### Physiology

Dr. Paul Kubes, University of Calgary. The physiology of immune cell recruitment in the cardiovascular system: Applying mouse models to human disease. 449 (Physiology Library) Botterell Hall, 11:30 am.

**Tuesday, Feb. 8**

### Pathology

Yotis Senis, Queen's. Elucidating the role of the fps proto-oncogene in hematopoiesis through the use of mouse models. Richardson Amphitheatre, 4 pm.

**Wednesday, Feb. 9**

### Chemistry

Jeffrey Keillor, University of Montreal. Mechanistic investigation of the Transglutaminases. Frost Wing, FG15, 11:30 am.

### Physics

U. Pietsch, University of Potsdam, Potsdam, Germany. Investigation of semiconductor surfaces and interfaces by X-ray grazing-incidence diffraction. Stirling Hall, Theatre A, 1:30 pm.

## Other

**Wednesday, Feb. 9**

### Breakfast Lecture

Suzanne Fortier, outgoing VP Research /incoming VP Academic. Research at Queen's. Donald Gordon Centre, Union Street, 7:15 - 8:30 am. \$10/person. RSVP: Tanya Balmer at [3tmb3@post.queensu.ca](mailto:3tmb3@post.queensu.ca) or 533-2203. All welcome. Sponsored by the Kingston Branch of the Queen's Alumni.

**Friday, Feb. 11**

### Friday Book Group

First meeting. *Bridget Jones' Diary* by Helen Fielding. What books would you like to discuss? Your suggestions! BanRigh Centre, 32 Queen's Cres., 7 pm. Details: Ela at ext. 77357, email [rusak@geol.queensu.ca](mailto:rusak@geol.queensu.ca).

### International Centre

#### Winter Term Speaker Series

Seven-part series offers informative glimpses into regions of the world. Country representatives who are from the region or have returned to Canada from an experience, share thoughts and advice. Music Listening Room, JDUC. 5:30 - 7 pm. All welcome.

**Jan. 27:** Western Europe

**Feb. 2:** Africa

**Feb. 7:** Eastern Europe and the C.I.S.

**Feb. 15:** Latin America and the Caribbean

**Feb. 29:** Australia and the Pacific

**March 8:** China, Japan and Southeast Asia

**March 14:** Indian Subcontinent and the Middle East

### Sundays

#### The Religious Society of Friends (Quakers)

Meets Sundays at 10 am in the Ban Righ Centre, 32 Queen's Cres. All are welcome to an hour of silent worship followed by a short social period that ends usually by noon. Newcomers especially welcome. Details: 542-7982.

## Special Events

### International Development Week,

**Jan. 31 - Feb. 4**

International Development Week celebrates development work at home and abroad. The week's activities include a workshop on development and technology, a fair, a conference on Julius Nyerere, speaker sessions and more. Coordinated by the International Centre, JDUC. For the program, visit [www.quic.queensu.ca](http://www.quic.queensu.ca), or call 533-2604.

## Courses & Workshops

**Ban Righ Centre,** (32 Queen's Cres.)

### Freedom Self Defence:

#### A Matter of Instinct

**Jan. 27, 7:30-9:30 pm**

Lynne Drake, Certified Personal Trainer. Easy to remember, practical, street-proven techniques – each one used successfully in actual assaults. \$20 in advance. Speak to staff if cost poses a problem. Limit 10; call Karen Knight, 533-2976 to register.

**Jan. 31, noon**

Jackie Moore Daigle, Queen's. The Selection of Appropriate Educational

Resources in Classrooms: A Critical Perspective on Eliminating the Persistence of Omissions and Bias.

**Feb. 3, noon; lunch, 1 pm**

Jane Forrington, Certified Instructor, Yoga & Relaxation Centre Go Slowly. Be Mindful. Live Simply. Introductory workshop on relaxation and meditation. Wear comfortable clothing and to plan to eat after the class. Jane will stay for discussion during lunch.

**Feb. 7, noon**

Cinde Lock, Queen's. The Effects of Performance-Based Assessment on Teaching and Learning.

