

Queen's Gazette

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Solving the Protein Puzzle

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Plan includes focus on open space

Revisions recommend more holistic approach to major developments

BY MARY ANNE BEAUDETTE

Protecting and enhancing space for student life while preserving open space and the vitality of the campus core are some of the major components of proposed revisions to Queen's University's 1994 Campus Plan.

As new projects are built and existing occupancy changes, the historic core should continue to be the educational and social center of the campus, the report notes. As well, it adds, the relative amount of space for student life activities should not be reduced as a result of new projects.

The importance of open space to the overall look and feel of campus is reflected in several sections of the plan, most notably

as a new strategy for improving the structure and character of the campus.

"Open space defines a campus as much as buildings do," the introduction to the new strategy states. "Cordial and memorable open spaces are as important as buildings in shaping the image and livability of the campus, and enhancing Queen's competitiveness."

In other words, explains Jeanne Ma, Director of Campus Planning at Queen's, "We want to make sure that buildings and the landscape are an ensemble that work together. Our sense of place, our sense of belonging, is

Campus plan, page 5



Sarah Banting records recyclable material she and fellow students Julie Lee-Yau (left, foreground) and Patricia Li have recovered in trash from Mac-Corry cafeteria. The garbage audit was part of the recent Planet Alive 2000 week, sponsored by Queen's Environmental Studies and Students Taking Responsibility and Initiative for a Sustainable Environment (STRIVE). Other activities included films, speakers and an Enviro Expo in the Biosciences Atrium.

Queen's appoints new dean of education

Comparative education specialist is associate dean, University of Manitoba

Rosa Bruno-Jofré, a specialist in comparative education from University of Manitoba, has been appointed Dean of Education at Queen's University for a five-year term, effective Aug. 1. Her appointment was announced by Principal William C. Leggett.

"Dr. Bruno-Jofré brings to the faculty a commendable record of scholarship, a commitment to equity and social justice, and an understanding of the role of a dean. Her vision and enthusiasm will serve Queen's and the Faculty of Education well," says David Turpin, Vice-Principal (Academic).

The new dean was recommended from a short list of excellent candidates following a thorough review of the faculty's needs, a rigorous search, and extensive consultation with individuals from within and outside the university. "The committee's recommendation was based on Dr. Bruno-Jofré's ability to provide strong leadership in teacher education and research and her dedication to excellence in all she undertakes, Dr. Turpin added.

Dr. Bruno-Jofré was educated in Argentina before completing her PhD at the University of Calgary in 1983. She has held academic appointments at uni-



Rosa Bruno-Jofré

versities of Alberta, Lethbridge and Calgary as well as at Western Washington University (where she received an award for Distinguished Service).

She joined the University of Manitoba in 1989, achieving the rank of professor in 1997. Currently she is Associate Dean (Graduate Studies, Research and Special Projects) at the Faculty of Education, a position she has held since 1996. Dr. Bruno-Jofré has served on numerous committees and boards, including seven years on the university's Senate and chair of the Equity Systems Review Committee. Editorships include the *Canadian*

Journal of Higher Education and Canadian and International Education; she is also a regional representative for the Canadian History Education Association.

Queen's Faculty of Education has gained an international reputation for preparing and attracting top quality teachers for the global classroom, drawing recruiters from more than 23 countries to its annual Teachers' Overseas Recruitment Fair. In recent years its teacher education program has been radically redefined to better equip teachers for a broader range of teaching environments. The faculty has also made a name for itself in specialized areas such as Aboriginal Teacher Education, Early Primary Education and Arts in Education. In 1998 the faculty introduced a PhD program. Its research specialties cross disciplines and international boundaries, from the integration of math, science and technology in Canadian classrooms, to community schooling for girls in developing countries.

In making the announcement Principal Leggett expressed his appreciation to Rena Upitis for her outstanding leadership as Dean of Education for the past five years. □

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

Queen's students launch international online textbook reviews

Students worldwide can go online to critique textbooks for professors

BY ANNE KERSHAW

Concerned about the high costs of education and ensuring value for money, a group of students at Queen's University has launched an online textbook review which allows students around the world to give thumbs up or down to textbooks required for their courses.

The textbook reviews, which take about three minutes to complete, will provide valuable information to professors when deciding what textbooks to recommend for their courses.

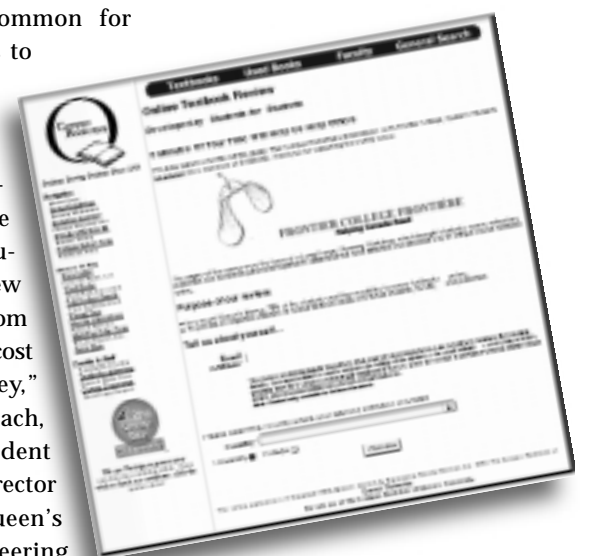
"It is not uncommon for required textbooks to cost in excess of \$100, particularly for courses in engineering and medicine. It's even more frustrating for students when only a few chapters are used from a textbook that has cost them a lot of money," says Andrew Stronach, an engineering student and Operations Director for QUESSI (Queen's University Engineering

Society Services Inc.) who organized the project.

"We wanted to provide this opportunity for university students everywhere to pass on the kind of information that will be helpful to other students and to instructors and ensure that the best textbooks are being put into the hands of students," he says.

The Campus Bookstore at Queen's is the only campus bookstore in Canada that is both student owned and student operated. Operating under the

Textbook review, page 2



Feedback: Enrolment planning report



Recommendations need facts

"Queen's must grow." This is the central message of the Report of the Enrolment Planning Task Force, published as a supplement to the March 20 *Gazette*. The Task Force recommends a 20-per-cent increase in full-time student enrolments – under certain conditions.

What are we to make of this recommendation?

First, the task force has made virtually no progress in exploring the particular implications of growth. There is no factual analysis of the probable impact of growth on student residences or on the already tight private housing market. In fact, another university planning document – uncited by the task force – estimates that Queen's would be

responsible for at least 1,170 new beds. This is an impressively large number. Where might they all be built? The task force does not comment on what parts of the university's infrastructure would be especially restrained by growth, and what might have to be done to relieve these strains. More classrooms? More courses taught at night? An enlarged Physical Education Centre? Expansion of the West Campus? Silence on all these matters. The report is extremely successful in avoiding any discussions of concrete realities.

Second, the task force advises that we should only grow if certain strict conditions are satisfied. Perhaps the most important of these conditions is that fund-

ing should be clearly available (a) to ensure a *decrease* in the student faculty/ratio, and (b) to construct new residence facilities *prior* to enrolment growth. These are demanding conditions. What are the chances that they will be met? Remote, surely. Recent evidence suggests that underfunding of universities in Ontario will continue, growth or no growth. It's less bad to underfund a university of 14,000 than a university of 17,000. Certainly, before we grow, let's make sure the cheques are in the mail.

Third, the task force doesn't quite say that bigger is better, but it comes close. "The larger the institution, the greater the critical mass of scholars in particular areas and the greater number of

areas that can be developed and supported." (p.4). No evidence is offered to support this generalization. Does the economics department lack critical mass? Or English? Or biology? What are the relevant facts? There may well be arguments both in favour and against the task force's assertion. What is alarming is the *total lack of effort* to prove the case and to marshal evidence. Talk of "critical" mass is vague rhetoric. And to the extent that it carries any weight, the University of Toronto would win hands down.

It would be nice if future studies on enrolments could probe beneath the surface.

Robert Malcolmson
Department of History

Increased enrolment not the answer

Reflection on our Enrolment Planning Report brings to my mind the words of Greg Mankiw, the 39-year-old Harvard professor and world-class, cutting-edge economist: "Every educated citizen [should get] a grasp of basic economic ideas, such as the law of supply and demand and the benefits of trade. We need more well-trained high school teachers of economics, not more PhD economists."

(*New Yorker*, Dec. 2, 1996). Perhaps Ontario needs more highly trained teachers of science, English, history and mathematics, rather than more PhD holders.

