

Queen's Gazette

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Piecing together a mega-puzzle

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Queen's awarded \$50.8 million under SuperBuild

Grant a major boost towards new and expanded facilities in chemistry, business and engineering

BY MARY ANNE BEAUDETTE

Queen's University has been awarded \$50.8 million under the Ontario government's SuperBuild initiative for the construction and renovation of facilities devoted to leading-edge research and teaching in chemistry, business and engineering.

About \$27 million of the total amount will go towards the construction of the university's new chemistry facility. A further \$6 million is earmarked for the renovation and expansion of Victoria School for Queen's School of Business, with \$11.4 million allocated for the costs incurred by associated relocation and renovation effects in Dunning, Mac-

Corry, Gordon and Richardson halls. The remaining \$10.8 million is targeted at the construction of the Faculty of Applied Science's Integrated Learning Centre.

The Honourable Diane Cunningham, Minister of Training, Colleges and Universities, made the announcement at Queen's on Feb. 23.

"We are extremely pleased that the province has recognized the need for this kind of reinvestment in higher education," says Principal Bill Leggett. "These new facilities anticipate and accommodate 21st-century needs for teaching, basic research, commercialization activities and innova-

tive industrial partnerships. This also helps meet the needs of an increased inflow of Ontario students, expected over the next few years as a result of the elimination of Grade 13. It is deeply gratifying to receive this clear vote of confidence in the future of education at Queen's."

Stan Brown, head of chemistry at Queen's, says the announcement heralds a once-in-a-lifetime opportunity for many people. "A lot of people have exerted a great deal of time and effort in designing a wonderful new state-of-the-art building for Queen's chemistry department, but of course with-

SuperBuild, page 2



Dianne Cunningham, Minister of Training, Colleges and Universities, reacts to 'Someone at Queen's University loves me' slogan on T-shirt presented to her by Principal Bill Leggett during SuperBuild announcement at Queen's recently.

Celia Andersen

Philosopher, historian, chemist honoured with Killam awards

Faculty of Arts and Science celebrates Queen's third Killam trio

BY MARY ANNE BEAUDETTE

Outstanding research in disability studies, African slavery and organic chemistry has resulted in Killam Research Fellowships for three Queen's faculty members.

Jerome Bickenbach (Philosophy, Law and Rehabilitation Therapy), David Eltis (History) and Victor Snieckus (Chemistry) are among 16 Canadian scholars honoured with the prestigious awards this year.

This is Queen's third "Killam trio" since 1994, and it brings to 32 the total number of Killams won by Queen's faculty over the award's 32-year history.

At Queen's, this year's award winners are all from the Faculty of Arts and Science.

"We are very pleased that these excellent scholars have been successful in this year's Killam competition," says Bruce Hutchinson, Acting Vice-Principal (Research). "These fellowships will help our researchers advance their research, and having three winners this year provides continuing recognition of the high quality of scholarship of our faculty at Queen's."

"The fact that Arts and Science got all three fellowships at Queen's for the third time in six years and was equalled only in



Jerome Bickenbach



David Eltis



Victor Snieckus

number of fellowships by McGill this year speaks volumes about the quality of professors in this faculty," says Bob Silverman, Dean of Arts and Science. "To have two of this year's fellows from the Humanities is a fine reflection on the role Arts and Science plays in helping our students, and Canadians in general, to understand what makes us human by validating our commonalities and celebrating our differences."

Killam Fellowships are awarded to scholars engaged in research projects of outstanding merit in the humanities, social sciences, natural sciences, health sciences, engineering and interdisciplinary studies within these fields. The award monies enable recipients to devote two years to full-time research and writing.

Dr. Bickenbach's work is in the developing field of interdisciplinary Disability Studies, specifically looking at the philosophical, legal and policy treatments of disability around the world. In recent years he has worked primarily with the World Health Organization in revising international instruments for classifying and assessing disability as well as their policy implications. He will use the Killam Fellowship to look into the ethical and legal consequences for people with disabilities of summary health measures. He is the author of *Physical Disability and Social Policy*, (U of T Press, 1993) and co-editor, with Mary Ann McColl of *Introduction to Disability* (W.B. Saunders, London, 1998). Dr. Bickenbach also teaches the philosophy of law, legal ethics and

bioethics.

David Eltis is author most recently of *The Rise of African Slavery in the Americas* (New York, 1999), co-editor of *Routes into Slavery* (London, 1997) and is co-author of the W.E.B. Du Bois Institute's *Transatlantic: Slave*

Trade Database, 1588-1867 (New York, 1999). He has published [numerous articles] on the transatlantic slave trade, slavery, the abolitionist movement, the origins of the English slave system and transatlantic trade in the pre-colonial era. He teaches a joint graduate/undergraduate honours seminar, *Coerced Labour in the Atlantic World*. Currently he is on sabbatical leave at Yale University.

Victor Snieckus, inaugural appointee to the Alfred Bader Chair in Organic Chemistry, is an internationally renowned chemist specializing in developing methods to prepare organic molecules, especially as they apply to

Killam trio, page 2

Queen's welcomes March Break students, parents

Queen's University will be busier than usual next week, as more than 3,000 prospective students and their parents visit the campus during Queen's March Break Open House.

The annual event, sponsored by the Student Recruitment division of the Registrar's Office, features a traditional Queen's

welcome at Grant Hall, followed by campus and residence tours, charity lunch, academic and information fair, guest speakers and more. The university community is invited to extend a warm welcome to the prospective Class of 2004. Information: 533-2217. □



Rick Boswell, department manager and Stan Brown, head, Department of Chemistry, show model of new Queen's chemistry building

out government support and other funding, our goal could never be realized," he says. "I also must acknowledge the unflinching support of the senior administration and the Office of Advancement in helping us. It is extremely satisfying for me that the new facilities can now be built.

The funding commitment is a major boost towards the \$54-million cost of the university's state-of-the-art chemistry complex, which will replace three separate facilities built over the past 90 years.

Combining advanced technologies for increased enrolments in chemistry as well as leading-edge, environmentally friendly research laboratories, the 140,000-square-foot project is expected to place the university at the forefront of chemistry and teaching facilities in North America. Currently at least 20 per cent of all undergraduates at Queen's take at least one course in chemistry.

"The new facilities are necessary for the achievement of research at international levels," says Victor Snieckus, inaugural appointee to the Bader Chair in Organic Chemistry at Queen's. "This will greatly benefit the university's research capabilities as well as bring the best students to Queen's."

A special feature of the new facility is its incorporation of greater capacity for technology-

transfer and commercialization of research, fostering links between Queen's and many of the 50 chemical-based companies based in Eastern Kingston.

The five-storey facility, to be located on Queen's Crescent beside Stirling Hall, includes two wings and a 250-seat lecture theatre equipped with advanced communications links for use by the entire Queen's community.

'The new facilities are necessary for the achievement of research at international levels'

Architectural design is by Brisban, Brook, Beynon. Ground-breaking for the new structure is scheduled for fall, 2000, with opening to take place in fall, 2002.

For Queen's School of Business, SuperBuild funding will support the consolidation of staff, faculty and students from five separate locations into one modern facility, allowing the school to exploit new technologies, enhance teaching and research, and plan for an anticipated 25-per-cent increase in enrolment capacity.

"This grant is a tremendous boost for Queen's University," said Margot Northey, Dean of the School of Business. "And the portion directed toward the school puts us one step closer to achieving our goal of raising \$25 million

for the construction of a new home."

The SuperBuild announcement was also a major step towards the establishment of the Faculty of Applied Science's new Integrated Learning Centre. Supporting the first major curriculum re-design in engineering education in this century, the centre's team-based, hands-on learning approach will equip students with the skills and knowledge identified by industry and the engineering profession as critical to success in the 21st century.

"Engineering education at Queen's is changing to reflect a more integrated approach to teaching and learning," says Tom Harris, dean of Applied Science. "This approach builds on the traditional strengths of a Queen's engineering education. We will see more teamwork, and the development of integrated laboratories that cross traditional subject and departmental boundaries. Courses and options will be introduced to reflect a more diverse view of subject material and teaching and learning styles. We are convinced that our graduates will have a deeper understanding of fundamental concepts, and the skills required to elevate theory to practice." □

make beneficial pharmaceuticals. Dr. Snieckus is the author of more than 190 papers, 45 reviews, and two books. He is a Fellow of the Royal Society of Canada and the Lithuanian Academy of Sciences (the country of his birth). He has received numerous awards and accolades, including the Glaxo Wellcome Professorship at Duke University (1996), the Humboldt Research Award (1996), the R.U. Lemieux Award for Organic Chemistry (1997), and the Bader Award in Organic Chemistry (1993). More than 40 graduate students (both MSc and PhD) and 44 postdoctoral fellows have been trained in his laboratories.

