

Queen's Gazette

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and Teaching**

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Celia Andersen

Rousing welcome

High school hopefuls for Queen's Class of '04 enjoy a high spirited welcome by Queen's Bands during the opening ceremony in Grant Hall for March Break Open House. The annual event, organized by Student Recruitment, hosted more than 3,000 secondary-school students and parents on Queen's campus last week.

KINGSTON, ONTARIO, CANADA

Report urges slow, careful growth

Adequate operating funds from province key to enrolment increase, task force says

BY MARY ANNE BEAUDETTE

Queen's University should meet the pressures of increased demands for higher education over the next decade through "cautious, thoughtful" growth, the university's task force on enrolment planning has recommended.

The Report of the Enrolment Planning Task Force, which appears as a special insert in today's *Gazette*, was unanimously endorsed by Senate on March 2. It recommends gradual growth to about 17,000 full-time undergraduate and graduate students over the next decade – but that such growth be contingent entirely upon adequate operat-

ing funding from the province.

The proposed rate of growth would be about half of that expected in the university sector, province-wide.

Growth would allow the university to take advantage of opportunities to hire more faculty and staff, renew its physical structures and resources, and improve the research and teaching environment, the task force notes.

"The recommendations of the task force will allow Queen's to retain its distinctive character while enhancing the quality of the broader learning environ-

Report, page 2

Grant, tuition rates signal shortfall

Province's two-per-cent solution may jeopardize university's ability to compete, principal says

The Ontario government's announcement last week regarding university operating grants and tuition fees may jeopardize Queen's overall plan to rebuild and reinvest over the next few years, says Principal William Leggett.

"We are looking at a serious shortfall of at least \$2 million in the next year that can't be dealt with simply by tinkering. We will do what we can to lessen the impact, but there will be some pain," he says.

Queen's has a \$200 million budget and requires an additional \$7 million simply to cover inflation. "We had hoped to start rebuilding from the serious cuts of 1995-'96 and this level of funding won't allow for that," he says.

Dianne Cunningham, Minister of Training, Colleges and Universities, announced Tuesday that university operating grants for the 2000-2001 academic year will increase by \$52 million to almost \$1.7 billion. Of this amount, \$16.5 million will be tied to performance based on graduation rates and graduation employment rates after six months and two years. Another \$16.5 million is earmarked for enrolment growth, and the final \$18.8 million represents funds already

committed through programs like ATOP. Tom Thayer, Director of Financial Services, notes that the net new money from this grant amounts to about a two-per-cent increase, which is less than the inflation rate. The minister also announced that, beginning in the 2000-'01 academic year, colleges and universities will not be allowed to raise tuition rates for regulated programs more than two per cent per year for five years.

This funding package falls far short of what universities need to meet the challenges presented by enrolment growth and increase in demand associated with the double cohort.

In the absence of a meaningful increase in government funding, there is no doubt that a two-per-cent tuition cap will result in serious erosion of the quality of the learning environment over time and inhibit the university's ability to compete internationally, says Principal Leggett.

Queen's was counting on being able to raise tuition fees to ensure quality and reinvestment, and had presented its plan at this month's Board of Trustees meeting. Trustees voted overwhelmingly to support increases for

next year of up to 10 per cent in regulated programs.

"Nobody wants these increases, but our students realize that enhancing the quality of programs depends on additional revenues. They've shown they are willing to pay more for substantial improvements to the learning environment.

"We were well on the road to a true partnership with the ministry. There has been continuous dialogue since August on funding issues and a strong sense that we were working together toward common goals. The necessary level of funding that we expected to receive didn't materialize," says Principal Leggett.

It is still difficult to determine exactly how much funding Queen's will receive as the government has yet to clarify how it will allocate grants tied to performance or enrolment growth. "Certainly, we can say that we will receive far less than anticipated, principally because of the tuition cap over five years. We have very little flexibility on the tuition front and this will be a serious problem."

Principal Leggett expressed reservations about the practice of

Shortfall, page 2

Lee Valley founder to give inaugural McArthur Lecture

Leonard Lee, inventor, writer, literacy advocate, humanitarian and founder of Lee Valley Tools, gives the Faculty of Education's inaugural McArthur Lecture Monday, April 3. Mr. Lee's talk is titled *Informing Minds, Not Cloning Them*. The talk takes place at 4:30 in Duncan McArthur Hall Auditorium, West Campus (corner of Sir John A. Macdonald Blvd. and Union Street).

A Queen's graduate and former vice-consul in the Canadian Foreign Service, Mr. Lee is the president of Lee Valley Tools, Inc., an award-winning family business that sells high quality woodworking and gardening tools by mail order worldwide. He is also president of Veritas Tools, Lee Valley's manufacturing arm, which holds nearly 40 patents for tool design. More recently he founded Canica Design, which designs and makes medical tools.

Mr. Lee's combination of inventive genius, devotion to literacy causes, and concern for humanity make him a true educator, says Rena Uptis, dean of education at Queen's. "He takes education really seriously. For example, he offers work placements to high school students that are much more than that: they're lessons in life."

Mr. Lee is revered by wood-



Leonard Lee: Inventor, literacy advocate

workers and gardeners across North America for finding ingenious solutions to common problems. His inventiveness extends to developing countries as well. Recently he developed a kit for building and sizing crutches out of found materials such as tree branches, after observing the compensatory injuries that people had developed from using poorly sized crutches.

Mr. Lee's interest in literacy issues is reflected both in his mail order business, which donates proceeds from the sale of many of its books to literacy causes, and in his membership on a number of boards and committees, including the Collegium of Work

Lecture, page 2

University mourns loss of Jim Bennett

The Queen's community was saddened to learn of the passing of Jim Bennett on Monday, March 13.

Dr. Bennett joined the Department of Electrical and Computer Engineering in 1960. He received his BSc and MSc from Queen's and Ph.D from the University of Michigan.

Professor Bennett served two terms as Executive Assistant to the Vice-Principal (Services), a term as Vice-Principal (Services), Director of Alumni Affairs and Acting Dean (Student Affairs). He was an active participant in municipal politics serving as a Kingston Township councillor and most recently as Director of

the Ice Storm Relief project.

"We are deeply saddened to learn of the passing of Jim Bennett. His roots at Queen's were deep and his contributions to the university and to the general community have been many. He represents the qualities we cherish most at Queen's and has left an enduring and inspirational legacy," says Principal William Leggett.

"His commitment to the university was evident through the many and varied roles he played. As a student, professor, and senior administrator, his passion and commitment for learning were evident. Knowing him as a man of great energy and social conscience, it was not surprising

to see him become an active participant in municipal politics as a way to give back to the community he loved. I know I speak for very many people at Queen's when I say the loss is great and he will be missed."

Professor Bennett's research interests were in the area of electric power. He taught courses in Power Systems and Introductory Electric Circuits and Machines. In recognition of his teaching excellence, he was awarded the Engineering Society's Golden Apple Award.

He was a member of the Professional Engineers of Ontario and the Institute for Electrical Electronics Engineers, and recipient of a Distinguished Service Award, the Padre Laverty Award and the Herbert J. Hamilton Award.



Jim Bennett: 'Many and varied roles'

ent of a Distinguished Service Award, the Padre Laverty Award and the Herbert J. Hamilton Award. □

Shortfall

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tying grants to performance, saying the performance measures selected are "somewhat arbitrary and don't reflect the fundamental mission of our universities." While Queen's has done exceptionally well on these measures, they are expected to have an unhealthy and potentially divisive effect on the system. "Universities are about education and scholarship, not about short-term job training."

The Council of Ontario Universities (COU) says the funding fails to respond to enrolment growth in the province's universities in recent years or the need to prepare for the significant increases in demand for

access that will accompany the double cohort and the echo of the baby boom.

"The five-year announcement on tuition reduces the flexibility that our institutions have to react to changing demands and ensure students receive the quality education they deserve. Taken together, the grant and tuition announcements will reinforce the problems of large class size and high student-teacher ratios in Ontario, and will make us less competitive by such measures in comparison to universities in other Canadian provinces and the U.S.," the council states in its news release. □

Report

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ment for research and teaching," says David Turpin, Vice-Principal (Academic) and chair of the task force.

