

# Queen's Gazette

22 February 2000  
Volume XXXI  
Number 4

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**A new home  
for Queen's  
Chemistry**

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KINGSTON, ONTARIO, CANADA



Enid Lee, 2000 Robert Sutherland Visitor, chats at a drop-in last week at Ban Righ Hall. An international consultant on language, culture and race, Ms. Lee spoke on *Fanning the Flames for Equity in Hard Times: A Conversation for Black History Month*.

## Queen's to be central site for advanced computing

Ontario announces \$25.4 M investment in two Queen's-led projects

BY ANNE KERSHAW

Queen's University is to become the main site for Ontario's leading centre for high performance computing that will equip pioneering researchers with advanced facilities for modeling, processing, and analysing information, providing a major boost to Eastern Ontario's knowledge-based economy.

The High Performance Computing Virtual Laboratory (HPCVL) is a four-university consortium led by Queen's in partnership with the Royal Military College of Canada, the University of Ottawa and Carleton University. The leading private-sector contributor is Sun Microsystems. Other contributors

are IBM and Entrust Technologies.

At a ceremony at Queen's last Thursday, Ontario's Energy, Science and Technology Minister Jim Wilson announced investments of \$21.8 million for high performance computing and another \$3.6 million for research aimed at helping high-growth companies succeed.

The \$25.4-million investment is made up of one-third funding from the Ontario Research and Development Challenge Fund (ORDCF), one-third from the private sector, and one-third from the four participating universities.

"HPCVL will provide a level of computing capacity that is about 10 years in advance of

today's desktop," says project leader Andrew Pollard, a Queen's professor of mechanical engineering. "The virtual laboratory will enable geographically dispersed researchers in fields as diverse as engineering, medicine, science, and the arts to tackle problems far beyond what otherwise would be possible," Dr. Pollard says.

HPCVL will enhance interactions amongst the four universities by providing a shared environment for complex calculations and for extracting and categorizing information in new ways from unprecedented volumes of data at extremely high

*Advanced computing, page 2*

## MRC awards \$6.3 million to Queen's researchers

*Epilepsy, fetal alcohol syndrome among research projects awarded funding*

Investigations into epilepsy, inflammatory bowel disease and fetal alcohol syndrome are among 14 research projects at Queen's and the Kingston Regional Cancer Centre being funded with \$6.3 million from Medical Research Council of Canada.

The university's 41-per-cent success rate in this round of competition was "a significant result for Queen's and one that we are very proud of," says Suzanne Fortier, Vice-Principal (Research). "Queen's Faculty of Health Sciences should be commended for the effort it has put in strengthening its participation in the MRC programs. This has resulted in a very good success rate in this last MRC competition, a rate well above the national average. Queen's is well positioned to be an important

participant in the Canadian Institutes of Health Research (CIHR), the federal health research agency that will replace the MRC next spring."

The funding was announced Feb. 18 by federal health minister Allan Rock. "Canadians want more effective health services and a strong health care system. Through the Medical Research Council, and eventually the Canadian Institutes of Health Research, Kingston researchers will be among those helping to place health-care on a strong foundation of science," Mr. Rock says.

MRC is the major federal agency responsible for the funding of health research and training in Canada.

For details of funded projects, please see page 5. □

## New column highlights digital revolution in libraries

The information technology explosion is transforming the role of university libraries. The challenges of the digital revolution and the changing nature of scholarly publishing are outlined in Books and Bytes, a special, five-part column on Queen's Libraries, beginning in today's issue of the *Gazette*.

## Policy analyst awarded Molson Prize

*Thomas Courchene: 'One of Canada's visionaries'*

Queen's economist and policy analyst Thomas Courchene has been awarded the 1999 Molson Prize from the Canada Council for the Arts.

Dr. Courchene joins renowned Inuit artist Kiawak Ashoona as this year's recipients of the awards, given annually to two distinguished Canadians in the arts and the social sciences. Worth \$50,000 each, the juried prizes honour outstanding lifetime contributions to the cultural and intellectual life of Canada.

"Thomas Courchene's cross-disciplinary approach to issues ranging from economics to federal-provincial relations to law and health has often been controversial though seminal in shaping current Canadian public policy," the prize jury wrote. "He is a prolific writer whose sharp and versatile intellect has influenced a whole generation of students and stimulated lively and constructive public debate. Thomas Courchene is one of Canada's visionaries and is known as a man of infinite capacity and integrity."

"Tom is an exceptional scholar," says Principal Bill Leggett. We



Thomas Courchene

are proud to have him with us at Queen's and to see him recognized in this way. He exemplifies our commitment to teaching and research excellence, as well as our great strength and capacity in the humanities and social sciences."

"There are two secrets to Tom Courchene's success," says Keith Banting, director of the School of Policy Studies. "First, he has an incredible ability to anticipate emerging policy issues and develop new ways of thinking about them. Second, he is an intellectual risk-taker, who prefers to be on the edge, expanding the policy envelope, rather than in the mainstream, tinkering with

conventional approaches."

"Wonderful news!" says Bob Silverman, Dean of Arts and Science and Queen's. "The Molson prize is appropriate recognition of one of Canada's most influential policy economists. Courchene is a gifted writer of hundreds of scholarly articles and books on where Canada's future lies in areas such as federalism, monetary policy and social policy."

Dr. Courchene has been at Queen's since 1988, when he accepted the directorship of Queen's new School of Policy Studies. Currently the Jarislowsky-Deutsch Professor of Economic and Financial Policy at Queen's, he is also a member of the Department of Economics and director of the John Deutsch Institute for the Study of Economic Policy. He was chair of the Ontario Economic Council of Canada from 1982 to 1985. He has been a Senior Fellow of the C.D. Howe Institute since 1980 and a Fellow of the Royal Society of Canada since 1981. He received an honorary doctorate from the University of Western Ontario in 1997. □

## Letters

### Soft-drink funds support libraries, Student Life Centre

I am writing again to update the university community on the work of the Cold Beverage Steering Committee. The committee met on a number of occasions in recent months to review issues of implementation and most importantly to discuss the distribution of the more than \$5 million in new monies that will be derived from the Coke exclusivity arrangement.

Information has been gathered from a variety of sources including open meetings, the AMS assembly, constituents of the SGPS and via direct contact with my office. All input has been reviewed and has been considered in the committee's discussions.

The committee, with the support of AMS Assembly and the SGPS Council, has recommended the following to the Vice-Principal (Academic):

- That \$1million, representing approximately 20 per cent of the new monies, be allocated for special projects with the intention of

benefiting the greatest number of students. Of this amount, a minimum of \$300,000 would be allocated to projects within the library system. The intention is to allocate these special project monies in even portions over the 10 years of the contract (i.e., \$100,000 per year, including more than \$30,000 per year to libraries).

- That the remaining 80 per cent (approximately \$4 million) of the funds be directed toward the construction of new student life facilities.

The vice-principal has accepted this recommendation and when the committee has developed an implementation strategy I will again report to the campus community through the Queen's *Journal* and the *Gazette*.

*Bruce Griffiths  
Associate Director  
(Residence Services)/  
Director, Food &  
Beverage Services  
On behalf of the Cold Beverage  
Steering Committee*

### Debate, commentary needed

The Queen's *Gazette* is not an ordinary newspaper. It is an institutional publication and is designed to serve the purposes of that institution. In many respects it functions as an official voice of Queen's University.

At present the *Gazette* has two principal missions. First, it serves as a notice board. It posts all sorts of useful information. Second, it reports on various "good things" about Queen's. These include news on research awards and publications, and stories on various successes and achievements of members of the Queen's community.

What has been notably absent, especially in recent months, is any discussion or debate. The columns of the *Gazette* have been almost devoid of any commentary or points of view. If any opinion is printed, it is usually official opinion. There is a powerful sense that all is well with the world at Queen's.

Should the *Gazette* be expected to be a bit more than a vehicle of safe news? Should its mandate be broadened? Can it be made more intellectually interesting?

I suggest that the *Gazette's* mission include a third major

goal: that is, the fostering of informed exchanges of opinion. At least one full page could be regularly devoted to commentary and sometimes competing perspectives. Such a page need not be polemical. The *Gazette's* editor is entirely capable of exercising her good judgment to ensure journalistic civility.

Would there be a down side to accommodating this third dimension? It depends, I suspect, on your point of view. If the *Gazette* moved in this direction, it would certainly include more words of dissent and occasionally present perspectives that lacked official endorsement. The current emphasis on cheerleading would be less overwhelming. Perhaps, though, we could tolerate a little more self-examination. If we get too caught up in the spirit of marketing, which is the passion of our times, we risk depriving ourselves of the clarifying benefits of vigorous debates, involving the community as a whole.

We might, in short, consider giving voice to a fuller orchestra and not just its principal players.