The Ontario educational system has produced a host of disenchanted teachers. It has generated also a host of disgruntled parents, employers, and instructors of college frosh, who complain persistently about the inadequacies of the students who are graduating from our schools. It is simple and easy to blame something called underfunding (as opposed, presumably, to something sunny, called overfunding). Perhaps the universities have contributed to all this unhappiness.

In the past, on occasion,

Ontario has been in educational distress and Queen's has galloped to the rescue. In the opening decades of the 20th century, provincial high school enrolment increased ten-fold. Where did

'We should turn out broadly educated graduates, generalists in their chosen disciplines'

the teachers come from? Rustic young people, drawn from the farms and villages, teaching in elementary schools, sought higher education. Dr. W.T. MacClement, Queen's biology professor, played a major role in developing the Queen's summer school program that helped solve the problem.

Similarly, Professors O.D. Skelton and Clifford Clarke moved to meet the need for trained people in the growing community of bankers, commercial agencies, and public administration. Encouraged by Principal George Grant, Alfred Fitzpatrick, a Queen's graduate, founded Frontier College. In logging and mining camps and in railway section gangs, the

labourers, their day's work done, became students in the evening. Their instructors were fellow labourers, university students on summer jobs, recruited and trained as volunteer teachers.

These imaginative initiatives by Queen's people may explain the intensity of the loyalty and the distinctive character of the Queen's community. High school teachers and principals, community leaders in business, grateful and devoted alumni sent their brightest and best to study at Queen's. What is happening now? In our weight class (Medical Doctoral) on the *Maclean's* 1999 scoreboard, Queen's ranked sixth in alumni support in Canada, third in Ontario. At present less than one-fifth of our alumni support the university.

Our Enrolment Planning Report recommends cautious growth in student population, with a series of caveats. These latter repeat five times the phrase, "The funding must be sufficient..." These peremptory instructions are aimed presumably at the Ontario government. Professor Marvin Baer, president of the Faculty Association, is reported in the *Gazette* as being skeptical of compliance. He sees

"...no indication that the funding is coming." Following the five "musts" concerning funding, the planning report offers four more "musts" for domestic performance. The track record of the university in those areas over the last 30 years does not engender optimism.

The Ontario education system is experiencing a Common Sense Revolution. Perhaps, in this hurly-burly, Queen's could win a reputation and rebuild loyalty by reviving her tradition and concentrating her efforts on a clear, definable, constructive contribution. The Harvard professor is probably right. We should turn out broadly educated graduates, generalists in their chosen disciplines, capable of becoming knowledgeable teachers and wise, generous voters. Perhaps we need not join the frenetic competition to turn out more PhD-holders, in a race where winners are, by definition, few, and the prizes are often a patent, or a one-way trip south; prizes that taxpayers may become even more truculent about financing.

Stewart Webster
Professor Emeritus

Textbook review

continued from page 1

auspices of QUESSI, a non-profit corporation, the bookstore's mission is to distribute required course material at the lowest possible price to students. Queen's students enjoy a seven-per-cent discount on suggested list price.

To encourage students to fill out a review, Queen's Campus Bookstore is donating one dollar per review (up to \$1000) to Frontier College, Queen's Students for Literacy.

The online textbook review process was developed in collaboration with publishers, faculty, administrators and college booksellers, a process that was facilitated through Queen's Executive Decision Centre, an electronic brainstorming facility. The project originated with the findings of a Queen's survey indicating that 75 per cent of students would like to review textbooks online. □ www.campusbookstore.com

Help Lines

Campus Security:
533-6111

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

Sexual Harassment Complainant Advisors:

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

Anti-Racism

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

Anti-Heterosexism

Complainant Advisors:
Julie Darke, Coordinator
533-6886
Eleanor MacDonald, Politics
533-6631

Associate Secretary of the University

Paul Arney 533-6495

Sexual Harassment

Respondent Advisors:
Paul Banfield – Archives
533-2378 *74460
Mike Stefano – Purchasing
533-2210 *74232

Anti-Racism

Respondent Advisor:
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533-6218 *77673

Internal Dispute Resolution (Students & Staff):

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PA1@post.queensu.ca

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

University Advisors – Staff:

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

Freedom of Information and Privacy Protection

Don Richan 533-2378

Employee Assistance Program

1 800 387-4765
University Chaplain:
Brian Yealland
533-2186

Rector

Mike Kealy
533-2733

Student Counselling Service

533-2893

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

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Beyond Borders

Highlighting Queen's research and teaching initiatives abroad



Crucial issues for southern Africa: The Queen's connection

'On a whole variety of fronts there's increasing co-operation, but the immigration issue is a source of considerable intergovernmental tension'

BY DAVID PULVER

A multi-year program of policy-oriented research and analysis by the Queen's University-based Southern Africa Migration Project (SAMP) has played a significant role in helping South Africa formulate its post-apartheid immigration and refugee policies.



After a glowing report from the Canadian International Development Agency (CIDA) on SAMP's success, Canada's Minister for International Cooperation, Maria Minna, recently announced a further \$3-million government contribution to SAMP phase II. The goal of the four-year follow-up project, designed by Queen's and its partners, including the Institute for Democracy in South Africa, will be to promote good governance through improved management of migration in southern Africa. The other states involved are Lesotho, Mozambique, Botswana, Namibia and Zimbabwe.

In the last year, SAMP has researched and promoted immigration amnesties for non-citizens, produced an analysis of xenophobia in the South African media, and conducted national surveys of attitudes towards immigrants and refugees. Jonathan Crush, a Queen's professor who is director of the project, says that SAMP "can now make authoritative statements

about the character and pervasiveness of xenophobic attitudes and how they can be countered through public education."

South Africa's government-funded Human Rights Commission has just held a controversial inquiry into racism in the media, and is now promoting a national Roll Back Xenophobia campaign. "SAMP is working very closely with the commission and we are co-hosting a major public workshop with them in Cape Town later this month." SAMP will also sign a cooperation agreement with the South African Department of Home Affairs to build immigration research capacity within government.

Dr. Crush says that with South Africa's new migration policy framework and legislation in place, SAMP will focus on researching the impacts of new policies and also introduce training programs with the Graduate School of Public and Development Management at the University of Witwatersrand. These in-service training courses in international migration policy and law will be directed primarily at middle managers in governments of the region.

Announcing Canada's contribution to SAMP phase II, Ms. Minna said that escalating conflicts over cross-border popula-

tion movements could continue to pose development challenges to the southern African region. Dr. Crush says that while this is a legitimate concern, on the positive side southern African states are moving towards increased regional integration and co-operation in trade, industrial policy, education and training. A protocol will soon be implemented to create a free-trade area in southern Africa.

"On a whole variety of fronts there's increasing co-operation, but the immigra-

tion issue is a source of considerable intergovernmental tension," says Dr. Crush. "Efforts to try and harmonize policy regionally have collapsed; clearly [immigrant] receiving states have a very different view than sending states. A lot of the conflict at this level is based on inadequate understanding of numbers, causes and consequences. We've now got that information – the question is setting up the mechanisms to make it accessible to governments." □

Queen's, Fudan to collaborate on land development, water and ecology

Queen's Principal William Leggett and President Wang Shenghong of Fudan University, China have finalized four agreements that will permit the two universities to exchange both faculty and students and collaborate on major research projects.

Since Fudan and Queen's both have considerable strength in environmental studies, the first such project will be in the areas of urban land development, water resources and ecology.

The Hon. Dr. Gilbert Normand, Secretary of State (Science, Research and Development) was in Shanghai to witness the signing of documents related to the memorandum of understanding between the two universities and to offer his strong support.

Principal Leggett, now on a 16-day trip through Asia, said he was pleased that the rela-

tionship with Fudan is moving forward so quickly. "We have put in place a framework that will facilitate and encourage collaborative research, and the mobility of faculty and students to and from China. Much of this has been driven from the grassroots level of individual faculty who are looking forward to sharing knowledge with other top scholars in their fields."

From China, Dr. Leggett will travel to Japan where he is the invited keynote speaker at the Millennium Convocation ceremonies at Nagoya University of Commerce and Business Administration.

The latest Queen's-Fudan agreement follows a general memorandum of understanding signed between the two universities in Kingston in January. □

Plugged In

A monthly column of issues and pointers on technology



Anatomy of a virus: not a pretty (park) picture!

BY NECOLE WAKELIN,
ITS HELP DESKS COORDINATOR

Recently someone sent me an unwelcome surprise: the Pretty Park virus!

This particular virus propagates itself, when it is executed, by infecting your Registry File and by sending itself to everyone in your MS-Outlook address book. If you are using Eudora and execute the virus, your Registry File will be infected, but the virus is unable to propagate itself through Eudora's address book. Your computer will still be infected and needs to be cleaned.