Today's report is the result of a year-long consultative process by the task force, which comprised faculty, staff, students and

university administrators. The group issued a discussion paper in September, on which they received comments from faculty, staff, students, deans, the Senate Committee on Academic Development and the Board of Trustees. □

Report reflects concerns, groups say

The university's report on enrolment is an opportunity for growth and development in many parts of the university, say several members of the university community.

Dietlind Fletcher, president of the Queen's University Staff Association, sees it as a recognition of the integral role of staff at Queen's.

"I can only express our pleasure that not only staffing, but adequate staffing, is recognized as a necessary part of this growing process," says Ms. Fletcher. "While we are committed to support the decisions the university makes regarding growth, we also had concerns about the extra burden that greater enrolment would place on staff, who are already working to the point of overload. QUSA discussed the issues raised in the discussion paper at length, and of particular concern was the concern that funding resources would be targeted primarily toward technology and buildings rather than staff to support the new initiatives.

"We at QUSA believe it's important for the staff to be an integral part of the planning process at Queen's, and particularly so with this issue. We need to give serious thought to how the university will absorb that many more students into an already strained staffing situation. It is encouraging to see recognition of this fact."

As a participant in the task force, the Alma Mater Society is happy to see students' concerns adopted as priorities in the report, says Sarah Corman, president of the AMS. Issues such as class size, the quality of faculty and students, desirable residence and housing spaces and the effects of higher numbers on the educational experience at Queen's were all addressed, she says. "That's very positive from our point of view." □

As well, the report's long-term approach means a smooth transition during the double cohort enrolment surge, expected over the next few years, as well as in the long term, she adds. "One of our concerns was that the double cohort would result in makeshift accommodation for students," she says. "This document will help facilitate a smooth transition into higher levels of enrolment."

Increased enrolment offers the potential for greater diversity in both student and faculty numbers, says Mary Margaret Dauphinee, University Advisor on Equity. "I see the increase in students as a real opportunity to increase the diversity of our student population," she says. "The next step is the implementation, and I didn't see a plan of action on how to do that. I would like to see us really take a look at the kind of outreach we are going to do and ensure that we have that diversity.

"We also have to look at the faculty. With this opportunity of hiring new faculty, we must make sure we have the role models and that we hire the faculty members to meet the needs of the students."

However, Marvin Baer, president of the Queen's Faculty Association, is not optimistic that enrolment increases will be adequately funded. "There has been no indication that the Ontario government is prepared to fund the increase in enrolment, especially for all programs," he says. "Public announcements have indicated a narrow focus on science and technology. The province seems to have a fixed but mistaken view of the role of universities, labour market trends, and student demand.

"I think the university is hoping for the best, but there's no indication that the funding is coming." □

Letter

Water, not Coke

Given Robert Malcolmson's sensible suggestion for a point-counterpoint column in this august rag (letter, Feb. 22), might I enquire why Coca-Cola seems able to put an infernal machine wherever it wants, while we denizens of decrepit John Watson Hall cannot even get *eau potable*? Are we this far in thrall to Coke? Or, put differently, might some of the Coca-Cola money be plowed (oh God, block that metaphor!) back into cool, clear water?

Geoff Smith
History

Lecture

continued from page 1

and Learning, of which he was founding chair; the External Resource Group for the Ministry of Education and Training; and the *Ottawa Citizen* Literacy Foundation.

The Duncan McArthur Lecture was funded through a bequest by Mr. McArthur's daughter, Helen Hardy. The lecture commemorates the former Queen's history professor and provincial minister of education, for whom the Queen's Faculty of Education building is named. □

Queen's Gazette

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Teaching Issues

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

Making judgments about educational technology

BY CHRISTOPHER KNAPPER

For the average faculty member it's hard to know how to respond to the bewildering new developments in educational technology. Of course there are lots of teachers at Queen's who do perfectly well with an overhead projector or a blackboard and chalk. But most of us are aware that more recent technological developments are changing the way that teaching and learning takes place. For example, many courses at Queen's boast a web site and lots of faculty use PowerPoint to enhance their lectures. More and more courses have sophisticated WebCT sites that help with course management (keeping track of class lists and grades), offer a place to post lecture notes and other ancillary materials, set (and mark) quizzes, and provide opportunities for student chats and discussion forums. To what extent will these developments change the way that teaching and learning takes place? In particular, does the ability to distribute material and communicate electronically with large numbers of students undermine the attractions of a traditional residential university like Queen's?

Promises, Promises

Of course educational institutions have always used technology, from slates to computers. At the same time, it has proven very hard to predict just which developments will have a major impact on university teaching and learning, and

which will prove dead ends. For example, the dry copier (Xerox machine) had a major impact on the way students use information, but the promise of educational TV proved largely false. Nearly all students use word processors and library databases, but what ever happened to Telidon and videodiscs? In the face of such constant change, with implied opportunities and disappointments, how are we to make sensible choices about using technology in our teaching?

My position is that any technology should be judged in terms of worthwhile educational goals. If a technology helps achieve such goals, then well and good – we should look further. If not, we should be skeptical – unless we can be convinced that the technology allows us to set worthwhile *new* goals that had not been possible before. Starting with goals allows us to make informed decisions about which new applications are promising, how best to use them, and how to evaluate their effectiveness.

Agreeing on Goals

One problem with this approach is to arrive at consensus about just what appropriate educational goals should be, since the underlying rationale for curriculum and teaching methods is often implicit

rather than the subject of open debate. Let me suggest at least three approaches to goal-setting we might take.

- *Goals that reflect the status quo* and enable us to do what universities have traditionally done (for example to transmit knowledge and facilitate conceptual understanding based upon faculty expertise).
- *Idealized goals* that specify what higher education ought to strive for, such as the famous “seven principles for undergraduate education” that stress such factors as active learning, faculty-student interaction, prompt feedback, and recognition of diversity.
- *Broader societal goals for education* that transcend traditional institutions and structures, such as promotion of life-long and life-wide learning.

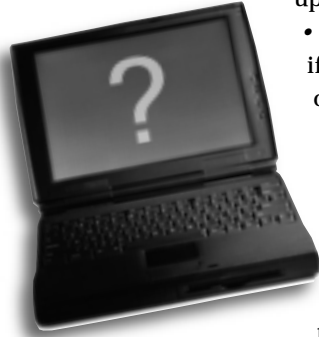
Goals and their Consequences

Depending on the type of goals we espouse, the consequences for educational technology will be very different. For example, adopting status quo goals will lead us to seek technologies that largely mirror traditional teaching approaches – for example, PowerPoint lectures, databases to store and search for largely “linear” information, software that sets multiple-choice tests, and so on. On the

other hand, using technologies to try and fulfil larger societal objectives for education could conceivably lead to by-passing traditional educational institutions entirely. For example, students might learn largely from each other, define their own learning needs, and discover appropriate sources of expertise without recourse to faculty or even universities.

Here I am not advocating any particular set of goals for higher education (though I do have my preferences). Rather, the point is to say that educational technology cannot be judged entirely on its own terms, but is effective only to the extent it serves broader needs. The arguments of many boosters of technology (in business, government, and the academy) suggest that they have not necessarily thought much about such issues or indeed articulated their goals for higher education in any of the ways described here. More often they start with technology and try to find an application for it. That is perfectly legitimate if your business is technology – or selling it. But for those of us who are educators, this is starting at the wrong place. □

Christopher Knapper is the Director of the Instructional Development Centre. The next Cross-Faculty Teaching Forum will focus on Strategic Planning for Educational technology at Queen's. Watch this space for further details.



Campaign Update

the
Campaign
for
Queen's

Providing solutions to the financial challenge of education costs

“Since my career goals involve a lot of schooling, and university tuition keeps increasing, I was afraid I'd end up carrying a large debt load. But thanks to the Chernoff Family Award, I've been able to come to Queen's on a renewable scholarship (based on maintaining an 80% average).” — Philippa Mennell, second-year Film Studies

BY NANCY DORRANCE

Queen's and quality – of education, research and most of all, students – have long been synonymous. With spiralling tuition costs and intense competition from other institutions, however, the university's ability to maintain this distinction is going to be severely tested in the years ahead.

Teresa Alm, Associate University Registrar (Student Awards), believes that a key factor in this challenge will be the extent to which financial support is available through scholarships, bursaries, and other forms of assistance. “In order to recruit, admit and retain the very best students, it's essential that we reduce economic entrance barriers, and reward excellent performance while at Queen's,” she says.