*Robert Malcolmson  
Department of History*

### Advanced computing continued from page 1



Jim Wilson, Ontario Minister of Energy, Science and Technology, chats with University of Ottawa student Marc Pepin Thursday at Walter Light Hall. Mr. Wilson announced that Queen's will be the main site for high performance computing, in partnership with the University of Ottawa, RMC and Carleton.

speeds. This is expected to lead to exciting discoveries across a wide range of disciplines.

Through the investments of the partners, HPCVL will employ as many as 12 highly skilled personnel who will support more than 100 researchers at the four participating universities and selected researchers from across Ontario. HPCVL will offer leading-edge facilities for cross-disciplinary research, establish chairs in the computational sciences and attract new faculty who might otherwise seek research opportunities elsewhere.

Diverse areas in which access to high performance computing is critical include fluid dynamics, interactive imaging, molecular design for new drugs, genome analysis and psychology. Emerging areas include cryptography, computer-assisted surgery, tele-medicine, tele-manufacturing and e-commerce.

The economic spinoffs created by HPCVL for Kingston and the Eastern Ontario region will be significant. "This visionary initiative will greatly stimulate our knowledge-based economy by attracting personnel to new jobs in key sectors such as health, telecommunications, economic analysis, energy and aerospace," says Bruce Hutchinson, Queen's Acting Vice-Principal (Research).

Also announced today was a \$3.6-million research project aimed at increasing the success rate of high-growth companies.

The project – led by business professors Jim McKeen, director of Queen's Centre for Knowledge-Based Enterprises, and Niraj Bhargava, director of Queen's Centre for Enterprise Development (QCED) – will team up ORDCF, CIBC and Queen's School of Business.

The research will be conducted by professors at Queen's School of Business, with the QCED responsible for collecting key data and disseminating the research findings. QCED is a new centre which focuses on helping emerging high-tech firms manage the challenges of rapid growth.

"The overall aim of the research is to better understand how to effectively manage high-growth, knowledge-based enterprises," says Dr. McKeen. "But we won't stop there. Our mandate includes sharing that learning with partners in business, government and academia."

"This is an ideal project for Queen's School of Business," adds Professor Bhargava, "as we are already building close relationships with high-growth firms, and working to further understand their challenges. Teaming up with researchers in the school will mean we can develop new ideas and apply them quickly to our private-sector network. This will translate into higher success rates for firms in this key sector of our economy." □

## 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  
Gazette**

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Design: Graphic Design Services*

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

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

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E-mail [gazette@post.queensu.ca](mailto:gazette@post.queensu.ca)

### DEADLINES

Deadline date	Publishing date
29 February	6 March
14 March	20 March

### QUEEN'S TODAY

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

ISSN 0319-2725



# A 21st-century building for 21st-century science

*New chemistry facility places Queen's at forefront of chemistry research facilities*

BY NANCY DORRANCE

**E**nvironmentally friendly chemistry labs. Is this: a) a contradiction in terms, or b) a vision of the future?

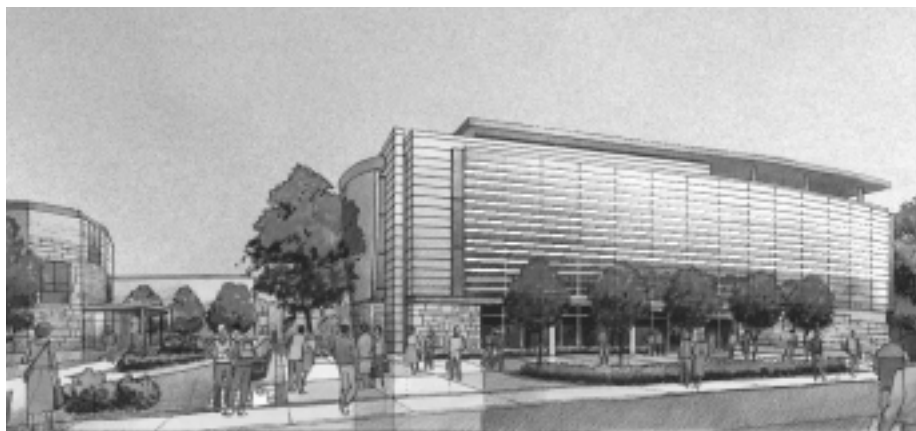
At Queen's the answer is definitely "b". And it's a vision that will soon become reality, with the construction of an extraordinary new building that will place the university at the forefront of chemistry teaching and research facilities in North America.

"We're a department that has been revamped and reborn over the past decade," says Department Head Stan Brown. "Unfortunately, our outdated infrastructure has been a deterrent to moving forward. In order to recruit the best faculty and students, and to ensure that our research and teaching are aligned with the needs of a very competitive environment, we require state-of-the-art facilities."

That requirement will be met by Queen's new Chemistry Building, scheduled to open in the fall of 2002. A major project of The Campaign for Queen's, its total cost is estimated at \$54.4 million. (Some of that cost may be covered through the province's Superbuild Growth Fund, to which the university applied for funding earlier this year. A decision is expected any day.)

The exterior design by the architectural firm of Brisbane, Brook, Beynon has already received approval from both Campus Planning & Development, and the Board of Trustees. Groundbreaking is scheduled for this fall.

Environmentally friendly laboratories equipped with the latest technology represent only some of many innovative features to be incorporated in the 21<sup>st</sup>-century design.



*New chemistry building, seen from Queen's Crescent, with Stirling Hall to the left*

Spread over five floors, with a sixth level for "virtual exhaust stacks," the new structure will consist of two wings and a 250-seat lecture theatre equipped with advanced communications links for use by the entire Queen's community.

The building's first two levels will accommodate undergraduate labs and lecture halls, with floors three to five devoted to research labs. Student lounges and common areas on each floor will overlook Lake Ontario, with preparation and storage areas located between the labs on each level.

"The objective was to design a modern structure that would blend in well with other buildings on campus, and also be highly cost effective," says Dr. Brown. Since the costs of either complete or partial renovation of the existing complex were projected to be far greater than construction of a new building, the third option was chosen. "From the perspective of quality, cost, and logistics, a 'green site' was determined to be the best choice."

Rick Boswell, Chemistry Department Manager, has been integrally involved in

the project since it began four years ago, with a space needs analysis by Campus Planning & Development. He is particularly enthusiastic about the proposed environmental features. "We're looking at fume hoods in the labs that consume roughly 40 per cent less air than traditional ones while maintaining all the safety guidelines, and significantly reduced consumption of waste water by using compressed air extraction," says Mr. Boswell. "Queen's water costs and pipe repair rates will decrease, labs will be much quieter, and most importantly the environment will benefit."

Another exceptional aspect of the design is a high "efficiency ratio," or ratio of occupied to unoccupied space. Almost 60 per cent of the new building will be occupied by people, with the remaining space allocated to hallways, mechanical rooms, washrooms, etc. And since the total area - 140,000 square feet - is about the same as that of the current chemistry complex, the amount of usable space will increase.

How do today's students feel about the proposed new facilities? "Undergrads

may not be tuned into the changes just yet," says Jason Vlahakis, a Master's student and departmental representative on the Society for Graduate & Professional Students. "But grad students and researchers are really excited. It will be a lot easier to do our work in this kind of setting, and a modern building will definitely be more enticing for prospective students when they visit."

Victor Snieckus, Internationally renowned organic chemist, agrees. The inaugural appointee to the Bader Chair in Organic Chemistry, Dr. Snieckus is developing pharmaceuticals for the future with the assistance of his Queen's team. "The new facilities are necessary for the achievement of research at international and competitive levels," he says. "This will greatly benefit the university's research capabilities, as well as bring the best students to Queen's."

With forecasts of rapidly rising university enrolment, particularly in science programs, over the next decade, the transformed Chemistry department should be in an excellent position to accommodate this influx, notes Dr. Brown. (Currently 20 per cent of all Queen's undergraduates take at least one course in chemistry.) The department will also be able to attract top professors and researchers to replace the 30 per cent who are expected to retire over the next few years.

"We're looking forward not only to growth, but to an expanded leadership role among North American universities," he says. "Our much needed new facilities will be a major factor in realizing this goal." □

## Books and Bytes

### Moving towards a digital library

BY PAUL WIENS, UNIVERSITY LIBRARIAN

*This is the first in a series of articles highlighting library issues, collections and services in the context of today's rapidly changing information environment.*

**Q**ueen's University Libraries, like most academic research libraries, are now in a period of unprecedented change, dominated by the impact of the evolving digital library. The evolution of scholarly information from paper to electronic format requires the library to create a new electronic infrastructure to provide access to an exploding universe of digital resources. At the same time, the library must maintain increasingly expensive print collections.

This new environment is characterized by continuing extraordinary cost increases for library acquisitions, rapid changes in scholarly publishing and the need for continuing investment in computing and telecommunications capabilities.

