

Queen's Gazette

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Volume XXXI
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In this issue...

Transplanting memories

see page 6



An artful slice

David McTavish, Agnes Etherington Art Centre director, and Agnes Benidickson, Queen's Chancellor Emeritus and niece of Agnes Etherington, cut the cake to celebrate the expanded centre's reopening May 7. More than 800 people from Queen's and Kingston communities and further afield attended the festivities.

KINGSTON, ONTARIO, CANADA

University balances budget – for this year

Long-term deficits forecast as Queen's juggles higher costs, lower funding

BY MARY ANNE BEAUDETTE

Queen's will balance its budget this year but the prognosis for coming years is grim unless the university finds additional sources of revenue, Queen's trustees learned at their quarterly meeting May 6.

Facing a \$2.7-million shortfall this year, the university met its \$209 million total budget for 2000-2001 with a two-per-cent across-the-board budget cut. The cut allows the university to cover an additional \$9.6 million in expenditures, David Anderson, Vice-Principal (Operations and Finance), told trustees.

The budget is described as "transitional," as the university struggles with a lower-than-expected operating grant of \$113 million and a five-year, two-per-cent cap on tuition increases. Expected annual increases in these two revenue sources total 3.5 per cent per year, while the university's expenditures increase five per cent per year. "This is not a sustainable approach," Dr. Anderson told trustees. "It affects the quality of the broader learning environment, and it affects morale."

Budget, page 3

Rae elected chair of Queen's Board of Trustees

John Alan Rae, Executive Vice-President of the Power Corporation of Canada, has been elected chair of Queen's Board of Trustees for a five-year term.

Mr. Rae succeeds Donald Elliot, who led the board from 1995-2000.

A graduate of Queen's (BA '67), Mr. Rae began his career as executive assistant to the Honorable Jean Chretien, Minister of Indian Affairs and Northern Development. In 1971 he joined Power Corporation as executive assistant to the Chairman and Chief Executive Officer. In 1978 he was named vice-president of the corporation, and in 1988 he was named a director. Mr. Rae was appointed Executive Vice-President, Office of the Chairman, in 1991. Currently he is Executive Vice-President, Office of the Chairman of the Executive Committee of Power Corp.

Mr. Rae has been active in the Liberal Party of Canada, serving as national campaign chairman for the leadership campaign of Jean Chretien in 1984 and '89, and as coordinator for the national campaign of the Liberal Party of Canada in 1993. His corporate directorships include Kasten Chase Applied Research, Paribas



Board chair John Rae

Bank of Canada, Power Corp., Ranger Oil Ltd., and the Montreal Heart Institute Research Fund.

Mr. Rae was appointed to the Board of Trustees in 1994. He has also served on the board's nominating and finance committees. He was named to Queen's University Council in 1990 and again in 1993. In 1966-'67 he was editor of the *Queen's Journal*.

In making this announcement Principal Bill Leggett expresses his sincere appreciation to outgoing chair Donald Elliot. Mr. Elliot's significant contributions to the board and the university were recognized at this year's University Council with a Distinguished Service Award. □

Queen's malaria research funded by Gates Foundation

Project builds on promising research into amyloids

BY MARY ANNE BEAUDETTE

Queen's University pathologist/biochemist who is developing an inexpensive and effective treatment for malaria has been awarded \$765,000 (US) from the Bill & Melinda Gates Foundation. The grant to Dr. Robert Kisilevsky is believed to be the first awarded to a Canadian university research project by the Seattle-based charitable foundation.

Dr. Kisilevsky's research aims to find a way to limit the infection caused by the malaria parasite by preventing the entry of the parasite into host cells, and their spread into tissues.

"The Bill & Melinda Gates Foundation have given us a wonderful opportunity to use expertise we acquired in our amyloid and Alzheimer's program to the problem of malaria," says Dr. Kisilevsky. "Although it may seem strange to think that there are similarities between these two diverse diseases, there are some remarkable parallels at a molecular level. At this level we will be exploring some novel ideas concerning the process of malarial infection. The information we develop should allow the chemist members of our

team, headed by Dr. Walter Szarek, to design and synthesize new anti-malarial agents which will limit or abort such infections," he says.

The malaria parasite enters the human body via mosquito bites. It settles in the liver, where



Robert Kisilevsky: 'A wonderful opportunity'

it grows and multiplies. The parasites then move into the blood stream, living in the red blood cells and leading to the infection of other tissues including the brain. Mosquitoes feeding on those infected acquire the parasite and then spread the disease to other persons.

Primarily a disease of tropical countries, malaria affects 300 to 500 million people a year. The

disease kills about two million people a year, most of them children in sub-Saharan Africa. Drug treatments exist, but the malaria parasite continues to develop resistance to them. With increasing intercontinental travel, increasing numbers of cases are being seen in Canada.

Dr. Kisilevsky will work with Queen's co-investigators Dr. Walter Szarek, a carbohydrate chemist, Dr. Jim Kennedy, an oncologist with an interest in malaria, and Dr. John Ancsin, an expert in protein-carbohydrate binding, to define the molecular structures that bind the proteins found on the surface of the parasite with carbohydrates found on the host cells. The scientists hope to develop agents to prevent such binding, effectively inhibiting further infection by the parasites.

"By limiting the infection in humans, we not only reduce the parasite pool in the human hosts, we can also reduce the probability of its transmission to others," explains Dr. Kisilevsky.

This novel approach to malaria treatment builds on leading-edge experimental work by the research

Malaria, page 3

Board of Trustees

Notes from the May 6 session

Queen's University Trustees approved increases in residence fees as well as student activity fees and International Study Fees at their May 6 meeting. Residence fees will go up between nine and 11 per cent this year, from a low of \$3,385 for room only, to a high of \$7,240 for single room and meals. Undergraduate student activity fees increase by \$14.20 to \$562.89, and graduate student activity fees increase by \$45.87 to \$537.18. ISC fees increase by 7.5 per cent, to \$10,200 from \$9,500. The increase, which covers inflationary costs in field studies, board and accommodation, takes effect in fall, 2001. ISC fees remain unchanged for the current year.

Trustees approved the university's first field research safety

policy. The policy includes articulation of responsibilities for implementing the policy, a list of general requirements for field research safety, and guidelines for determination of risk factors in field research.

Trustees approved the naming of Suzanne Fortier, Vice-Principal (Academic) to the chair of the International Study Centre Charitable Trust.

Trustees also approved the naming of the European art gallery in the newly reopened Agnes Etherington Art Centre. The gallery will be known as the Bader Gallery of European Art.

Trustees approved the appointment of Diamond Schmitt Architects to the planning phase for the construction of a new university residence building.

Trustees approved the allocation of \$48.8 million for the construction of the new chemistry complex. Trustees also approved authorization of university officials to award the contract for the construction of the new chemistry complex to the lowest bona fide bidder.

Trustees approved the following appointments to the board (*r-reappointment*):

Audit Committee: Gordon Hall (chair; r), Hugh Christie (vice-chair; r), Merle Koven (three-year term; r), John See (three-year term), Neil Thompson (three-year term).

Campus Planning and Development: Dan Burns (chair; r), Ned Franks (vice-chair; r), Harry Angus (three-year term).

Environment: Merle Koven (chair; r), Jean MacLean (vice, chair, three-year term; r), Aditya Garg (two-year term).

External Relations: Stewart Goodings (chair; r) Mary Collins (vice-chair; r); Robert Malcolmson (three-year term; r), Sarah Jane Dumbrille (three-year term).

Finance: Paul Campbell (chair, three-year term; r), Bill Young (three-year term; r), George Anderson (three-year term).

Investment: Don Cooper (chair; r), Louise Cannon (vice-chair; r), Roger Casgrain (three-year term).

Nominating: Kelly McKinnon (chair; r), Merle Koven (vice-chair, three-year term).

Pension: Bill Cannon (chair).

Chancellor Dunning Trust: Barbara Parrott (r).

Queen's University Engineering Society Services Incorporation: Gerry Dyer (r), Tom Anger (r).

Trustee re-appointments: Tom O'Neill (four years); Kent Plumley (four years); John Rae (three years). □

Senate

Notes from the April 27 session of Queen's University Senate

Vertical lighting is bleaching out the night skies for the university's astronomers, Senator Richard Henriksen told Queen's University Senate at its April 27 meeting. The professor of astrophysics has asked the principal that the university's Campus Planning and Development committee consult with the university's astronomers to reduce "light pollution" on campus, particularly in the areas around the university's new observatory dome. While the university's ground-level illumination is not a problem, the needless illumination of the sky by spotlights and vertical lighting hampers the use of the observatory's equipment, he said. Principal Bill Leggett agreed to pass on Mr. Henriksen's request to the committee.