The Killam reflects the work of many people, Dr. Snieckus says. "I cannot deny that receiving the Killam Award is personally a good feeling. However, it is essential to emphasize that, particularly in research pursuits, it is also recognition of the efforts and influence of many. It has been my good fortune to have many students who work very hard and in many ways – they alone are my reward, especially when I see their accomplishments once they are out in the professional world in Canada and internationally.

"Also, as all of us in the department, under the leadership of Stan Brown, celebrate the development of a fabulous new building, I feel that this award also goes to the department and to Queen's, as it reinforces the standards aspired to by this university."

Killam Research Fellowships enable Canada's best scientists and scholars to devote up to two years to full-time research and writing. The recipients are chosen by the Killam Selection Committee, which comprises 15 eminent scientists and scholars representing a broad range of disciplines. □
<http://www.canadacouncil.ca/prizes/killam/>

Help Lines

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533-6111

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533-6886
Irène Bujara, Director
Sexual Harassment Advisory
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Sexual Harassment Complainant Advisors:

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

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533-6218 *77673

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533-6495
PA1@post.queensu.ca

University Advisors – Students:

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Bill Gekoski – Psychology
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Mechanical Engineering
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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.

Noted and Quoted

Highlights of Queen's experts in the news

Brian Cumming and Kathleen Laird (Biology) were featured in the *New York Times* (Feb. 8) and in the *National Post* (Feb. 16) in articles about climate changes and drought in East Africa. Dr. Cumming was also interviewed on the Weather Network. Their research also appeared in a recent issue of the journal *Nature*.

Peter Hodson (Environmental Studies) was interviewed on the Discovery Channel about the cyanide spill that has affected major rivers in Europe since early January.

Catherine Conaghan (Centre for the Study of Democracy) was featured in the March issue of *University Affairs* in

an article about Peru Election 2000, an internationally monitored website that she created to provide detailed coverage of that country's current presidential election campaign.

Jean Coté (Physical Health and Education) was interviewed by CJOH TV news on Feb. 29 regarding violence in sports.

Nick Bala (Faculty of Law), was quoted in the *London Free Press* (March 1) on the federal budget and children's needs.

Wendy Craig (Psychology) was interviewed on City-TV's CP24 (Toronto) on March 1 regarding violence in schools. □

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Beyond Borders



Piecing together a mega-puzzle of ancient Greek civilization

Queen's archeologist unearths mystery of ancient of Megalopolis

BY CELIA R. ANDERSEN

Every August, Dietmar Hagel travels thousands of kilometers to work on a mega-puzzle – unearthing the ancient Greek city of Megalopolis.

By far the most intriguing piece of the puzzle is a set of columns that display not one, but two orders of design, discovered on a recent expedition. These columns follow both the Doric and Ionic order. As far as he knows, there is nothing else like it in Greece.

"I had walked by a column fragment partially sticking out of the ground for about two or three years," says Dr. Hagel, head of the Queen's Classics department. "I thought it was odd, but we were working elsewhere and I had something else in mind. One day, the penny dropped."

Reconstructed, the columns show Ionic ridges on the interior side of the columns and Doric on the exterior side. "It's a gradual transition between the ridges. We still don't know why they built them this way. This is totally new to us."

For the past seven years, Dr. Hagel has worked with archaeologist Hans Lauter of the University of Marburg, Germany uncovering Megalopolis, in the Peloponnese region. "We are there five weeks every summer, always in August. It's beyond 40 degrees Celsius then and working is uncomfortable. But Dr. Lauter can't take a break until late July and I have to be back by early September."

Megalopolis, meaning big city, was founded in 371 BC as a deterrent to invading forces. In the second century AD, Pausanias described it as having the largest ancient theatre in Greece, and it still is, Dr. Hagel says.

The first excavations took place in 1890 by the British Archaeological School at



Photo courtesy of Dietmar Hagel

Athens, Dr. Hagel says. "They published very promptly, in 1891, describing a Temple of Zeus, a very large theatre and a market place 'with splendid buildings.'"

Their methods of mapping the site

were somewhat inaccurate, Dr. Hagel says. He and Professor Lauter aim to document the buildings and their original locations as accurately as possible. Frequently stones from original buildings, however, have been moved to complete more recent buildings, making the puzzle solving all the more complicated, he says.

The creation of Megalopolis was far from conventional. "It was really an act of political will," he says. "After a certain battle, the people of Thebes established Megalopolis as a barrier against Spartan forces advancing to the north. Overnight, 80 to 90,000 people from 40 other cities and towns were forced to leave their homes to come to this big city. They created an instant standing army of 10,000 that the Spartans would have to face. It was a successful deterrent."

The big city never got a name of its own because the new residents wanted to name it after their old home town and they could never decide, he says. The town declined in the Late Roman period, and by the Middle Ages its inhabitants had dispersed to nearby settlements.

This year, Drs. Hagel and Lauter have their work cut out for them, with their discovery last year that the Greek rule of symmetry in building does not necessarily apply to this site. "In August 1999 we opened up the south side of the executive building. We made a drawing of the half, assuming symmetry, but found it was not at all. What we discovered, was not symmetrical. There was obviously a destruction phase – it could have been a fire. So now we have to find out the extent of this rebuilding phase. As a result, we have a lot more questions than answers."

The column drums from elsewhere on the site were used as a foundation in the

executive building, he says. "So the puzzle to solve this year is to find out where the columns came from and what happened." □

<http://qsilver.queensu.ca/classics/>
<http://www.culture.gr/>

Visiting scholar to speak on Greek excavations

A prominent archaeologist is Visiting Scholar in the Department of Classics. Mary Voyatzis will also be Scholar-in-Residence in Chown Hall March 20-24.

Dr. Voyatzis is Associate Professor of Classics at the University of Arizona in Tucson. She has excavated for several years at the site of Tegea, Arcadia in Greece, as one of the co-directors of the excavation. She has also excavated at sites on the Greek islands of Paros and Crete. Her work in Greece has led to a number of publications, including a book on the Sanctuary of Athena Alea at Tegea, as well as various articles and book chapters in particular on different aspects of early Iron Age Arcadia. She is also heavily involved in the Archaeological Institute of America as President of the local Tucson branch and has lectured widely in the U.S. as well as Norway and Sweden.

Dr. Voyatzis will deliver a public lecture on Monday, March 20 in room 201, Kingston Hall at 1:30 pm on Recent Excavations at the Sanctuary of Athena Alea at Tegea. She will give an informal talk at the Ban Righ Centre Thursday, March 23 at noon. For a complete listing, see the *Gazette* Calendar Section. Information: Debra Christie, Office of the Dean of Student Affairs, 533-6944, christid@post.queensu.ca or the Department of Classics, 533-2745, classics@post.queensu.ca. □

Plugged In

A monthly column of issues and pointers on technology



'User friendly' guides the restructuring of Queen's new home pages

Web board needs your input on user-friendliness of top- and second-level pages

BY DAVID SKILLICORN, CHAIR

The Queen's website is going to change dramatically this spring – and the university's Web Editorial Board would like your input on the proposed new structure.

Why the need for change? The present Queen's website roughly models the university's organizational chart. Although staff can usually find what they're looking for, students have a harder time because they're less aware of how the university's pieces fit together, and visitors from the outside world may find it quite difficult to track down the information they need.

We are proposing to redesign the site based on a user-centred structure. Each second-level page is targeted to a specific category of user who visits our site; and the content of these second-level pages reflects the information such a user might most want to see. The first-level page becomes a masthead and a directory which would typically only be viewed

fleetingly. We have included a "chimney" on each second-level page to give quick access to the most widely used resources.

We see two main advantages for the new information structure: it is easier and faster for all users to find the information they want; and it becomes possible to tailor the second- and lower-level pages for particular audiences, which in turn should make them more useful and increase their impact.

Over the past six months, the board has conducted focus sessions with volunteers from our main user groups: graduating high school students headed to university, current students, faculty, and staff. We have incorporated their many suggestions into the new design, and we thank them for helping us to clarify wording and arrangements that weren't clear.

We also gathered information from our focus groups about the present web site. Their feedback made it clear that there are weaknesses in the present arrangement:

many people have difficulty finding the information they need, and some find the site slow and confusing because they are using "low tech" computers in schools or libraries. (According to provincial admission statistics, 70 per cent of students applying to universities visit websites before they apply.)