To help make this happen, The Campaign for Queen's has targeted a number of areas of student assistance. These encompass Entrance Scholarships for students from across Canada; International and Study Abroad Scholarships; and the Work Study Program, which assists students in financial need to find part-time employment on campus. Also included are SWEP (Summer Work Experience Program) funding, as well as graduate student

scholarships and fellowships. The total Campaign goal for student assistance programs is \$62.9 million.

“Economic concerns due to the rapidly increasing cost of a university education, as well as day-to-day living expenses may present significant hurdles in their decision to accept Queen's offer of admission, or to continue studying here,” says Ms Alm. “The university is committed to providing solutions to these challenges for as many students as possible, through financial assistance programs.”

As well, Queen's is committed to attracting the “best and brightest” students with outstanding potential and diverse backgrounds. Entrance scholarships, available to those with high academic merit, recognize students' outstanding achievements and are also intended to reduce potential financial barricades to obtaining a Queen's education.

The Ontario Student Opportunity Trust Fund (OSOTF), which ran from May 1996 to March 1999, and provided matching government money for private donations to need-based assistance, was a tremendous success at Queen's, the associate registrar notes. During this period, however,

merit-based awards and scholarships essentially remained the same while tuition and other expenses have increased in value. “That's why the thrust in this campaign is student assistance based on academic excellence,” says Ms Alm, noting that Queen's has always been very generous in this area. (The most recent *Maclean's* university survey ranked Queen's first in the Medical/Doctoral category for percentage of operating budget spent on scholarships and bursaries.)

International scholarships – both for Canadian students wishing to study abroad and for international students coming here – provide another important focus. Although no entrance scholarships are currently offered in the latter category, the university's Board of Trustees recently approved using revenue from changes to international students' tuition for this purpose. “Queen's recognizes the need, and is prepared to put resources towards it,” says Ms Alm. “Additional support from donors will enable us to create more opportunities for top international students.”

When discussing student assistance, the whole picture should be considered, she asserts. “It begins with recruitment,



Philippa Mennell

both internationally and nationally, of the very best students, and their acceptance of our admission offer. The next step is assisting them to stay here until they graduate, through renewable scholarships, bursaries, and work/study positions. The university as a whole will be much richer as a result.”

“Twenty years from now, I hope to be making my mark in society as a visual designer. Over the long term, especially, Queen's has offered me the very best opportunity to realize this goal.” □

— Philippa Mennell

A question of identity

Researcher examines the perplexing questions faced by mixed-heritage natives

BY CELIA R. ANDERSEN

Who am I? Where do I belong? For people of mixed native heritage, these questions can trouble and trail them through a lifetime.

"It's no accident that so many of us are urban and mixed and don't speak our languages," says Bonita Lawrence, a professor in Queen's Institute of Women's Studies. "It was part of a deliberate policy by the Canadian government to abolish native culture. There were all kinds of processes imposed on native people – residential schooling, regulations that made native women lose their status and leave their communities, the adoption of native kids into white families. Once they had moved to the cities, they faced enormous pressures to leave native culture behind. Of course, the policy was wrong and of course these people weren't accepted into [urban] society."

Dr. Lawrence's findings, which will eventually appear in book form, form her doctoral thesis in sociology from the University of Toronto's Ontario Institute for Studies in Education. She spent a year interviewing 30 people and a second transcribing the in-depth interviews – 1,000 pages, single-spaced – and compiling her results.

"Part of the reason I chose this subject is that so many people of mixed heritage struggle with a tremendous feeling of inadequacy surrounding their identity. There is almost a sense of apology, as in, 'I'm sorry, I don't look more native; I'm sorry I'm not a real Indian.' There's a feeling of self-doubt about speaking as a native person."

Of the 30 people she interviewed, five had been adopted by white families. "Three of these five were very native-looking, but weren't taught about their heritage," she says. "As they grew up, native people would acknowledge them as Indians and they wouldn't know how to respond. In some cases, they had been brought up to be afraid of Indians."

She interviewed them extensively on their family history. How did they end up in the city? Were their parents sent away to residential school? Did they lose their

native status and if so, how?

"I started with a circle of my own friends," explains Dr. Lawrence, who is of Mi'kmaq heritage. "I thought that at some point I would have to advertise, but they kept referring me to their friends. I stopped at 30 to keep it manageable." Her subjects ranged in age from 24 to mid-60s, with an average age of 40.

"So many people I interviewed came from families who had had to leave their communities because of loss of Indian status," she says. Of the 30 people, 19 came from families with native status. Twelve of the 19 still had status and only five of those 12 could pass their status on to their children.

Others had to leave because of racism. For example, one of her subjects was a Japanese-Passamaquoddi woman, whose band was originally from New Brunswick. When white Loyalist settlers took the band's land, they were forced to move to Maine, where they faced more violence from settlers. By the 1970s, when the band gained recognition as an American tribe, there were only 57 Passamaquoddis in existence. This woman and her family, the only Passamaquoddis to stay in Canada, have Indian status in the U.S., but not in Canada under Canadian law, Dr. Lawrence says.

Here's where the issue of native identity becomes complicated, Dr. Lawrence says. "Status (determined by federal regulation) is very important in native communities," she says. Most native people will tell you it is irrelevant in regard to native heritage, but on the other hand, it determines who can live on native land and who can't, she says. "It sends a mixed message to urban mixed-race people, about who is native and who is not."

For years, the Canadian government has practised policies resulting in cultural genocide for native peoples, she says. "Canada came into existence on native land. It was not in Canada's interest to have independent, prosperous and empowered native communities."

From the 1880s through to the 1960s native families were forced to send their children to residential schools, where they



Bonita Lawrence: 'Seeing things in a different light'

were not allowed to speak their language, she says. Just as residential schools were closing, the Canadian government instituted the child welfare system, which gave provincial agencies the authority to remove children from reserves. "Instead of helping the families, they took their children away," Dr. Lawrence says. Racism and the issue of native status all contribute to this loss of identity.

The only way to address this issue is for native peoples in different interest groups and governments to put aside their differences and work toward a common cause, Dr. Lawrence says. She believes that the most effective way to do this is in a traditional form of government, such as a confederacy. "There is a trend in the Status Indian and Métis communities to access more traditional forms of government. They worked for thousands of years, and there is no reason why they couldn't work again."

Dr. Lawrence says her project was cathartic in some respects because her subjects' words highlighted her own and her family members' experiences. "It seemed to make my family's experiences much more meaningful, as I began to see them as part of a collective set of experiences. It's difficult to put this into a simple explanation – it was merely that the interviews would strike chords with things my mother had told me about her mother, or would cause me to see things about my aunts and uncles in a different light. " □

Aboriginal Awareness Week activities

All events are free and open to the public.

Monday, March 20

Brown Bag lunch. Bonita Lawrence speaks on Native Identity and Colonial Legacy. Ban Righ Centre, 32 Queen's Cres. Noon-1:30 pm.

Wednesday, March 22

Aboriginal Education of the Future, plenary session sponsored by Queen's Aboriginal Education Program. Faculty of Education, Duncan MacArthur Hall, Union Street, 3-6 pm. Room tba, but signs will be posted.

Friday, March 24

Aboriginal Youth Leadership Conference, sponsored by Four Directions Aboriginal Student Centre, Aboriginal Council and the Alma Mater Society. Fireside Room, Ban Righ Hall, 9 am-10 pm.

Events: 9-9:15 am: Opening remarks: Richard Bull, on behalf of Queen's Native Student Associations.

9:15-10:15 am: Eartha Marx, Native Student Counsellor and Native Studies instructor, St. Lawrence College. The challenges of leadership in native organizations.

10:30-11:30 am: Bonita Lawrence, of Women's Studies, Queen's. Educating for Leadership? Native students in Canadian universities.

11:45-12:45 pm: Bob Lovelace, Queen's Aboriginal Student Councillor/Manager. How the ancestors dreamed: An artistic inquiry.

2-3 pm. Speaker tba.

3:15-4:15 pm: Carla Robinson, national TV news broadcaster with CBC Newsworld. Decide to be a leader.

4:30-5:30 pm: Peter Cole, professor and poet, Pat O'Riley, with the Mohawk/French/Irish Nation. Sharing their journeys and visions.

7:30 pm: Evening social, drum group and dancers at the Fireside Room, Ban Righ.