Think how quickly a virus like this spreads. Someone receives it from a friend or associate, and executes it. They use MS-Outlook and have 20 addresses, including 2 list-serves of 50 people each, in their address book. The virus is automatically sent to all 20 addresses in the address book, including the 100 people on the list serve. Each of these new recipients of the virus receives and executes the virus (after all, it was sent to them by someone they know and trust!). Within a very short time thousands have been sent the virus.

I was one of the lucky ones. I recognized it for a virus at first sight and didn't execute it. My computer was safe, but I knew hundreds of others at Queen's would not be. What happens when a

problem of this magnitude strikes campus? It requires a coordinated effort on the part of many people to deal with it.

Our ITS front line support team were notified that the virus was here, who could be affected and what signs to look for, how to clean it off a computer, and how to remove the damage the virus had done. Behind the front line, our secondary support line was also working in high gear. (No – formatting the hard drive is not the way to clean a virus! And editing the registry is not for the novice user!) Our communications people were busy trying to alert faculty, staff, and students before they became infected. Our systems people were dealing with the extra load as the virus spread across campus. Hardware Repair had an influx of computers that needed to have the virus removed. And Team Packman were ensuring the latest release of the university's anti-virus software, which detects and removes Pretty Park, was available to all Queen's users. In short, everyone within ITS was affected by this virus, one way or another!

As the week drew to a close, fewer and fewer cases of Pretty Park were found on campus. Another fire had been beaten back, and we could all give a sigh of relief. But soon another Monday would loom, and with it another potential problem.

(And the trigger date for the CIH virus – April 26 – is fast approaching.)

How can we stop these infections from spreading? The answer is simple: by using up-to-date anti-virus software, available free of charge from Queen's. For information on this and other areas of computer security, check out our "Protect Yourself" insert in this *Gazette*, and visit the webpage at: www.its.queensu.ca/protectyourself/

New 1-800 Dial-In Option for Queen's

Want to dial in directly to your Queen's account from outside the 613 area code, without having to pay for a long-distance call? Now you can do so from anywhere in North America, including hotels and other public facilities. People using V.90 standard (56K) modems will need to reconfigure their modems first, however. (For instructions, see the ITS "How To" document at:

<http://www.its.queensu.ca/pubs/howto/56k.html>.)

Now, start up your dial-up networking connection as usual, and replace the phone number displayed with: 1-877-307-2999. The cost is \$10 per hour (or about 17 cents per minute) and you must have sufficient time purchased in advance on your Queen's toll account. (For instructions on

acquiring a toll account, go to: <http://www.its.queensu.ca/pubs/howto/toll.html>.) But remember, you won't be able to connect to this toll line with the V.90 standard (56K) modem until you reconfigure the modem.

HTML Help Drop-Ins

Learning Technology Unit staff provide tips in maintaining a website. Stauffer Library, Room 008A, Thursdays from 1:30-4:30 pm. □

Queen's changes anti-virus software

In 1999, the makers of Dr Solomon's Anti-Virus Toolkit announced that the final product update would be in April, 2000. In light of that announcement ITS reviewed the anti-virus market and negotiated a new campus-wide license for Norton AntiVirus (NAV). NAV will be available free-of-charge to all Queen's users. Windows 9x/NT users will obtain NAV via Packman, which will uninstall Dr S. at the same time. Further details on the transition to NAV will be posted on the ITS Protect Yourself webpage at: www.its.queensu.ca/protectyourself/virus/ □

A few drinks can lead to safer sex, Queen's-led research shows

BY ANNE KERSHAW

The notion that consuming alcohol makes a person foolhardy and more likely to take risks is not always true, according to research by a Queen's psychologist and expert in behaviour prediction.

Tara MacDonald, Assistant Professor of Psychology at Queen's, found that alcohol can actually cause someone to be more, rather than less, prudent.

Alcohol is commonly associated with many dangerous acts that are costly to society, such as drinking and driving, unprotected sex, date rape, spousal or child abuse and other forms of aggression. However, Dr. MacDonald, along with colleagues Dr. Geoffrey Fong and Dr. Mark Zanna of the University of Waterloo and Alanna Martineau of San Diego State University, decided to explore why alcohol consumption leads to reckless behaviour in some situations and cautious behaviour in others.

The researchers, whose work will appear in the April edition of the *Journal of Personality and Social Psychology* published by the American Psychological Association, contend that people whose mental abilities are diminished by alcohol consumption are more influenced by circumstances or "cues" in their immediate environment. Whether an intoxicated person exhibits reckless or cautious behaviour will depend on what kind of information is immediately available to him or her.

They conducted a series of studies which involved exposing participants (some sober and some intoxicated) to weak or strong cues related to the use of condoms for protected sex.



Celia Andersen

In one study, patrons of a bar in Calgary were given one of three hand stamps. One (control) group received a smiley face; one group was stamped with the words "SAFE SEX" (a mild cue) and another group was stamped "AIDS KILLS" (a moderate cue). Later in the evening, research participants were asked to read a short vignette about a sexual encounter, fill out a questionnaire and take a breathalyzer test. The results showed that the intoxicated control group members were more likely than sober people to express intentions to have sex without a condom. However, the reactions of those who had received either a mild or moderate hand stamp cue were indistinguishable from the reactions of sober people. "In fact," say the researchers, "among those who received the AIDS KILLS stamp, intoxicated participants were

somewhat less likely to report intentions to engage in unprotected sexual intercourse than those who were sober."

Another study provided even stronger evidence that drinking can actually make

'These results are completely at odds with the conventional belief that alcohol acts as a general disinhibitor'

a person more, rather than less, cautious.

Study participants watched a video depicting two attractive university students returning to the young woman's apartment after a date. The two soon find themselves deciding whether to have sexual intercourse. The video makes clear that the young woman is interested in having intercourse and that she is taking birth control pills. It is also made clear that it

would be difficult to obtain a condom. Neither person has one, the corner store is closed and the nearest 24-hour store is a long walk away. The final scene shows the characters trying to resolve the dilemma. Research participants were either sober, intoxicated or given a placebo and assigned to one of two groups: those who would receive cues emphasizing reasons that would lead a person to have unsafe sex and those who would receive cues emphasizing the potential costs of having unsafe sex.

When the cues emphasized the potential costs of having sex without a condom, the intoxicated participants were significantly less likely than the sober participants to report intentions to engage in unprotected sexual intercourse, whereas the sober and placebo participants were not affected by the type of cue that they received.

"These results are completely at odds with the conventional belief that alcohol acts as a general disinhibitor," says Dr. MacDonald.

The findings have important implications for the development of intervention programs, says the Queen's researcher. For example, the researchers believe the use of hand stamps or key chains could prove to be highly effective forms of intervention.

"They may be more effective strategies for providing inhibiting reminders than merely placing posters around bars because these cues will not only be present in the environment where alcohol is being consumed but also later, once the person has left the bar, when the decision to engage in risky behaviour is made." □

Computer lease program for students spells savings for departments

Campus computer store's reconditioned computer sales a Canadian university first



Celia Andersen

BY CELIA R. ANDERSEN

Is your department using slow, outdated computer equipment?

Each spring, Information Technology Services (ITS) sells fully functional computers at a fraction of the price, thanks to its computer-leasing program to students.

"It's the best-kept secret on campus," says Stephanie Beaugard, Coordinator, Campus Computer Sales at Information Technology Services. She and Marketing Coordinator Brian Coughtrey expect students to return about 350 one- and two-year-old computers by the end of April. They are checked over, then sold to the Queen's community.

Ms. Beaugard and Mr. Coughtrey want more Queen's departments to know about the program before they're all gone. So far, Queen's individuals and groups have placed orders for about 200 of them, Mr. Coughtrey says.

For example, a two-year-old Intel Celeron 300 MHz computer with 32 megabytes of RAM, a 4.3 gigabyte hard drive, SoundBlaster, CD ROM drive, with built-in speakers and a 15-inch monitor originally priced at \$2095, sells for \$695. On the portable side, a fully equipped laptop that sells for about \$3,000 can be had for \$995.

ITS includes a 15-month warranty for parts and support. The computers are thoroughly checked and cleaned and parts replaced before they are sold, Mr. Coughtrey says. "If the keyboard is baked, for example, we replace it."

Currently in its fourth year, the Cascade

program, as it is known, is the first of its kind at any Canadian university, Mr. Coughtrey says. "We have other campus computer stores phoning us about the program. We sell more computers per full-time student equivalent than any other campus computer store because of this program. Students on a 20-month lease to own can opt to return the computer after eight months. ITS saw the need for student financing, as well as the need for inexpensive departmental systems.

"It's a win for the departments, it's a win for the students and it's a win for Queen's," he says.