There is a direct link from the current Queen's homepage to the new design, with an on-line survey form available for your comments. This Wednesday, March 8, there will be an open meeting of the Web Editorial Board, which you are invited to attend and give feedback in person. The meeting takes place in Stauffer Library, Room 121, from 2 to 3 pm.

Please bear in mind that we have redesigned the content of the website, but have not done any work on the style, the look and feel of the pages: we will get to this when the content has stabilized. Also remember that this new information struc-

ture is still at an early stage. The board wants to take into account the needs of all sections of the Queen's community before recommending a change. □

David Skillicorn is chair of Queen's University's World Wide Web Editorial Board

HTML help is at hand

Do you edit a web page? Can't remember what the HTML codes mean? Forgotten how to transfer your web page to the server? For the answers to these and other questions, why not stop by the HTML Help Drop-in? LTU support staff will provide tips in maintaining your website. (This does not include assistance with writing or designing one, however.) So drop in to the Learning Technology Unit, 008A, Stauffer Library, on Thursday afternoons between 1:30-4:30 pm. □

Drug advances launch Parteq into profit mode

Royalties to Queen's technology transfer centre top \$8 million so far this year

BY MARY ANNE BEAUDETTE

Parteq Innovations, Queen's University's technology-transfer agent, is poised to generate a significant surplus this year, thanks to advances in drug treatments based on work done at Queen's.

Parteq has earned approximately \$8 million so far this year in royalties and other payments stemming from the marketing of several Queen's-led drug developments, including Levulan Photodynamic Therapy, used in the treatment of a common pre-cancerous skin condition; Apomorphine, used to treat male erectile dysfunction; and Taxol, the world's leading anti-cancer drug.

The influx of funds puts Parteq in a healthy financial position, wiping out its debts and contributing almost \$4 million to the university's central fund. It also makes Parteq the most profitable centre of its kind in Canada. "I feel we are finally at the point where our surplus position is sustainable over the long term," says John Molloy, president & CEO of Parteq.

As the new drugs take hold in the marketplace, Queen's stands to receive annual payments based on the sale of those drugs. With potential annual revenue for these products in the multiple hundreds of millions, the revenue flow to Parteq and the university could be sizable. "There is the potential for royalty flow in the tens of millions per year," Mr. Molloy says.

Parteq's healthy balance sheet reflects the university's research strength in the areas of life sciences, biosciences and pharmaceuticals, which account for approximately 75 per cent of Parteq's business, Mr. Molloy says. "There has been an explosion of discoveries in molecular biology. It's very active, there's lots of innovation, and lots of ground to be broken. And

many of the big discoveries are still coming out of universities, because they have the basic research infrastructure."

Established in 1987 as a corporation for the development and marketing of intellectual property at Queen's, Parteq was one of the first centres of its kind in Canada to offer intellectual property management expertise to its university's researchers. Its entrepreneurial approach – creating spinoff companies and helping those companies develop their discoveries and their business – has resulted in the successful establishment of nearly a dozen new companies developing everything from new drug therapies for Alzheimer's disease to new materials for catalytic converters. "Our spinoffs have done very well," says Mr. Molloy. "They continue to raise money and make progress. I anticipate

our spin-offs will raise over \$100 million in financing this year alone."

More recently, Parteq's success in intellectual property management was recognized with \$7 million in venture capital funding to invest in research discoveries at Queen's, as well as a \$460,000 Intellectual Property Management grant from the Natural Sciences and Engineering Research Council.

Parteq's mission is about more than making money for the university, however. "It's a public good issue," says Mr. Molloy. "Research conducted at universities is done primarily with public dollars. We have to be accountable; we have to transfer the fruits of that research for the benefit of the public, and hopefully in a way which has economic impact." □



John Molloy, CEO, Parteq: 'Lots of innovation'



Students conduct lab work using apparatus developed by Qubit, a Parteq spinoff company

Venture capital available for research discoveries

The numbers speak for themselves: Over the past half-decade Parteq has issued more than 50 patents, with another 215 pending; negotiated more than 40 licenses; and fostered the infusion of more than \$100 million in development funding for licensees. It has also managed the creation of nearly 20 spinoff companies.

More recently it has received \$7 million in venture-capital funding to assist researchers in developing, commercializing and marketing research discoveries. The CMDF Queen's Scientific Breakthrough Fund offers initial investments of \$250,000, and follow-up investments of up to \$1.4 million to companies with less than \$1 million in assets. The fund is available to Kingston community researchers with a Queen's connection as well as to Queen's-based scientists, and can be applied to technology-oriented, Ontario-based companies, in both medical and non-medical fields.

"The fund is now active and is looking for other investments," says Parteq president John Molloy.

For information on the fund and whether your research might be eligible, contact John Molloy, at 533-2342. □

HR – QUSA initiative produces 'one big happy generic (job) family'

BY CELIA R. ANDERSEN

If you've browsed the job postings on the *Gazette* Human Resources page recently, you've probably noticed new codes beside the salary grades. ADMG5? CCR6? What do they mean?

The codes refer to different job families. Both the coding and the sorting by family are the culmination of an intensive and successful joint project with Queen's University Staff Association to streamline the job evaluation process, explains Heather Douglas, compensation manager at Queen's.

The enhancements to the Queen's Job Evaluation system, instituted Jan. 1, affect non-unionized positions in salary grades 2 through 9, where the majority of positions lie. "Not only has it streamlined the administrative process, it also benefits employees with career planning. In the past, we had about 3,600 unique job overviews," says Ms. Douglas.

"When someone would call for more information on a position they would aspire to, it would take a lot of paper-pulling to get them the details they wanted," explains Susann Gauthier, Compensation Officer (Job Evaluation). Now that the 3,600 unique overviews have been "slotted into" fewer than 100 generic job overviews, Ms. Gauthier points people to the Human Resources web site, where they usually find all the



Heather Douglas and Susann Gauthier of Human Resources: Streamlining an administrative process

information they need.

The unique overviews remain on file, for reference purposes. "All we did was to choose the appropriate family or branch and map the existing overviews into the system," says Ms. Douglas. "You might not see your job description per se. But you will see the overall qualifications, experience and the required background needed to do your job."

The new system does not affect pay grades, how an employee applies for a position, or limits an employee's career mobility. In fact, it enhances it, Ms. Douglas says. "Employees can look at the different skill sets required in other posi-

tions, and it clarifies whether they need to get extra training to apply for other positions they are interested in."

The new classifications also benefit researchers who want to hire new research or administrative support people for their projects, she says. "Instead of having to complete 112 questions on the old job information questionnaire, researchers fill out a two-page position summary form, including questions about key responsibilities, general requirements and decision-making power. It makes it easier for them to compare positions and determine the appropriate pay grade and job family for the new position they're hiring."

Jobs are now grouped into six families, with corresponding branches and clusters. Administration, (ADM) the largest family, comprises three branches: general, special function and campus services. The clusters underneath these branches refer to the family and the pay grade range. For example, ADMCS8 refers to an administrative position in campus services at salary grade 8. The other families are Culture, Communications and Recreation (CCR), Human Studies and Services (HSS), Information Technology (IT), Institutional Development (ID) and Natural and Applied Sciences (NAS). For example, a CCR6 could refer to a job in the Marketing and Communications

department at a salary grade six.

The new system has been well received, Ms. Gauthier and Ms. Douglas say. "I've received a dozen calls or so, requesting information or clarification," says Ms. Gauthier.

The web site is a great timesaver, Ms. Gauthier says. Now when she gets requests for sample job overviews, she refers people to the web. It also assists researchers in preparing grant proposals, adds Ms. Douglas.

The system is not new in the human resources field, explains Ms. Douglas. "There are other companies who use generics for their job evaluation systems."

To test and obtain feedback on the generics, Human Resources and QUSA consulted focus groups, including directors and managers.

When the Queen's Job Evaluation system was first implemented in 1993, there was a commitment to review the system, including administrative procedures, Ms. Douglas says. The first part of that review process included the identification of unique job descriptions as well as meeting pay equity and internal equity considerations.

The next step was streamlining administrative procedures, she says.

<http://www.hr.queensu.ca/>

News Notes

Free E-zine highlights science

Queen's University researchers now have access to Science's Next Wave, an on-line magazine devoted to scientific training, career development, the scientific job market, faculty and postdoc issues, and science policy.



The free educational tool is brought to Canadian researchers by the Medical Research Council, which purchased the Canadian site license in 1997. The Canadian Institutes of Health Research are now working to ensure a greater concentration of Canadian content on the site.