Organized by the Queen's Native Student Association. Details: 545-0528, email 8caj@qmlink.queensu.ca. □

Books and Bytes News from Queen's University Libraries

Document delivery brings the world's resources to you

BY JILL BAKER AND ANN SMITHERS

Have you ever tried to track down a great article only to find it's not in the library?

Help is on the way! Thanks to our ever-expanding document delivery and inter-library loans services, we are working hard to provide access to the ubiquitous sea of information.

How do libraries bring needed resources to you?

Some materials are borrowed, others are photocopied, reproduced on microfilm, faxed, or received online. Improved scanning and transmission technology now enables quality reproduction and faster service. The Queen's Library System heavily subsidizes the document delivery service so you are charged a nominal fee,

generally \$3 for journal articles and nothing for books.

How do you make requests?

From the Libraries main menu (stauffer.queensu.ca) you can access "All Request Forms" for resources that are not in the Queen's collections. Select your library, the type of material you want, complete the Web form, and send it electronically.

There are databases from which you can make direct requests. For example, from the main menu, "Document Delivery / ILL" takes you to CISTI Source. The Canada Institute for Scientific and Technical Information produces this web-based database. It indexes 14,000 journals,

of which 65 per cent are in science, technology, and medicine. As you search, articles at Queen's are identified, and order forms for those that are not appear after each citation. Delivery time is three business days, but can be as fast as 24-48 hours. You may specify delivery to Douglas, Bracken, or the Education Library. Those with a Queen's research account may set up a CISTI Source account for charging purposes and for fax delivery to a departmental or personal fax machine.

The OVID Network also offers direct ordering. After searching any health and life sciences database on OVID, articles may be ordered by forwarding chosen citations to the Bracken Library Document Delivery Office. One order form is com-

pleted at the end of the search session.

All this work is now done electronically! No need to complete paper forms or endure extended waiting periods! Queen's Libraries continue to explore new ways of bringing the world's resources to you. □

Web Sites for Document Delivery:

Document Delivery options available at Queen's: <http://stauffer.queensu.ca/docdel>

Web request forms: http://stauffer.queensu.ca/librequest/ill_index.htm

CISTI Source: http://stauffer.queensu.ca/docdel/cisti_etoc.htm

OVID Network: <http://meds.queensu.ca/ovidweb>

Next: learn more about our growing collection of electronic journals.

Three Queen's researchers receive New Opportunites funding

BY MARY ANNE BEAUDETTE

Three Queen's researchers have been awarded more than \$368,000 for innovative research in anesthesiology, plant biology and tooling for the automotive industry. The funds, announced March 8, were awarded under the Canada Foundation for Innovation's New Opportunities program. The Canada Foundation for Innovation finances infrastructure and equipment purchases for the pursuit of leading-edge research, primarily in health, the sciences, the environment and engineering.

"The CFI New Opportunites Program continues to be an excellent vehicle for new researchers to obtain needed equipment to support their high quality research programs," says Bruce Hutchinson, Acting Vice-Principal (Research). "We are very pleased that these three researchers have received this funding and extend to them our congratulations."

Murray Hong (Anesthesiology) received \$100,000 to establish Canada's first dedicated research laboratory in anesthesiology, allowing researchers to conduct research in four main areas: the effects of drugs on the treatment of acute and chronic pain; how brain injury causes heart damage, and how to reduce such damage; the mechanisms underlying drug dependence; and the effects of the transplantation of neural DNA for the treatment of chronic pain and neurodegenerative diseases such as Parkinson's disease. The funding will facilitate basic scientific research in both anesthesiology and applied pharmacology, with connections to other research areas, including anatomy, biochemistry, physiology and neuroscience.

Wayne Snedden (Biology) received \$128,000 for a plant signal transduction facility to facilitate the study of the cellular

changes in plants in response to stress. Dr. Snedden's research will further scientists' understanding of the little-known physiological processes that occur in plants when exposed to such stresses as disease, freezing and drought, ultimately leading to the development of greater stress tolerance in commercial crops.

Gene Zak (Mechanical Engineering) received \$139,282 to establish a research facility to develop new processes for rapid fabrication of production tooling. To be carried out at the Centre for Automotive Materials and Manufacturing, the research will investigate a process called laminated metal tooling, in which parts are cut from solids created by layering sheets of material. The parts are used to create moulds for the production of plastic automotive parts. This technology has the potential to reduce the time and cost to produce the moulds. Ultimately Dr. Zak hopes to

develop a fully automated process for the fabrication of laminate tooling.

Four previous CFI award winners have recently been awarded matching funding under the Ontario Innovation Trust. Recipients of the funding include the following:

Scott Lamoureaux (Geography), \$56,600 for research into the effects of extreme climatic occurrences through the examination of sedimentary deposits;

Kevin Robbie (Physics), \$184,000 towards work in thin film materials and growth mechanics;

Greg Ross (Medicine), \$150,000, for drug discovery research into agents for preventing nerve cell death associated with neurodegenerative and neurological diseases;

Christopher Ward (Physiology), \$91,064, for cellular multidisciplinary research into better strategies for the treatment of heart disease. □

News Notes

Meeting highlights parking

Heard rumours about parking fee increases, loss of parking spaces, shuttle buses? Get the facts, and ask some questions at Queen's University Staff Association's Annual General Meeting, next Wednesday, March 29, noon, in the Robert Sutherland Room, JDUC. Come and hear Tom Morrow of Physical Plant Services about the options available and the decisions being made about parking on campus. This meeting is open to everyone on campus. Bring your friends and co-workers. (First 20 minutes are QUSA business).

Democracy centre conference highlights Africa

Experts from across North America, the U.K. and Africa gathered on campus March 17-21 to discuss the relationship between ethnicity and the development of democracy in sub-Saharan Africa. Participants examined stereotypes of 'ancient tribal rivalries' and explored the effects of colonialism and post-colonialism from the perspectives of law, anthropology, history and philosophy. The international conference, supported by the Ford Foundation, was the most recent in the Queen's Centre for the Study of Democracy's series on democracy in the 21st century.

What's next for young scientists?

Ellis Rubinstein, editor of the premier scientific journal in the world, *Science Magazine*, addresses the concerns of early-career scientists in a transforming scientific job market at Science's Next Wave: Careers in the 21st Century, this Wednesday, March 22, in Biosciences 1101, 4-5 pm. Mr. Rubenstein also gives a brief tour of Science's Next Wave, a new e-journal aimed at mentoring young scientists. Sponsored by the Brockington Visitor Fund and the Medical Research Council.

Wake up and smell the garbage

Planet Alive Week 2000 organizers want people to pay more attention to the environment. Students Taking Responsibility and Initiative for a Sustainable Environment (STRIVE) and Queen's Environmental Studies have a week-full of events planned for March 20-24. Queen's Garbage Audit

takes place Tuesday, March 21 at 11:30 am in the John Deutsch University Centre. An Enviro Expo will be on from 11 am to 4 pm in the Biosciences Atrium. Reception follows from 5 to 7 pm, featuring local band Agent Blue. And the Enviro Film Fest takes place at noon daily in the Queen's Pub in the JDUC. The Student Village Cleanup takes place Friday, March 24.

How to spend Canada's surplus?

Alex J. Easson of Queen's Faculty of Law will speak on Tax Reform in Canada: How Should We Spend the Surplus? this Thursday, March 23 in Policy Studies, room 202. The talk begins at 7 pm. This lecture is associated with Dr. Easson's award of a 1999 Prize for Excellence in Research.

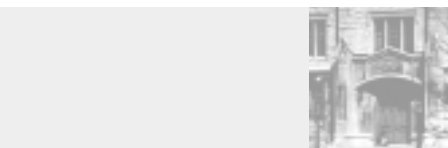
Expert in identity, displacement, visits Queen's

A researcher on issues of displacement and identity is Visiting Scholar in Women's Studies March 27 - 29. Lynne Pearce is Senior Lecturer in English Literature and Women's Studies at the University of Lancaster in the U.K. Her publications include *Woman/Image/Text: Readings in Pre-Raphaelite Art and Literature* (1991), *Reading Dialogics* (1994), *Feminism and the Politics of Reading* (1997) and, with Sara Mills, she edited *Feminist Readings/Feminists Reading* (1989 and 1996). She has turned her concern for displacement and identity issues into an essay collection, *Devolving Identities: Feminist Readings in Home and Belonging* (forthcoming). She is currently working on *Textual Turns: Rhetorical Innovations in Feminist Cultural Theory* in which she explores the different ways in which contemporary feminist cultural theorists have used literary and visual texts to advance theories of identity. Dr. Pearce will deliver a public lecture Monday, March 27 on Re-reading the Self and Re-writing History: Rhetorical Innovations in Contemporary Feminist Discourse, in B201 Mackintosh-Corry Hall at 6 pm. A reception will follow the lecture and discussion. She will also be available for an informal discussion on Wednesday, March 29, at the Ban Righ Centre, noon - 1:30 pm. Details: Debra Christie, Office of the Dean of Student Affairs, 533-6944,

christid@post.queensu.ca or the Institute of Women's Studies, 533-6318.