In addition to its print collections, the library now provides access to more than 1,200 full-text electronic journals, more than 150 networked databases, numerous reference resources and websites, and a wide range of on-line services and guides (see box).

While electronic materials are rapidly growing in number and importance, most publishing is still in print form and library users still expect to find books and journals in the stacks and current issues of periodicals in browsing areas. Unfortunately, spiraling costs have outstripped research libraries' ability to maintain required acquisitions levels.

Since 1990-'91, the high costs of books and journals have resulted in a decline by more than one-third in the number of book purchases and journal subscriptions at Queen's, despite the provision by the university of a budget increase of over 60 per cent - from \$4,065,000 to \$6.6 million over the same period. This year the university has provided an additional \$450,000

for information resources. Nevertheless, continually increasing costs will require the discontinuation of an additional 500-600 journal titles.

In view of these funding constraints the library has initiated a variety of alternative measures to offset at least partially the impact of reduced resources available locally. CISTI SOURCE, a table of contents and electronic article request service ([http://stauffer.queensu.ca/docdel/cisti\\_etoc.htm](http://stauffer.queensu.ca/docdel/cisti_etoc.htm)) provides access to periodical literature not available at Queen's libraries through electronic document delivery. Consortial purchasing in co-operation with other libraries of electronic journals and other electronic resources has enabled the library to acquire additional resources

at reduced costs.

A major new initiative in this area is the \$50-million Canadian National Site Licensing Project approved in June 1999 by the Canada Foundation for Innovation. Over a three-year period, CFI will provide \$20 million, with matching funding of \$30 million coming from participating institutions and provincial funding partners. This national consortium of more than 64 Canadian university libraries, in which Queen's libraries is a very active participant, will negotiate with journal publishers and vendors to obtain Canada-wide licenses for electronic versions of scholarly journals, primarily in the scientific and health disciplines. The project start date is fall, 2000. For an annual investment of \$200,000 this project will enable Queen's libraries to provide access to a greatly expanded list of full-text electronic journals from major publishers - a list which would cost several times that amount if purchased by Queen's as a single institution.

Another major initiative is the provision of additional funding through the creation of a \$25-million library endowment fund recommended by Senate to be part of the university's current capital campaign.

*Digital library, page 4*

### Library services on the web:

Full-text electronic journals: <http://stauffer.queensu.ca/reference/journals.htm>

Guides to web resources: <http://stauffer.queensu.ca/>

On-line request services (document delivery, book renewals etc.):

<http://stauffer.queensu.ca/webisi/survivalguide/>

Survival Guide to the Libraries: <http://stauffer.queensu.ca/webisi/survivalguide>

CISTI SOURCE, a table of contents and electronic article request service:

[http://stauffer.queensu.ca/docdel/cisti\\_etoc.htm](http://stauffer.queensu.ca/docdel/cisti_etoc.htm)

Scholarly Publication and Academic Resources Coalition: <http://ar1.cni.org/sparc/>

## Fund makes \$140,000 available for scholarly visitors from abroad

Internationally renowned experts in the fields of women's studies, film studies, physics and astronomy are among the visiting scholars who will be enriching classes and research this term under the International Visitors' Program, a new initiative of the Principal's Development Fund.

The Principal's Development Fund supports research, artistic production and visiting scholar initiatives by faculty.

This year, the International Visitors' Program is making available \$140,000 to faculty who wish to bring outstanding visiting scholars to Queen's from outside Canada.

Response to the new program so far has been enthusiastic, says Principal Bill Leggett. "The quality and diversity of applications is remarkable. These scholars will come to Queen's from all corners of the globe with a wide breadth of research interests. It was a delight for the committee to review applications ranging from theoretical physics to post-modern cinema, and feminist cultural theory."

Under the terms of the fund, visiting scholars are on campus a minimum of one week, taking part in undergraduate teaching, and interacting with graduate students and faculty in their area of expertise.

Recent visitors sponsored by the fund include Caroline Forder, a specialist in

European family law, from University of Maastricht, who was sponsored by the Faculty of Law. "While at Queen's she presented a paper at a conference on domestic partnerships, participated in family law and European Union law classes and, as the Catriona Gibson Lecturer, gave a talk on assisted reproduction and human rights," says Patricia Peppin, professor of law and family medicine at Queen's.

### 'These scholars will come to Queen's from all corners of the globe with a wide breadth of research interests'

"Both students and faculty have commented on how much they enjoyed having a European perspective on issues relating to family and health law," says Mark Walters, assistant professor in the Faculty of Law. "Having Professor Forder in the law school community for a number of days, participating in classes and informal discussions, allowed us to engage in a real exchange of ideas. Her presence was a wonderful contribution to intellectual life in the law school."

The closing date for the next round of applications for the International Visitors' Program is March 31st, 2000. Please contact your Dean's Office for more information. □

## New name, new home for Queen's Graphic Design Unit

The Graphic Design Unit has a new name and a new home. The university's in-house source of publications and official documents has been renamed Graphic Design Services, to better reflect its focus on serving the university's many departments, faculties and units. Its new "home" is the Office of Advancement's Department of Marketing and Communications, in Fleming Hall.

"Graphic Design is a critical part of our communications team," says Richard Seres, Director of Marketing and Communications. "This change helps us to work together in developing communications programs and fostering visual integration for various constituents across campus. We're looking forward to building improved serv-

ice to the university for all its communications needs."

Currently the department is developing Visual Identity Standards for the university that will provide a much-needed articulation of the university's visual image in all communications. "We now have a bunch of logos and visual images used across many communications. The Visual Identity Standards will work to provide a roadmap for the use of these images and will work to define a consistently strong visual presence for Queen's in all its communications," Mr. Seres says.

"Strategically it is a very good move for us," says Eileen Potts, manager of Graphic Design. "It allows us to work more closely with the Marketing and Communications staff and at the same time physically brings us to a more convenient location on campus."

"As well, as part of the Department of Marketing and Communications, we can best ensure that we are developing communications that are integrated with the university's overall image."

To celebrate their new quarters, Graphic Design Services, and the Department of Marketing and Communications invite the university community to an open house this Friday, Feb. 25, at 107 Fleming Hall, Stewart Pollock Wing, from 1-3 pm. □

[http://advancement.queensu.ca/html/about\\_us.html](http://advancement.queensu.ca/html/about_us.html)



Graphic Design Services: Larry Harris, Rhonda Hirschfield, Carol Edwards and Eileen Potts

### Digital library

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While these initiatives will help to address rising costs for library materials, the fundamental problem rests within the current commercially dominated system of scholarly communication, in which copyright is surrendered by scholars to commercial publishers who then sell it back to the academic community for ever-increasing prices. To begin to address this problem, Queen's libraries are participating with more than 150 major research libraries, non-profit publishers, academic presses, and scholarly societies in the formation of the Scholarly Publication and Academic Resources Coalition (<http://arl.cni.org/sparc/>). The purpose of this coalition is to foster the development of alternative publishing models that will ensure that intellectual property remains within the academic community and that scholarly publishing is available at affordable prices. Already a number of major new alternative academic journal titles have been created.

Fundamental changes in higher education, information technology and scholarly communication are fostering a transformation of academic libraries. Increasingly the processes of information acquisition will be focused on access to electronic resources at the users' desktop. Queen's libraries are becoming both the provider of print publications and the gateway for users of digital resources. The libraries' goals, however, will remain the same: to respond to the current and anticipate the future information needs of the Queen's community; and to collect, organize, preserve and provide access to library materials, whether print or electronic, for current and future generations of students and researchers. □

March 20: Document Delivery.

## News Notes

### Quebec sci-fi author visits Queen's

Elizabeth Vonarburg, well-known science fiction writer from the province of Quebec, visits Queen's next week, March 6 and 7. Among other activities, she will conduct a creative writing workshop at the French Centre, 195 University Ave., on Monday, March 6, from 7-10 pm. Please call 533-2534 to register. Mme Vonarburg has also generously accepted to read any short literary extracts from workshop participants and to discuss them with the authors the following morning.

On Tuesday evening, March 7, the French Centre will host a wine and cheese reception from 7-9 pm (time to be confirmed) at which Mme Vonarburg will read extracts from her work, which includes *Le Silence de la Cité (The Silent City)*, *Chroniques du Pays des Mères (The Maerland Chronicles)* and the five-volume saga *Tyranael*. Everyone is welcome to attend both activities. It will be possible to buy copies of Mme Vonarburg's works the preceding week through the French Centre or the Libromanie Bookstore in downtown Kingston.

### Geographer is visiting scholar

A cultural political geographer with expertise in human migrations is Scholar-in-Residence, Department of Geography. She will visit Queen's Feb. 29-March 3.

Jennifer Hyndman, of the Department of Behavioral Science, Arizona State University, is the author of several recent publications on world refugees, humanitarian emergencies, and forced migrations in Kenya and Somalia. Her book, *Managing Displacement: The Politics of*

*Humanitarianism* (University of Minnesota Press), will be published later this year.

