

UWO professor is appointed Queen's VP (Research)

An award-winning researcher and teacher of civil engineering from University of Western Ontario has been named Vice-Principal (Research) of Queen's.

Dr. Kerry Rowe, currently professor and chair of the Department of Civil and Environmental Engineering, comes to Queen's with extensive research and consulting experience in the geotechnical engineering field. His expertise spans several areas, from hydrogeology through landfill design, soil reinforcement, and geosynthetics for waste containment.

Author of more than 200 publications, he is also credited with having a major role in building the Civil Engineering Department at the University of Western Ontario into one of the strongest in the country. As chair, Dr. Rowe fostered excellence in



Dr. Kerry Rowe

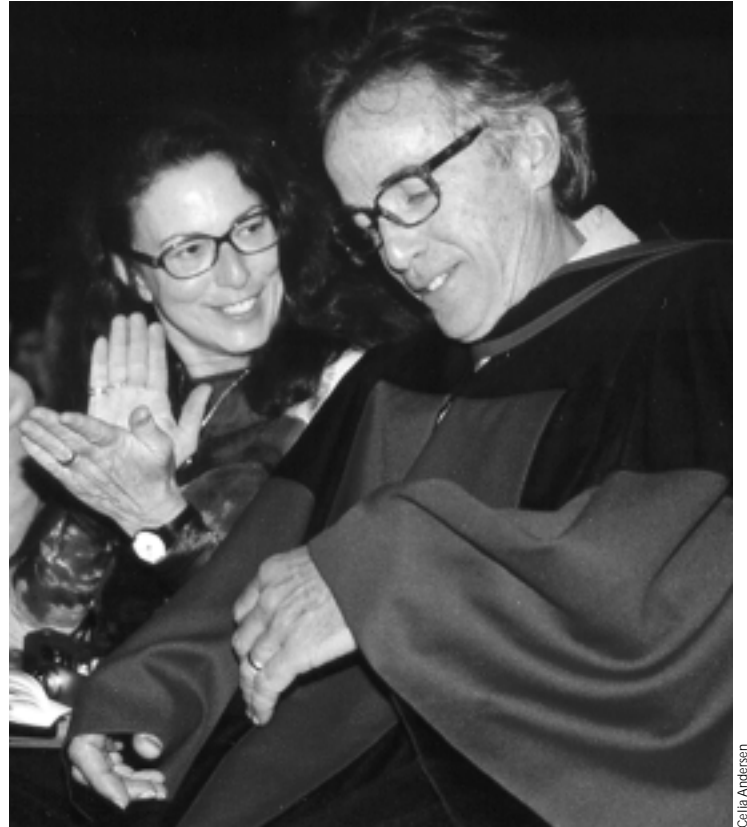
both teaching and research, developed innovative educational programs and created strong links to industry.

"Kerry Rowe is a superb addition to our senior administrative team," says Principal Bill Leggett. "With his exceptional record of accomplishment, I have

no doubt that he will make a major contribution to the research environment at Queen's. He brings to Queen's a broad and sophisticated understanding of the funding environment for research, and a deep appreciation of the scholarly work being carried out in all areas of the university – from the social sciences and humanities to the natural sciences, engineering and health sciences. In a nation-wide search, he won the unanimous endorsement of the Advisory Committee."

Dr. Rowe's research has been recognized with a number of awards including the A.G. Stermac Award for service to the Canadian Geotechnical Society (1999), the Ontario Ministry of the Environment Award of Excellence for Research and

Kerry Rowe, page 2



Susan Cooder applauds as her husband, musician Ry Cooder, acknowledges his honorary degree from Queen's. The Los Angeles native urged graduates at the June 1 convocation to leave themselves open to the opportunities that may arise in unexpected places. Referring to his renowned work with Cuban musicians, he told them, 'Maybe you'll get lucky and meet some 90-year-old person along the way who can really show you a thing or two.'

Dual provincial awards honour Queen's math, law faculty

Two members of Queen's faculty have been honoured for outstanding contributions to their professions by the Ontario Confederation of University Faculty Associations.

Dennis Marshall of Queen's Law Library has been awarded the 1999 OCUFA Academic

Librarianship Award and Leo Jonker of the Department of Mathematics and Statistics has been awarded a 1999 OCUFA Teaching Award. OCUFA awards one librarian award annually, and this year announced nine teaching awards to faculty at McMaster, Ottawa, Queen's, Toronto, Western and York universities.

The awards recognize outstanding achievements in university teaching and librarianship.

Mr. Marshall's award reflects the esteem and respect in which everyone in the faculty holds him, says Alison Harvison-Young, dean of law. "I can imagine no one more deserving of this recognition," she says. "As a faculty, we were all very happy to participate in the nomination because it provided an opportunity to recognize the contribution of someone who has filled many roles (doing, in effect, a number of full-time jobs!) yet who is inclined to avoid fanfare of any sort, making it difficult for us to express our affection, admiration and appreciation for him and all he has done for us.

"Speaking more personally, Denis made my transition into a new law school as a new dean infinitely easier than it might have been. I learned very quickly that his was the phone num-



Mathematics teacher Leo Jonker

ber/email address that had to be handy at all times, and it was rare indeed that he did not either have the answer immediately or drop everything to deal with an issue or problem very quickly. His advice, judgment and "read" of our colleagues proved to be impeccable. We as a faculty, and I, personally, am delighted that he has been accorded this recognition, and congratulate him heartily."