By selling computers with ITS standard software, ITS support costs are lowered. The program helps students who may not have a couple of thousand dollars to spend on a computer get the functionality they need for a monthly payment of about \$100, he says.

"The program has just grown and grown," Ms. Beaugard says. In 1996-97, 120 students participated, 250 in 1997-98, 500 in 1998-99, and 850 in 1999-2000. Of that 850, 350 units are expected to be returned. More students participating means more refurbished computers ITS has available to sell each spring.

"Most privately run computer stores wouldn't do this, but it makes money-saving sense for a university," Mr. Coughtrey adds.

Interested departments may contact the store at 533-2058, or visit the website at: <http://www.ccstore.queensu.ca>. □

Stephanie Beaugard and Brian Coughtrey: 'The program has just grown and grown'

Protein-mapping a major step towards environmentally friendly pig production

Queen's-Guelph research offers hope for better quality feed supplement

BY MARY ANNE BEAUDETTE

The successful mapping of a little-known protein structure by a Queen's University crystallographer is a critical milestone in the quest by four scientists at Queen's and Guelph universities for more environmentally friendly pig manure and more cost-effective production of pork.

The work by Zongchao Jia and Daniel Lim of Queen's University and Dr. Cecil Forsberg and Serguei Golovan of University of Guelph, published recently in the journal *Nature Structural Biology*, equips the team with the information to develop a new form of food supplement for pig farmers that would both cost less and reduce the amount of environmentally harmful phosphorus in the pigs' manure.

Phosphorus is a major pollutant that promotes the growth of fish-killing algae in lakes and rivers. Factory-farm pigs require a commercial phosphorus supplement, called phytase, to complete their diets by allowing their sensitive digestive systems to process the phosphorus that naturally occurs in their feed.

However, commercial phytase is slow-acting, effective only in large doses, and unstable when heated, making it not only expensive but of limited use.

In recent years the Guelph researchers have been studying the properties of an alternative, called *E. coli* phytase, that is eight times as powerful as its commercial counterpart. It, too, lacks heat resistance, but the Guelph researchers are confident they can build that property into the protein – if only they knew what its structure looked like.

This is where Dr. Jia's expertise comes in. He would try to "grow" the protein

into crystal form, then "bombard" it with X-rays in order to capture its three-dimensional structure.

The most difficult part of the process, which took two years, was growing the crystal, Dr. Jia says. It's a painstaking process, in which the scientists try combinations of organic and inorganic compounds (such as salt) to draw water off the protein. "As the water is extracted, the protein becomes more concentrated," Dr. Jia explains. "We do thousands of these tests until we find one that has grown a crystal."

The process is far from predictable, Dr. Jia says. "The crystallization had a very funny turn. At Guelph, the sample was first stored in the fridge. When it was taken out a few weeks later, the protein had crystallized by itself. We were so happy, we were jumping up and down."

Unfortunately, Dr. Jia says, they couldn't repeat the process. A graduate student tried for more than a year to replicate the uncontrolled environment of the lab fridge, but with no luck.

Then came a break. "In our lab meeting, another grad student presented a paper describing successful use of the metal cadmium in growing crystals. So Daniel Lim tried it, and two weeks later we had our crystal."

Using a high-powered X-ray beam, Dr. Jia was able to capture the crystal's diffraction pattern and, with the help of computers, calculate its three-dimensional structure. The result – which looks like a tangle of bent paper clips and curling ribbon (see box, below) – gives the Guelph scientists the structure they need to begin to try to improve the protein's stability.



Dr. Zongchao Jia demonstrates Xray imaging detector, used to help map the structure of *E. coli* phytase (see box, below)

"Now that we have a visual representation of its three-D structure, we can start to think about where we can improve its stability," Dr. Jia explains. "Once we know what the strands look like, we can start to engineer it."

The engineering phase will involve inserting molecular "bridges" and increas-

ing interactions between various points on the structure, strengthening it and ultimately giving it the heat resistance it needs. "Our hope is that in two or three years' time we can identify a thermally stable, modified *E. coli* phytase to replace commercial phytase," Dr. Jia says. □

Campus plan

continued from page 1

shaped by how landscapes and buildings work together. A campus should not be a collection of solo performances by a bunch of divas, or 'trophy' buildings. It has to work harmoniously as an ensemble so that buildings and landscapes together contribute to the life, structure and identity of the campus."

The revised campus plan fosters that harmony by ensuring that building designs not only serve constituent needs but also create "usable and memorable open space," rather than simply occupying space, Ms. Ma says. In future, new requirements for major building projects, for example, will include a massing study to define appropriate building and open space relationship, and a study of their impact on the microclimate, "to ensure that the buildings don't create inhospitable outdoor spaces." The plan also recommends that new buildings not reduce the amount and quality of green space on campus.

Other proposed revisions include the following:

- The conflict between pedestrians, vehicles and bicycles be resolved or minimized in capital projects;
- Landscape work be adequately funded through a set percentage of project budgets;
- Space for student life activities be maintained and increased where feasible;
- New residence styles respond to changes in lifestyle preferences;

- Interior spaces emphasize comfort, attractiveness, and durability with low maintenance;
- Buildings and landscapes of the worst quality be removed.

The proposed revisions are the result of a five-year general review of the current plan, approved in 1994.

The revisions reflect not only changing conditions on campus, explains Jeanne Ma. "They also focus on the link between the plan and Queen's vision, mission and goals." In other words, the interest of the campus is embodied in the campus plan and implementation of the plan benefits the campus as a whole.

As well, the proposed changes flesh out and give greater clarity to its implementation strategies, she adds. For example, the revised plan specifies the degree and form of consultation for project developments on campus. □

Comments welcome

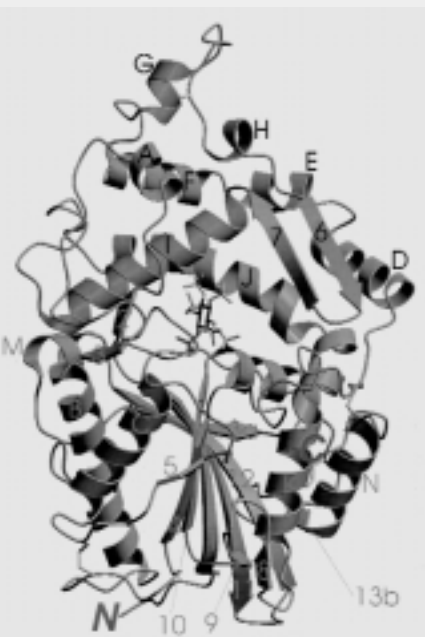
Members of the campus community will have an opportunity to discuss the proposed revisions to the Campus Plan at an open house tomorrow, April 4, in Room 202, Policy Studies, from 3:30-6 p.m. Staff, faculty, students and members of the community are invited to bring their questions and comments.

The text of the proposed revisions is on the web at: <http://www.queensu.ca/campplan/reports/plan2000.html>

Funding to help scientists solve mystery of how protein crystals grow

A Queen's University-based research team has been awarded more than \$500,000 over four years to probe the mysteries of how to grow protein crystals.

The crystals are key to researchers' understanding of the structures of molecules, and how those molecules interact in biological systems – such as cereal-based animal feed (see above). However, crystals are notoriously difficult to grow. Each one is different, and researchers may spend years doing thousands of tests before finding the right combination of compound and conditions to successfully grow the crystal they need.



Protein structure of *E. coli* phytase

Over the next four years, Queen's researchers Janice Glasgow (Department of Computing and Information Science) and Suzanne Fortier (Departments of Chemistry, and Computing and Information Science) and Igor Jurisica at University of Toronto will be working with researchers at the Hauptman-Woodward Medical Research Institute of Buffalo, N.Y. to predict the key initial conditions for the growth of protein crystals.

"It's a bit of a black art," says Dr. Glasgow. "There are no general principles to guide the researcher, except trial and error." The team's research is aimed at filling in some of the blanks surrounding crystal growth.

The research will cover two phases. In the first, the Buffalo group will conduct thousands of crystal experiments a day, and record the results – including robotically generated images of the crystals that are grown.

Using computational tools, the Canadian researchers will analyse and store the results in a database. "In a very short period of time we should have comprehensive data on millions of crystal growth experiments," Dr. Glasgow explains.

In the second phase, advanced computer techniques, including case-based reasoning and data mining, will be applied, allowing the researchers to comb through the vast amounts of data they have collected to reason about and extract general principles for growing crystals.