In other Senate business:

Senate approved the university's enrolment plan for 2000-2001. The plan proposes first-year intake to entry-level programs equal to or slightly greater than that of last year, with no change in enrolments in part-time and graduate studies.

Senate defeated a motion from the Senate Committee on

Academic Procedures for the optional modification of the degree title Master of Business Administration to Magisteriate of Business Administration. Senate turned down the request for the change after several senators voiced reservations about precedent-setting and about potential misconceptions about the option title being viewed as a "second class, girls' degree."

Senate passed a motion from its committee on academic procedures to continue with the weekday convocations after studies showed no significant change in attendance at the non-weekend ceremonies. Weekday convocations have replaced the weekend events since 1996.

Senate approved the appointment of the following to Senate committees:

Academic Colleague: Patrick Oosthuizen (Mechanical Eng.)

Academic Development: Panagiotis Katsabanis (Mining Eng.), John Pierce (English), Christine Sypnowich (Philosophy).

Academic Procedures: Roger Browne (Computing and Information Sci.), Eric Gottardi (Law '02).

Advisory Research: Karen Rudie (Electrical and Computer Eng.), Greg Thatcher (Chemistry).

Agenda: Annie Barwise (Education), Geoff Ritchie (Law '02).

Alumni Teaching Award: Ted Paprocki (Nurs. '02).

Budget Review: Steven Blostein (Electrical & Computer Eng.), Adrian Mucalov (Com '01), Mark Rosenberg (Geography).

Campus Planning & Development: Judith Brown (Advancement).

Educational Equity: Kathleen Lahey (Law), Rebecca Luce-Kapler (Education).

Fine Arts and Public Lectures: Gillian Barlow (Archives), Myrna Raymond (Performing Arts).

Health, Counselling and Disability Services Advisory Council: Linda Tang (Meds '03), Gene Dagnone (Emergency Medicine).

Information Technology: Daniel Awrey (Law '02), Alexander Boag (Pathology), Greg Hughes (Artsci '02), Geoff Roulet (Education), Yu Ahang (Graduate student, Materials & Metallurgical Eng.).

Internal Academic Review: Jane Knox (Psychology).

International Centre Council: Charles Pentland (Political Studies), Patti Sim (Law '01).

JDUC Council: William Morgan (Com '03).

Library: Pamaljeet Bhatti (Law '02), Robert Dalrymple (Geological Sciences & Geological Eng.), Patrick Murphy (Graduate student, Mechanical Eng.), Laura Murray (English).

Nominating: Peter Baxter (Film Studies), Andrew Bond (Artsci '02), Alyssa Tomkins (Sci/Artsci '02).

Non-academic Discipline: Carol Cain (Health, Counselling & Disability), Andrew Turnbull (Artsci '01), Samuel Yoon (Law '02).

Operations Review: Sandra Crocker (Research Services), Roxanne Harde (Graduate student, English), Barry Riddell (Geography).

QUESSI Board: Rosana Zammit (Artsci '01).

SEAMO: Sam Shortt (Community Health & Epidemiology).

Scholarships and Student Aid: Darla Jane Hamilton (Sci '02).

University Council on Athletics: Brydone Dewar (Sci '02).

Senate approved the revised constitution of the University Council on Athletics, and revised mandates of the Senate committees on Non-Academic Discipline and Fine Arts and Public Lectures. Senate also approved the continuation of the Sudbury Neutrino Observatory for a further five years, as recommended in the report of the observatory advisory committee.

Queen's should set up a committee for setting principles, policies and procedures to guide all aspects of corporate involvement in the university, says a working paper submitted to Senate by student government representatives.

The document, Corporate Involvement at Queen's University: Checks and Balances for the new Millennium, was prepared by the Government Issues committee of the Alma Mater Society. □ <http://www.queensu.ca/secretariat/senate/index.html>

Gazette moves to summer schedule

The Gazette moves to monthly publication next month. Issues will appear on June 14, July 17 and Aug. 14. Job postings on non-Gazette weeks can be accessed on line at <http://www.hr.queensu.ca/> and via the

Queen's Today website, at <http://advancement.queensu.ca/html/queensoday.html>. Biweekly publication resumes Monday, Sept. 11. Have a nice summer! □

Help Lines

Campus Security:
533-6111

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

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

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

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

Associate Secretary of the University
Paul Arney 533-6495

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

Anti-Racism Respondent Advisor:
Ellie Deir – Education
533-6218 *77673

Internal Dispute Resolution (Students & Staff):
Paul Arney
533-6495
PA1@post.queensu.ca

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

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

Freedom of Information and Privacy Protection
Don Richan 533-2378

Employee Assistance Program
1 800 387-4765

University Chaplain:
Brian Yealland
533-2186

Rector
Mike Kealy
533-2733

Student Counselling Service
533-2893

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

Queen's
Gazette

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ENQUIRIES

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DEADLINES

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11 July	17 July

QUEEN'S TODAY

HOMEPAGE www.advancement.queensu.ca/html/qttoday.htm

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Teaching Issues

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



Budget
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A new way to keep in touch about teaching

IDC-L keeps instructors informed about teaching and learning events

Would you like to be informed of teaching and learning events by email but are afraid of being overburdened with messages?

Yes?

Have you been looking for a way to let other instructors know about sessions you have planned to improve the quality of teaching?

Yes?

Have you received our introductory e-mail message on IDC-L?

NO!

Then this message is for you!

In an effort to improve communication concerning teaching and learning activities (and reduce paper distribution costs)

the Instructional Development Centre has established a Listserv (IDC-L) to ensure that interested faculty don't miss out on our announcements. This is NOT A DISCUSSION listserv. It will be used primarily to let you know of teaching events on campus in a more efficient and timely manner. The listserv will also provide a method for faculty to invite colleagues to their own teaching and learning events.

To ensure that listserv traffic is low, all messages will be reviewed by IDC staff before being posted. Messages will only be posted if we feel that they are relevant to our subscribers.

Membership in the listserv is voluntary of course. Although we started out with

all faculty on this list, you can withdraw at any time (permanently or temporarily) by a simple message to the IDC or by clicking on the link at the bottom of every IDC-L message.

To subscribe:

If you haven't received our introductory message, but would like to be added to our listserv, e-mail your name and department title to Sandra Meikle (meikle@post.queensu.ca) and request to be added today!

Teaching issues returns to the Gazette in September. □

In recent years the university has met its budgetary shortfall through funding for increased enrolment, and tuition increases. Now, with expected moderate enrolment growth and the tuition cap, the university has lost much of that flexibility, Dr. Anderson says. (Increased revenue from net tuition fees, for example, will bring in \$1.5 million, rather than the \$3.5 million the university projected to receive from an eight-per-cent increase in fees.) Budget planning projections for the next five years show that unless the university finds other sources of revenue, it faces a projected accumulated deficit of \$33.6 million by 2004-2005.

"This budget reflects the reality of inadequate government funding and a tightly constrained tuition policy," says David Anderson, Vice-Principal (Operations and Finance). "If new sources of revenue cannot be found, it will be necessary to make structural changes to the operations of the university."

Future scenarios for dealing with the shortfall include selective cuts, seeking other sources of revenue, changes in administrative structures and core activities, and increased dependence on technology for provision of services, trustees were told.

Budget highlights:

- Across-the-board reduction of two per cent.
- Tuition fee increases for regulated programs are capped at two per cent. Tuition fee increases for unregulated programs range from 2 per cent (Commerce Year 1, Medicine, Years 1-3) to 27 per cent (Law).
- Student assistance increases by \$1.2 million, to \$16.7million (8.1% per cent of total budget).
- "Modest" reinvestment in selected areas, including the following: \$400,000 in additional funding for computer upgrades; \$250,000 for deferred maintenance; \$450,000 for library acquisitions. □

Books and Bytes

News from Queen's University Libraries



The David-and-Goliath battle for scholarly communication

Alternative, affordable journals are reversing inroads made on libraries' purchasing power

BY JILL BAKER AND E. JANE PHILIPPS

Faced with exorbitant increases in the costs of scholarly journals, and concerned about issues such as scholars' rights to their intellectual property, Queen's University Libraries has joined an alliance of North American research libraries to challenge the practices of large commercial publishers.