Residing in Chown Hall, Dr. Hyndman will be available for informal discussions of her work and will make three public presentations: the Ban Righ Speakers Series, Human Rights, Human Wrongs, and the Space for Difference, March 1, noon, at Ban Righ; Studies in National and International Development seminar series, Capacity-building in War Zones: Is it Possible? The Case of Sri Lanka, March 2, 1 pm in B204 Mac-Corry; and the Department of Geography Seminar Series, A Feminist Geopolitics of Mobility and Justice, March 3, 3 pm, in D207 Mac-Corry. Information: Geography, 533-6030.

### Catch a taste of spring!

The Ban Righ Centre is offering a taste of spring with a fund-raising bus trip to the Canada Blooms Flower Show. Bus departs from the Kingston Centre (Loblaw's side of old Sears store), Thursday, March 23. Meet at 7:45 am for 8 am prompt departure. Bus returns 9 pm. Only \$55 (\$75 value). Reserve your tickets with Karen Knight, 533-2976, email [kk9@post.queensu.ca](mailto:kk9@post.queensu.ca), or fax 533-6904.

### Queen's writer vies for inaugural Pearson Prize

A Queen's researcher is among the first nominees for the \$10,000 Pearson Writers' Trust Non-Fiction Prize. Jacalyn Duffin (Hannah Professor, History of Medicine), was nominated for *History of Medicine: A Scandalously Short Introduction*. Dr. Duffin joins fellow nominees Robert Bringhurst (for *A Story as Sharp as a Knife: The Classical*

*Haida Mythtellers and Their World*); Modris Eksteins (for *Walking Since Daybreak: A Story of Eastern Europe, World War II and the Heart of our Century*), Moira Farr (for *After Daniel: A Suicide Survivor's Tale*), and Wayne Johnston (for *Baltimore's Mansion: A Memoir*). The winner will be announced March 29.

### New from McGill-Queen's

Queen's history professor James Stayer explores the understanding of a German theologian in *Martin Luther, German Savior, German Evangelical Theological Factions and the Interpretation of Luther, 1917-1933*, to be published in May by McGill-Queen's Press. Also to be released in May is *Canada: State of the Federation, 1999-2000, Rebalancing and Decentralizing Fiscal Federation*, edited by Harvey Lazar, director of the Institute of Intergovernmental Relations at Queen's University. Queen's contributors include Robin Boadway, Estee Garfin, Paul Hobson, and Ron Watts.

### Security offers self-defence course

Queen's Security offers a one-day self-defence course to staff, faculty and students next month. The course is based on the successful Rape Aggressive Defence program, the only self-defence program endorsed by the International Campus Law Enforcement Administrators association. Offered at cost (\$15 and includes take-home manual) to staff and faculty, and free for students, the course will be offered Saturday, March 25, from 8 am to 5 pm. Information and registration: Dean McKeown, 533-6080, or visit the webpage, [www.queensu.ca/security](http://www.queensu.ca/security) □

# Epilepsy, anti-cancer gene among new research funded by MRC

BY MARY ANNE BEAUDETTE

## Research highlights

New and continuing research funded at Queen's by the Medical Research Council includes the following:

- The development of new drugs to prevent some forms of epilepsy
- Better understanding of the complexities underlying eye-hand coordination;
- Research into the potential of the Cobalt-60 gamma unit, an older, commonly used radiation therapy device for more effective radiation of complex-shaped tumours;
- Continued explorations into the protective properties of garlic on the lung;
- Continued study of the mechanism that causes fetal alcohol syndrome.

## New research:

**Brian Bennett**

**Pharmacology & Toxicology**

*Altered guanylyl cyclase and phosphodiesterases in organic nitrate tolerance*

Dr. Bennett's research examines how nitroglycerin, a drug commonly used to treat heart diseases such as angina, breaks down in the muscle cells of blood vessels, thereby producing its vasodilator effect. His research also examines how nitroglycerin becomes ineffective with prolonged use, with the aim of providing new solutions to prevent drug-tolerance to nitroglycerin.

**Michael Blennerhassett**

**Gastroenterology**

*Study of the damage to the nervous system in the inflamed intestine*

Inflammatory bowel disease is a serious medical problem for an increasing number of Canadians, yet both its causes and its effective treatment are not well understood. Dr. Blennerhassett will be looking at the effects of inflammation on the nervous system of the intestine, in particular at how inflammation changes the ability of nerve cells to interact with intestinal muscle. This research takes a new approach to understanding the major changes in gut function that occur during and sometimes after inflammation.

**Roger Deeley (Cancer Research Laboratories, Pathology, Biochemistry, Oncology), and Susan Cole (Cancer Research Laboratories, Pathology, Pharmacology and Toxicology)**

*Multidrug resistance in human cancer*

Building on their 1992 discovery and cloning of Multidrug Resistance Protein (MRP1), a protein that increases resistance to many commonly used anticancer drugs, Drs. Deeley and Cole will investigate the way in which the protein recognizes chemotherapeutic agents and how it transports them out of drug-resistant cancer cells. They will also be studying the function of MRP1 in normal lung and the various physiological signals that control production of the protein. The results of these studies will aid in the design agents to inactivate the MRP1 which may be used to enhance the effectiveness of conventional chemotherapy in the treatment of lung cancer and other drug-resistant forms of the disease.

**Randy Flanagan (Psychology, Physiology), Doug Munoz (Physiology), Martin Paré (Physiology)**

*Visual Guidance of Hand Movements in Object Manipulation*

Although vision plays an important role in guiding and controlling hand movements, virtually no research has been carried out on eye-hand coordination in natural tasks involving object manipulation. The researchers will study subjects' eye movements and their role in extracting key information for guiding and controlling hand motions, leading to a better understanding of the workings of eye-hand coordination, and the decision-making processes that guide those motions. The knowledge gained from this research will form the basis of further studies examining deficits in eye-hand coordination in individuals with neurological impairments.

**Cheryl King-VanVlack (Rehabilitation Therapy, Physiology), Chris Chapler (Physiology), P. Hugh Macdonald (Surgery)**

*Endothelial modulation of microvascular tone*

Endothelin-1 (ET-1) is a substance that can reduce blood flow in the circulatory system. Elevated levels of ET-1 are associated with a number of medical conditions including heart disease, chronic lung disease and high blood pressure. Following on their recent study showing that ET-1 reduces blood flow in both skeletal muscle and the small intestine, but only results in a decrease in oxygenation in the small intestine, the research team will investigate the nature of these effects, and the mechanisms responsible for them. Ultimately the researchers hope to gain insights into the causes of these differences that occur as a result of elevated levels of ET-1.

**Martin Paré (Physiology)**

*Role of Cerebral Cortex in Perception and Eye Movements*

Understanding visual and gaze disorders (including perceptual impairments following strokes) requires understanding how the visual system provides guidance signals for the eye movement system. By examining how the neural signals created by visual images reach the eye movement system and dictate its functioning, Dr. Paré's research will help determine how the visual system selects the goal of exploratory eye movements to allow the brain to make sense of what we see.

**Martin Petkovich**  
**Biochemistry, Pathology**

*Regulation of retinoic acid levels during tissue morphogenesis*

Retinoic acid (RA) plays an important role in embryonic development and adult growth. It is also a potent anti-cancer agent. Following on Dr. Petkovich's recent discovery of a gene containing an enzyme that governs RA levels in specific tissues, this research will attempt to determine the function of this enzyme, and whether it is possible to override this function, ultimately increasing the usefulness of RA in the treatment of cancer.

**Ken Rose (Physiology)**

*Motoneurons: Passive or active contributors to movement control?*

Motoneurons are neurons found in the spinal cord that link the central nervous

system with the muscles that underlie all motor function.

Dr. Rose's research aims to describe the processes that govern the activity of motoneurons, leading to a better understanding of how 'higher' areas of the brain control a wide range of fundamental motor skills such as walking, eating and breathing. This information is crucial for the development of therapies to address the motor problems caused by injury or disease.

These studies form part of a co-ordinated effort by Queen's scientists Doug Munoz, Stephen Scott, Rick Riopelle, Martin Paré, Randy Flanagan, Greg Ross, and Michael Kawaja to find ways to ameliorate or eliminate motor dysfunction by combining a broad range of skills in basic and clinical health sciences.

**L. John Schreiner, Andrew Kerr, William MacKillop, Peter Dixon and Greg Salomans (Kingston Regional Cancer Centre)**

*Enhancing a Canadian contribution to radiation therapy: Conformal therapy with Cobalt-60*

Conformal radiation therapy refers to the ability to deliver radiation to complex-shaped tumours while minimizing the dose to surrounding tissues. The researchers intend to show that the Cobalt-60 gamma unit, the workhorse radiation device in radiation therapy clinics from the 1950s to the 1980s, has greater potential for performing conformal radiation than that achieved with current designs. The team will analyze dose delivery properties of a Cobalt-60 conformal therapy unit, and investigate which cancer treatment sites might be best served by such a unit.