Science's Next Wave is available to researchers at Canadian universities, research centres and government agencies. It can be accessed at: <http://nextwave-ca.sciencemag.org/>

Race, labour expert is visiting scholar

A distinguished researcher in the areas of race, gender, labour and social movements is Visiting Scholar in the Institute of Women's Studies and the Department of Geography. Ruth Wilson Gilmore is also Scholar-In-Residence in Chown Hall, March 8 - 12.

Dr. Gilmore is assistant professor of geography and women's studies at Rutgers

University. From 1997-99, she held the Chancellor's Postdoctoral Fellowship at the University of California, Berkeley. Dr. Gilmore has particular research interests in the issues surrounding social control and imprisonment. While at Berkeley, she taught courses on political geography and carceral geography.

Dr. Gilmore will be available for informal discussions Friday, March 10, 5 to 6 pm in D515 Mackintosh-Corry Hall. She will also deliver a public lecture, *The Politics of Recognition: Globalization, Women's Work and the Challenge of the Triple Day*, Thursday, March 9 at 2:30 pm in D214 Mac-Corry Hall. (A full listing of her talks appears on page 8.) Details: Debra Christie, Office of the Dean of Student Affairs, 533-6944, e-mail christid@post.queensu.ca.

Scholar highlights gender and exercise

A young leader in health promotion in Canada is Visiting Scholar in the School of Physical and Health Education. Joan Wharf-Higgins will also be Scholar-In-Residence in Chown Hall, March 12 - 17. Assistant professor and coordinator of the Leisure Service Administration program, University of Victoria, BC, Dr. Wharf-Higgins received her doctorate in health promotion from the University of British Columbia and has a masters degree in Adult Health and Fitness and a bachelor's degree in Leisure Studies from the University of Victoria. She teaches program planning and evaluation, social marketing, community and population health in the undergraduate programs, and community development and naturalistic inquiry in the graduate programs at UVIC.

Her research centres on establishing public recreation programs and services as healthy public policy; gender equity in physical activity; social marketing; and community-based, participatory approaches to fostering population health. Dr. Wharf-Higgins has research funding from the National Health Research Development Program to study the relationship between physical activity and related health behaviours among Canadian youth, and to study BC regional health authorities' adoption of a provincial heart health model.

On Friday, March 17, Dr. Wharf-Higgins will speak on *Gender-Moderated Influences on Physical Activity and Other Health Behaviours - An Analysis of the 1996/96 Population Health Survey Data*, in room 205 of the Physical Education Centre at 11:30 am. (A full listing of her lectures appears on page 8.) Details: Debra Christie, Office of the Dean of Student Affairs, 533-6944, e-mail christid@post.queensu.ca.

Graduate society elects new executive

The Society of Graduate and Professional Students' (SGPS) recently elected its executive for the 2000-2001 year. The term of office starts April 1, 2000. Members are: Kathleen Cowick (Law), President; Fulchand Shende (Mining Engineering), VP Communications. Shane D. Coblin (Law), VP Services; Raffaello Petracchi (Law), VP Internal Professional; Michael Fakhri (Law), VP External; and Catherine Connelly (Management), VP Internal Graduate. The new Graduate Senator is Roxanne Harde (English).

The VP Finance position is currently vacant for the 2000-01 term. The Board of Trustees rep election will be held concurrently with the March 7 and 8 referendum ballot.

Library books overdue? This is the week to bring them back, and help a good cause. "You bring the food - we'll waive the fines," says Paul Wiens, University Librarian. Queen's Libraries will help local food banks March 6 - 10 by collecting non-perishable food in lieu of library fines. "The library makes this donation gladly once each year. I hope we have a record number of students and faculty participating in this year's efforts," says Mr. Wiens. For each item of food, fines will be reduced by \$1 up to a maximum of \$10. Donations can be made between 9 am and 5 pm at circulation desks in Stauffer, Engineering/ Science (Douglas), Health Sciences (Bracken), Law and Education libraries. The food will be divided between the Queen's AMS Food Bank and the Partners in Mission Food Bank. Donations from those not owing fines will also be gladly accepted. Details: Melody Burton at 533-2516.

Library hosts Food for Fines

Library books overdue? This is the week to bring them back, and help a good cause. "You bring the food - we'll waive the fines," says Paul Wiens, University Librarian. Queen's Libraries will help local food banks March 6 - 10 by collecting non-perishable food in lieu of library fines. "The library makes this donation gladly once each year. I hope we have a record number of students and faculty participating in this year's efforts," says Mr. Wiens. For each item of food, fines will be reduced by \$1 up to a maximum of \$10. Donations can be made between 9 am and 5 pm at circulation desks in Stauffer, Engineering/ Science (Douglas), Health Sciences (Bracken), Law and Education libraries. The food will be divided between the Queen's AMS Food Bank and the Partners in Mission Food Bank. Donations from those not owing fines will also be gladly accepted. Details: Melody Burton at 533-2516.



Spring into spring with a bouquet of tulips

The Queen's Kingston Alumni Branch presents a Spring Excuse Tulip Sale. Proceeds will go to Queen's student assistance. \$15 a bunch for 10 blooms. Price includes delivery to address in the Kingston area on Saturday, March 25, 2000. To order, leave a message at 533-2203 or contact Fred Siemensen, 548-3256 or fredsiem@kingston.net.



Senate

Notes from the February session of Queen's University Senate

Cautious, thoughtful growth, staged over the next decade in selected programs, from just over 14,000 students to about 17,000 full-time graduate and undergraduate students, was endorsed by Senate last Thursday when it voted unanimously to accept the report and recommendations of the Report on Enrolment Planning Task Force. The task force recommended the slow, steady growth - at a rate of about 50 per cent of the projected system average - on the condition that the province provide sufficient funding to improve the university's broader learning environment, saying that the university must grow in order to meet its aspirations and to successfully differentiate itself. A complete copy of the report and a more detailed news story will appear in the March 20 *Gazette*.

Senate received for information the university's proposed Statement on Tuition, which was voted on at Board of Trustees Friday evening. (The results appear on Queen's Today, and in the March 20 issue of the *Gazette*.)

Senators debated the statement at length, raising issues of accessibility, overwhelming debt loads, and the effects of higher tuition on graduates' choices to serve the public good.

The statement proposed the following:

- Increases for undergraduate programs consistent with the provincial government's yet-to-be-announced allowable increases for regulated programs. (Last year's allowable increase for regulated programs was 9.1 per cent, resulting in tuition of \$3,874 for Arts and Science, Physical Education, Music, Fine Art, Commerce Year 1, Nursing, Rehabilitation Therapy and Education.)
- Increases for the unregulated programs of Commerce and Applied Science consistent with increases in regulated programs, but not less than eight per cent, to be applied across all years of programs. In addition, the School of Business proposes fee increases for upper years of Commerce program of 20 per cent, beginning in 2001-2002. Current fees for Applied Science are \$5,000 (Year 1) and \$4,627 (Years 2-4). Current fees for Commerce are \$3,874 (Year 1), \$5,000 (Year 2) and \$4,261 (Years 3-4).
- 'Substantial' tuition increases over three years in the Faculty of Law. Specifically, the report proposes increases of 27 per cent this year (to \$5,903) and 20 per cent and 10 per cent,

respectively, over 2001-'02 and 2002-'03.

- Increases in tuition fees this year for Medicine Years 1-3, consistent with increases in regulated programs, resulting in tuition of \$9,200 for Years 1-2 and \$5,913 in Years 3-4. Increases of 20 per cent for Year 4. Increases of 14 per cent for all years in 2001-'02, and eight per cent in 2002-'03 and 2003-'04.
 - Increases in tuition for the Nurse Practitioner program consistent with regulated programs. Current fees are \$4,974.
 - No increases in postgraduate tuition for the coming year.
 - Seven per cent increases in International tuition for next year, to \$11,000.
- The report also recommended that the university issue a multi-year statement each year, to assist students and the university to plan; that the university and the Board of Trustees make every effort to announce tuition levels at the earliest possible date; and that the university consult with students about tuition fee proposals before the Vice-Principal (Academic) makes recommendations to deans and the principal.

<http://advancement.queensu.ca/html/queens-today.html>

In other Senate business:

Senate approved the establishment of the Douglas Purvis Professorship in Economic Policy. The professorship, which commemorates the renowned Canadian economist who died in 1993, is funded through approximately \$500,000 in memorial donations and is intended to help the Department of Economics attract top quality faculty. The professorship is to be ratified by the Board of Trustees.