Queen's is a supporting member of the Scholarly Publishing & Academic Resources Coalition (SPARC), an alliance of libraries founded in 1998 by the Association of Research Libraries (ARL).

SPARC supports scholarly publication by partnering with scholarly and professional societies, university presses and independent publishers to develop high quality, economical journals to compete with high-priced counterparts. SPARC focuses on science, technology and medicine (STM) journals, the prices of which have dramatically since 1995. For example, the cost of Elsevier's *Chemical Physics Letters* rose from \$7,273 in 1995 to \$13,941 this year – an 85-per-cent increase in five years.

In recent years Queen's has had to cancel hundreds of thousands dollars' worth of journals, while rising costs and the devalued Canadian dollar have forced the university to pay more money for fewer titles. While document delivery and consortial purchasing are among library strategies for easing the acquisitions budget crunch, the libraries also consider SPARC an increasingly viable publishing alternative in a field that until now has been dominated by a few major players.

Three giant commercial publishers, Wolters/Kluwer, Elsevier, and Wiley, currently dominate STM journal publishing, pushing the price of scholarly resources out of reach of the academic community and threatening scholarly communication as a whole. The accepted industry practice of transferring copyright for the writer's intellectual property to a publisher strengthens the publisher's position, as

does the recent practice of publishers selling journals only in publisher-selected subscription packages. The academic credentialing process perpetuates the problem by being tied to certain traditional publications. Faculty need to recognize peer publications in new titles.

Currently Queen's subscribes to two of SPARC's journals, and has free online access to a third.

The hugely successful *Evolutionary Ecology Research (EER)*, for example, was founded last year by the former editor of Kluwer's *Evolutionary Ecology*. He and the entire editorial board quit to protest the price of the journal, which has increased an average of 19 per cent annually since 1987. Queen's Department of Biology asked us to cancel *EE* and subscribe to the print and online versions of *EER* instead. *EER* costs \$469 cdn – about one-third the cost of its competitor.

Organic Letters, the first journal developed by SPARC and published in partnership with the American Chemical Society at a cost of \$3,493, stands in direct competition with Elsevier's *Tetrahedron Letters*, which costs \$13,621.

New Journal of Physics is a free web-based, author-funded general physics journal published in partnership with the Institute of Physics and the German Physical Society. Its success comes from its combination of publishing speed with rigorous peer review.

Queen's Libraries hope to get more requests for SPARC journals, such as the Royal Society of Chemistry's *PhysChemComm* (\$500 Canadian), a SPARC competitor to Elsevier's *Chemical Physics Letters* (\$13,491). More journals are available and forthcoming.

Science, applied science and medical faculty are encouraged to discuss alternative journals such as these with their library reps. Arts, humanities and social science faculty should be examining similar publishing alternatives, such as the International Consortium for Alternative

Academic Publication (ICAAP), the innovative group founded by Athabasca University.

SPARC and similar initiatives will succeed in rescuing scholarly communication only if faculty take an active role in turning these alternative, affordable publications into credible, valued resources.

Web sites:

SPARC

<http://www.arl.org/sparc>

Evolutionary Ecology Research

<http://www.evolutionary-ecology.com/issues/v1.html>

New Journal of Physics

<http://www.njp.org>

International Consortium for Alternative Academic Publication (ICAAP)

<http://www.icaap.org>

Queen's Departmental Library

Representatives

<http://stauffer.queensu.ca/webcoll/libreps.htm> □

SPARC vs. Goliath

- The average ARL library spends about \$892,000 Cdn per year on Elsevier Science titles.
- A joint study by Louisiana State University and the University of Illinois shows that commercial publications account for 74 per cent of serials budgets but 50 percent of the citations. Association/society publications account for 18 per cent of the budget but 45 per cent of the citations.

SPARC aims to:

- reduce the prices of journals and facilitate the establishment of new journals buy guaranteeing a subscription base;
- increase competition in scholarly journal publishing;
- ensure fair use of electronic resources while improving the proprietary rights of authors;
- apply technology to improve the process of scholarly communication and reduce the cost of production and distribution.

Malaria
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team into amyloids, abnormal deposits of protein complexes that kill healthy cells in illnesses such as Alzheimer's disease, in which a similar protein-carbohydrate binding takes place.

The Bill & Melinda Gates Foundation is dedicated to improving people's lives by sharing advances in health and learning with the global community. Led by Bill Gates' father, William H. Gates, Sr., and Patty Stonesifer, the Seattle-based Foundation has an asset base of approximately \$21.8 billion. Preventing deadly diseases among poor children by expanding access to vaccines, and developing vaccines against malaria, HIV/AIDS and tuberculosis, are central priorities. Other major efforts include extending unprecedented opportunities for learning by bringing computers with Internet access to every eligible public library in the U.S. and Canada, and providing scholarships to academically talented minority students in the U.S. with severe financial need through the Gates Millennium Scholars Program (www.gmsp.org). □

www.gatesfoundation.org.

QUSA kicks off membership drive

Staff group seeks stronger voice with administration

BY CELIA R. ANDERSEN

Numbers equals strength. This is the message Queen's University Staff Association (QUSA) is sending to Queen's staff next month, in an active, ambitious membership drive. The medium: a mass-mailing of the QUSA *Courier* newsletter to all non-unionized staff.

"QUSA wants to get more members and a higher profile among staff," explains Dietlind Fletcher, QUSA past president. The direct mailing, to take place in the first week of June, will help to get people talking about QUSA, she says. Depending on response, QUSA may repeat the mailing in October.

The goal is to increase membership to more than 700, or more than 50 per cent of Queen's 1,410 non-unionized staff, so that the association can speak for the majority. QUSA currently has 478 members. Staff on continuing and term appointments and research, grant and contract staff members are eligible to join.

Formed in 1972, QUSA is the official representative of non-union staff at Queen's – the largest employee group on campus. It represents staff interests in matters related to salary, benefits and working conditions. Membership is \$6 a month, and is tax-deductible.

The QUSA executive consists of a president, vice-president, secretary, treasurer and eight members-at-large. The executive meets regularly with Queen's administrators to discuss issues of interest to staff. Over the years, there have been a number of hot issues; despite some disagreements, the relationship between the two groups remains amiable. "We do have good communication with the administration," Ms. Fletcher notes.

QUSA is important because it gives staff a voice in the university, she says, adding that if QUSA's membership rose above the one-third of staff it now represents, that voice would be that much stronger.

Currently, non-members enjoy the same pay increase and benefits that QUSA members do. But there are other reasons to join. QUSA events offer an opportunity to network and socialize with fellow Queen's employees. Along with the social events, such as the annual Strawberry Social (June 22), QUSA presents education sessions on the subjects of interest to staff, such as the Queen's pension plan, long-term disability, employee and tuition assistance. It has also presented sessions on gardening and various craft workshops. □

<http://www.queensu.ca/qusa/index.htm>



Spring Forsberg, president (inset)

QUSA executive: back row, standing, left to right: Fran Lanovaz, Carolyn Morrison, Anne Farley, Beth Simard, Maryann Severin, Pamela Bandy-Dafoe. Front row, sitting, left to right: Olga Oleinikow, Dietlind Fletcher (past president), Susan Anderson, Lynda Macdonald, Carol Cain. Absent: Annie Barwise.

A new solution to parking woes

Queen's staffer looking for ride-share kicks off new information service

Queen's staffer Stephanie Simpson is looking to start a trend at Queen's. All she needs is a ride to work.

Ride-sharing is one of several options that Queen's University is hoping faculty, staff and students will consider as new construction and growing enrolments put increasing pressure on a limited number of parking spaces on campus.

Ms. Simpson, who currently lives in Kingston, is moving to Napanee. With one car and a partner on a different work schedule, she is looking to share a ride with someone who makes the return trip from Napanee to Queen's. "I usually work nine to five, but I do have some flexibility in my schedule," she says.

Ride-sharing makes environmental as well as economic sense, Ms. Simpson says. "It makes sense to us not to buy another car if it's not absolutely necessary. And we'd like to make a small contribution to protecting the environment – and alleviating parking problems at Queen's!"

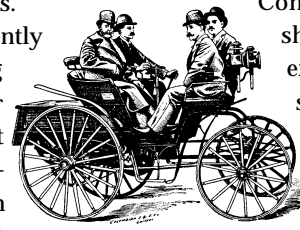
To assist Ms. Simpson, and anyone else who would like to carpool to Queen's, the *Gazette* is offering a new spot in the Bulletin Board Section. Titled "Rides

needed", the free listing will be open to all staff, faculty or students looking to share a ride to and/or from the university. All you have to do is email your ride-sharing or carpooling request to gazette@post.queensu.ca.