**Donald Weaver (Chemistry)**

*Computer aided design of drugs for epilepsy and neurological disease*

Currently drugs for the treatment of epilepsy suppress seizures but do not prevent the onset of the condition, specifically in cases where epilepsy occurs following head injury. Even if administered at the time of head injury, available drugs work only after seizures have developed. Using advanced computer design techniques, Dr. Weaver and his team will model and explore drugs and drug receptors, with the goal of designing drugs that will prevent the onset of epilepsy after head injury, as well as for use in general anesthesia, stroke and pain.

## Renewed research:

**Doug Munoz (Physiology)**

*Understanding neuronal circuitry controlling visual fixation and saccade generation*

Eye movements are important facilitators to vision. Many neurological and psychiatric disorders are associated with eye movement abnormalities. Dr. Munoz's research will investigate brain circuits that control eye movements, with the aim of developing eye movement tasks to help diagnose neurological and psychiatric disorders.

**Poh-Gek Forkert**

*(Anatomy and Cell Biology)*

Since ancient times, eating garlic has been believed to be beneficial to human health. A major constituent of garlic is alliin, which is converted to other garlic com-

pounds, such as allicin and diallyl sulfide. The latter, and its biproduct diallyl sulfone, are believed to be some of the garlic derivatives that contribute to its beneficial effects on human health. Dr. Forkert's previous research examined diallyl sulfone's protective properties against certain environmental contaminants in the lung. Her studies have shown that diallyl sulfone modifies the enzymes that metabolize chemicals into harmful metabolites, which produce toxic effects, including cancer. This research continues her investigations into the processes by which garlic provides protection, particularly against the formation of lung tumours that are produced by naturally occurring carcinogenic compounds.

**Susan Cole (Cancer Research Labs)**

*Resistance to Anti-cancer drugs: The role of Topo II*

Many tumours, including some types of lung cancers, cannot be effectively treated with anti-cancer drugs because the tumours are drug-resistant.

The ability of many cancer drugs to kill tumour cells relies on their interaction with a protein called topoisomerase II (Topo II), which is found in the nucleus of the cells. Dr. Cole's team will investigate how Topo II is prevented from entering cell nuclei, causing drug resistance. Because drug resistance is also associated with reduced amounts of Topo II, it will also study how tumour cells control the amount of this protein they produce. The resultant information should aid in the development of strategies to improve the effectiveness of chemotherapy in patients with drug-resistant forms of cancer.

**James Brien and James Reynolds (Pharmacology and Toxicology) and Hans Dringenberg (Psychology)**

*Investigation of the mechanism by which brain injury occurs in fetal alcohol syndrome*

Drinking too much alcohol during pregnancy can cause birth defects, including the Fetal Alcohol Syndrome (FAS). The most deleterious effect of FAS is brain injury in the form of intellectual, behavioural and neurological disorders, which can persist from childhood into adulthood. This multidisciplinary research team of professors and graduate students has received further funding to continue its investigation into proposed mechanisms by which maternal consumption of alcohol produces injury in selected areas of the developing brain. The long-term goal of this research program is to develop an innovative treatment strategy to lessen the brain injury of FAS and its persistent debilitating effects.

**Glenville Jones (Biochemistry)**

*(Equipment grant)*

Cancer Research Laboratories) have received an equipment grant from the Medical Research Council of Canada worth \$397,080 to purchase a liquid chromatograph-mass spectrometer (LC-MS) for vitamin analysis. The new state-of-the-art machine will help the two researchers to pursue aspects of their previously funded five-year MRC operating grants aimed at explaining the role of key enzymes in the metabolism of the fat-soluble vitamins A and D. □

# Alternatives to imprisonment: A Queen's mission in cyberspace

*On-line network fosters international research in new approaches to criminal justice*

BY DAVID PULVER

If a treatment program can prevent just one adolescent sex offender from becoming an adult offender, the societal and financial benefits are huge, says Irving Kulik, executive director of the Network for Research on Crime and Justice (RCJ-Net).

High-quality research carried out or collected by the Queen's University-based network and distributed via the Internet concerns the critical rethinking of how to deal with Canada's lawbreakers, with a special emphasis on alternatives to imprisonment. With a prison population of 125 per 100,000, Canada is one of the world leaders in imprisoning its citizens. And while native Canadians represent about three per cent of the total population, they make up about 17 per cent of federal offenders and much higher percentages of provincial offender counts in the West.

Clearly, says Mr. Kulik, solutions in the areas of policy (what should be considered a criminal act?), program (what treatment works?), and criminal process (punishment of the perpetrator or healing of the victim?) merit continuing research.

"What we're seeing in several countries is the concept of restorative justice, a healing process which attempts to bring victim and perpetrator together to solve the problem in a non-formal way."

The network, established in the summer of 1996, connects professionals from criminal justice-related disciplines, including psychology, psychiatry, law, sociology and criminology, with Canadian government departments. The network's ultimate role is to provide "policy-relevant" advice to government officials. Mr. Kulik facilitates the bringing together of ideas from

researchers with the needs and funding of various government departments and agencies – "what I try to do is to broker, creating research partnerships."

To illustrate the network's function, Kulik points to an ambitious, five-year project which would be beyond the means of any one provincial government department: pioneering research on the effectiveness of treatment programs for adolescent sex offenders.

Five jurisdictions are already involved in the research. "We want to see what works for different kinds of sex offenders – including counselling and therapy," he says.

Hundreds of millions of dollars could be saved by the implementation of effective research programs, Kulik says. "The cost of keeping an adolescent in custody is in the neighbourhood of \$125,000 to \$140,000 a year. We hope to help stymie the development of those kids into adult sex offenders, something that would obviously be of tremendous benefit to society. If you can stop a high-risk adolescent from going any further in his criminal activity,

**'The electronic delivery of peer-reviewed criminal justice research findings would be a first in Canada'**

you will save one to two million dollars in his lifetime. Most importantly, the savings in trauma to potential victims is incalculable."

Increasingly, Mr. Kulik, former Deputy Commissioner of the Ontario Region of the Correctional Service of Canada as well as Assistant Commissioner, Correctional



Irving Kulik, executive director of the Network for Research on Crime and Justice: 'We are being listened to'

Operations and Programs, is linking interested parties through the research network's bilingual web site and other criminal justice sites. The RCJ-Net caters to a subscriber membership of about 250 people, a figure that reflects a 30-per-cent increase in the last three or four months. Twenty-seven universities in Canada and two in the U.S. are represented, and there are members in New Zealand, Australia, South Africa and Ghana.

"One of the ways the research network hopes to expand is by launching a quarterly electronic journal this spring," Kulik says. "It would be a first in Canada, the electronic delivery of peer-reviewed criminal justice research findings through cyberspace."

The journal's editors are Edward Zamble, a Queen's professor of psychology and psychiatry and a member of the

RCJ-Net board of directors, and Vincent Sacco, a sociology professor at Queen's. RCJ-Net has an impressive board of directors. Its chair is Robert A. Silverman, Dean of Arts and Science at Queen's, and board members are Ole Ingstrup, Commissioner, CSC; Philip Murray, Commissioner, RCMP; Neil McKerrell, Ontario's Assistant Deputy Minister, Project 2000; Carl Keane, head of the Department of Sociology at Queen's; and Dr. Zamble.)

Despite RCJ-Net's solid credentials, is its expert advice gratefully acknowledged, then filed away forever? Kulik says cautiously: "There have been occasions where the board advised senior government officials about a policy perspective which caused them to modify that perspective. So we are being listened to." □

## Queen's Pension Plan Quarterly Investment Report – December 31, 1999

### Capital Markets

Returns on investments in the various markets can be measured against a series of well-established indices. Index returns for the 3-month and 12-month periods ending December 31, 1999 are as follows:

		3 months	12 months
TSE 300	(Canadian Stocks)	21.4%	31.7%
S&P 500	(U.S. Stocks)	2.8%	14.1%
EAFE	(non-North Am. Stocks)	15.2%	20.0%
SMU Bonds	(Canadian Bonds)	-1.0%	01.1%
T-Bills	(Treasury Bills)	1.1%	4.7%

### Queen's Asset Mix

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

The current market value of the Queen's Pension Plan (QPP) of approximately \$963 million can be broken down as follows:

	Permitted Range	"Normal" Mix**	Current Mix
<b>Stocks</b>			
Canadian	25% - 55%	35%	40%
United States	10% - 20% *	10%	9%
EAFE and other		10%	10%
<b>Bonds</b>			
	20% - 70%	40%	34%
<b>Cash</b>			
	0% - 20%	5%	7%