When their research is completed, the researchers will have amassed a huge repository of crystallographic experiments and their results; they will also produce a multimedia approach for planning crystal experiments as well as a set of principles to guide crystal growth. □

— Mary Anne Beaudette

Queen's University Secretary: Guardian of 'good decisions'

BY CELIA R. ANDERSEN

When Georgina Moore takes over for Alison Morgan as University Secretary on July 1, she'll be wearing three new hats. "The University Secretary position a three-in-one position," says Ms. Moore, currently Associate Secretary of the Senate.

With the assistance of the University Secretariat staff, the University Secretary oversees the operations of the Queen's Board of Trustees and the Senate. The Senate, which meets monthly, is the academic governing body, responsible for the academic development of the university. The board, which meets four times a year, is responsible for the management of university finances.

Corporate responsibilities constitute the third 'hat'. "This office receives, on behalf of the university, trusts, bequests from estates and wills. Our duty is to ensure that the terms of the will are executed properly. It's an interesting part of the job," she says.

As well as overseeing the governance of the university, the University Secretary and staff plan university ceremonies, such as Convocation and provide an impartial support base for many of the university's grievance procedures.

The University Council is responsible for the bylaws that govern elections to the

Board of Trustees. It meets annually each spring and is also administered through the Secretariat. Its members include trustees, senators, and an equal number of alumni.

The Secretariat also serves as a resource centre and institutional memory on all matters of governance. "We want to ensure the process of governance takes place with the right information, at the right time, and in the right form," Ms. Moore says. "The bottom line is that we facilitate in a seamless fashion the opportunity for good decisions to be made."

"Some people get put off by the dryness of the process and the detailed rules, but we do have a sense of humour here," she adds with a smile.

Staff members get a wide variety of inquiries from the university community. "We supply dates, actions, rationale for decisions the governing bodies make," Ms. Moore says. A recent inquiry came from a student researching his masters in human geography. "He was doing a study on Orientation as a social behaviour, so we were able to supply him with a copy of the Jackson Report (a comprehensive review of Queen's Orientation) and other information."

Until 1989, the position of Secretary of the Board and University Secretary was separate from that of the Secretary of the

Senate. When former Secretary of the Senate Margaret Hoey was appointed University Secretary that year, the responsibilities of the three positions were amalgamated to streamline operations and the management of information. "Some actions do go from one body to the other, and there was a desire to have a closer connection between the two. Margaret was a very accomplished person, and there was a sense that there was experience on one side that she could bring to the other side."

By the time current University Secretary Alison Morgan assumed the position in 1995, the office was moving to a more electronic environment, providing information and communicating with its members electronically. With the preparation of minutes, agendas and key background materials much a part of daily operations, however, Ms. Moore says that a lot of paper still passes through the office.

Along with the experience as Associate Secretary to the Senate since 1994, Ms. Moore brings a varied background to the position. Before joining the Secretariat in 1992, she administered the CIDA-funded Kenya Project in the Faculty of Education for six years. She also held appointments at the University of Windsor as Grants and Contracts Officer in Research Services and Assistant Manager of the Industrial



Georgina Moore, University Secretary-to-be

Research Institute. She has a degree in art history from Concordia University. As she assumes her new responsibilities, she feels her eight years with the Secretariat have served her well. "I've accumulated a lot of knowledge in an area that for many is rather obscure," she says. "So hopefully my learning curve is not going to be as steep."

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

How's our cleaning?

Cleaning services survey helps Physical Plant Services balance cleaning priorities

BY REBECCA SPAULDING

What do you think about the university's cleaning services? Physical Plant Services wants to know.

You can offer your comments on the Customer Feedback Cards that university custodians have begun leaving at randomly selected departments. Information gathered will help guide decisions on how best to supply a cleaning service that is consistent with the priorities of the university and the campus community.

Like other departments, resources for Physical Plant Services have decreased. Over the last six years the number of custodians has dropped from 135 to 95, while the area to be cleaned has increased by 400,000 square feet, with the addition of Stauffer Library, Biosciences Complex and other building expansions.

Campus space requiring cleaning will continue to increase over the next two years with the construction of the new Chemistry building and other planned buildings. As a result, Physical Plant Services must continually prioritize what is cleaned and how often it is done.

The Customer Care Feedback Card contains a few simple questions in three categories: staff attitude, cleaning priorities, and cleanliness of buildings. It is not an evaluation of individual custodial performance, but a means of getting a snapshot of the overall status of campus cleaning: Are the current cleaning priorities in tune with what the Queen's community sees as important? Is Physical

Plant Services meeting its cleaning target?

The Customer Care Feedback Card is part of the ongoing evaluation program that is helping Physical Plant Services address the changing needs of the campus. Although it may not be able to fulfil all individual concerns, Physical Plant Services will consider all comments received as part of the whole picture of campus cleaning.

Questions? Contact Brian Scovill, Operations Manager (Ext. 36020 or email scovillb@post.queensu.ca) or the Physical Plant Services Area Managers. For a listing of Area Managers, please check the Physical Plant Services webpage at: <http://www.queensu.ca/pps/index.html> or contact Brian Scovill.

Physical Plant Services Customer Feedback Card
Your Opinion Matters!

Custodian: _____ Building: _____ Date: _____

As part of our efforts to continually improve the cleaning services at Queen's University, we would appreciate your comments. Please fill out this card and return it to Physical Plant Services. Your responses are valuable to us and will be kept confidential.

Attitude of Physical Plant Services Custodial Staff? Excellent Good Fair Poor

Attitude of Physical Plant Services Management Staff? Excellent Good Fair Poor

Attitude of Physical Plant Services Office Staff? Excellent Good Fair Poor

Priority of Cleaning

What priority (1 to 5) would you place on cleaning of the following areas? (Use each number only once. 1 is highest priority.)

<input type="checkbox"/> Classrooms	<input type="checkbox"/> Private Offices	<input type="checkbox"/> Washrooms	<input type="checkbox"/> Public Areas	<input type="checkbox"/> Labs
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Which area would you like to see cleaned to a higher standard (pick one)?

<input type="checkbox"/> Classrooms	<input type="checkbox"/> Private Offices	<input type="checkbox"/> Washrooms	<input type="checkbox"/> Public Areas	<input type="checkbox"/> Labs
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To accomplish the "cleaning to a higher standard" noted in the previous question, in which area could cleaning be scaled back (pick one)?

<input type="checkbox"/> Classrooms	<input type="checkbox"/> Private Offices	<input type="checkbox"/> Washrooms	<input type="checkbox"/> Public Areas	<input type="checkbox"/> Labs
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How Clean are the Buildings?

Below is a list of typical areas we clean and how frequently they are serviced. Please rate the standard of cleanliness for each area, from 1 to 5 using the following definitions: (Note: Physical Plant Services should be expected to clean at the Level 2 standard.)

Level 1 - Spotlessness (cleaning at its highest level)				
Level 2 - Tidiness (clean but not immaculate)				
Level 3 - Casual Cleanliness (lower than normal expectations)				
Level 4 - Moderate Cleanliness (unacceptable)				
Level 5 - Unprompt Neglect (dirty)				

Public Area (e.g. entrances, corridors, stairwells, elevator) - cleaned daily	1	2	3	4	5
Classroom (e.g. classroom, auditorium, conference room, seminar room) - cleaned daily	1	2	3	4	5
Washrooms - cleaned daily	1	2	3	4	5
General office - cleaned every other day	1	2	3	4	5
Office - cleaned weekly	1	2	3	4	5
Snow shovelling (outdoor entrances)	1	2	3	4	5

Other Comments: _____

Thank you for your comments. If you have any questions please contact Brian Scovill, Operations Manager, Physical Plant Services, at extension 36020 or email: scovillb@post.queensu.ca.

Name (optional): _____ Telephone (optional): _____

News Notes

Troupe explores violence

The Purple Dragon Puppet Troupe tackles the issue of violence in the world premiere of the *Beast Within*, Friday April 7 at Grant Hall. The performance starts at 7:30 pm and lasts about 40 minutes. Admission is free. Following an act of violence on Queen's Campus, the victim uses her medium to express the ancient dilemma of human violence. The troupe weaves the story with live music, a large colourful set and a variety of puppets, both small and very large.

Alumni Big Band launches CD

Eighteen of Queen's best jazz graduates reunite this Saturday, April 8 in Grant Hall to release their first CD. The Queen's Alumni Big Band will release *The Spirit of*

Queen's at the concert, which starts at 7:30 pm. It was recorded live in 1998, and all the music was composed or arranged by graduates of Queen's Jazz Ensemble.

Hugh Fraser, prominent west coast pianist and trombonist, and twice named Canadian Jazz Artist of the Year, is guest artist. The band, directed by Duane Bates and Greg Runions, will perform some of his music, some from the CD and at least one new piece.