Film scholar is international visitor

Film Studies Visiting Scholar Anne Friedberg, University of California (Irvine) will present new work in a public lecture, titled *Virtual Windows: The Architecture of Spectatorship*. The lecture takes place Thursday, March 23 at 5:30 pm in Ellis Hall, room 324. Dr. Friedberg, author of *Window Shopping: Cinema and the Postmodern*, will also participate in an interdisciplinary roundtable on new media. *New Vistas or Modes of Distraction?* takes place at 10 am in the Tower Room, Ban Righ Hall. Refreshments provided. Her visit is sponsored by Film Studies and the International Visiting Scholars Fund. Details: Jean Bruce, Film Studies, 533-6000, ext. 74614. □



Anne Friedberg: International visitor

Board of Trustees

Notes from the March 3 session

The groundbreaking is still a long way off, but plans are underway for at least three new construction projects on campus. Trustees approved expenditures of \$250,000 each for construction planning of the Integrated Learning Centre, and a new residence building.

Trustees also approved funding of \$2 million for site preparation for the new chemistry building.

Trustees also learned that the board's investment committee has sold the university's shares in Talisman Energy, a Canadian oil firm operating in Sudan, following a review of the stock. The committee cited concerns about unstable conditions in the country, which has been plagued with a decades-long civil war. On the larger question of guidelines for ethical investments, trustees were told that the board's nominating committee was examining the issue and was expected to bring forth recommendations in the fall.

In other Board business:

- Trustees approved the naming of four rooms of the newly expanded Agnes Etherington Art Centre. The art studio will be named the Andre Biéler Studio; the works on paper gallery becomes the Frances K. Smith Gallery; the seminar room becomes the Murie Meisel Seminar Room; and the contemporary gallery becomes the Davies Foundation Gallery.

- Trustees approved the termination of Sceptre Investment Counsel as manager of Queen's pension fund assets. They also approved the allocation of assets managed by Sceptre to the university's remaining investment managers, RT Capital Management and Sanford Bernstein and Wellington Management.

- Trustees also approved the increase of the foreign equity component of the pension fund to 25 per cent (book value) from 20 per cent. □

Barbara Keyser: Cherished teacher, researcher, scholar

BY SYLVIA SÖDERLIND

Friends and colleagues of Barbara Keyser, assistant professor of Art Conservation, are greatly saddened by her death on March 13 at the age of 53.

Born in Oregon, Barbara Keyser joined the Master's program in Art Conservation in the Department of Art in 1995. She began her career with studies in fine arts and humanities at Pomona College in Clairmount, California, after which she studied painting conservation at Oberlin College, receiving her MA in Art Conservation in 1973. She received her M.A. and Ph.D in the History of Science at the University of Toronto after spending many years as a practising conservator at a number of institutions, among them Parks Canada, the Canadian Conservation

Institute in Vancouver, the Vancouver Art Gallery, the National Gallery in Ottawa, and the AGO. Before coming to Queen's she also taught at the Museum studies program at the University of Toronto.

It did not take long for Barbara to make an impression on the department, as a teacher, researcher and colleague. In rapid succession she gained an individual SSHRC grant and a New Opportunities CFI grant together with three Queen's colleagues. She was an active bridge-builder between the Art Conservation program and the other programs in the art department, forming teaching and research links with artists and art historians. She was an enthusiastic participant in the department, sharing generously of her expert-

ise and time. At the time of her death she was working actively on two book manuscripts, one in collaboration with a colleague.

Barbara struggled with episodes of cancer over several years but had a remarkable ability to bounce back; it took an unusually virulent form of the disease to finally get the better of her. Barbara will be sorely missed by her friends, colleagues, and students at Queen's and in the many other places in which she worked and lived. She was an accomplished pianist and painter, an opera buff and a lover of dancing and world travel. Above all, she had a great sense of humour, and retained her ability to laugh at the absurdities of life, and death, until the end. The Department of Art will be the poorer for her passing but much



Barbara Keyser

Cella Andersen

the richer for her having been here. She is survived by her parents, two sisters and a brother. There will be a memorial service for Barbara Keyser on Wednesday,

March 22 at 2 p.m., at Chalmer's United Church at 212 Barrie Street.

Sylvia Söderlind is head of the Department of Art.



Human Resources

www.hr.queensu.ca

Please Note:

- Departments requiring casual hourly paid secretarial or clerical assistance should contact Patti Evaristo in Human Resources, 533-2070.
 - Requisitions for staff replacement, with appropriate approvals, must reach the Human Resources Department by noon of the Monday one week prior to the date of issue.
 - Applications received from internal candidates will be acknowledged by the Department of Human Resources. The results of each competition will be posted under the *Gazette* heading "Appointments" as soon as possible after the conclusion of the recruitment and selection process.
 - Closing date for the following positions is **Tuesday, March 28, 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.

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

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.

Staff Vacancies

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

Film and Video Technician 2000-22 Film Studies

This is a one-year term appointment from July 1, 2000 through June 30, 2001 working 100% time.

Major Responsibilities: inspect, maintain and repair film and video production equipment; manage the film and videotape collection in the departmental archive; transfer and duplicate videos as necessary for classroom use; distribute production equipment to students; maintain various workstations including the computer-based facilities for students, the semi-public computing site, the videotape and videodisc viewing facilities and the multimedia computer workstation for faculty; assist the senior film and video technician in lab sessions on the use of camera and video editing equipment and evaluation of student skills; provide technical support to undergraduate students on the use of production equipment; maintain the departmental web server and the local computer network.

Requirements: successful completion of a three or four year degree/diploma in film studies; experience in film, video and digital production; knowledge of all areas of film and video production; excellent communication skills to assist students in instructional situations; technical maintenance skills including knowledge of electrical, mechanical and electronics basics to maintain and repair facilities and equipment used for producing and screening 16mm film, a variety of video and audio formats, and computer-based digital media; ability to keep abreast of new developments in equipment, software and techniques used in film, video and media production.

This position falls under the jurisdiction of C.U.P.E. Local 254.

Tentative Hiring Range: \$34,761 - \$41,018 275 points

Educational Secretary 2000-23 Diagnostic Radiology

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

Major Responsibilities: report to the Departmental Assistant (Academic Affairs); manage and maintain the departmental

residents' library; assist with administrative processes and documentation involved in postgraduate and undergraduate medical education within the department; type research proposals, abstracts and papers to be presented at scientific meetings and/or published in scientific journals; prepare agenda, record minutes and provide follow up for departmental Research Committee meetings; coordinate the departmental Visiting Professor Program; organize, coordinate and schedule imaging electives; maintain updated Curriculum Vitae on all academic staff members; assist as required with routine correspondence, memos and reports.

Requirements: successful completion of one year of post-secondary education in office administration (medicine preferred); secretarial experience in an academic department (medicine preferred) (or the equivalent combination of education and experience); knowledge of the structure and operation of the university and affiliated teaching hospitals; expert knowledge of medical terminology; familiarity with office equipment (including dictaphone); fast and accurate keyboarding using PC computer software (Microsoft Word, Microsoft Outlook, PowerPoint) is essential; familiarity with Macintosh computers and FoxPro software an asset; good organizational skills; excellent oral and written communication skills; ability to work quickly and efficiently under pressure and to evaluate priorities to meet competing deadlines.

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

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

Senior Clerk 2000-24 Office of the University Registrar (Records and Services)

Major Responsibilities: report to the Coordinator of Registrar Services; provide a variety of student services related to convocation, registration, income tax certificates, debt maintenance, general telephone and reception; other clerical duties as assigned including backup for daily deposits.