This listing is an interim service until the university implements Commuter Connections, its electronic ride-share posting service, which is expected to be on-line this fall, says Tom Morrow, director of Physical Plant Services. Founded in B.C. by a non-profit organization, the Commuter Connections program will allow staff, faculty and students to post notices and search for ride-shares on an electronic database. Queen's is one of the first university sites in Canada to offer the initiative.

Ride-sharing benefits everyone, Ms. Simpson says, because it allows drivers to recoup some of the cost of the trip, while saving passengers the costs of a second car. "It makes good economic sense," she says.

Ms. Simpson can be reached at ext. 75194. □



Queen's mathematician wins 25th annual Alumni Teaching Award

Leo Jonker, a professor in the Department of Mathematics and Statistics, is the 1999-2000 winner of the Queen's University Alumni Award for Excellence in Teaching.

The prestigious award includes a \$5,000 cash prize and a commemorative sculpture. Presented annually since 1975 by the Queen's University Alumni Association, the award recognizes faculty who show outstanding knowledge, teaching ability, and accessibility to students. Those who put Jonker's name forward for the award – both teaching colleagues and students alike – praised his dedication, professionalism, passion for teaching, and superb knowledge of his discipline.

"Leo shows us all that it is possible to be a very popular instructor while observing the highest academic standards," Math department head Eddy Campbell writes in a letter supporting the nomination. "He demands the best from his stu-

dent and provides the means and the inspiration for students... to achieve their best. He does so in a way that fosters independent learning."

Professor Jonker, a native of Holland, immigrated to Canada with his family in 1955, when he was 14. He earned his Bachelor, Masters, and Doctorate degrees at the University of Toronto, and came to Queen's in 1969. He has taught in the Department of Mathematics and Statistics for the past 31 years.

"I enjoy teaching a lot, and that in itself is enough reward," says Dr. Jonker. "But I'm pleased and honoured that my students and colleagues saw fit to nominate me for this award, and I'm delighted that I've won."

Leo Jonker will receive the Alumni Teaching Award at spring convocation on May 26 at 2 pm in the Jock Harty Arena. □

Have content, will post!

BY NANCY DORRANCE

Do you have information you'd like to post on the World Wide Web, but aren't quite sure how to go about it? Or perhaps you already maintain a departmental webpage, and would like to give it a "new look" this summer.

If you fall into either category, you may wish to seek assistance from the ITS Web Design and Development team. Three students have been hired for the summer to help academic and service departments produce, revise or enhance their websites. The main criterion is that the content for the pages must already be available. As well, departments should:

- Identify a person(s) who will maintain the web page/site after it is developed.
- Identify a person(s) to review the work in progress.

- Identify a key contact person for the project.

Further guidelines are available at the URL below.

(This service is offered in addition to the HTML Help Drop-in sessions, which will continue to be held in the Learning Technology Unit, 008A, Stauffer Library, on Thursday afternoons between 1:30 and 4 pm. Drop-in sessions, run by LTU support staff, are intended to provide problem-solving tips for maintaining, rather than creating, websites.)

An on-line application form for web design and development assistance can be accessed at:

<http://www.its.queensu.ca/~webstaff/designproject/>

Anyone requiring further information may contact Ralph Prichard of ITS, 75490, prichard@post.queensu.ca. □



Leo Jonker



A delicate balance: Public research, private funds

Corporate-academic links must not impede equity of access, free flow of ideas, university councillors say

BY MARY ANNE BEAUDETTE

Universities must not be captives to the corporate agenda because their expertise and objectivity is what makes them so valuable to the corporate sector, David Strangway, President and CEO of the Canada Foundation for Innovation, told members of Queen's University council at its 125th annual meeting earlier this month.

"Corporations seek out university research because universities are independent and authoritative," the past president of University of British Columbia said. "Corporate interests are best served if a university is unfettered in its research."

Similarly, he said, researchers should not have to sign away their research independence. "Researchers are obliged to publish, and no research should be undertaken if results can't be freely published. A wise corporation respects this."

In his keynote address, What will it take Canada to be a leader in a knowledge-intensive world, Dr. Strangway highlighted the non-linear and unexpected ways in which research discoveries can revolutionize cultures and societies, and reiterated the ways in which the federal government has been reinvesting in Canada's research institutions.

"We're on the verge of another revolution, one that will be brought about by the Internet and electronic research," he told his audience. "The use of large amounts of data to discover new patterns and princi-

'Corporate interests are best served if a university is unfettered in its research'

ples opens new ways of thinking... the global bar is getting higher, and Canadians must realize it's OK to be excellent."

Respondents Eric Baker and Kim Sturgess focused on the pragmatic challenges faced by high-tech companies in the emerging knowledge-based economy. Mr. Baker reminded the audience that the knowledge valued by a knowledge-based society includes wisdom, judgment, innovation and creative ability. "The role of government is to provide the infrastructure for the discussion of knowledge from one generation to another," he said.

Ms. Sturgess outlined the hurdles faced by emerging companies, including the programmatic, unpredictable nature of government research and development funds. Provincial matching funds do not

address the need for operating, as well as start-up, monies, she said. A second challenge was the country's lack of support for its own companies, she noted. "We need a reward system, and we need to give people the space and the time to take changes, and even to fail," she said. "Long-term vision is needed."

Elizabeth Hanson, associate professor of English at Queen's, responded to Dr. Strangway's speech with a plea for universities and their corporate partners to take a broader, longer view of the social outcomes of research discoveries, and for the private sector to acknowledge the capacity of research for wealth-production. (An excerpt of her speech appears below.)

Council members broke into discussion groups for part of the afternoon session to discuss issues related to the panel discussion. Perspectives aired at the later afternoon session included:

- While academic-corporate links are viable and important, the university must manage the risks and processes associated with those links;
- Academic freedom must be protected, and the interests of all members of the community must be taken into account;
- Exclusivity should be avoided, and technology-transfer and private-sector funds should not influence curriculum



David Strangway: 'The global bar is getting higher'

or impede the free flow of ideas;

- Quality, excellence, equity of accessibility and balance should be the university's guiding principles as it encourages the transfer of research discoveries to society; an approach members summed up as "Parity of Esteem."

In his afternoon address to council, Principal Bill Leggett reiterated Queen's commitment to become the first university in Canada to offer students means-blind admission. □

The hidden economy of research

Let us make sure that those who profit most from publicly funded research also pay the most for it, scholar says

BY ELIZABETH HANSON

In his talk Dr. Strangway referred to 'the creation of the British Empire' as a possible outcome from the development of the precision chronometer. This example stands as evidence not only of the power, but also implicitly of the value, of the discovery. (After all, the point of Dr. Strangway's presentation is the value of research.)

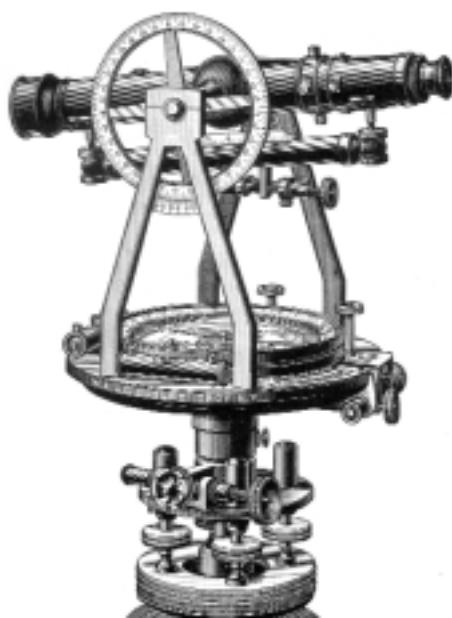
But it is surely labouring the obvious to point out that the value of the British Empire itself can by no means be taken as given. Among other things, it involved the ferocious domination of indigenous peoples from North America to India, the enslavement of Africans, the miseries of war with other European colonial powers and the extraction of wealth from the labour and land of a good part of the world and its concentration in the hands of relatively few British men and women.

We can make a similar point about the dot-com universe, which among other things is producing a concentration of wealth in the hands of a financial and technological elite but immiserating those left behind (spend some time in the San Francisco Bay area).