Senate approved the introduction of a three-year Bachelor of Fine Arts and the revision of the current four-year BFA to an honours program. The Senate Committee on Academic Development recommended the changes, which give academic credit to students who leave the program after three years, and which align the program with more typical Arts and Sciences programs.

Senate approved the nomination of Senator Anne Barwise (Education) to the Senate Committee on Academic Development for the period March 1-Nov. 26, 2000.



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, March 14, 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 Queens 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

Marketing and Communications
Coordinator 99-107

Marketing and Communications
Helena Debnam (Office of the
Vice-principal (Advancement))

Marketing and Communications
Coordinator 99-108

Marketing and Communications
Withdrawn

Program Assistant 2000-01
Continuing Medical Education
Odessa Fraser

Senior Secretary 2000-4
Sociology

Wendy Schuler (Office of the University
Registrar)

Executive Assistant 2000-9
Office of the Vice-Principal (Academic)

Donna Janiec (Faculty of Arts and
Science)

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

Elaine McDougall (Office of the
Vice-Principal (Academic))

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.

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.

Senior Secretary 2000-17 Department of Pharmacology and Toxicology

This is a three-year term appointment working 80% time.

Major Responsibilities: graduate assistant to the coordinator of graduate studies; provide secretarial support for several faculty members including course work, grant applications, correspondence and telephone inquiries; coordinate undergraduate pre-registration; prepare updates for the Arts & Science calendar; maintain files and stationery supplies.

Requirements: successful completion of one year post-secondary secretarial education; one to two years of secretarial experience (or the equivalent combination of education and experience); fast and accurate typing; good computer skills including word processing (WordPerfect preferred); knowledge of university procedures relating to undergraduate and graduate courses; ability to work effectively with faculty, staff and students; ability to work independently and under pressure without supervision; ability to exercise tact, discretion, diplomacy and confidentiality; knowledge of medical/scientific vocabulary considered an asset.

Minimum Hiring Salary: \$27, 975 Salary Grade 4 – ADMG4 (Salary will be adjusted to reflect actual time worked)

Account Manager 2000-18 Financial Services

Major Responsibilities: report to the Assistant Director, Accounting; responsible for the administration, planning and coordination of the Financial Services section which provides accounting and related services to university departments; assist the Assistant Director in reviewing and recommending changes to university financial policies, internal controls and systems; participate in planning and adapting the university financial system to meet users demands and also anticipate new demands; responsible for the supervision of staff and related human resources functions for a section of Financial Services.

Requirements: post-secondary degree/diploma and enrolment in the final year of a professional accounting program; several years related accounting experience (consideration will be given to an equivalent combination of education and experience); experience in a supervisory capacity; previous work experience in a university or related environment; knowledge of university structure, policy and administrative systems; excellent managerial skills; ability to motivate and create a positive work environment; sound organizational skills to manage workflow and deal with priority conflicts; excellent communication and interpersonal skills; ability to perform complex accounting procedures; advanced auditing and analysis skills; excellent computer skills including proficiency in word processing (MS Word), spreadsheet (MS Excel) and database (Hummingbird Bi-Query) applications; ability to adapt and implement new technologies and planning skills to propose new initiatives and improve efficiency.

Minimum Hiring Salary: \$45, 462 Salary Grade 9 – ADMG9

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

Secretary/Receptionist 2000-19 International Centre

Major Responsibilities: provide secretarial/receptionist support for office and staff; answer phones, file, type correspondence, complete invoices/requisitions for orders/casual salaries, photocopy, fax, and assist with mailings, book rooms; assist with University Health Insurance Plan (UHIP) by responding to enquiries, completing application forms and inputting data.

Requirements: secondary school graduation diploma and some job-related experience (or equivalent combination of training and experience); ability to focus on simultaneous enquiries and tasks; excellent telephone skills; ability to deal effectively and with respect with people from diverse social, religious and/or political backgrounds; knowledge of computing systems (Word for Windows 98 required); willingness to acquire knowledge of additional computing programs; bookkeeping skills; ability to proofread and work with accuracy; excellent time management skills.

Minimum Hiring Salary: \$26,588 Salary Grade 3 – ADMG3

Computing Assistant 2000-20 Department of Economics

This is a term appointment working 17.5 hours per week (50% time) until February 28, 2001.

Major Responsibilities: provide data from GQL Student System Database to staff supporting graduate and undergraduate programs; assist with troubleshooting in computer labs; provide assistance to users in computing operations and various software packages; provide assistance in the daily functioning of the network; ensure audio-visual equipment is maintained and assist users in computer and A-V setup; maintain and update web pages for the department as required.

Requirements: two-year post-secondary program as a Computing Technician with relevant experience; some experience in business administration/systems and online/printed publications an asset; general knowledge of Linux, Windows and AIX computer systems; word processing software and basic hardware operation, networking and internet use; excellent interpersonal skills to work with people at various levels of technological sophistication.

Minimum Hiring Salary: \$29,324 Salary Grade 5 – ITUS5 (Salary will be adjusted to reflect actual time worked.)

Manager, Faculty Administration 2000-21 Faculty of Arts and Science

Major Responsibilities: report to the Dean of the Faculty of Arts and Science; work closely with the Associate Deans and provide advice on policy and procedural matters; direct and coordinate the administrative and financial functions of the Faculty; plan and advise on the annual budget strategy (annual operating budget of approximately \$55 million); develop requisite planning models, budget analysis and recommendations; preparation and operation of the annual operating budget; coordination and development of plans and procedures for the provision of student and faculty services by the Faculty Office; coordinate the organization and staffing required to pro-

vide services and support to the Faculty; provide information and advice to department heads and administrative staff on financial and other administrative policies and procedures; develop administrative policies and procedures for the Faculty Office and represent the Dean on selected University committees.

Requirements: professional accounting designation or graduate degree in public or business administration with several years of experience in business and financial management; demonstrated experience leading, organizing and motivating individuals and teams; strong analytical and problem-solving skills and the ability to transfer that knowledge to others; ability to apply computer technology to record, analyze, present and/or transfer information; ability to recognize and take advantage of opportunities to apply technology to increase efficiency and effectiveness; excellent verbal and written communication skills; familiarity with Queen's administrative policies and procedures would be an important asset.

Minimum Hiring Salary: \$60,142 Salary Grade 11

Employee Development

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

Surviving the Interview

Wednesday, March 15, 9 - 11 am.

This workshop will help interviewees gain some insights into how to successfully handle job interviews. Some of the questions to be addressed:

- How does the selection process work at Queen's?
- What typical questions should I be prepared to answer?
- How do I create a good first impression?
- How can I handle nervousness?

Facilitator: Pat Eaton, Human Resources

Lunch and Learn Series: The Hottest Women in Town

Led by health educators from the KFLA Health Unit, this four-session series will provide information about menopause, lifestyle risks, and nutritional and herbal remedies. Sessions run Thursdays 12:05 -12:55 pm.

March 9
Definition and stages of menopause. Signs and symptoms. What to do.

March 16
Life Style Risks

March 23
Cancer and Screening

March 30
Nutritional and Herbal Remedies

Career Management

Friday, March 17, 9 am - noon

During this workshop, participants will have the opportunity to:

- explore the career planning process, the options for career development, and the skill requirements for today's workplace
- identify personal strengths, preferences and values as they relate to career management
- set goals and create a short-term action plan

Facilitator: Wendy Rayner, Human Resources

The Effective Manager Series: Managing Employee Performance using Situational Leadership

Friday, March 24, 9 am - noon

This workshop for supervisors and managers includes:

- an introduction to the Situational leadership model
- a self assessment and scoring key
- practice scenarios related to managing employee performance

Facilitator: Rita Jackson, Jempic Enterprises

Other Positions

SAS/Oracle Programmer NCIC Clinical Trials Group

The National Cancer Institute of Canada Clinical Trials Group at Queen's University is seeking a SAS/Oracle Programmer for a full-time position. The candidate should possess significant experience working with object-oriented development, relational database technology and development frameworks and client/server and Internet environments. SQL, SAS and/or Oracle Developer/2000 programming skills are necessary. The successful candidate will either carry out statistical programming and analysis of data sets, manipulate SAS output to resultant tables and graphs, write general SAS application code OR design Oracle screens and database applications. A basic understanding of cancer clinical trials within a multi-disciplinary research group is an asset. A post-secondary degree in computing or MSc in statistics or at least three years of relevant experience is required.