Requirements: completion of a secondary school diploma (or an equivalent combination of education and experience); two years of office experience; previous related experience an asset; attention to detail; above-average proofreading skills; excellent interpersonal, communication and organizational skills; ability to maintain a

service-oriented perspective when dealing with difficult people in a busy, stressful environment; proven computing skills (preferably MS Office Word, Excel and Access); knowledge of the university and the operations of the University Registrar and related computer systems an asset.

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

Associate Director (Residence Life) 2000-25 Queen's University Residences

Major Responsibilities: report to the Associate Dean of Student Affairs; supervise live-in staff; supervise operation of residence life program; provide supervision and guidance to Manager, Educational Programming; assist with smooth functioning of the residence student councils; intervene in serious, complex or unusual crises and/or student life issues; consult with student councils and residences coordinators to handle serious student discipline; serve on residence management team; work to ensure quality student leaders.

Requirements: post-secondary education (or an equivalent combination of education and experience); substantial related experience in a managerial/ supervisory capacity in a university environment, preferably in residences or student services; good understanding of university and highschool environments; experience in developing activities, educational events and support programs; demonstrated human relations skills; leadership skills with ability to foster team approach; demonstrated ability to manage crisis situations and deal with conflict; ability to work independently and as part of a team; proven ability in development and delivery of training programs; budget planning and account administration skills; proven planning and writing skills to propose new initiatives and strategies; ability to assess and understand complexities of working with elected student government; ability to address issues that arise during non-traditional hours.

Minimum Hiring Salary: \$52,281 Salary Grade 10

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 March, 2000.

30 years: Bonita Knox, Faculty of Education.

25 years: Barbara Gibson, Industrial Relations Centre; Mary Jane Moore, Faculty of Law; Janice Voigt, Purchasing.

20 years: Monika Vasa, Cancer Research Labs.

15 years: Lori Kilminster, Faculty of Arts and Science; Anne Tobin, Chemical Engineering.

10 years: Pauline Bettney, Political Studies; Evelyn McCaugherty, Political Studies; Mary Ann Mojsiuk, French Studies; Debbie Moses, Education Library; Joyce Parks, Physical Plant Services; Rick Pim, Information Technology Services.

Five years: Donald Allan, Printing and Materials Distribution; Glenn Brown, Family Medicine; Geraldine D'Amore, Office of the University Registrar; Marilyn Lindsay, Psychology; Daphne Tao, Alumni Affairs.

Bulletin Board

Awards and Scholarships

Ban Righ Foundation

These awards are directed to students who have returned to study after an interruption in their studies. Nominations and application by letter for all awards may be made to the Awards committee, Ban Righ Foundation, 32 Queen's Crescent, Queen's University, Kingston, Ontario, K7L 3N6, (613) 533-2977 by **April 7, 2000**. Please include supporting academic and personal information and references. Details: 533-2977 or 533-2976. Ban Righ Centre Awards Ceremony has been tentatively scheduled for the afternoon of Thursday, May 11, 2000. Details regarding time and place to follow in the next issue of the *Gazette*.

1. The Barbara Paul Prize

Recognizes a graduating women student who has achieved her academic goals while sustaining employment, family, or other responsibilities. The award recognizes the courage and strength of purpose needed to persevere to attain success while dealing with multiple responsibilities.

2. The Barbara Paul Memorial Award

The Barbara Paul Memorial Award, established in memory of Effie Barbara Paul Paithouski, is a monetary award intended for a student twenty-five years of age or older nearing the completion of studies and combining family, employment or other responsibilities with their academic work. The emphasis is on barriers overcome. Preference is given to a woman. The award is intended to help a student finish a degree.

3. The Marian Webb Bursary Fund

A monetary award given to assist women students over the age of 25 years. Preference is given to a woman who is a landed immigrant in Canada, a new citizen or is the daughter of an immigrant.

4. The Campbell Award

Established by her family in honour of Helen Richards Campbell who graduated from Queen's University in 1978 at the age of 81. The Campbell Award is given to a student who has been out of school for at least three years and has completed at least one year of study at Queen's University. This is the second year of the award.

5. The Diane McKenzie Bursaries

Established by Diane McKenzie, B.N.Sc. '64, MPA '92. Preference is given to students completing nursing degrees at Queen's University. This is the second year of award.

6. The Troup-Ballantyne Fund

Established by Mary Ballantyne, Arts '54, to honour her parents Dr. and Mrs. Wallace Troup, and to support women students returning to University education. Preference is given to a student in the Faculty of Health Sciences. This is the second year of award.

7. The Carole Kinnear Bursary

Established by J. Paul Kinnear, B.Com. '63 to honour his wife Carole's graduation from the Faculty of Arts and Science, May 1998. Preference is given to a woman completing a degree in Women's Studies who has had an interruption in her studies, has financial need, and who shows academic merit.

8. The Mabel Blackadder Bursary of the Zonta Club of Kingston

This Bursary was established in honour of club member Mabel Blackadder, and is presented to a deserving aboriginal student. The award is presented at the annual Supporting Women Learning

Awards Ceremony of the Ban Righ Foundation to a winner selected in cooperation with the Four Directions Aboriginal Centre of Queen's University. This is the second year of award.

The Davies Charitable Foundation Fellowship Proposal

Established by the Davies Charitable Foundation and awarded on the basis of academic excellence for a year of study/research at the post-doctoral or fellowship level. Award value: \$10,000. Applicants must have been born in the Kingston, Ontario area or have resided in the area for at least five years prior to the student's 20th birthday. The fellowship is tenable in all disciplines and at the university of the student's choice. Applications: The Davies Charitable Foundation, 245 Alwington Place, Kingston, Ontario, K7L 4P9. 546-4000.

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 are available from John O'Shea at the 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 further information, please contact Jack Sinnott, secretary of the George Taylor Richardson Memorial Fund Subcommittee, in the JDUC, ext. 74848, e-mail sinnottj@post.queensu.ca. Deadline: **4:30 pm, Friday, March 31, 2000**. 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. The play should be at least 30 minutes in length. It may have been previously submitted for class work, but not have received prior public performance (Studio 102 productions are exempt). It must have not been previously published.

Submit scripts, including name, address and phone number to: J.C.W. Saxton Playwriting Contest, Department of Drama, Theological Hall, Queen's University, Kingston, ON K7L 3N6. Deadline: **March 31, 2000**.

The Alexander and Ian Vorres Hellenic Fellowship 2000 Competition (Valued at \$3,400)

The award was established by Ian Vorres (BA '49). The award will be made to an upper year undergraduate or to a graduate student at Queen's intending to pursue original work in Greece during one year or two consecutive years in philology, art history, art conservation, archaeology, history, political studies or philosophy, or to attend a full year program at an approved institution, or to participate in a summer session or excavation in Greece sponsored by the Canadian Archaeological Institute in Athens or other approved institution. Applicants should forward a letter of application with CV and project description, along with the names of two referees to: Dr. D.K. Hagel, Head,

Department of Classics, Room 506, Watson Hall. The award will be adjudicated by a committee from the department. Deadline: **April 17, 2000**.

Graduate Studies

PhD examinations

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

Wednesday, March 22

Mark Conrad, Biology. A Hierarchical Model of Late-Winter Resource Selection by Moose (*Alces alces*) in the Clay Belt Region of Northeastern Ontario. Supervisors: J.C. Davies, R. Harmsen and B. Cumming. 3108 Biosciences Complex, 9 am.

Physical Education Centre

Queen's Annual Faculty/Staff Golf Tournament

The tournament is set for **Wednesday, June 14** with a shotgun start at 12.30 pm. Mark your calendars now and look for further updates coming soon.

Summer Leagues

Queen's Men's and Women's Grad Soccer Leagues and the Coed Softball League team registration forms are available at the Phys Ed Centre. The deadline for soccer is **April 16**, while coed softball team registration is **April 29**. Details: Cheryl Gross, e-mail: grossc@post.queensu.ca.

Notices

Positive Space Program

Get involved in the Queen's Positive Space Program. An information session takes place Friday, April 7, 9 am - noon, Robert Sutherland Room. All staff, faculty and students are welcome but you must pre-register. Details: Julie, ext. 75847 or Marney, 549-0066.

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 aaccom@ams.queensu.ca.