I am not arguing that these formations are simply wicked, nor that discoveries which assist in their emergence are [themselves] bad things. Rather I want to point out that the justification of research is these days all too frequently couched in terms of the service of research to some hegemonic formation, characterized by grossly unequal distribution of benefits and sometimes blatant, sometimes subtle

suppression of alternative forms of social and economic organization.

I perhaps speak feelingly here, because we in the Humanities, who have been systematically excluded from most of the governmental largesse which Dr. Strangway has described, have become



pathetically eager for the endorsements which have come our way from CEOs celebrating the value of liberal arts graduates in the dot.com world, as for example Jean Monty did in a recent issue of the *Globe and Mail*. It speaks volumes about the hegemony that currently governs 'research' that this rather reductive justification seems to have become the only plausible one for the development and maintenance of cultural memory.

As Dr. Strangway notes, the unpredictability of research may prevent any one institution or agenda fully controlling the effects of a discovery, effectively imposing some limits on hegemony. But let us not forget the other powerful truth about the conduct of research, which is that however unpredictable the applications of discovery may be, the research is conducted not in a zone of free play, but of powerful interests.

Insofar as research has application (and I would argue that this includes all research, even my own and that of my fellow literary scholars), it will tend to serve existing or emergent structures for the concentration and distribution of wealth. This means that right now we are all in some sense captive to the corporate agenda. If our research is not naively to serve hegemonic formations – the British Empire, the dot.com world, or global corporatism, to name but a few – we need to become extremely sophisticated in thinking about the strings which attach to research.

I don't mean just restrictions on publication or the free play of ideas, but the subtler strings [which underpin] the hidden economy of research. We need to make sure that those who profit the most from research pay the most for it. This means that the universities must be scrupulous about partnerships with industry so that what are in fact research and development costs are not off-loaded onto the public sector.

But we also need to recognize that pub-

licly funded education and research in our society is a form of corporate welfare. When CEOs affirm the value of liberal arts graduates to their enterprises they are telling us that the public has borne an important capital cost – which of course it

'Universities must be scrupulous about partnerships with industry so that what are in fact research and development costs are not off-loaded onto the public sector'

bears still more heavily in the production of engineers or biotech researchers.

This way of managing things may in fact be widely beneficial. But what it also means is that the wealth of the private sector is rightfully public wealth. Those taxes, which we hear so much about as a supposed impediment to corporate success, are in fact a modest contribution to the real cost of doing business. We need to make sure that the wealth which is produced through public investment – corporate profit – is seen as public capital, not just to reinvest in the production of future wealth, but also to use for investigations that are genuinely open-ended, and which challenge not just the frontiers of science, but of social and economic justice as well.

Elizabeth Hanson is an associate professor of English, specializing in early modern cultural studies, particularly the social and economic contexts of Renaissance drama. □

Queen's grads rescue trees

Austrian pines find new home a few blocks from campus

BY REBECCA SPAULDING

A pair of Queen's graduates have given a new home to a pair of 40-foot-tall Austrian pine trees, planted on Queen's Crescent more than 20 years ago. The mature trees, slated to be cut down during this summer's site preparation for the construction of the new chemistry building, were scooped out of the ground and transported to the Macdonnell Street home of Barbara and Andrew Roberts earlier this month.

The tree-adoption was strictly coincidence – or possibly luck, Ms. Roberts says. For more than a year the Roberts family had lived with a large hole in their front lawn, left empty when the mature Austrian pine they had ordered never arrived. One day earlier this year, while pondering how to find another mature tree for her lawn, Ms. Roberts glanced out of her window in the St. Lawrence Building and spied the pine trees.

A disability advisor with Queen's Health, Counselling and Disability Services, Ms. Roberts knew the trees were right in

the path of the new building. She contacted Howard Pearce, the university's parking and grounds manager, with the idea of transplanting the trees to her house. Arrangements

were made for May 6, and four hours after its scoop bit into the ground, Instant Shade's specialized equipment had lifted, transported and replanted the two trees at the Roberts' home.

Special care will be required until the tree roots are established, the Roberts note. Extra water and fertilizer will be supplied to the plants through perforated pipes inserted around the root balls, and the trees are supported by guy wires for at least a year.

Was it worth it? "Yes," Ms. Roberts says. "The trees look fantastic." □



One of a pair of 40-foot Austrian pines is prepared for the journey to the home of Queen's staffer Barbara Roberts (inset)

Rebecca Spaulding

News Notes

McGill-Queen's renews partnership

Queen's and McGill universities have renewed their publishing partnership, McGill-Queen's Press, for a further six years.

The agreement, signed by principals Bill Leggett and Bernard Shapiro, extends the current contract governing press operations until spring, 2006. It also reaffirms the appointment of Donald Akenson (Queen's) as senior editor, and of Philip J. Cercone (McGill) as executive director and senior editor.

McGill-Queen's is a leading North American publisher in humanities and social sciences.

<http://www.mcgill.ca/mqup>

Rehabilitation Research Symposium

Keynote speaker Carol L. Richards of Laval University will discuss A Task-Oriented Approach to Rehabilitation at the Queen's Rehabilitation Research Symposium, June 1 and 2 at the Biosciences Complex. Dr. Richards delivers her talk June 1 at 1:15 pm. Dr. Richards, an expert in gait disorders, particularly in adults after stroke and in children with cerebral palsy, is director of the new Interdisciplinary Research Centre in Quebec City and Director of the Quebec Provincial Rehabilitation Research Network. For registration details, see <http://www.rehab.queensu.ca>, or contact: Cathy Hitchins, rehab@post.queensu.ca, 533-6000 ext. 75056.

West Campus security audit

Do you feel safe at West Campus? Queen's Security Advisory Council needs volunteers for a security audit the week of May 22. The council requires Queen's volunteers from all walks of life. The audit takes less than an hour and involves walking through the buildings noting where you feel safe and unsafe, and how you might

fix any problems. To participate, contact the Campus Security safety audit coordinator at khindle@notes.queensu.ca or by phone at ext. 75202.

Ban Righ honours students

Twelve women students were honoured May 11 the annual Ban Righ Foundation for Continuing Education Awards Ceremony. Sylvia Söderlind of the English department and former art department head delivered the keynote address at the event, which took place at the new atrium at the expanded Agnes Etherington Art Centre. The ceremony also featured the presentation of an award-winning painting by the Organization of Kingston Women Artists, donated to the Ban Righ Centre by artist Terry Winik.

This year's honorees are:

Janet Bilton Holst Citation: Donna Wallen; *Marian C. Webb Award:* Marijke Huitema; *Carole Kinnear award:* Patricia Murray; *Diane McKenzie award:* Elizabeth Topolie and Allison Griffith;

Campbell Awards: Debbie Parsons and Bonnie Jane Maracle;

Troup Ballantyne award: Nandini Deshpande; *Mabel Blackadder award:* Shirley Hatfield;

Barbara Paul Prize (medallion): Laura Moreland;

Elizabeth Wallace Bursary: Mihaela Gavril;

Barbara Paul Memorial Award: Leanne Wight.

<http://www.queensu.ca/dsao/ind/banrigh/main.htm>

Peace conference honours Mercredi

Ovide Mercredi, Former National Chief, Assembly of First Nations, will be honoured with the CPREA Peace Plaque at this year's Canadian Peace Research and Education Association conference June 1 to 4 at Queen's.

Themes of reconciliation, implementing cultures of peace and the philosophy of peace will be examined at the conference. Sessions take place in Dunning Hall, rooms 11 and 12, and registration is on-site. Sessions are free for Queen's staff and faculty. For details, contact organizer Floyd Rudmin, email frudmin@psyk.uit.no.

More than 30 sessions and presenters will examine a variety of topics, including Political Forgiveness and South Africa's Truth and Reconciliation Commission; and Teachers as Peace Builders: The Courage of Teachers in Kosovo. The CPREA is a non-profit research association. □

Queen's-discovered Viagra competitor takes major step toward market

BY ANNE KERSHAW

A Queen's-initiated drug treatment expected to benefit millions of men with erectile dysfunction has moved one large step closer to market after gaining support from a key FDA advisory committee.

A subcommittee of the U.S. Food and Drug has recommended approval for apomorphine HCl tablets (trade name Uprima) for the treatment of erectile dysfunction. The FDA will consider the recommendation in its final review, is expected by the end of June.