Deadline: Monday, March 13, 2000, 4 pm. Submit résumé and covering letter of application to: Competition #80, NCIC Clinical Trials Group, Operations Manager, Queen's University, 82-84 Barrie St. Kingston, Ontario, K7L 3N6.

Please note that only applicants selected for an interview will be contacted.

Obituaries

The following employees have recently passed away:

Virginia Dillon (Jan. 7, 2000)
Member of Queen's community since Feb. 1, 1967

Arthur Froese (Jan. 20, 2000)
Member of Queen's community since Sept. 1, 1981

Jean Perrin (Jan. 11, 2000)
Member of Queen's community since Oct. 4, 1965

Carmon Running (Jan. 27, 2000)
Member of Queen's community since Aug. 10, 1970

Doris McEwen (Feb. 8, 2000)
Member of Queen's community since Nov. 15, 1978

Ernest E. Hurlbut (Dec. 16, 1999)
Member of Queen's community since May 19, 1970

Eileen Wight (Feb. 18, 2000)
Member of Queen's community since Dec. 5, 1960

W. Eric C. Harrison (Jan. 27, 2000)
Member of Queen's community since Oct. 1, 1931

Nancy Watters (Feb. 16, 2000)
Member of Queen's community since Jan. 27, 1975

Once a day Every day Queen's Today

advancement.queensu.ca/
html/qtoday.htm

Dr. Arthur Froese: Teacher, clinician, scholar

BY KEVIN PARKER

The Department of Psychiatry is sad to inform the Queen's community of the recent death of Dr. Arthur Froese on Jan. 20, 2000.

Art was born and raised in Manitoba and did his medical training and some pediatric training as well as a psychiatry residency at the University of Manitoba. He was a Clinical Fellow and a Research Fellow at Harvard Medical School and the Massachusetts General Hospital for two years before returning to

Canada as a staff psychiatrist at The Hospital for Sick Children.

Queen's was lucky enough to recruit Art in 1981 and he became the medical director of the Child and Family Unit at Kingston General Hospital until it was transferred to Hotel Dieu Hospital and later closed. During his tenure at Queen's he taught extensively and was consulted widely. Although most people knew him as a teacher and clinician, he also pursued a strong scholarly career, with 29 peer-reviewed publications and more

than 50 presentations. His first publication was in the journal *Nature*; his most recent was in the *Journal of Marital and Family Therapy*, and he currently has a letter in press with the *Journal of the American Academy of Child & Adolescent Psychiatry*.

Art is survived by his wife, Dr. Alison Froese of the Department of Anaesthesiology and his daughters Shawna and Danielle. Danielle is currently studying medicine at Queen's. □

Dr. Ken Parker is adjunct associate professor of psychiatry at Queen's.



Arthur Froese

Bulletin Board

Appointments

Faculty of Arts and Science

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

Juergen Dingel

Computing and Information Science;

Kai Salomaa

Computing and Information Science;

Roeland Vertegaal

Computing and Information Science

Peter van Wyck

Geography

Forough Jahanbakhsh

Religious Studies

Eric Moore Appointed Acting Dean, School of Graduate Studies and Research

On the unanimous recommendation of the Advisory Committee on the Dean, School of Graduate Studies and Research, Principal William C. Leggett has appointed Eric Moore as Acting Dean for the period July 1, 2000 through Aug. 31, 2000, as the search for the next Dean continues.

Dr. Moore was awarded his PhD at the University of Queensland in 1967 and came to Queen's as a full professor in the Department of Geography in 1973. He has served on a wide range of university committees and has published numerous books, articles and technical papers, primarily in the area of population and public policy. He recently co-authored *Growing Old in Canada* (Nelson, 1997). Dr. Moore was Head of the Department of Geography from 1989 to 1992 and has been serving as Associate Dean of the School of Graduate Studies and Research since 1993. He is currently Secretary-Treasurer of the Canadian Association of Graduate Studies.

In making this announcement, Principal Leggett expresses his appreciation to Dr. Ronald Anderson, who has served as the Dean of the School of Graduate Studies and Research for the past five years.

Georgina Moore appointed University Secretary

Principal William C. Leggett is pleased to announce the appointment of Georgina Moore as Secretary of the University for a five-year term, beginning July 1, 2000. Ms. Moore is a graduate of Concordia University (BA Art History) and has served as the Associate Secretary of the Senate at Queen's since 1994. Prior to joining the Secretariat, Ms. Moore administered the CIDA funded Kenya Project in the Faculty of Education from 1986 to 1992, and held appointments at

the University of Windsor as Grants and Contracts Officer in the Office of Research Services and as Assistant Manager of the Industrial Relations Institute. Ms. Moore will succeed Alison Morgan, who is retiring from the university on June 30. In making this announcement, Principal Leggett expresses his appreciation to Ms. Morgan for her dedicated service to Queen's over many years, including previous appointments as Secretary of the Board of Trustees and as University Registrar.

Committees

Centre for Advanced Gas Combustion Technology

In accordance with procedures adopted by Senate and on the recommendation of the Advisory Board, Dean Tom Harris is establishing a committee to advise him on the present state and future prospects of the centre and its leadership. Faculty members, staff and students are invited to submit suggestions for membership of the committee. Recommendations for the committee should be made in writing to the Dean of Applied Science, Room 101 Ellis Hall or harrist@post.queensu.ca by **March 13**.

Headship Advisory Committee School of Urban and Regional Planning

Hok Lin Leung's term as Director of the School of Urban and Regional Planning ends Dec. 31, 2000. In accordance with the terms of the Collective Agreement between Queen's University and the Queen's University Faculty Association, an advisory committee will be formed to consider the present state and future prospects of the department and to assist the principal in the selection of the head. Members of the School of Urban and Regional Planning will elect five faculty members from the school to serve on the advisory committee.

Faculty members, staff and students are invited to nominate staff and students from the School of Urban and Regional Planning and faculty members from cognate disciplines for membership on the advisory committee. Nominations should be sent to R.J. Anderson, Dean of the School of Graduate Studies and Research (Chair), by **April 6, 2000**.

Conferences

ECSEPS 2000: Eastern Canada Sport and Exercise Psychology Symposium

March 24-26, 2000, Friday, 5 - 8:30 pm; Saturday, 8:30 am - 5:30 pm; Sunday, 9 am - 1 pm. Queen's University Physical Education Centre.

This conference offers young academics the opportunity to present completed and ongoing research in sport and exercise psychology. Issues and topics to be discussed would be of interest to psychologists, youth and elite sport coaches and other sport professionals. Major topics include youth sport participation, mental skills training, psychology of team sports, physical activity issues and sport expertise.

Details: Madelyn Beamer, ECSEPS 2000 Coordinator, 533-6000 ext. 74699, email: mpbeamer@hotmail.com.

Governance

Senate Election

The following candidates have been nominated for election to fill one staff senator vacancy - three-year term 2000-2003. Sandra Crocker (Office of Research Services), Ivanka Franjkovic (Alumni Affairs), Bob Hubbard (School of Graduate Studies & Research), Bonnie Knox (Faculty of Education) and Rick Pim (ITS). Ballots and biographical information were distributed late last week by campus mail. Completed ballots must be returned by **March 15**. Staff members who are eligible to vote but who have not received a mail ballot should contact the University Secretariat at 533-6095. Additional information on the Senate election process is available on the web at www.queensu.ca/secretariat/. Results will be posted on the web by March 22.

Graduate Studies

PhD examinations

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

Tuesday, March 7

Annie Hsu, Physics. Stress Effects on Magnetic Barkhausen Noise Measurements from Magnetized Pipeline Steel. Supervisor: D.L. Atherton. 201 Stirling Hall, 8:30 am.

Thursday, March 9

Angela Keightley, Pathology. Transcriptional Regulation of von Willebrand Factor in Endothelial Cells: A Model of Genotype-Environment Interaction. Supervisor: D.P. Lillcrap. 102 Richardson Lab, 9:30 am.

Friday, March 10

Max Luis Tejada, Biochemistry. Structure Function Studies of AKR, a Homeo-domain Repressor of apoVLDLII Gene Expression. Supervisor: R. Deeley. 660 Botterell Hall, 9 am.

Notices

Changes to ORDCF-CFI Task Force

Effective March 6, 2000, Bruce Hutchinson moves to his new position as Acting Vice-Principal (Research). His office will be in Mackintosh-Corry Hall F407, and his phone number will be 36933. Matters relating to the Office of Research Services should be directed to Sandra Crocker, Acting Director of Research Services, at 77314.