Many of these musicians now work professionally in the jazz world and are returning to Kingston from Miami, New York, Chicago, Toronto and Ottawa.

Tickets are \$12 for students and \$15 general admission and are on sale at the Used Bookstore, second floor of the JDUC (533-2120). Doors open at 6:30 pm.

Noted and Quoted

Peter Boag and Peter V.C. de Groot (Biology) were featured in the *National Post* March 9 in an article about the recent loss of genetic diversity in Canada's Arctic island muskoxen.

Martha Bailey (Law) was quoted in the *National Post* March 6 on the effects of Bill C-23 on common-law and same-sex marriages.

John Geddes (Health Sciences) wrote about Queen's role in the development of a family medicine program in Bosnia Herzegovina in the February issue of *Canadian Family Physician*.

David Gordon (Urban and Regional Planning) published a lengthy commentary on the proposed revitalization plan for Toronto's waterfront in the March 29 *Globe and Mail*. He also contributed a feature in the *Ottawa Citizen* March 10 on redevelopment plans for National Capital Commission lands in Ottawa.

Tara MacDonald (Psychology) was featured March 28 in *The Globe and Mail* and *The National Post* on her research on alcohol consumption and social behavior. She was interviewed by the *Calgary Herald*, CBC Radio (Ottawa), BBC London, and

CJOB Winnipeg. Her research also formed the subject of the editorial cartoon in the March 29 *National Post*.

Margot Northey (School of Business) was featured March 4 in the *National Post* as one of 50 Canadian women leading the female charge to the top of Canada's corporate ranks.

George Perlin (Politics) was quoted in the *National Post* March 6 on the federal leadership selection process in Canadian politics.

Douglas Reid (School of Business) was quoted March 13 in the *Globe and Mail* in an article on e-business. His comments on the restructuring of Canadian Airlines received coverage in the *Toronto Star* March 7.

Alasdair Roberts (Policy Studies) was quoted in the March 12 *Toronto Star* about government's longer response times to requests for public documents under the Access to Information Act.

Jim Ridler (School of Business) was quoted March 3 in the *Ottawa Citizen* about the Ottawa corporate community and charitable donations.



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, April 11, 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

Programmer and Support Specialist
2000-06
Information Technology Services
Colin Soule

Staff Vacancies

Following the completion of the Queen's Job Evaluation (QJE) review for positions in Grades 2 - 9, you will notice we have included the cluster in the following job ads which represents the job family,

branch and grade (e.g., ADMG5 is Administration Family, General Branch, Grade 5). Generic position overviews for clusters can be found on the HR website at www.hr.queensu.ca.

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.

Electrical Technologist 2000-26 Department of Electrical and Computer Engineering

Major Responsibilities: inspect, test, calibrate, repair, modify and construct electronic and electrical equipment used to demonstrate the principles of electrical engineering in the areas of rotating machinery and power conversion; prepare design documentation, schematic diagrams and operating manuals, set up individual laboratory experiments and ensure proper functioning for duration of lab schedule; instruct students during laboratories; instruct teaching assistants to qualify them to instruct undergraduate students in the laboratory; act as a resource to undergraduate students in project laboratories; ensure that the laboratories are run in adherence to relevant laws and regulations including the Ontario Health and Safety Act; set up demonstrations for special events such as undergraduate orientation, high school liaison, Science Quest; advise and recommend to academic staff equipment needs for the laboratories; assist with installation, maintenance and ongoing upgrading of workstations and computer networks.

Requirements: completion of a three-year Electrical Engineering Technologist diploma with appropriate work experience; a current first aid and CPR certificate; working knowledge of the Ontario Health and Safety Act; analytical, creative and problem solving skills; comprehensive knowledge of AC and DC machines and three-phase systems; knowledge of analog and digital electronics, power, control and automated systems, programmable controllers and robotics; knowledge and skills in design, manufacturing and assembly methodology; thorough knowledge of computers, computer peripherals and computer interface techniques as they relate to data acquisition and control systems; working knowledge of software packages used in the teaching of electrical power; general knowledge of tools required for fabrication purposes; drafting/ACAD skills for the preparation of circuit schematics and project documentation; writing skills

to write reports, proposals, and technical manuals; effective time management skills and flexibility; high degree of organizational ability; ability to relate well to faculty, staff and students; ability to keep abreast of new equipment and techniques related to the position by reading periodicals and attending electronic and computer trade shows.

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

Tentative Hiring Range: \$36,965 - \$43,619, 314 points

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

Coordinator of Educational Programs 2000-27 Queen's University Residences

Major Responsibilities: report to the Associate Director (Residence Life); plan, administer, operate and evaluate appropriate educational programs addressing the diverse needs of students in first year; train, advise and support residence dons; provide guidance to residence coordinators on the delivery of educational events; liaise with residence student government on social and community-building programs and with other university departments and groups; develop and maintain appropriate resources required for operating educational events; coordinate the Peer Education Program on Sex, Intimacy and Dating; assist with determining funding sources and prepare proposals; select, train and supervise the Programming Assistant.

Requirements: undergraduate degree (teacher training, experience or a degree in education preferred); experience developing, planning and conducting educational programs for young adults; an understanding of the needs of first-year undergraduate students and direct experience working with them in a university setting; university residence experience highly desirable; demonstrated human relations skills with ability to foster a team approach to educational events and activities; ability to motivate and maintain enthusiasm amongst student staff with regard to educational programs; an understanding of the nature of the educational mission of the university and the value of educational programs in residence; willingness to work non-traditional hours on a regular basis; excellent organizational and problem-solving skills; excellent computing skills.

Minimum Hiring Salary: \$37, 710 Salary Grade 7 ADMSF7

Other Positions

Donor Relations Assistant Office of Advancement

This is a two-year contract position with the possibility of renewal.

Major Responsibilities: report to the Director of Development (Donor Relations and Stewardship); provide organizational and administrative support to the Donor Relations and Stewardship unit (invoicing activities, budget reconciliation, scheduling, composing correspondence and taking minutes, support for special events, implementing and maintaining regular greeting card system, etc.)

Requirements: two-year business administration program combined with previous relevant experience at a university or institutionally-relevant setting which included professional fund raising knowledge (or an equivalent combination of education and experience); familiarity with a broad range of university policies and procedures; sound knowledge of the university's administrative, financial, academic and governance structures; knowledge of book-keeping/ accounting practices; highly-developed oral and written communication skills; experience working in a multi-tasking role with competing priorities; demonstrated customer service and strong interpersonal skills; excellent organizational and planning abilities; ability to work under pressure, meet deadlines and maintain confidentiality; sound computing knowledge in PC environments; experience in database management, desktop publishing, the Web and events management knowledge an asset.

Minimum Hiring Salary: \$29,324 Salary Grade 5

Apply to: Judith Brown, Director, Donor Relations and Stewardship, Office of Advancement (Donor Relations), Queen's University, Kingston, ON, K7L 3N6.

Deadline: April 14, 2000.

Research positions Departments of Biochemistry and Medicine

Positions are available for a postdoctoral fellow and graduate students in the departments of Biochemistry and Medicine.

The work involves studying the role of glycosylation in apoptosis and arthritis, and in structural and mechanistic studies of glycosyltransferases. Glycosylation has been shown to be important for cell adhesion, the immune system, cell surface functions, tumorigenicity, apoptosis, development and differentiation, and a vast number of different functions of proteins. We are interested in the role of protein glycosylation in dis-

eases (with a focus on cystic fibrosis, inflammation and arthritis) and in natural processes such as apoptosis.

Apply to: Dr. Inka Brockhausen, Department of Medicine, Division of Rheumatology, Queen's University, Etherington Hall, Room 1021 Kingston K7L 3N6. e-mail: brockhau@post.queensu.ca

Medical Secretary Department of Medicine Division of Neurology

This is a six-month maternity leave - working 50% of the time. (May 15 - Nov. 30, 2000)

Major Responsibilities: provide secretarial support for busy office, answering phones, making patient appointments, filing, typing, ordering supplies, organizing meetings, paying bills, making travel arrangements, dealing effectively with patients, staff, faculty, students and other physicians offices.

Requirements: completion of one year post secondary secretarial education; one to two years secretarial experience (or equivalent combination of education and experience); proficient use of computer applications, such as Word, PowerPoint, Outlook, and Quicken; fast and accurate typing; Medical Terminology; good interpersonal skills; ability to work quickly and independently; well-organized; knowledge of web pages and the Internet an asset; knowledge of K.G.H. PCS an asset.

Minimum Hiring Salary: \$26,588 Salary Grade 3 (salary to be adjusted to reflect actual time worked).

Forward resume to: Division of Neurology, Richardson House, 102 Stuart St., Queen's University, K7L 2V6.