\* Range for total non-Canadian stocks \*\* Effective April 1, 1999

### Queen's Performance

#### 1. Compared With Other Pension Plans

The fund returned 7.8% for the quarter ending December 31, 1999. This put the QPP in the 2nd quartile when comparing performance to a trust company universe of pension funds. The one-year return of 10.4%, the two-year return of 8.5% are both slightly above median; the three-year return of 10.1% and the five-year return of 13.3% are both slightly below median. The quartile breaks for the universe are as follows:

	3 months	1 yr	3 yrs	5 yrs
1st quartile	11.3%	14.9%	13.1%	15.0%
Median	7.8%	10.4%	10.6%	13.5%
3rd quartile	4.2%	4.5%	8.3%	11.0%

#### 2. Relative to the Benchmark

	3 months	1 yr	3 yrs	5 yrs
Fund return	7.8%	10.4%	10.1%	13.3%
Benchmark return	9.7%	13.8%	12.0%	14.3%
Fund performance relative to benchmark	-1.9%	-3.4%	-1.9%	-1.0%

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

#### 3. General Comments

While returns compared with the other pension plans are around the median, results against the benchmark do not look good. There are two main reasons for this:

- a In 1999, the TSE returned 31.7%. Almost 80% of the total return was attributable to two stocks – Nortel Networks and BCE. At the end of the year, these two stocks had a weight of over 27% of the TSE 300 index.
- b Sanford Bernstein was hired as a "value" manager. The U.S. and international markets have been driven by "growth" stocks over the last two years.

The Pension Committee will be examining our benchmarks to see if they are appropriate in the current market environment.

#### 4. Other Developments

\* Wellington Management Company (a Boston firm) was hired in late December to manage 50% of the equities outside Canada. Montrusco and Sceptre now have domestic mandates.

\* Effective in the first quarter of 2000, trustee and custodial services previously provided by CIBC Mellon will be handled by The Northern Trust Company, Canada.

QPP Quarterly Investment Report – 02/16/00



## 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. 29, 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

Head Football Coach 99-121  
School of Physical and Health Education  
**Patrick Sheahan**

Financial Assistant 2000-02  
Continuing Medical Education  
**Maria Morgan** (Cancer Research Laboratories)

## Staff Vacancies

Following the completion of the **Queens 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.

### Program Coordinator 2000-14 Department of Medicine

This is a three-year term appointment working 100% time.

**Major Responsibilities:** report to the Core Program Director and Administrative Officer; coordinate the administration and operation of the undergraduate and postgraduate programs; assist in developing long-term planning initiatives for future programs; provide administrative support to the Program Directors, Administrative Officer and Department Head to ensure that all objectives of the undergraduate and postgraduate programs are met and that the programs function within the structure outlined by the accreditation standards of the RCPSC and the LCME (medical school).

**Requirements:** successful completion of a three-year post secondary program (e.g. Business Administration/Nursing); several

years of experience in an academic and/or medical environment (consideration will be given to the equivalent combination of education and experience); knowledge of university policies and regulations pertaining to postgraduate and undergraduate medical programs; ability to take initiative and work independently; excellent interpersonal, communication (both oral and written), analytical and problem-solving skills; sound organizational and time-management skills to assess priorities and meet deadlines; ability to motivate others; ability to use discretion when handling confidential and sensitive information; good accounting and/or financial management skills; working knowledge of windowsbased computer programs (Windows 98, Microsoft Office and database software); and general knowledge of medical terminology considered an asset.

**Minimum Hiring Salary:** \$33, 254 Salary Grade 6 - ADMG6

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

### Administrative Coordinator 2000-15 Office of Advancement (Advancement Business Office)

**Major Responsibilities:** report to the Manager of the Advancement Business Office; manage daily operations of the Gift and Bio-Demographical administration unit; provide leadership and supervision to a large team, including all human resource activities; maintain and monitor financial processes; participate in the development and implementation of ongoing and campaign-specific financial and non-financial reports; prepare annual donation revenue reports and perform reconciliation functions; manage a variety of projects and sub-projects on behalf of the Manager; participate in the planning and development of policies and procedures including technological enhancements to the financial information systems; provide troubleshooting, resource and support of daily operational functions.

**Requirements:** completion of a three-year post-secondary program with emphasis on information and financial management with several years of experience working in an accounting/financial environment (or an equivalent combination of education and experience); proven supervisory skills; familiarity with tax laws (charitable, income and investment divisions); knowledge of the University's organization, operation and general ledger; sound and current knowledge of computer database structures (PC and mainframe), client server and microcomputer software (Microsoft preferred); proven project management skills; strong analytical, organizational and planning skills.

**Minimum Hiring Salary:** \$37,710 Salary Grade 7 - ADMG7

### Systems/Technical Specialist 2000-16 Office of Advancement (Advancement Technical Services)

**Major Responsibilities:** report to the Manager of Technical Services; provide technical support and leadership to project teams for Advancement systems; coordinate and implement the planning, development and support of Advancement information systems; develop program specifications and provide direction for program coding, testing, debugging and documentation to ensure user needs are met; interact with user department personnel at all levels; provide technical support of Advancement systems on a 24-hour basis; assist with decisions regarding solutions to user problems, setting priorities and scheduling work.

**Requirements:** three-year post-secondary program in Information Technology and several years of relevant experience (or an equivalent combination of education and

experience); demonstrated technical proficiency in the development, implementation and maintenance of information systems; strong analytical and problem-solving skills; effective communication skills to deal with both technical and non-technical staff at all levels of Advancement and other university departments; proven supervisory skills; proficiency with SQL, SQL Plus and/or SQL Worksheet; experience with structure, navigation and operation of a sophisticated, normalized client/server transaction database.

**Minimum Hiring Salary:** \$45,462 Salary Grade 9 - ITST9

## Other Positions

**Associate Dean of Student Affairs**  
This is a renewable five-year appointment and is available immediately.

Reporting to the Dean, the Associate Dean is the university officer with overall responsibility for overseeing the quality of student residential life at Queen's and providing operational and strategic direction to the university for the planning and management of university residential communities. Apartment and Housing Service, Conference Services, Food Services and Student Residents-Community Liaison will report to this position. The incumbent will act as the Director of Residences and will assume overall responsibility for the university residences including procedures, facilities, operations, residence life and programming.

The ideal candidate will have a graduate degree, an in-depth understanding of the dynamics and mission of a university environment, senior administrative experience with an academic institution, demonstrated leadership skills and proven, creative planning ability. Substantial experience with initiating and managing institutional change, working with internal and external committees and external jurisdictions is required.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University is committed to employment equity and welcomes applications from all qualified women and men including visible minorities, people of aboriginal ancestry, people with disabilities and gay men and lesbians.

Salary for the position is competitive and commensurate with experience. Candidates should submit a letter of application, resume and the names, addresses and telephone numbers of three references to: Assistant to the Dean of Student Affairs, Dean of Student Affairs, Queen's University, Kingston, Ontario, K7L 3N6. Fax: 613-533-6447, email: [beersk@post.queensu.ca](mailto:beersk@post.queensu.ca).

Deadline: **Friday, March 3, 2000.**

### Several positions – ATEC

The Advanced Technology Education Consortium (ATEC) is launching a new program in microelectronics design to be housed at Queen's University. The program is a 12-month academic course of study followed by an eight-month paid internship at a microelectronics company.

ATEC is hiring course instructors, a VLSI/CAD Specialist, a System Administrator, a Laboratory Technician and Teaching Assistants on a part- and full-time basis.

For details on the microelectronics program, the courses to be taught and complete job descriptions of the positions available, see the ATEC website: [www.atec-canada.com](http://www.atec-canada.com).

Email resumes to [atec@post.queensu.ca](mailto:atec@post.queensu.ca) or send to 301 Carruthers Hall, Queen's University, Kingston, Ontario, K7L 3N6.

### Student Supervisors, Enrichment Mini-Course Program 2000

The Enrichment Mini-Course Program is hiring undergraduate or graduate students who have experience working with adolescents and/or excellent leadership skills to serve as Student Supervisors for its 2000

version of the program. Successful applicants may work Week I (May 7-12), Week II (May 14-19), or both.

#### Selected applicants will:

- supervise extracurricular activities
- be responsible for a group of 15 high school students
- be required to stay overnight in one of the residences

Applications: Continuing & Distance Studies, Mac-Corry, F-100. Deadline: **Friday, March 3, 2000.** Details: Steve Hedderson, 533-6000 ext. 74804, or [emc@post.queensu.ca](mailto:emc@post.queensu.ca).

### Office of Advancement (two positions)

The Office of Advancement is accepting applications for two contract positions to support campaign activities. The successful candidates will work 100% time until March 31, 2002.

### Faculty Projects Assistant (Grade 5)

The incumbent will work with the Faculty Development Officers (FDOs) to provide administrative support in executing their annual and long-term fund-raising objectives in the faculties. The incumbent reports to the Director of Faculty Development.