The Queen's research, underway since 1992, was carried out by Drs. Jeremy Heaton and Alvaro Morales (Urology) and Dr. Michael Adams (Pharmacology and Toxicology). Parteq Innovations licensed the intellectual property to Pentech Pharmaceuticals of Wheeling, Illinois in 1999. Pentech transferred development and marketing rights to Tap Holdings, a joint venture between Takeda Chemical Industries Ltd. of Japan and Abbott Laboratories.

"We now have reason to be very hopeful that millions of men will have the benefit of this treatment. If approved, Uprima will be the first centrally acting oral treatment for erectile dysfunction with a rapid

response ranging from 10 to 25 minutes," says urology expert Dr Heaton.

"Patients and partner choice is critically important in finding a suitable treatment for this kind of problem. Viagra has established a major benchmark in the area, and as with many other young fields of medicine, development is critically dependent on the arrival of new and different medications. Uprima offers exactly that benefit as an alternative with slightly different characteristics."

John Molloy, president and CEO of Queen's Parteq Innovations, who attended the FDA hearing, said it was gratifying to once again see Queen's research playing a major role in the development of a product that could improve quality of life for millions of patients.

"The FDA committee recommendation is extremely encouraging. We have every reason to believe millions of men will soon have an exciting new treatment option for erectile dysfunction," Molloy says.

Erectile dysfunction is defined as the inability to attain and/or maintain penile erection sufficient for satisfactory sexual intercourse. About 30 million North American men suffer from some form of erectile dysfunction. □



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, May 23, 2000 at 4:30 pm**. Late applications will not be accepted. Please submit a letter of application indicating the specific position desired and a detailed resume including your employee number.

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

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

Appointments

Account Manager 2000-18
Financial Services
Essie Mwanwenda

Educational Secretary 2000-23
Diagnostic Radiology
John Kearney

Coordinator of Educational Programs
2000-27 University Residences
Adrienne Clarke (School of Business)

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.

Occupational Health Advisor 2000-37

Environmental Health and Safety

This term appointment is a job share arrangement working 17.5 hours per week until April 30, 2001.

Major Responsibilities: report to the Director of Environmental Health and Safety; work with a team responsible for overseeing the prevention and management of sick leave and long term absences; maximize the return to work for employees with disabilities through the coordination of health care, physical therapy, work site assessments, physical demands analyses, functional capacity evaluations and ergonomic assessments; assist in the ongoing development, implementation and evaluation of an active return to work program.

Requirements: accreditation/certification in occupational health or occupational/physiotherapy rehabilitation and/or degree in related health care field; several years of experience in a unionized environment dealing with return to work programs; experience with the Workplace Safety and Insurance Board and short and long-term disability case management; strong oral and written communication skills; knowledge of professional issues and human

rights legislation related to accommodating individuals; ability to effectively assess individual situations and resolve problems in accordance with university policies and procedures; ability to speak clearly and concisely when communicating with health care providers within the medical profession.

Minimum Hiring Salary: \$42,763 Salary Grade 8 - HSS8 (Salary will be adjusted to reflect actual time worked)

Senior Graphic Designer 2000-43 Graphic Design Services

Major Responsibilities: produce major design pieces from the initial design meeting through to the final finished product; design printed/digital materials needed to promote the university to all constituencies (prospective students, current students, donors, alumni, friends, faculty and staff); conceive, develop and select design ideas in consultation with the manager and clients; modify/develop designs through to the finished product including the selection of size, layout, photograph arrangement, production method, paper colour/type, ink colour/type while paying attention to the client's budgetary constraints and timelines; work closely with the desktop publishing technician and the internal communications manager on the design and production of the Queen's *Gazette*; prioritize workload to meet deadlines; write detailed work orders and printing tenders; maintain detailed job sheets; ensure all jobs are added to the backup system from work station.

Requirements: successful completion of a three-year community college graphic design program; sound knowledge of graphic communications; a minimum of five years experience in graphic design with proven experience in the production of major design pieces; familiarity with printing papers, ink colours, printing methods, copyfitting, type mark-up and digital design (web pages, digital presentations, etc); ability to exercise mature judgement; ability to work independently while under deadline pressure; must possess imagination, creativity and initiative; excellent trouble shooting, problem solving, communication and organizational skills to effectively interact with clients/suppliers; sound knowledge of major publishing/graphics applications (i.e. QuarkXPress, FreeHand, Photoshop, InDesign, Illustrator, GoLive, etc) as well as a large number of complimentary/supporting applications and utility programs on the Macintosh platform; must be willing to continuously upgrade computer skills, techniques and knowledge.

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

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

Departmental Assistant 2000-44 Department of Microbiology and Immunology

This is a term appointment (maternity leave replacement) working 100% time from July 24, 2000 until March 11, 2001.

Major Responsibilities: report to the Department Head; responsible for efficient operation of the general office which serves faculty in their professional teaching and research initiatives; assist the Head in all administrative matters particularly budget control, personnel administration and policy and procedure; monitor the departmental budget; provide assistance to both the Graduate and Undergraduate Chairs; provide support for various departmental committees.

Requirements: successful completion of a two-year post secondary school program (or an equivalent combination of education and experience); experience in an organizationally relevant environment; sound knowledge of university policies and procedures; knowledge of accounting principals and budget control; ability to work well with faculty, staff and students; excellent verbal and written communication skills; proven leadership ability; proficiency with a variety of computer software packages including WordPerfect, Word and Excel and familiarity with Queen's software (e.g. GQL, PCICS).

Minimum Hiring Salary: \$29,324 Salary Grade 5 - ADMG5

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

Student Fees Collection Assistant 2000-45 Office of the University Registrar

Major Responsibilities: report to the Registration, Records and Fees Coordinator; assist and support the coordination of the tuition and related fee collection function across the university; support the budget function of the Records and Services area; act as liaison with collection agencies and debtor students; process tuition payments and refunds; invoice funding agencies and reconcile relevant general ledger accounts; update university publications; back-up budget duties as required.

Requirements: two-year program in Business Administration (or an equivalent combination of education and experience); familiarity with accounting principles; understanding of university administration; familiarity with general office practices and with PCICS, SARI, SISA and FINS for entry and retrieval; excellent problem-solving, communication and organizational skills; strong computing skills (PC and mainframe); ability to assess data and recognize discrepancies; proven ability to exercise diplomacy and discretion.

Minimum Hiring Salary: \$29,324 Salary Grade 5 - ADMG5

Senior Programmer Analyst 2000-46 Advancement Technical Services

Major Responsibilities: report to the Manager of Advancement Technical Services; design and write new programs and modify and enhance existing programs/systems; develop, code, debug and test programs as delegated; maintain operational systems by providing backup support outside of normal working hours; assist with other work, set priorities and provide technical assistance to co-workers and customers.

Requirements: three-year post-secondary program in Information Technology (or an equivalent combination of education and experience); demonstrated technical proficiency in the development, implementation and maintenance of information systems; knowledge of SQL, SQL Plus and/or SQL Worksheet preferred; strong analytical, problem-solving and communication skills; proven editing and writing skills; proven ability to prioritize workload and assess the nature of a request to provide assistance to the user as appropriate.

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

Timetabling Assistant 2000-47 Office of the University Registrar

Major Responsibilities: report to the Faculty Services Manager; perform daily tasks associated with course timetabling; gather and maintain undergraduate, graduate and professional program course timetable information;

store information and generate optimized room assignments; assign classrooms; adhere to university timetabling policies and procedures including those referring to special needs students; document procedures; generate mailings to departmental timetabling consultants.

Requirements: completion of a two-year community college program (or an equivalent combination of education and experience); excellent PC skills and proficiency in the latest windows environment and MS Office, Access, Excel and Word; familiarity with the mainframe computer environment (preferably SIS); demonstrated expertise in database management; experience in an administrative environment, especially with process-oriented functions; familiarity with a university or college environment desirable; strong organizational, analytical and communication skills; attention to detail with the ability to meet rigid deadlines; demonstrated commitment to a team approach.

Minimum Hiring Salary: \$33,254 Salary Grade 6 - ADMSF6

Other Positions

Faculty Development Officer - Arts and Science

Faculty Development Officer - Applied Science

Office of Advancement

Both are term positions until March 31, 2002, supported by the campaign and working as a Faculty Development Officer for Applied Science and a Faculty Development Officer for Arts and Science. (Grade 8). Application deadline is **Tuesday, May 23, 2000**.

The incumbents will work in the designated faculty and be responsible for meeting the major annual capital needs of the faculties or designated areas of support at Queen's, and report to the Director, Faculty Development and Major Gifts.