Technician (Level 4) Department of Pathology

A full time technician position is available in Dr. R. Kisilevsky's laboratory in the Department of Pathology.

Major Responsibilities: Project involves a novel approach to anti-malarial therapy, protein and glycosaminoglycan purification, isolation of activated sugar-nucleotides, chromatography (liquid and HPLC), tissue culture and some mouse animal studies.

Qualifications and preferences: BSc in biochemistry, biology, or a related discipline; experience in carrying out general lab duties; experience with radio-isotopes; good interpersonal skills; ability to work as a team member as well as independently; experience with protein purification and mammalian cell culture; good computer skills. Salary will be competitive and commensurate with experience.

Apply to: Dr. R. Kisilevsky, Department of Pathology, Rm 201b, Richardson Labs, Kingston, Ontario K7L 3N6; Tel. 533-6411; e-mail: kisilevsky@cliff.path.queensu.ca.

Bulletin Board

Appointments

Eddy Campbell appointed Associate Dean, Faculty of Arts and Science

Principal William C. Leggett is pleased to announce that Dr. H.E.A. Campbell has been appointed Associate Dean in the Faculty of Arts and Science for a five-year term, from April 1, 2000 to June 30, 2005. Dr. Campbell holds a BSc and MSc from Memorial University of Newfoundland, and a PhD from the University of Toronto. He completed post-doctoral studies at the University of Western Ontario before joining Queen's Department of Mathematics and Statistics in 1984. He was promoted to associate professor in 1989 and to professor in 1995.

Dr. Campbell's main research interest is the invariant theory of finite groups on which he has published numerous articles, often in collaboration with colleagues in the Invariant Theory Group at Queen's. He has also published papers on homotopy theory. Dr. Campbell is an active member of the Canadian Mathematical Society, most recently having served as a Vice President.

Dr. Campbell has served as head of the Department of Mathematics and Statistics for the past five years.

Anne Godlewska appointed Associate Dean, Faculty of Arts and Science

Principal William C. Leggett is pleased to announce that Anne Godlewska has been appointed Associate Dean in the Faculty of

Arts and Science for a five-year term beginning May 1, 2000 to June 30, 2005.

Dr. Godlewska received her BA at McGill (History) and her MA and PhD at Clark University (Geography). She also took a two-year postdoctoral fellowship at the University of Wisconsin, Madison. She came to Queen's as a Queen's National Scholar in 1986.

Since then, Dr. Godlewska's research and teaching has focused on representation, intellectual conquest, and the construction of identity through the maps, text and sketches; failure and success in science with a special focus on 19th-century French geography; mapping Napoleonic cartography and the lives and spaces of religious women in the settlement of early Canada. Her teaching is broadly in the area of historical/cultural geography. She has published *The Napoleonic Survey of Egypt* with the University of Toronto Press and *Geography Unbound* with the University of Chicago Press. She is co-author with Neil Smith of *Geography and Empire* published with Blackwell.

Dr. Godlewska has served on numerous departmental, faculty and university committees. She was acting head of the Department of Geography from Sept. 1, 1998 to Aug. 31, 1999.

Robert Erdahl appointed Acting Head, Department of Mathematics and Statistics

Principal William C. Leggett is pleased to announce that Robert Erdahl has been appointed acting Head of the Department of Mathematics and Statistics from July 1, 2000 until June 30, 2001.

Dr. Erdahl holds a BSc from Bucknell University and a PhD from Princeton. He

came to Queen's in 1968, and has been a full professor since 1991. He has published numerous articles focused on his areas of research, which are the geometry of lattices and the quantum theory of solids and molecules.

For many years, Dr. Erdahl has run an annual exchange program between Canadian Departments of Mathematics and the Steklov Institute, Moscow.

He has served on numerous committees at Queen's, most recently serving eight years as coordinator of graduate studies in the department.

Committees

Centre for Advanced Gas Combustion Technology

Dean Tom Harris is pleased to announce the membership of the Advisory Committee for the review of the present state and future prospects of the Centre for Advanced Gas Combustion Technology:

Ed Watt, Civil Engineering, (Chair);

R.D. Weir, Dean of Graduate Studies and Research, Royal Military College of Canada;

Kim McAuley, Chemical Engineering;

Richard W. Sellens, Mechanical Engineering;

Mark Cunningham, PhD Student, Mechanical Engineering;

Neil McFaden, Board of CAGCT.

Members of the university community are invited to submit their comments on the present state and future prospects of the centre and its leadership to the chair of the committee by **April 17, 2000**. Respondents

should state whether their letters may be shown, in confidence, to the members of the advisory committee.

Deanship Advisory Committee Faculty of Health Sciences

David Walker's term as Dean pro tem of the Faculty of Health Sciences ends June 30, 2001. Dr. Walker has indicated that he will consider an appointment as dean should it be the wish of the university community.

In accordance with the procedures established by Senate, a committee chaired by Suzanne Fortier, Vice-Principal (Academic), will be established to advise the Principal on the present state and future prospects of the faculty and on the selection of the dean. Suggestions for membership on the advisory committee are requested and should be submitted in writing to the Office of the Vice-Principal (Academic) by **April 17, 2000**.

Members of the university community are also invited to offer their views on the state of the faculty and its leadership. These comments should also be submitted in writing to the Office of the Vice-Principal (Academic) and should be received by **May 1, 2000**.

Faculty of Health Sciences Basic Science Organization

The Faculty of Health Sciences is in the process of reorganizing in order to ensure the optimal effectiveness and development of research and graduate programs. The Basic Science heads and the School of Medicine Council have accepted the recommendations of a task force, which have been widely discussed and reviewed.

These recommendations call for the identification and construction of multi-disciplinary research programs and the development of a combined graduate program.

Faculty members are invited to provide suggestions on the composition and comments on the terms of reference of a committee that will consult and advise the dean in regard to the next steps for these initiatives. Forward suggestions and comments to Dr. David Walker, Dean, Faculty of Health Sciences, 2nd Floor Botterell Hall, Queen's University, by **Friday, April 14, 2000**.

The advisory committee's work will include:

- the confirmation of those clusters of research groups and individuals which will constitute formal research programs (based on the work which led to the identification of the faculty's established and emerging research groups);
- ways in which such programs might be constituted, directed and resourced (this would include recommending directors for those programs already sufficiently constituted and recognized);
- the fashion in which such programs would interface with traditionally constituted departments and faculties;
- the method by which such programs would report and be accountable for their activities; and
- the development of a detailed proposal for a combined graduate program for presentation to Division 1 Graduate Studies for approval and implementation.

Bulletin Board continued

It is anticipated that the advisory committee would be formed by May 1, with a view to providing advice on the constitution and direction of research programs by June 1 and the creation of a draft detailed proposal regarding a combined graduate program by July 1, 2000.

Graduate Studies

PhD examinations

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

Wednesday, April 5

Meghan Nieman, English. Female Heroics on the Early Modern Stage. Supervisor: M. Straznicky. 517 Watson Hall, 2 pm.

Friday, April 14

Shafiq Ebrahim, Economics. Essays in High-Frequency Empirical Finance and Risk Management. Supervisor: I.G. Morgan. B204 Mac-Corry Hall, 10:30 am.

Monday, April 17

Huy Tai Ha, Mathematics and Statistics. Rational Surfaces from an Algebraic Perspective. Supervisor: A.V. Geramita. 521 Jeffrey Hall, 10 am.

Gordon Fullerton, Management. The Role of Commitment in Service Relationships. Supervisor: S. Taylor. 119 Dunning Hall, 2 pm.

Notices

Preregistration 2000/01

Faculty of Arts and Science

All students planning to take arts and science courses in the 2000/01 fall/winter session must preregister through QCARD. **May 15 - June 9, 2000.**

- update your address
- request courses
- update your program/concentration (if necessary)

Access QCARD on the Web at www.qcard.queensu.ca. International students must go to the International Centre during April to complete a UHIP form, in order to preregister.

The 2000/2001 Steps to Registration Booklet will be available May 1, 2000 and will be mailed to all Arts and Science students to the MAIL address indicated on QCARD. You must ensure that your MAIL address is up-to-date. The booklet will include information you need regarding the registration process, department-specific information, course timetable, how to request your courses, and how to access QCARD. Read it carefully.

It is each student's responsibility to preregister May 15 - June 9. Many Arts and Science departments will not accept course requests after June 9, as spaces in available courses will be limited.