**Major Responsibilities:** scheduling meetings, distributing documentation, recording minutes, liaising with volunteers, donors, faculty and staff, assisting FDOs in the planning of special events associated with campaigns and annual fundraising objectives, working with special event staff in alumni affairs, donor relations and stewardship and communications when planning events, performing data compilation from Advance, liaising with suppliers, faculty and staff, volunteers, prospects and donors, and preparing mail merges for invitations.

The successful candidate will have two year post-secondary training or equivalent combination of education and experience, training in office administration, experience in a service-oriented administrative office in a coordinating role, basic book-keeping skills, superior knowledge of word-processing, spreadsheets and graphics, demonstrated experience in a demanding work environment with multiple sources of work assignment requiring attention to details/resources, quality/efficiency as well as the ability to work independently and as a member of a coordinated team, proven ability to deal with clients and suppliers, and knowledge of Queen's history, administration, governance and fund-raising techniques.

### Junior Development Officer (Grade 7)

As a part of a fund-raising team, you will be responsible for meeting the major annual capital needs of the Libraries. This will involve reporting to the Department of Development. Duties include liaising with the Director of Libraries or designate to formulate and implement strategies compatible with a diverse fund raising environment. Your key responsibility will be identifying, evaluating, cultivating and soliciting appropriate prospective donors, including individuals, corporations and foundations.

**Major Responsibilities:** serving as a liaison between the Advancement Office, donors, volunteers and administrators of the assigned faculty, school or department to maximize private funding for the top priorities of that faculty, school or department, in consultation with the Director of Development, Major Gifts, assists with developing an annual plan of goals and strategies, with precise deadlines, to maximize private funding for faculty, school or department priorities and coinciding with the goals of the University and the Queen's Development Office.

The successful candidate will have a bachelor's degree (Queen's degree pre-

ferred), some fund raising experience, including volunteer work, the ability to communicate in both oral and written forms in a concise yet creative manner, the ability to fulfill the needs of the libraries while working as a team with the rest of Development to ensure that the best interests of the university are served, experience in both a mainframes and PC environment, ability to provide an analysis of large amounts of data on prospects and donors.

Deadline: **Feb. 28, 2000.** Submit a letter of application and a resume to Sharon Weiler, Assistant to Director of Development, Faculty Development, Advancement, Summerhill, Queen's University, Kingston, Ontario K7L 3N6. For complete job descriptions, call ext. 77447.

## 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.

## 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 **February, 2000.**

**25 years**  
Linda Cahill, Bracken Library

**15 years**  
Barbara Atkins, Family Medicine; Karen Malcolmson, Family Medicine; Jane Warns, Pharmacology and Toxicology.

**10 years**  
Lynda Barclay, Faculty of Education; Kevin Kell, Pathology; Michael Palmer, Physical Plant Services; Barbara Russell, Career Services; Richard Weatherdon, Human Resources.

**Five years**  
Janet Cowperthwaite, Development; Pamela Marriott, Office of the University Registrar.

# Bulletin Board

## Appointments

### William Reeve's term as Head of German extended

Principal William Leggett is pleased to announce that William Reeve has accepted a one-year extension of his term as head of the Department of German Language and Literature. His term will now end on June 30, 2001.

Dr. Reeve received his MA (1967) and PhD (1970) in Germanic languages and literature at Cornell University. He taught at Cornell before joining Queen's faculty in 1971 as an assistant professor in the Department of German. In 1982 he was promoted to associate professor and to the rank of professor in 1988. Dr. Reeve has published six books and numerous articles, papers and book reviews. His first book, *Georg Büchner*, discusses Büchner's dramas and their reception on stage. *In Pursuit of Power: Kleist's Machiavellian Protagonists* (U of T Press) is an examination of four plays by Heinrich von Kleist. McGill-Queen's Press has published two additional monographs on Kleist, Kleist's Aristocratic Heritage and *das Kästchen von Heilbronn* (1991) and *Kleist on Stage: 1804-1987* (1993). A fifth monograph, *The Federfuchser/Penpusher* from Lessing to Grillparzer and his most recent book, *Libussa: The Tragedy of Separation*, both concentrating on the Austrian dramatist Franz Grillparzer, were published by McGill-Queen's Press in 1995 and 1999 respectively.

### New Faculty appointments

#### Mohamed Ibnkahla

Electrical and Computer Engineering.

## Awards and Grants

### Basmajian Award 1999/2000

Nominations are invited for the 1999/2000 Basmajian Award. This award is made annually to a Faculty of Health Sciences full-time faculty member or two members working as a team. As of Dec. 31, 1999 the nominee must have a maximum of six years of independent research experience and has made the most meritorious contribution to health research during the previous year or several years. Nominations may be made by any department head or any member of the Faculty of Health Sciences. It is recommended that the nomination come with the knowledge and support of the department head. **Closing date for nominations is April 3, 2000.** Send nominations to Dr. T.G. Flynn, c/o Bonnie Stewart, Office of Research Services. Terms of reference and the "Adjudication Criteria for the Basmajian Award" are available in the Office of Research Services or at <http://www.queensu.ca/vpr/fund/basmajian.htm>.

### The George Taylor Richardson Memorial Fund

The George Taylor Richardson Memorial Fund provides grants for the stimulation of the arts at Queen's University. In accordance with the wishes of the benefactor, Agnes Etherington, who was instrumental in the establishment of the Department of Art, the Department (now School) of Music and the Agnes Etherington Art Centre, the grants are specifically intended to support public performances and exhibitions for the benefit of the Queen's and broader Kingston communities. Applications are welcome from all members of the Queen's community.

Course-related activities and projects that focus on research or on the creation of a work of art do *not* qualify for support.

Guidelines and application forms: John O'Shea, Information and Visitor Centre, John Deutsch University Centre, room 144, ext. 32794. For an electronic copy of these documents in Word 97 format or for details, contact Jack Sinnott, secretary of the George Taylor Richardson Memorial Fund Subcommittee, in the JDUC, ext. 74848, e-mail [sinnottj@post.queensu.ca](mailto:sinnottj@post.queensu.ca). Deadline: **Friday, March 31, 2000, 4:30 pm.** Successful applicants will be notified in writing by May 1.

### J.C.W. Saxton Playwriting Prize

Value: \$600. Open to any student enrolled at Queen's. Play should be at least 30 minutes long, and may have been previously submitted for class work. It must not have received prior public performance (Studio 102 productions are exempt) and not previously published. Submit plays with name, address and phone number to: J.C.W. Saxton Playwriting Contest, Queen's University, Department of Drama, Theological Hall, Kingston, ON K7L 3N6. Deadline: **March 31, 2000.**

### Pearl E. Williams and Llewellyn Hillis Fund

This fund, established in 1991 by Llewellyn Hillis in honour of her parents, is "to promote the careers and scholarship of women scientists, especially biologists, at all stages of their professional development; and secondly, to promote performances by artists who are women (music, drama, painting). The funds could contribute towards: 1) augmenting the local pool of role models and professional contacts by helping sponsor the visit of established women scientists or artists to campus, including the field station; 2) purchase of a special piece of equipment or attendance at a conference for which other funds are not available; 3) providing release time from "mothering" or "parenting". A maximum of \$2,500 will be dispersed from this fund

in 2000. Apply to: Raleigh J. Robertson, Chair, Williams/Hillis Fund, Department of Biology, Queen's University. Deadline: **March 15, 2000.**

## Governance

### Staff openings on Senate

The University Secretariat reminds staff that elections to the Senate take place over the next six weeks. The Senate requires the election of one staff member to fill a three-year term (until 2003). Nominations close **Feb. 23, 4 pm.** Balloting takes place March 2-15. Polls close March 15, 4 pm; results will be announced on the University Secretariat website by March 22. Nomination forms are available from deans, department heads, directors and managers, from the University Secretariat at B 400 Mackintosh-Corry Hall or via the Secretariat website: <http://www.queensu.ca/secretariat/index.html>.

## Graduate Studies

### PHD examinations

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

### Monday, March 6

**Azza Nefzaoui**, Mining Engineering. Application of Wavelet Transforms for Data Compression, Noise Reduction and Interpretation of Digital Seismic Signals. Supervisor: P. Katsabanis. 350 Goodwin Hall, 1:30 pm.

## Notices

### Félicitations

The Department of French Studies would



like to congratulate Gérard Bessette, a Quebec writer and critic perhaps best known for his novels *Le Libraire*, *L'Incubation* and *Les Anthropoïdes*, on the occasion of his 80th birthday on Feb. 25, 2000. Professor Bessette still lives in Kingston and was for many years a member of the Department of French Studies.

## Volunteers Needed

### Male volunteers with brothers

Do you have two or more older or younger brothers? If you are male and over 18 and would like to participate in a psychology study, call Sara at 533-6552. Pays \$10.