Also effective March 6, Mary Purcell, (formerly Project Coordinator for ORDCF/CFI projects in the physical sciences) will take over as Coordinator of the ORDCF/CFI Task Force. Her office will be in Fleming Hall/Jemmett Wing, Room 317 and her phone number will remain unchanged at 36878. All ORDCF/CFI projects will be coordinated through Ms. Purcell.

Dianne Groll, Life and Health Sciences project Co-ordinator with the ORDCF/CFI Task Force, is on secondment for six months, but intends to return September 2000. All Life and Health Science ORDCF/CFI projects for the next six months will be directed through Mary Purcell.

New class evaluation program

The AMS Academic Affairs Committee (AAC) in conjunction with the Instructional Development Center (IDC) has initiated a new evaluation program for professors. The aim of the evaluations is to provide meaningful feedback midway through the term so that professors can make improvements while the class is still in progress. The service is confidential and available free on a first-come, first-served basis. It will take about 20 minutes of class time. Details: Rodger Scott at 533-6000 ext. 74818, email aac-com@ams.queensu.ca.

Students for hire

HRDC is again offering its wage subsidy program - Summer Career Placements. Subsidies are: \$6.85/hr for not-for-profit organizations, \$4.25/hr for public institutions (the Queen's category) and \$3.40/hr for private sector firms. Applications: HRDC Resource Centre, 299 Concession St., Kingston. Deadline: **March 10**.

Surplus Items

Biology offers for sale:

1 1986 GMC truck
4 door
AM/FM radio with cassette
35,000 KM

Minimum bid: \$9000. The vehicle is in excellent condition. For information or to

view, please call Nuno at ext. 77162, e-mail at fragason@biology.queensu.ca. Submit sealed bids marked "BIOLOGY" to Patti George, Purchasing Services by **4 pm on Monday, March 10**. Mark bids "Confidential". All identification signs, lettering or decals must be removed from the vehicle before ownership can be transferred.

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

Attention Parents

Find out whether your child can tell the difference between a lie and the truth, resist temptation or tell a "white lie." Child development researchers at Queen's University are looking for children 3-9 years old to help in their studies. Participation paid. Call Victoria Talwar, 533-6849.

Parents and tots, volunteer at the Clinical Learning Centre

Help future doctors, nurses and rehabilitation therapists to be caring and competent practitioners. Spend an enjoyable hour while you and your child interact with a Queen's student learning communication and/or physical examination skills. Parents are encouraged to give feedback. Transportation or parking and refreshments are provided. Call 533-2380.

Roman Catholics needed for focus groups

The Archdiocese of Kingston, through St. Thomas More Parish, wants to get a clearer picture of the Roman Catholic community at Queen's. Roman Catholic students, staff and faculty are needed to participate in a series of focus groups. Participants may belong to the university parish, attend Kingston Roman Catholic parishes or who may not attend church regularly or at all. Group facilitators are Jack Sinnott, Director, John Deutsch University Centre, and Chris Hales, Assistant Chaplain. Results will serve to broaden its understanding of Catholic Campus Ministry and the Queen's Catholic community in general. Sessions take place during the last two weeks of March, location to be arranged. Refreshments provided. To register, email Mr. Hales at newmanh@post.queensu.ca with your name, Queen's status (faculty, student, staff or N/A), email address and phone number. You will be contacted with available focus group times.

Calendar

Art

The Agnes Etherington Art Centre, University Avenue.
The Giver of Names. **March 8 - April 9.** Wednesday, 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. **To March 14.**

Music

Tuesday, March 7
School of Music
Pianofest, Opus 2, featuring guest artist Minna Re Shin. Dunning Auditorium, 7:30 pm. \$6 adults, \$3 students and seniors. At the door.

Wednesday, March 8
Pianofest, Opus 2
Guest artist Minna Re Shin. Piano master class. 120 Harrison-LeCaine Hall, 1:30 pm. Free.

Thursday, March 9
Pianofest, Opus 2
John MacKay in a recital of works for piano by 20th century composers. Dunning Auditorium, 7:30 pm. \$6 adults; \$3 students and seniors. At the door.

Friday, March 10
School of Music
Queen's Jazz Ensemble, Greg Runions, director. Contemporary and standard jazz. Dunning Auditorium, 7:30 pm. \$6 adults; \$3 students and seniors. At the door.

Saturday, March 11
Pianofest, Opus 2
Pierre Jasmin, Université du Québec à Montréal. Piano master class and lecture. Dunning Auditorium, 2 pm. Free.

Sunday, March 12
Pianofest, Opus 2
Pierre Jasmin in recital. Dunning Hall, 2 pm. \$6 adults; \$3 students and seniors. At the door.

Tuesday, March 14
School of Music
Visiting Scholar Shelley Jagow, Wright State University. Saxophone master class. 120 Harrison-LeCaine Hall, 11:30 am. Visitors welcome. Free.

School of Music
Shelley Jagow. Master class with School of Music Wind Ensemble. 120 Harrison-LeCaine Hall, 2:30 pm. Visitors welcome. Free.

Wednesday, March 15
School of Music
Shelley Jagow. Master class on instrumental conducting techniques. 120 Harrison-LeCaine Hall, 1:30 pm. Visitors welcome. Free.

School of Music
Mosaic, contemporary music featuring compositions by Queen's School of Music faculty and students. Featured composer, Marjan Mozetich. 120, Harrison-LeCaine Hall, 8:30 pm. Free.

Sunday, March 19
School of Music
Collegium Musicum, Olga E. Malyskko, director. Works by Hildegard, Machaut, Dufay, Josquin, Lassus, and more. \$6 adults; \$3 students and seniors. St. James Anglican Church, Union Street, 4 pm. At the door.

Monday, March 20
School of Music
The Greg Runions Big Band, featuring the Mike Murley Quintet. Compositions by John MacLeod, Greg Runions, and Mike Murley. McArthur Auditorium, 8 pm. West Campus, Union and Sir John A. MacDonald. \$10 adults; \$8 students and seniors. At the door.

Friday, March 24, Saturday, March 25
Queen's Choral Ensemble, members of the Queen's Symphony join the Kingston Symphony, Kingston Youth Orchestra, Kingston Choral Society and the Cantabile Children's Chorus. Glen Fast and the School of Music's Gordon Craig, directors. Works by Wagner and Carl Orff. Grant Hall, 8 pm. Tickets: 530-2050. Student rush tickets available one week before concert pending availability.

Public Lectures

Thursday, March 9
Geography, Women's Studies
Ruth Wilson Gilmore, Rutgers University. The Politics of Recognition: Globalization, Women's Work, and the Challenge of the Triple Day. D214 Mackintosh-Corry Hall, 2:30 pm.

Friday, March 10
Art
Barbara Meadowcroft, Simone de Beauvoir Institute, Concordia University. Painting Friends: The Beaver Hall Women Painters. 209 Ontario Hall, 3 pm.

Monday, March 13
Art/Film
Bridget Elliott, University of Western Ontario. From New Woman to Modern Maiden: Decadence to Deco in Art and Film. Illustrated lecture. 206 Ontario Hall, 5:30 pm.

School of Music
Visiting Scholar Shelley Jagow, Wright State University. Women as Conductors of Instrumental Ensembles. B201, Mackintosh-Corry Hall, 6 pm

Tuesday, March 14
Corry Memorial Lecture
Political Studies
Hon. Ed. Broadbent, Skelton-Clark Fellow in Political and Policy Studies. Democracy and Corporations: What went Wrong? Ellis Hall Auditorium, 7:30 pm.

Wednesday, March 15
German
Dennis F. Mahoney, University of Vermont. Heines ikonoklastischer Patriotismus in Deutschland: Ein Wintermärchen. 101 Kingston Hall 2:30 pm. Lecture in German.

Physics
The CAP Lecture
Manu Paranjape, Univ. of Montreal. Solitons, Skyrmions, Nuclear Physics, And All That! Stirling Hall, Theatre A, 1:30 pm.

Monday, March 20
Classics
Visiting Scholar Mary Voyatzis, University of Arizona. Recent Excavations at the Sanctuary of Athena Alea at Tegea. 201 Kingston Hall, 1:30 pm.

Wednesday, March 22
Queen's Renaissance Society
Daniele Letocha, University of Ottawa. Virtù versus Vertue: Conrad Celtis' 1492 Attempt at Reforming a German University. 202 Kingston Hall, 4 pm.

Meetings & Colloquia

Tuesday, March 7
Pathology
Dr. Valerie Wallace, Ottawa General Hospital. Hedgehog proteins and the development of the mammalian visual system. Richardson Amphitheatre, 4 pm.