Physical Education Centre

Building hours, April 8 - 29, 2000

Saturday, April 8	8 am - 10 pm
Sunday, April 9	noon - 10 pm
Monday, April 10 - Friday, April 14	7 am - 10 pm
Saturday, April 15	8 am - 10 pm
Sunday, April 16	noon - 10 pm
Monday, April 17 - Friday, April 21	7 am - 10 pm
Saturday, April 22	8 am - 10 pm
Sunday, April 23	noon - 10 pm
Monday, April 24 - Friday, April 28	7 am - 10 pm
Saturday, April 29	8 am - 10 pm

Building closed April 21, 2000

Recreational Swim

Monday, Wednesday, Friday	7:15 - 8:15 am
Monday to Friday	11:30 am - 1:30 pm
Tuesday & Thursday	4 - 6 pm
Mon/Wed/Fri/Sat/Sun	4:30 - 6 pm
Sunday	8:30 - 9:30 pm

Family Swim

Saturday	10 - 11:30 am
Sunday	3 - 4:15 pm

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 preregister. Details: Julie, ext. 75847 or Marney, 549-0066.

Surplus Items

Physiology offers for sale:

Machine Shop Equipment
1 Metal Lathe TDIDA model #TD5A Serial #3340
1 Sur Lift Drilling and Milling Machine, Type LC-30A (has a drilling capacity of 1 1/4 inch spindle feed travel)
1 Sheet Metal Break (Bender)

Open Bid.

For information or to view, call Bob, ext. 32727. Submit sealed bids marked "Physiology" to Patti George, Purchasing Services by **Friday April 7 at 1 pm**. Please mark bids "Confidential".

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

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

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.

Calendar

Art

The Agnes Etherington Art Centre, University Avenue.

Have You Seen Agnes? House. **Ongoing.** David Rokeby: The Giver of Names, Atrium, **to April 9.** Micah Lexier: A Portrait and a Self-portrait, Samuel J. Zacks Gallery and Atrium, **to June 11.** Building Blocks: An Exhibition of Canadian Art, Historical Feature Gallery, **to Sept. 17.** Landscapes/Escapes, R. Fraser Elliott Gallery, **to Sept. 17.** The Object of Art, European Gallery, **to Jan. 20, 2002.** The Human Figure: A selection from the Justin and Elisabeth Lang collection of African Art, African Gallery, **to March 11, 2001.** Canadian Made, Frances K. Smith Gallery, **to March 11, 2001.**

Upcoming Exhibit: BFA on View 2000. Contemporary Feature Gallery, **May 6 - June 18.**

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

Music

Tuesday, April 4

School of Music
Student Chamber Ensembles concert. 120 Harrison-LeCaine Hall, 11:30 am. Free.

Wednesday, April 5

Queen's Jazz Choir, Bruce Kelly, director, presents a concert of vocal jazz favourites. Grant Hall, 7:30 pm. \$6 adults; \$3 students & seniors at the door.

Saturday, April 8

Queen's Entertainment Agency
Hugh Fraser featuring the Alumni Big Band at Grant Hall. Tickets: Used Book Store in the Upper JDUC. \$15 adults; \$12 students. Doors open at 6:30 pm. Concert starts at 7:30 pm.

Wednesday, April 12

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

Public Lectures

Monday, April 3

Education
Leonard Lee, Queen's graduate and founder of Lee Valley Tools. Inaugural McArthur Lecture. Informing Minds, Not

Cloning Them. Duncan McArthur Hall Auditorium, corner of Sir John A. Madonald Boulevard and Union Street), 4:30 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, 7 pm. Free. Details: Raeann Rideout, 548-7222, ext. 2239, e-mail qgp@post.queensu.ca.

Meetings & Colloquia

Tuesday, April 4

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

Pathology

Peter Truesdell, Queen's. The Fps tyrosine kinase and its role in angiogenesis. Richardson Amphitheatre, 4 pm.

Physiology

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

Wednesday, April 5

Biochemistry
Caroline Van Den Diepstraten, Queen's. The effect of apolipoprotein(a) fragments on the proliferation and migration of human arterial smooth muscle cells. B139 Botterell Hall, 2:30 pm.

Chemistry

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

Neuroscience

Jean Claude LaCaille, University of Montreal. Synaptic plasticity in hippocampal inhibitory circuits. Room B139 Botterell Hall, 4:30 pm.

Physics

Condensed Matter Seminar Series
Veit Elser, LASSP, Cornell University. Finding phases by minimizing charge. 501 Stirling Hall, 10:30 am.

Physics

Lynette Madsen, Linköping University, Linköping, Sweden, and Carnegie Mellon University, Pittsburgh, PA. From Si to SiC device technology: Metallization issues. Stirling Hall, Theatre A, 1:30 pm.

Thursday, April 6

Cultural Studies Working Group
Clive Robertson, Queen's. Museums and controversies: Mediating the citizen and the consumer. 517 Watson Hall, 3 pm.

Friday, April 7

Pathology
Dr. Ami Aronheim, Haifa, Israel. Novel protein recruitment systems for the analysis of protein-protein interactions with nuclear, cytoplasmic and membrane proteins. Richardson Amphitheatre, 2 pm.

Monday, April 10

Physiology
Peter Hodson, Queen's. The environmental toxicology and chemistry of retene, a PAH derived from petroleum and plant resin acids. 449 Botterell Hall, 11:30 am.

Tuesday, April 11

Pathology
Dr. Mohamed Khalifa, Department of Pediatrics. Aicardi Syndrome: A possible new mechanism of human disease. Richardson Amphitheatre, 4 pm.

Wednesday, April 12

Chemistry
Zhenan Bao, Bell Labs, Title TBA, Frost Wing, FG15, 11:30 am.

Monday, April 17

School of Business
Neil Wrigley, University of Southampton. Globalizing retail. B204 Mac-Corry Hall, 10 am.

Tuesday, April 18

Pathology
John Samis, Queen's. Proteolytic Processing of Human Coagulation Factor IX by Plasmin. Richardson Amphitheatre, 4 pm.

School of Business

Laurette Dubé, McGill University. Humor in advertising on threatening topics: The moderating role of masculinity and threat media context. E230 Mac-Corry, 10 am.

Other

Wednesday, April 5

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

Wednesday, April 12

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

Friday, April 14

Friday Book Group
Gloria Naylor, Mama Day. Ban Righ Centre, 32 Queen's Cres., 7 pm.

Details: Ela, ext. 77357, e-mail: rusak@geol.queensu.ca. All welcome.

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@qmlink.queensu.ca.

Special Events

Friday, April 7

The Purple Dragon Puppet Troupe
World premiere of The Beast Within. Following an act of violence on Queen's Campus, the victim uses her medium to express the ancient dilemma of human violence. The troupe weaves the story with live music, a large colourful set and a variety of puppets, both small and very large. About 40 minutes long. Grant Hall, 7:30 pm. Free.

Saturday, April 8

Hugh Fraser and the Alumni Big Band
The Queen's Entertainment Agency presents Hugh Fraser featuring the Alumni Big Band at Grant Hall. Tickets: Used Book Store in the Upper JDUC. \$12 for students and \$15 for adults. Doors open at 6:30 pm. Concert starts at 7:30 pm.

Sunday, May 7

Agnes Etherington Art Centre reopening Celebrate Art - After a decade of planning and 18 months of construction, the Agnes Etherington Art Centre re-opens its doors to the public. A public ceremony takes place at noon in front of the Art Centre, University Avenue at Queen's Crescent on the Queen's University campus. From 1 to 5 pm there will be activities for the entire family, including demonstrations in the new André Bieler Studio, fun activities for children and refreshments.

Courses & Workshops

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

April 3, noon - 1:30 pm
Betty-Anne Howard, MSW and Certified Financial Planner. Women's relationship to money: How healthy is it?

Volunteers Needed

New Study: Pregnancy and Work

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 not 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.

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

Continuing Medical Education

April 5: Therapeutics, Donald Gordon Centre

April 13-16: Palliative Care 4 Day, Donald Gordon Centre

Details: 533-6000 ext. 77621

2000 Industrial Relations Centre Seminars

April 30 - May 5: Labour Arbitration Skills

May 7 - 12: Spring Industrial Relations Seminar

May 28 - June 1: The Mediation Process

June 4 - 9: Change Management: Mastering the Process

June 18 - 23: Strategic Human Resource Leadership

Fees greatly reduced for Queen's faculty and staff. Details: Elaine Clark, 533-6628, email ircentre@post.queensu.ca. Brochures: <http://qsilver.queensu.ca/irl/qsirc/>.

ITS Computing Workshops

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

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

Corporate Time
April 10, 1:30 - 4 pm

Web Publishing Colour & Images & Backgrounds
April 12, 2 - 4 pm

Working as a Designate in Corporate Time
April 14, 9:30 - 10:30 am

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

Queen's Institute for Lifelong Learning (QUILL)

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