Major responsibilities include serving as the primary liaison between the Advancement office, donors, volunteers and administrators of the assigned faculty. They will develop annual plans of goals and strategies, with precise deadlines to maximize private giving; execute the annual plan to enhance the fund raising strength of the faculty; identify, evaluate, cultivate and solicit appropriate prospective donors including individuals, corporations and foundations.

The successful candidates will have a bachelor's degree, (Queen's degree preferred), related fund raising experience of at least three years, or experience in a related field. Ability to communicate in both oral and written form, ability to fulfil the needs of the assigned faculty, experience in both a mainframe and PC environment. Ability to be a team player.

Please submit resume and cover letter to Carol Davidson, Department of Development, Summerhill, Queen's University, Kingston, Ontario. K7L 3N6, by fax at 533-36599, e-mail davidsoc@post.queensu.ca.

Employee Development

Call Human Resources at 32070 to register or for more information.

Communication: What's Style Got to do With it? Thursday, May 25, 9 am - noon

One of the fundamental requirements for working effectively with others is being able to communicate in a way which promotes understanding and cooperation. A key to being an effective communicator is gaining insights into the communication process, the many barriers to communication, and our own communication style. You will have the opportunity to:

- 1 identify and experience some barriers to effective communication
- 2 recognize four different communication styles and learn the strengths and weaknesses of each style
- 3 discuss the impact of different communication styles at work.

Facilitator: Wendy Rayner, Human Resources

Successful Conflict Resolution

Friday, May 26, 9 - noon

This program is for all staff who want to be more effective in handling conflict by understanding the role of conflict in interpersonal relations and learning strategies to handle difficult people and situations. This interactive session will focus on:

- 1 the nature of conflict - definition, myths and benefits, types
- 2 personal conflict styles
- 3 managing conflict assertively
- 4 methods of conflict resolution

Facilitator: Judith Wilson, The Training Consortium

The Effective Manager Series: Manager as Mediator

Thursday, June 1, 9 am - noon

The aim of this workshop is to enable department heads, managers, and supervisors to learn strategies for managing conflict between their employees by taking on the role of mediator.

Participants will learn:

- 1 the nature and sources of conflict in organizations
 - 2 the role of the intermediary in conflict resolution
 - 3 negotiation and mediation skills
 - 4 techniques for finding win/win solutions
- This workshop will also involve participants in problem-solving scenarios using examples from their own workplace.

Facilitator: Judith Wilson, The Training Consortium

Watch for jobs during the summer!

Once again, the Department of Human Resources will be publishing electronic job postings throughout the summer months to complement the *Gazette* schedule. Deadlines for advertising job vacancies are the same as always - Monday of the week prior to publication. All Queen's staff will receive an email, with an appropriate link, directing them to current advertisements. In addition to *Gazette* publications, the Human Resources website (<http://www.hr.queensu.ca>) will publish vacancies on the following dates (copy deadlines in brackets):

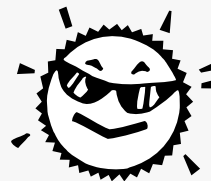
May 29	(May 22)
June 26	(June 19)
July 31	(July 24)
Aug. 28	(Aug. 21)

Please check with the *Queen's Gazette* and *Queen's Today* (<http://advancement.queensu.ca/html/qttoday.htm>) for the *Gazette* summer schedule. Job postings will also be available in hard copy on the bulletin board at Human Resources in Richardson Hall.

Please call Pat Eaton (74176) or Patti Evaristo (74183) if you experience any difficulties.

Faculty, Retirees, Staff

Queen's annual Spring Barbecue



**It's time to
fire up the
grill!**

Monday, May 29, 2000

11:30 am - 1:30 pm

**Agnes Benidickson Field
(next to Grant Hall)**

See you there!

Rain location: Grant Hall

Bulletin Board

Appointments

Dr. John Jeffrey reappointed Head, Department of Obstetrics and Gynaecology

Dr. John F. Jeffrey has been reappointed as Head of the Department of Obstetrics and Gynaecology at Queen's University and Chief of Obstetrics and Gynaecology at Kingston General and Hotel Dieu Hospitals for a second five-year term commencing July 1, 2000. These appointments are announced by Principal William C. Leggett of Queen's University and Alan M. Grant and Ed Zarichny, Chairs of the respective hospital boards.

After completing his undergraduate education, medical education (MD 1978) and five years of postgraduate specialty training in obstetrics and gynecology at Queen's University, Dr. Jeffrey was awarded the McEachern Fellowship from the Canadian Cancer Society and spent two years of further study in gynecologic oncology at the University of Manitoba. In 1985, he was recruited to Dalhousie University where in 1989 he was appointed Head of the Division of Gynaecologic Oncology and in 1990 promoted to Associate Professor. Dr. Jeffrey returned to the Department of Obstetrics and Gynaecology at Queen's University in 1993 and he was appointed head of the department in 1995.

Dr. Jeffrey's expertise in his discipline of gynecologic oncology and his ongoing participation in clinical trials are recognized nationally and internationally. He is a member of numerous professional societies and associations including the Association of Professors of Obstetrics and Gynaecology of Canada, the National Cancer Institute of Canada (NCIC) and the American College of Obstetricians and Gynecologists.

Committees

Headship Selection Committee, Department of Microbiology and Immunology

Peter Aston's second term as Head of the Department of Microbiology and Immunology ends on June 30, 2001.

In accordance with the terms of the Collective Agreement between Queen's University and the Queen's University Faculty Association, a selection committee will be formed to consider the present state and future prospects of the department and to assist the principal in the selection of the head. Members of the Department of Microbiology and Immunology will elect five faculty members from the department to serve on the selection committee.

Faculty members, staff and students are invited to nominate staff and students from the Department of Microbiology and Immunology and faculty members from

cognate disciplines for membership on the advisory committee. Nominations should be sent to Dean David Walker or Associate Dean Christopher Chapler (Co-Chairs), Faculty of Health Sciences, by **Friday, May 26, 2000**.

Conferences

OACUHO 2000 – faculty and staff invitation

Queen's University Residences invites staff and faculty to attend the annual Ontario Association of Colleges and Universities (OACUHO) Conference 2000, Looking Back to the Future, May 28 - 31. Presentations range from technological innovation to the issue of customer service on campus. Keynote speaker is Ken Snowdon, Vice President (Policy and Analysis) at the Council of Ontario Universities. His talk is titled What's Ahead for Higher Education. Details: 533-6790 or visit the OACUHO 2000 website at: <http://www.queensu.ca/residence/oacuho2000/>

Graduate Studies

Deadline for the Fall 2000 Degree List

Oct. 2, 2000: Last possible date to submit thesis to Graduate School for final permanent binding to be added to the Degree List

Oct. 2, 2000: Last possible date to advise Graduate School Office of successful completion of non-research Master's (Project, Essay, Report, or Course Work) Degree to be added to Degree List.

Oct. 11, 2000: Graduate School Council meeting to approve Degree List. Graduate School Convocation: Date and time TBA.

Any student who has a thesis examination scheduled for September 2000 must register for the 2000-01 academic session. Follow the deadlines for electronic registration.

Any non-research master's student who has marks outstanding in September 2000 must register for the 2000-01 academic session. Follow the deadlines for electronic registration.

For information on possible rebate of tuition fees, contact the School of Graduate Studies.

There will be no exceptions to the deadline.

PhD Examinations

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

Wednesday, May 17

Wayne Cox, Political Studies. A Crisis 'in' Conflict for International Relations: The Case of the Turkish/Kurdish War through Neogramscian Lenses. Supervisor: S. Page. C326 Mac-Corry Hall, 1:30 pm.

Tuesday, May 23

Maria Norton Pinto Teixeira, History. Trade and Commerce in Mozambique: Indian Enterprise in Zambezia, ca. 1850-1900. Supervisor: A. Jeeves. 207 Watson Hall, 9:30 am.

Monday, May 29

Tjene Tedeschi, French. Les transgressions du corps féminin dans l'ancienne farce française (1450-1550). Supervisor: F. Rouget. 301C Kingston Hall, 2 pm.

Notices

Queen's parking announcements

Expect busy parking lots this summer: The summer conference season is a busy period for the campus parking lots. Some lots may be full during the peak weeks of May 15 to June 2, and July 1 to Aug. 12.

Temporary parking lot disruption: Campus improvement projects may result in temporary closure of some parking areas this summer. Details: Rick Price, Parking Administrator, ext. 74598.