Wednesday, March 8
Biochemistry
Richard Oko, Queen's. The composition, formation and function of the sperm perinuclear theca. B139 Botterell Hall, 2:30 pm.

Neuroscience
Dr. Christian Casanova, School of Optometry, University of Montreal. Higher-order motion processing in the pulvinar. B139 Botterell Hall, 4:30 pm.

Physics
Martin Grant, McGill University. Ordering dynamics in elastic systems or how stuff breaks. Stirling Hall, Theatre A, 1:30 pm.

Religion/Theology
Sinead Atkin, Queen's. Negative images of Muslims, 3:30 pm. Katherine Sonneborn, Queen's. Religion and morality. 4:30 pm. Elias Andrews Room, Theological Hall. All welcome.

Thursday, March 9
Art
Sally Hickson, Queen's. The art of friendship and affection: Isabella d'Este and Margherita Cantelma at the Court of Mantua (1491-1533). 209 Ontario Hall, 5:30 pm.

Cultural Studies Working Group
Interdisciplinary Speakers Series
Annette Burfoot, Queen's. Spaciality: Mapping the links between popular and professional cultures of biotechnology. 517 Watson Hall, 3 pm.

Philosophy
Rob Stainton, Carleton University. The meaning of 'sentences'. 517 Watson Hall, 7:30 pm.

Friday, March 10
Physics
Engineering and Applied Physics
Seminar
James A. Gupta, Surfaces and Interfaces Group, Institute for Microstructural Sciences, National Research Council of Canada. Characterization of Gd₂O₃ High-k Dielectric Films on Si(001). Stirling Hall, Theatre A, 3:30 pm.

Monday March 13
Physiology
Jeanette Holden, Queen's. The genetics of autism spectrum disorder. A novel model. 449 Botterell Hall, 11:30 am.

Tuesday, March 14
Art
Graduate Art History Colloquium Series
Charles W. A. Prior. Popular print and religious prejudice: The battle for the Church in seventeenth-century England. 209 Ontario Hall, 5:30 pm. All welcome.

Pathology
John G. Koland, Dept. Pharmacology, University of Iowa. Signal transduction by EGF receptor/ErbB family members. Richardson Amphitheatre, 4 pm.

Wednesday, March 15
Biochemistry
Michael P. Walsh, University of Calgary. Ca²⁺ sensitization of smooth muscle contraction. B139 Botterell Hall, 2:30 pm.

1999-2000 Interdisciplinary Studies Forum: Love and War: Nineteenth-Century Designs
Sandra den Otter, Queen's. A moral conquest more striking: Law and custom in 19th century British India. 517 Watson Hall, 7:30 pm.

Neuroscience
Dr. Charles Bourque, Centre for Research in Neuroscience, McGill University. Stretch-sensitive cation channels as targets of convergence in supraoptic neurons. B139 Botterell Hall, 4:30 pm.

Physical and Health Education
Visiting Scholar Joan Wharf-Higgins, University of Victoria. Girls just wanna have fun – Female perspectives of physical activity. (in PHED165) 205 Physical Education Centre, 10:30 am.

Religion/Theology
Kristanne Grange, Queen's. Sacrifice in contemporary religion. 3:30 pm. Meredith Island, Queen's. Religion and Ontario public schools, 4:30 pm. Elias Andrews Room, Theological Hall. All welcome.

Thursday, March 16
Chemistry
Brian James, University of British Columbia. Advances in selective O₂-oxidations with emphasis on metalloporphyrins. FG15 Frost Wing, 1:30 pm.

Philosophy
Helen Fielding, University of Western Ontario. Rethinking the concept of nature: Physis, finitude, and the reversibility of perception. 517 John Watson Hall, 7:30 pm.

Physical and Health Education
Visiting Scholar Joan Wharf-Higgins, University of Victoria. To PE or not to PE? A question of fostering physical activity for adolescent females. (in PHED363). 205 Physical Education Centre, 10:30 am.

Friday, March 17
Physical and Health Education
Visiting Scholar Joan Wharf-Higgins, University of Victoria. Outrunning the risks? Gender-moderated influences on physical activity and other health behaviours – An analysis of the 1996/96 Population Health Survey data. 205 Physical Education Centre, 11:30 am.

Monday Mar 20
Physiology
Brian Foster, Queen's. Biochemical characterization of Tnl(1-193): The earliest marker of ischemia/reperfusion injury in the isolated rat heart. 449 Botterell Hall, 11:30 am.

Tuesday, March 21
Classics
Visiting Scholar Mary Voyatzis, University of Arizona. The early ceramics from Tegea: Nature and significance. 333 Ellis Hall, 1 pm.

Wednesday, March 22
Chemistry
Bruce Balcom, University of New Brunswick. Magnetic resonance imaging. FG15 Frost Wing, 11:30 am.

Classics
Visiting Scholar Mary Voyatzis, University of Arizona. Early Greek cults and their evolution over time. 201 Kingston Hall, 12:30 pm.

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.

Wednesday, March 29
Society of Graduate and Professional Students annual general meeting
27 Dunning Hall, 5:30 pm. Open to on-campus Graduate, Law, or Theology students. All SGPS students eligible to vote. Agenda items include constitution and bylaw amendments. Agendas available at the office of the Society of Graduate and Professional Students, (Room 021, JDUC) from Friday, March 24, 2000. Details: 533-2924, email: sgps@qsilver.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.

March 8: China, Japan and Southeast Asia

March 14: Indian Subcontinent and the Middle East

Sundays
The Religious Society of Friends (Quakers)
Meets 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.

Kingston Zen Group
Meets mornings in JDUC to meditate. All welcome. Details: Malcolm or Sharon at 542-4294, griffin@post.queensu.ca, or Brian at 533-7219, 3bjd3@qlink.queensu.ca.

Special Events

Wednesday, March 8
Noon to 1:30 pm
International Women's Day Tea
Queen's women are invited to bring a 'brown bag' lunch and meet people from around the world. International Centre Lounge, JDUC. The centre will provide tea, coffee and dessert. Bring your friends, sisters, housemates, children.

Wednesday, March 15
Thursday, March 16
March Break Open House
Queen's applicants and their families spend a day on campus. More than 3,000 guests are expected to attend the event, which features a traditional Queen's welcome, campus and residence tours, a charity luncheon, an academic and information fair, special speakers and many more optional activities. 9 am - 4 pm. The Queen's community is invited to extend a warm welcome to the prospective Class of 2004!

Thursday, March 23
"Canada Blooms" Flower Show
Need a little taste of Springtime? Bus trip to benefit the Ban Righ Centre. Departs from Kingston Shopping Centre. Meet 7:45 am. Bus leaves promptly at 8 am, returning about 9 pm. \$55 (\$75 value) Meals not included. To reserve, contact Karen Knight 533-2976, email 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 9, 12 noon - 1:30 pm
Visiting Scholar, (Geography and Women's Studies) Ruth Wilson Gilmore, Rutgers University. Research and Activism: Thinking Out Loud about Theory and Practice.

March 13, noon - 1:30 pm
Nancy Sears, Queen's; CEO, KFLA Community Access Centre. Community Care under Restructured Health Care: Developments and Partnerships. Talk followed by discussion.

March 20, noon - 1:30 pm
Bonita Lawrence, Queen's. Native Identity and Colonial Legacy.

March 23, noon - 1:30 pm
Visiting Scholar (Classics) MaryVoyatzis, University of Arizona. Informal talk.

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
March 13, 14, 15, 16: 12th Annual Winter Symposium, Whistler Village, BC.
March 23-24: TIPS (faculty only), Donald Gordon Centre

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.

LASSI Learning ("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:

MS Word 97/2000: Document Layout, **March 7, 9-10:30 am**
Web Publishing Colour and Images and Backgrounds, **March 8, 2-3:30 pm**

Introduction to Windows 95/98
March 9, 9:30 am - noon
Corporate Time Quick Start
March 10, 11 am - noon
MS Word 97/2000 Templates and Forms, **March 13, 12:30 - 2 pm**

MS Word 97/2000 Sharing Documents
March 14, 10:30 am - noon
Introduction to Web Publishing in Windows, **March 15, 1:30 - 4 pm**

MS Office 97/2000 Document Integration, **March 16, 1:30 - 4 pm**
Corporate Time, March 20, 1:30 - 4 pm
MS Office 2000 New Features
March 22, 12:05 - 12:55 pm
Web Publishing Layout and Design, **March 22, 2 - 3:30 pm**

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