### Continuing Medical Education

**Jan. 26:** Ambulatory General Internal Medicine, Donald Gordon Centre

**Feb. 2:** Emergency Medicine, Donald Gordon Centre

### The French Centre (195 University Ave.)

Non-credit conversation courses start the last week of January 2000. Beginner, Mondays and Wednesdays, noon - 1 pm; Intermediate I, Tuesdays and Thursdays noon - 1 pm; Intermediate II, Monday's 7 - 9 pm and Advanced, Tuesdays and Thursdays 7 - 8 pm. Nine weeks, \$145. Details: 533-2534, email [frenchcentre@cgocable.net](mailto:frenchcentre@cgocable.net).

### Health, Counselling and Disability Services

#### Learning Strategies Workshops, Winter term 2000

Call 533-2893 to register, or drop in to the Student Counselling Service, St. Lawrence Building (below Student Health Service). Each workshop costs a toonie, except for Presentation Skills, which costs \$5 and LASSI, \$4.

#### Getting Back on Track

Jan. 25 2:30 - 3:30 pm or Jan. 27 10:30 - 11:30 am

#### Research and Essay Writing

Feb. 10 1:30 - 4:30 pm (Douglas Library. Meet at Circulation Desk - main floor)

#### Learning Strategies - Notemaking

Feb. 9 11:30 am - 12:30 pm

#### Learning Strategies - Effective Reading

Feb. 16 11:30 am - 12:30 pm

#### Procrastination

Feb. 9 & 16 1:30 - 3 pm

#### Get Motivated

March 2 1:30 - 3 pm

#### Catch Up/Keep Up (Time Management)

Feb. 2 11:30 am - 12:30 pm

### LASSI Workshop ("You Used to be Smart" Learning and Study Strategies Inventory)

March 8 1:30 - 4:30 pm

#### Presentation Skills

Feb. 3, 10, 17 10:30 am - 12:30 pm

#### Exam Preparation

##### (Four separate workshops)

Multiple Choice Exams, March 7 1:30 - 2:30 pm

Studying for Exams, March 9 10:30 - 11:30 am

Exam Anxiety, March 16 10:30 - 11:30 am

Multiple Choice Exams, March 23 10:30 - 11:30 am

#### ITS Computing Workshops

These non-credit, hands-on workshops are open to Queen's faculty, staff and students:

MS Office 2000 New Features, Jan. 27, 12:05-12:55 pm

Working as a Designate in Corporate Time, Jan. 28, 12:05-12:55 pm

MS Word 97/2000: Mail Merge, Feb. 1, 9:30-11 am

MS Word 97/2000: Document Layout, Feb. 1, 1:30-3 pm

MS PowerPoint 97/2000: Tables & Graphs, Feb. 2, 9:30-11 am

Web Publishing Colour, Images & Backgrounds, Feb. 2, 2-3:30 pm

MS Excel 97/2000: Level 1, Feb. 3, 9:30 am-noon

MS Excel 97/2000: Level 2, Feb. 4, 9:30 am-noon

Corporate Time Quick Start, Feb. 7, 1:30-2:30 pm

MS Word 97/2000: Level 1, Feb. 8, 9:30 am-noon

Registration required. Register online at: [noteswww.queensu.ca/ITS/cscourse3.nsf](http://noteswww.queensu.ca/ITS/cscourse3.nsf)

### Queen's Institute for Lifelong Learning (QUILL)

Weekday discussion programs take place at the Ongwanada Resource Centre, Portsmouth Ave. Topics include language, literature and music. For details or a brochure: Antoinette McMillan-Ariens, 544-0182.

### TESL Certificate Course

**Participants:** the general public; advanced-level students at the School of English, Tuesdays & Thursdays, 7-9 pm. Jan. 25- March 9 (excluding Feb. 21-25). Optional Practicum Week: Feb. 29- Mar. 6. **Cost:** \$375 including materials.

**Contact:** The School of English (613) 533-2472. Email: [soe@post.queensu.ca](mailto:soe@post.queensu.ca) [www.queensu.ca/soe/](http://www.queensu.ca/soe/)



**Thanks...to the many,**  
*many faculty, staff and students who made a gift to Queen's in 1999.*

Your presence enriches the University community every day. During the past year, consistent with the proud tradition of Queen's, many of you also provided important support to Queen's and our Campus Community Campaign, both as volunteers and as donors.

I wish to offer you my sincere thanks for your important and generous support. Your gifts are now at work across the campus and around the world. They help to make the difference that is reflected in Queen's well-deserved reputation for quality.

All the best in 2000,

William C. Leggett

Principal and Vice-Chancellor