Parking rate increase: Effective July 1, rates for campus parking permits will increase by a dollar per month. Annual parking permits for main campus parking lots will be \$37.37 per month (includes tax), and \$25.87 per month (includes tax) for West Campus.

Temporary Parking Permits

Temporary parking permits for Main Campus are available from May 1 to Aug. 31 to anyone at \$17.77 per week (includes tax), while space lasts. They may be purchased at the Parking Office on the 2nd floor of the Rideau Building.

The Positive Space Program

Check out the program at the next information session: June 8, 1 - 4 pm. All staff, faculty and students are welcome BUT you must pre-register. Contact Julie (ext. 75847) or Marney (549-0066).

Queen's people needed for fundraising challenge

Learn to row and also raise money for a worthy cause. Queen's is fielding a team for the Kingston Rowing Club Corporate Challenge \$60,000 fundraiser for the Heart & Stroke Foundation. Teams compete Aug. 26. Practise sessions: May 22 - July 5, Mondays and Wednesdays, 5:30 - 7:15 pm. Cost: \$119. Details: Cindy Price, unofficial Queen's captain, ext. 74084, email pricec@post.queensu.ca.

Retirements

The Drama department invites you to a retirement reception for **Maury Breslow**. Sunday, June 4, 2-4 pm at the University Club. RSVP by May 31 to 533-2104. Details: Lee Atkinson, ext. 77526.

Surplus Items

Electrical and Computer Engineering, offers for sale:
BK Precision Analog Multimeters – quantity 35
Keithley Multimeter – quantity 3
Waveforms Oscillator – quantity 2
Feedback Ltd., Waveform Generator – quantity 1
Variac's – quantity 6
Powerstat – quantity 1
Power Oscillator – quantity 1
Precision Design Power Supply – quantity 8
Phillips Oscilloscopes – quantity 17
HP Counters – quantity 2
HP function Generators – quantity 4
HP Oscillators – quantity 10
Wavetek Signal Generators – quantity 19
Dot Matrix Printers (variety) – quantity 7
HP Plotters – quantity 4
Open bid on all items.
For information or to view, please call Roy, ext. 36029 or David ext. 36772

Principal's Development Fund – Category A International Visitors' Program

Principal William C. Leggett and members of the selection committee Vice-Principal (Academic) Suzanne Fortier, Acting Vice-Principal (Research) Bruce Hutchinson and Associate Vice-Principal (Academic) John Dixon are pleased to announce the following international visitors to Queen's for 2000-2001, supported under the Principal's Development Fund, Category A.

Education

Dr. Garry Hoban
University of Wollongong, New South Wales \$ 3188

Arts and Science

Political Studies
Dr. Shangli Lin
Fudan University, China \$ 4349

Dr. Zhimin Chen
Fudan University, China \$ 3222

Philosophy

Prof. Mayra Vilasis
Cuban Institute of Film, Cuba \$ 4088

Development Studies

Gustavo Esteva
Independent Scholar, Mexico \$ 4162

Institute of Women's Studies

Dr. Elizabeth Grosz
State University of New York at Buffalo, USA \$ 1565

Philosophy

Prof. Sonia Enjamio Exposito
University of Havana, Cuba \$ 3462

Programme in Jewish Studies

Dr. Kay Shelemay
Harvard University, USA \$ 2460

Philosophy

Prof. D.N. (Neil) MacCormick
University of Edinburgh, Scotland \$ 2700

The International Visitors' Program provides funds to assist departments and faculties/schools in bringing to Queen's outstanding scholars from outside Canada. Visitors supported by the fund must spend no less than a week on campus, must contribute to teaching, and interact with students and faculty in their area of scholarly activity. Funds from this program will be used to support travel and living expenses, and in some cases, provide a modest honorarium.

Submit sealed bids marked Electrical and Computer Engineering to Patti George, Purchasing Services by 4 pm on the Monday after this issue. Please mark bids Confidential.

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

Volunteers Needed

Do you have asthma?

The Division of Respiratory at Queen's is looking for people with asthma (16 to 65 years old), to participate in a research study. One visit is required to Kingston General Hospital for routine breathing tests and an assessment of perception of asthma symptoms. Please contact Sonja, 548-3232, ext. 4890, or email mcauleys@hotmail.com.

Calendar

Art

The Agnes Etherington Art Centre, University Avenue.

BFA on View 2000, Contemporary Feature Gallery, **To June 18**. Reception: June 2, 4:30 pm, following graduation ceremonies. Upcoming exhibit: Shift. Scott Wallis, June 24 - Sept. 24. Artist's talk and reception: June 24, 7 pm. Tours of the new centre, free with admission, Sundays, May 21 - June 25, 2 pm, resuming in September.

Union Gallery, First floor, Stauffer Library. Beyond Destination. Various artists. **To May 16**. Upcoming exhibit: From the Medieval Convent to Martha Stewart: Concepts of Interior Life. Melissa Day. May 20 - June 27. Opening reception, Saturday, May 20, 6 - 8 pm. Artist talk, Tuesday, May 23, 1 pm.

Public Lectures

Monday, June 5

Psychiatry
Diane Benoit, University of Toronto and the Research Institute of the Hospital for Sick Children. A New Measure of Adult Attachment: the Adult Attachment Questionnaire 3.1. Donald Gordon Centre, 1 pm.

Meetings & Colloquia

Monday, May 15

Biochemistry
Roland Schauer, Universität Viel, Biochem. Inst. Olshausenstr., Germany. Biochemistry, Functions and Pathophysiology of Sialic Acids", B143 Botterell Hall, 2:30 pm.

Tuesday, May 23

Microbiology and Immunology
Roy Duncan, Dalhousie University. The remarkable diversity of fusion-associated small transmembrane (FAST) proteins encoded by the nonenveloped reoviruses. B143 Botterell Hall 1:30 pm.

Wednesday, May 24

Biochemistry
Tony Bretscher, Cornell University. The structural mechanism of polarity determination and organelle inheritance in yeast. B139 Botterell Hall, 2:30 pm.

Wednesday, May 31

Biochemistry
Neil Mattatall, Queen's. Engineering a CuA redox centre into a menaquinol oxidase. B139 Botterell Hall, 2:30 pm.

Other

Friday, May 19

Friday Book Group
The Love of a Good Woman by Alice Munro. For location, call Ella at ext. 77357 or email rusak@geol.queensu.ca. All welcome. 7 pm.

Monday, May 29

OACUHO 2000
Ken Snowdon, Vice-president (Policy & Analysis), Council of Ontario Universities. What's Ahead for Higher Education, 201 Kingston Hall, 8:45 am. Ontario Association of Colleges and Universities (OACUHO) Conference 2000, May 28 - 31.

Thursday, June 1

Rehabilitation Therapy Research Symposium
Carol Richards, Laval University. A task-oriented approach to rehabilitation. Biosciences Complex, 1:15 pm.

Special Events

Wednesday, May 17

Continuing Medical Education
Infertility: Is the Future Here?

Contemporary Assessment & Management: How to Get the Best for Your Patient! Target Audience: Physicians interested in this area of medicine. Biosciences Complex. Registration: noon, program follows at 1 pm. Contact: 533-2540; fax: 533-6642, email cmemed@post.queensu.ca or visit the website at <http://meds.queensu.ca/ce/infertility.html>.

Continuing Medical Education

Public Forum on "Exciting Advances in Assisted Reproduction: How did we get here? Where are we going?" Target Audience: General public interested in this subject area. Biosciences Complex, 7 pm. Contact: 533-2540; fax: 533-6642, email cmemed@post.queensu.ca or visit the website at <http://meds.queensu.ca/ce/publicforum.html>.

Courses & Workshops

Ban Righ Centre, (32 Queen's Cres.) **May 18, noon. Brown Bag Lunch**
Julienne Patterson. Artist's talk. All welcome. Art on display in the lounge. **To May 30**.

2000 Industrial Relations Centre Seminars

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 icentre@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:

Corporate Time Quick Start, May 24, 10 - 11 am

Introduction to Web Publishing in Windows, May 25, 9:30 am - noon

Corporate Time, May 29, 1:30 - 4 pm

Web Publishing Layout & Design, May 30, 1:30 - 3 pm

Working as a Designate in Corporate Time, June 1, 9:30 - 10 am

MS Access 2000: Getting Started, June 6, 9 am - noon

Introduction to Web Publishing in Windows, June 8, 1:30 - 4 pm

Registration required. Register online at: <http://noteswww.queensu.ca/ITS/itscourses4.nsf>