### Nonsmoking, physically active women

Wanted: Nonsmoking, physically active women, planning to become pregnant in the next six months for a research study on the effects of exercise on the regulation of breathing during pregnancy. Contact Rob Preston at 539-1386, email at [Dodgerblue@hotmail.com](mailto:Dodgerblue@hotmail.com).

### Post-menopausal women, ages 50-65

Post-menopausal women ages 50-65 are needed for a study to examine the psychological and physiological benefits of exercise. Contact: Tracey O'Sullivan or Taryn Ready. 533-6000 ext. 75102.

### Pregnant subjects

Pregnant subjects are needed for a study on the effects of different exercise intensities on the characteristics of oxygen utilization in pregnancy. Details: Aaron Heenan, Clinical Exercise Physiology Laboratory (Supervisor, L.A. Wolfe, PhD), School of Physical and Health Education, 533-6284.

### Research study, GI Division, HDH

Patients with Irritable Bowel Syndrome for a research study to examine the use of acupuncture as a treatment. Details: Jackie McKay, 544-3400 ext. 2440.

# Calendar

## Art

**The Agnes Etherington Art Centre**, Gretchen Sankey. Some of the parts. Atrium Gallery. **To Feb. 27.** Upcoming exhibit: David Rokeby. The Giver of Names. **March 8 - April 9.** **March 15:** Lunch hour presentation by artist. Reception, 7-9 pm.

**Union Gallery**, First floor, Stauffer Library. Mortal Coils. Robin Halton, Andrea Poole, Dana Tosic. **Feb. 22 - March 14.**

## Music

### Friday, March 3

Kingston Symphony Orchestra. Glen Fast, conductor, featuring pianists Allison Gagnon, Cynthia Szabo and Michel Szczesniak. Grand Theatre, 8 pm. Tickets: 530-2050.

### Friday, March 3, Saturday, March 4

**Queen's Student Opera**  
*Dialogues des Carmélites* by 20th century composer, Francis Poulenc. Grant Hall, 7:30 pm. Tickets: PAO box office, \$12 adults (advance), \$15 (at the door); \$10 students (advance), \$12(at the door).

## Public Lectures

### Tuesday, Feb. 29

**Queen's University Faculty Association, History**  
Michiel Horn, York University. Academic Freedom: Past and Present. 517 Watson Hall, noon.

### Queens University Lecture Series on Aging

Susan Taylor, Health Services Department, Region of York. Planning Communities for Seniors in Retirement. 202 Policy Studies, 7 pm. Details: 548-7222 ext. 2239.

## Meetings & Colloquia

### Wednesday, Feb 23

**Neuroscience**  
Richard Robitaille, Université de Montréal. Modulation of synaptic functions by glial cells. B139 Botterell Hall, 4:30 pm.

### Monday, Feb 28

**Physiology**  
Dr. Dean Van Vugt, Queen's. Stress and the menstrual cycle: current understanding from endocrine and molecular studies in the non-human primate. 449 Botterell Hall, 11:30 am.

### Tuesday, Feb. 29

**Pathology joint seminar**  
Eva Lin, Queen's. A study of the role of HGF in Src activation using phospho-specific Src antibodies. Brandy Hyndman, Queen's. Screening in yeast for E2a interactive proteins using the Ras recruitment system. Richardson Amphitheatre, 4 pm.

### Wednesday, Mar 1

**Biochemistry**  
Bhagu R. Bhavnani, St. Michael's Hospital. Neuroprotective and cardioprotective effects of estrogens. B139 Botterell Hall, 2:30 pm.

### Friends of the History of Medicine, Science, and Technology

Johanne Collin, Université de Montréal. Therapeutics in the late 19th century: the case of a Montreal pharmacist (sources and records). B147 Botterell Hall, 12.30 pm. All welcome.

### Neuroscience

Tomas Paus, Montreal Neurological Institute, McGill University. In vivo studies of neural connectivity in the human brain. B139 Botterell Hall, 4:30 pm.

### Physics

**Condensed Matter Seminar Series**  
P. Odier, A. Sin, Laboratoire de Cristallographie, CNRS-Grenoble, France. Processing ceramics and films of high Tc mercury cuprates. 501 Stirling Hall, 10:30 am.

### Queen's Renaissance Society

Robert Melancon, Université de Montréal. Joachim Du Bellay in 1559, for the Queen's Renaissance Society. 202 Kingston Hall, 4 pm.

### Thursday, March 2

**Anatomy and Cell Biology**  
Michelle Bendeck, St. Michael's Hospital, Toronto. The matrix as a control element in atherosclerosis. 920 Botterell Hall, 11:30 am.

### Philosophy

David Bakhurst, Queen's. Ilyenkov on Aesthetics: Realism, Imagination, and the Purpose of Art. 517 Watson Hall, 7:30 pm.

### Friday, March 3

**English**  
Derek Attridge, Old York University. The singularity of literature: Invention, event, performance. 517 Watson Hall, 3:30 pm.

### Monday, March 6

**Physiology**  
**Principal's Development Fund Speaker**  
Dr. Colin Nurse, McMaster University. Po2 and Pco2 signalling at peripheral chemoreceptors: A tale of multiple transmitters. 449 Botterell Hall, 11:30 am.

## Other

### Friday, March 10

**Friday Book Group**  
Gabriel Garcia Marquez. *One Hundred Years of Solitude*. Ban Righ Centre, 32 Queen's Cres., 7 pm. Details: Ela, ext. 77357, email: [rusak@geol.queensu.ca](mailto:rusak@geol.queensu.ca).

### International Centre

**Winter Term Speaker Series**  
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. **Feb. 29:** Australia and the Pacific **March 8:** China, Japan and Southeast Asia **March 14:** Indian Subcontinent and the Middle East

## Special Events

### Thursday, March 23

**"Canada Blooms" Flower Show**  
Need a little taste of springtime? Bus trip to benefit the Ban Righ Centre. \$55 (\$75 value). To reserve and for details, contact Karen Knight 533-2976, email [kk9@post.queensu.ca](mailto:kk9@post.queensu.ca), or fax 533-6904. Make cheques out to Ban Righ Flower Show Trip.

## Courses & Workshops

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

**March 1, noon - 1:30**  
Geography department visiting scholar Jennifer Hyndman, Arizona State University/University of British Columbia. Human Rights, Human Wrongs, and the Space for Difference.

### March 2, noon - 1:30

The Barriefield Associates, Jill Harris, Margaret Hooey, and Joanne Page. Re-thinking Student Residential Communities At Queens.

### March 6, noon - 1:30

Sherry Purcell, Kingston-Belleville Haemophilia Clinic and Donna Perrin, Canadian Blood Services, Kingston Clinic. The Blood System, Then & Now: The Importance of Systems & Safeguards.

### Art in the Lounge: To March 3

Marta Scythes, art teacher and Queen's mature student. Medical Illustrations, Pastels and Watercolours.

### Art in the Lounge: March 6 - 31

Julia Kalotay, Photographs. Black and white images of natural objects. Artist's talk: March 8, noon - 1:30.

### Continuing Medical Education

**Feb. 24, 25:** TIPS (Teaching Improvement Project System) for residents only **March 13, 14, 15, 16:** 12th Annual Winter Symposium, Whistler Village, BC.

### 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 LASSI, which costs \$4.

### Get Motivated

**March 2: 1:30 - 3 pm**

### LASSI Workshop

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

**March 8: 1:30 - 4:30 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:

Exporting PowerPoint Presentations to the Web. **Feb. 23, 9:30 - 11 am**

Working as a Designate in Corporate Time. **Feb. 28, 1 - 1:50 pm**

MS Excel 97/2000: Charts

**Feb. 29, 1:30 - 4 pm**

MS PowerPoint 97/2000: Tables & Charts, **March 1, 9:30 - 11 am**

Web Publishing Forms

**March 1, 2 - 3:30 pm**

MS Word 97/2000: Level 1

**March 2, 9:30 am - noon**

MS Word 97/2000: Level 2

**March 3, 9:30 am - noon**

MS Word 97/2000: Mail Merge

**March 6, 2 - 3:30 pm**

MS Word 97/2000: Document Layout

**March 7, 9 - 10:30 am**

**Registration required. Register online at: <http://noteswww.queensu.ca/ITS/cscourse3.nsf>**

### LTU Teaching Workshops

These hands-on workshops are open to all university faculty:

MS PowerPoint 97: Beyond the Basics

**Feb. 25, 9:30 - noon**

MS PowerPoint Presentation Assistance

**Feb. 29, 9:30 - noon**

MS Excel 97: Intermediate

**March 2, 1:30 - 4 pm**

Exporting MS PowerPoint Presentations to the Web, **March 6, 1:30 - 3pm**

**Registration required. Register online at: <http://noteswww.queensu.ca/ITS/faculty99.nsf>**