Surplus Items

Chemistry offers for sale:

1 Gelimat 1 litre Laboratory Mixer

1800 RPM

30HP

550V 3 Phase with starter

Includes remote temperature controller

Purchased in 1986, fully operational

This item is used for the mixing of polymers. It is large and would need to be located in a basement due to the heavy vibrations this machine produces. For information or to view call Rick Boswell at 36662 or e-mail rick@chem.queensu.ca.

Submit sealed bids marked "Chemistry" to Fran Lanovaz, Purchasing Services by 4 pm. on the Monday after this issue. Mark bids "Confidential."

Queen's University is not responsible in any way for the condition of any item(s) it has made available, nor for any damage or injury that may occur due to use or removal of the item(s). Queen's University reserves the right to reject any or all of the bids. Only successful bidders will be notified.

Queen's University Staff Association (QUSA)

AGM

QUSA Annual General Meeting, Robert Sutherland Room, JDUC, Wednesday, March 29, 2000, noon. The first 20 minutes of meeting will be QUSA business followed by guest speaker, Tom Morrow, Physical Plant Services. He will review the Parking Strategy Report; question and answer period to follow. All welcome.

Queen's Grad Club AGM

Queen's Grad Club Inc. Annual General Meeting takes place Wednesday, April 5 at 7:30 pm. Details: Connie Morris, Manager, 546-3427.

Work Study Program

Spring/Summer 2000

Faculty and staff: do you have work for students over the spring-summer? If so, the Work Study Program at Queen's needs to know! The program assists students in financial need to find part-time work on campus. Students must be registered in at least a 60-per-cent course load during the spring/summer sessions to be eligible to apply. The Work Study Program pays 75 per cent of the student's salary; employers are expected to pay 25 per cent, or \$2/hour. Please don't wait until the last minute! These students will be looking for jobs by May 1, 2000. Details, or to post a job, visit <http://www.careers.queensu.ca/workstudy>, call 74044 or email ldj@post.queensu.ca.

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.

Nonsmoking, physically active women needed

Nonsmoking, physically active women, who plan to become pregnant in the next six months, are needed for a study on the effects of exercise on the regulation of breathing during pregnancy. The clinical exercise physiology laboratory (School of Physical and Health Education) in cooperation with the Department of Obstetrics and Gynaecology, is conducting the study. Participants will take part in two laboratory exercise test sessions involving cycling prior to conception, and three more during the first trimester of pregnancy. Sessions will be supervised by an experienced exercise scientist and a nurse specialist. You will receive a free personal physical fitness assessment as well as diet and fitness advice before, during, and after your pregnancy. Contact Rob Preston at 539-1386, e-mail Dodgerblue@hotmail.com.

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.

Post-menopausal women

Post-menopausal women (45 to 65 years old) are needed to participate in a research study conducted by the School of Physical and Health Education, at Queen's University, on the benefits of physical activity. We are looking for women who are non-smokers, not on hormone replacement therapy, and who exercise less than two hours a week. The maximum time commitment consists of four fitness assessments over a six-month period, each two hours in duration; and participation in a 12-week walking program. The walking program is done independently. Not all subjects will participate in each component, therefore, the time commitment may be as little as four fitness assessments. Tracey O'Sullivan, 533-6000 ext. 75102, email: tracey.osullivan@sympatico.ca.

Pregnant subjects

Do you work at Queen's or in one of the Kingston hospitals? The Clinical Mechanics Group at Queen's University is looking for volunteers to participate in a study on back pain in working pregnant women (you don't have to have back pain to participate). You will be asked to attend two sessions involving filling out a questionnaire and having front and side photographs taken. Each session will last about one hour. You may also be invited later to participate in biomechanical tests. Contact Judy Tse, 548-2356 or email pregnancyandwork@hotmail.com for details.

Pregnant subjects

Pregnant subjects are needed for a study on the effects of different exercise intensities on the characteristics of oxygen utilization in pregnancy. Pregnant, non-smoking, physically active people who would like to participate please call Aaron Heenan, Clinical Exercise Physiology Laboratory (Supervisor, L.A. Wolfe, PhD), School of Physical and Health Education, Queen's University 533-6284. Volunteers participate in five laboratory exercise test sessions under the supervision of an experienced exercise scientist and a nurse specialist. You will receive a diet/activity assessment, free pre- and postnatal fitness consultations and the opportunity to participate in free prenatal fitness classes.

Pregnant subjects needed

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Calendar

Art

The Agnes Etherington Art Centre, University Avenue.

David Rokeby: The Giver of Names. To April 9.

Union Gallery, First floor, Stauffer Library. Queen's Bachelor of Fine Art, Class of 2003 First Year Show. **March 21 – April 11.**

Drama

Queen's German Theatre Group performs in German "Ehen werden im Himmel geschlossen" a comedy by Walter Hasenclever. **March 22, 23, 24, 2000.** Earl Street Theatre, between Alfred and Frontenac Street in KCVI, 8 pm. \$7, \$5 students.

Music

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.

Monday, March 27

Queen's Wind Ensemble and Queen's Clarinet Choir, Gordon Craig, director. \$6 adults; \$3 students and seniors, at the door. Grant Hall, 7:30 pm.

Wednesday, March 29

Queen's Symphonic Band, Greg Runions, director. Queen's Flute Choir, Donelda Gartshore, director. Grant Hall, 7:30 pm. \$6 adults; \$3 students and seniors, at the door.

Thursday, March 30

Queen's Symphony Orchestra, Gordon Craig, director in concert, featuring music by Barber, Crawley and Liszt. Grant Hall, 7:30 pm. \$6 adults; \$3 students and seniors, at the door.

Friday, March 31, Saturday April 1

School of Music presents a concert version of Porgy and Bess, conducted by Gordon Craig and featuring Bruce Kelly, baritone and Carol-Lynn Reifel, soprano as well as student soloists of the School of Music, the Queen's Jazz Choir and Brass and Percussion Ensemble. Grant Hall, 8 pm. \$6 adults; \$3 students and seniors, at the door.

Tuesday, April 4

The School of Music presents a concert, featuring student Chamber Ensembles. 120 Harrison-LeCaine Hall, 11:30 am. Free.

Public Lectures

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

Ellis Rubinstein, Editor, Science Magazine. The American Association for the Advancement of Science, Washington, DC. Science's Next Wave: Careers in the 21st Century. 1101 Biosciences, 4 pm. Reception: 5 pm. Sponsored by: The Senate Committee on Fine Arts and Public Lectures (Brockington Visitor Fund) The Medical Research Council of Canada. <http://nextwave-ca.sciencemag.org/>

Queen's Renaissance Society

Daniele Letocha, University of Ottawa. Virtus versus Vertute: Conrad Celtis' 1492 Attempt at Reforming a German University. 202 Kingston Hall, 4 pm.

Thursday, March 23

Education

Teaching Excellence Fellowship

Stephen MacKinnon, Athens District High School, Ontario. Teacher in Cyberspace. B180 Duncan McArthur Hall, 11:45 am.

Education

Teaching Excellence Fellowship

Patrick Wells, Bishops College, St. John's, Nfld. 'Project Based' Learning in Secondary Science: Trials, Tribulations and Triumphs. A339 Duncan McArthur Hall, 4 pm. Refreshments. Supported by the Prime Minister's Office. <http://redbaron.bishops.ntc.nf.ca/wells/FIELDTRP/Field.htm>. Details: William J. Egnatoff, Computers In Education, Faculty of Education. 533-6000 x77290, Fax 533-6584, or Pat Deir 533-6722. Email: egnatoff@educ.queensu.ca.

1999 Prize for Excellence in Research Lecture

Alex J. Easson, Queen's. Tax Reform In Canada: How Should We Spend The Surplus? 202 Policy Studies, 7 pm.

Film Studies

Visiting Scholar Anne Friedberg, University of California, Irvine. Virtual Windows: The Architecture of Spectatorship, 324 Ellis Hall, 5:30 pm. Sponsored by Film Studies and the International Visiting Scholars Fund.

Friday, March 24

The Kingston Public Lectures in Astronomy

Judith Irwin, Queen's. The Amazing Technicolor Universe. Stirling Hall, Theatre D, 8 pm. Refreshments will follow in the foyer.

Monday, March 27

Women's Studies

Visiting Scholar Lynne Pearce, University of Lancaster. Re-reading the Self and Re-writing History: Rhetorical Innovations in Contemporary Feminist Discourse, B201 Mackintosh-Corry Hall, 6 pm. Reception to follow lecture and discussion.

Friday, March 31

Agnes Etherington Art Centre

Karl Schütz, Director, Gemäldegalerie, Kunshistorisches Museum, Vienna. The Arrangement of the Imperial Gallery by Christian von Mechel 1781: The Birth of a Modern Museum. Dupuis Hall Auditorium, 5 pm.

Sunday, April 2

Agnes Etherington Art Centre

Micah Lexier, Artist, discusses his exhibition. Micah Lexier: A Portrait and a Self-portrait. Agnes Etherington Art Centre, 2 pm.

Wednesday, April 12

Queen's Lecture Series On Aging

Brian Hart, Southeastern Regional Geriatric Program. Older Men's Health Issues. 202 Policy Studies Building, Room 202, 7 pm. Free. Details: Raeann Rideout, 548-7222, ext. 2239, e-mail qgp@post.queensu.ca.

Meetings & Colloquia

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

Biochemistry

Andras Kapus, University of Toronto/Toronto Hospital. Cell volume-dependent signaling pathways: A story about tyrosine kinases, the cortical cytoskeleton and cell-cells contacts. B139 Botterell Hall, 2:30 pm.

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.

Neuroscience

Brenda Brouwer, Queen's. Use dependant adaptations in the human CNS. B139 Botterell Hall, 4:30 pm.

Friday, March 24

German

Sonia Riddoch, Queen's. From Arendt to Alltagsgeschichte: Changing perspectives on twentieth-century German history. 104 Kingston Hall, noon.

Monday, March 27

Pharmacology and Toxicology

Rachel Tyndale, University of Toronto. Genetic variation in the CYP2A6-mediated nicotine and nitrosamine metabolism alters objective indices of cigarette smoking and may play a role in tobacco-related cancers. B139 Botterell Hall, 3:30 pm.

Physiology

Celia Sladek, University of Chicago. Regulation of vasopressin release and mRNA: osmoregulation, steroid hormones, and neurotransmitter interactions. 449 Botterell Hall, 11:30 am.

Tuesday, March 28

Pathology

Adina Vultur, Queen's. Activation of Raf by a chaperone variant. Richardson Amphitheatre, 4 pm.

Pathology

Queen's Renaissance Society
Pascal Torres, Chateau de Versailles. Versailles lieu litteraire, 210 Kingston Hall, 2:30 pm.

Wednesday, March 29

Chemistry

Pierre Thibault, National Research Council. Efficient coupling of microfabricated devices to nano-electrospray mass spectrometry: Application to the analysis of trace level proteins. FG15 Frost Wing, 11:30 am.

Neuroscience

Doug Crawford, York University. 3-D aspects of head-free gaze control. B139 Botterell Hall, 4:30 pm.

Physics

Condensed Matter Seminar Series

Barry Wells, Brookhaven National Laboratories, and University of Connecticut. Layered copper oxides – Bad metals but good superconductors. 501 Stirling Hall, 10:30 am.

Physics

Michael F. Crommie, University of California, Berkeley. Electron roundup at the quantum corral and other tales of the atomic landscape. Stirling Hall, Theatre A, 1:30 pm.

Religion/Theology

Leanne Wight, Queen's. Modern Medicine and the Problem of Death. RELS-451 colloquium. Elias Andrew Room, Theological Hall, 3:30 pm. All welcome.

Thursday, March 30

Chemical Engineering

Robin A. Hutchinson, E.I. duPont de Nemours, Geneva. Modeling and measurement of polymerization systems: Recent advances and new challenges. 215 Dupuis Hall, 2:30 pm.

Friday, March 31

Biochemistry

David Williams, University of Toronto. Chaperone-assisted protein folding in the endoplasmic reticulum. B139 Botterell Hall, 2:30 pm.

Tuesday, April 4

German

Susan Lord, Queen's. Public space, private time: 1970s feminist cinema in Germany. 108 Kingston Hall, 2:30 pm.

Physiology

Dr. Graeme Smith, Queen's. The use of nitroglycerin for Preterm Labour. 449 Botterell Hall, 11:30 am.

Wednesday, April 5

Chemistry

Holger Hintelmann, Trent University. The use of stable mercury isotopes in environmental studies. Frost Wing, FG15, 11:30 am.

Other

Friday, March 24

Film Studies

Visiting Scholar Anne Friedberg, University of California, Irvine. Interdisciplinary roundtable on new media: New Vistas or Modes of Distraction? Tower Room, Ban Righ Hall, 10 am. Refreshments. Details: Jean Bruce, Film Studies, 533-6000, ext. 74614.

Wednesday, April 12

Breakfast Lecture Series

Steve Kelly, Arts '85, President and CEO Kingston Economic Development Corporation. Donald Gordon Centre, 7:15 – 8:30 am. \$10. RSVP today to Tanya Balmer at 533-6000, ext. 77903 or 3tmb3@post.queensu.ca. Sponsored by Kingston Branch Alumni.

Sundays

The Religious Society of Friends (Quakers)

Meets at 10 am in the Ban Righ Centre, 32 Queen's Cres. 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@qmlink.queensu.ca.

Special Events

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. 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.

Aboriginal Awareness Week

March 20-24

All events are free and open to the public.

Monday, March 20

Brown Bag lunch. Bonita Lawrence speaks on Native Identity and Colonial Legacy. Ban Righ Centre, 32 Queen's Cres. Noon-1:30 pm.

Wednesday, March 22

Aboriginal Education of the Future, plenary session sponsored by Queen's Aboriginal Education Program. Faculty of Education, Duncan MacArthur Hall, Union Street, 3-6 pm. Room tba, but signs will be posted.

Friday, March 24

Aboriginal Youth Leadership Conference, sponsored by Four Directions Aboriginal Student Centre, Aboriginal Council and the Alma Mater Society. Fireside Room, Ban Righ Hall, 9 am-10 pm.

Events: 9-9:15 am: Opening remarks: Richard Bull, on behalf of Queen's Native Student Associations.

9:15-10:15 am: Eartha Marx, Native Student Counsellor and Native Studies instructor, St. Lawrence College.

10:30-11:30 am: Bonita Lawrence, of Women's Studies, Queen's. Educating for Leadership?

11:45-12:45 pm: Bob Lovelace, Queen's Aboriginal Student Councilor/Manager.

2-3 pm. Speaker tba.

3:15-4:15 pm: Carla Robinson, national TV news broadcaster with CBC Newsworld.

4:30-5:30 pm: Peter Cole, professor and poet, Pat O'Riley, with the Mohawk/French/Irish Nation.

7:30 pm: Evening social, drum group and dancers at the Fireside Room, Ban Righ.

Organized by the Queen's Native Student Association. Details: 545-0528, email 8caj@qmlink.queensu.ca.

Courses & Workshops

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

March 23, noon – 1:30 pm

Visiting Scholar Mary Voyatzis, University of Arizona. Informal talk.

March 27, noon – 1:30 pm

Neil Hobbs, Family Medicine, Queen's. Teaching palliative care to physicians in Bosnia.

March 29, noon – 1:30 pm

Visiting Scholar Lynn Pearce, Lancaster University, speaks on her book, *Feminism and the Politics of Reading*.

April 3, noon – 1:30 pm

Betty-Anne Howard, MSW and Certified Financial Planner. Women's relationship to money: How healthy is it?

Art in the Lounge: March 6-31

Julia Kalotay, Photographs. Black and white images of natural objects.

April 3-21: Janet Collins, Painting the Spirit. Artist's talk: April 5, noon – 1:30 pm.

Continuing Medical Education

March 23-24: TIPS (faculty only), Donald Gordon Centre

March 29: Obstetrics and Gynaecology Donald Gordon Centre

April 5: Therapeutics Donald Gordon Centre

Details: 533-6000 ext. 77621

ITS Computing Workshops

These non-credit, hands-on workshops are open to Queen's faculty, staff and students: MS Office 2000 New Features, March 22, 12:05 – 12:55 pm

Web Publishing Layout and Design, March 22, 2 – 3:30 pm

Working as a Designate in Corporate Time, March 24, 12:05 – 12:55 pm

Web Publishing Frames, March 29, 2:00 – 3:30 pm

Corporate Time Quick Start, April 3, 1:30 – 2:30 pm

Introduction to Web Publishing in Windows, April 5, 1:30 – 4 pm

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