Dr. Jonker's award, the latest in a string of teaching honours, is a tribute to a teacher "who is, quite simply, fantastic," says Bob Erdahl, acting head of the Department of Mathematics and Statistics. "He makes complicated things simple, and he does this at all levels, in first year

Provincial Awards, page 2

Queen's adopts new visual identity

A university where tradition is cherished, Queen's has embraced one of its oldest and most revered symbols as the centrepiece of its new visual identity.

The Queen's coat of arms has been the hallmark of the university for more than 150 years. Reflecting Queen's establishment by Royal charter in 1841, the coat of arms first appeared on graduation certificates in the 1850s, and was used in a variety of ways before its official sanctioning by the College of Arms of England in 1953. Its colour and intricate detail made reproduction difficult and expensive, and since the 1970s use of the coat of arms has been limited mainly to ceremonial documents.

Now the coat of arms combines with the familiar 'swash-Q' wordmark to become the official logo of Queen's University.

The two elements form a strong, immediately recognizable visual identity for Queen's, says Richard Seres, Director of Marketing and Communications. "The new logo emphasizes an important icon that represents the history and academic quality of Queen's."

To be phased in over time, the

new visual identity ensures consistency in all its visual communications, reinforcing the university's already strong image, and establishing a common base for all university communications, Mr. Seres adds. The visual identity was presented to the Board of Trustees in May, and response from the university community has been positive, he says.

The new design "is a symbol of the tradition of excellence for which we all strive," says Queen's Principal Bill Leggett. "The positive response of the university community to this design

is a result of the immense pride we all share in our association with Queen's University and its rich history."

Details of the new visual identity are contained in the insert that appears in today's *Gazette*. Information and guidelines also appear on the visual identity website, at <http://advancement.queensu.ca/html/visualid.html>. As well, a CD with logo files is being distributed to all department heads at Queen's this week. Extra copies can be obtained through Marketing and Communications, at ext. 32035. □



Law librarian Dennis Marshall

In this issue...

Biology station celebrates

see page 4



Queen's mourns passing of former Principal David Smith

The Queen's community was deeply saddened to learn of the passing of former Principal David Chadwick Smith after a brief illness. Dr. Smith died May 22. He was 68 years old.

Dr. Smith served as Queen's Principal and Vice-Chancellor from 1984 to 1994. He was later appointed interim President and Vice-Chancellor of Trent University from July 1, 1997 to June 30, 1998. In recent years, he has continued to work on behalf of higher education as an advisor to the government of Canada, the government of Ontario and the Council of Ontario Universities.

"This is a great loss to Queen's and to all those who understand the immense contribution David Smith has made to education in Ontario and beyond," says Principal Bill Leggett. "We will never forget how wisely and creatively he met the considerable challenges he faced as Queen's principal during a time of both social change and financial constraint. We will also forever value the many superb programs now in place as a result of his commitment to excellence and equity."

Dr. Smith introduced the Queen's National Scholars program as a means of bringing in younger scholars to renew faculty



David Smith

and enhance opportunities for women academics. He launched the Principal's Development Fund to encourage imaginative academic and research initiatives and improve teaching skills. He also inaugurated the Women's Studies program and lent his support to measures for improving the status of women on campus, including employment and pay equity and day-care facilities.

When appointed the 16th principal of Queen's, Dr. Smith was already highly respected for his role in establishing the reputation of Queen's Economics Department on an international footing and as founding director of the Queen's-based John Deutsch Institute for the Study of

Economic Policy.

As Queen's principal for a decade, he worked to reinforce the high quality of undergraduate programs. This included the establishment of the Instructional Development Centre and the introduction of timely new programs in policy studies, and science and technology. During his principalship, the university infrastructure was renewed through the Stauffer Library, Biosciences Complex, Walter Light Hall, the Policy Studies Building and a major updating of Queen's older structures.

When presented with the inaugural Benidickson Award by Queen's Alumni Association in 1990, Dr. Smith was described as "one of Canada's most respected economists, consultants and chief executives – a leader who demands the best of himself and so expects it of others – and a prolific writer whose topical annual papers reveal a philosopher with both feet on the ground, the high moral ground."

Dr. Smith, born in India, held earned degrees from McMaster, Oxford and Harvard and honorary degrees from Queen's University at Kingston, the Queen's University of Belfast and McMaster University. He

was a Fellow of the Royal Society of Canada and a member of the Order of Canada. In 1992, his peers elected him to chair the Council of Ontario Universities.

Just weeks ago, two major reports prepared by Dr. Smith for the Council of Ontario Universities were released. One addressed issues related to demand and supply conditions for university faculty in Ontario and the other examined methods for improving quality in universities.

Gifts to Queen's are being accepted in Dr. Smith's memory and are being directed to the libraries (account 882-165). Cheques may be made payable to Queen's University, and should include Dr. Smith's name and the account number. □

Kerry Rowe continued from page 1

Development (1999) and the Engineering Science Prize for Achievement in Research (1998). In 1989 he received a prestigious Steacie Fellowship from the Natural Sciences and Engineering Research Council.

He has also been twice honoured for outstanding teaching, receiving the Ontario Confederation of University Faculty Associations' Excellence in Teaching Award in 1997 as well as the University of Western Ontario's Edward G. Pleva Award for Excellence in Teaching in 1996.

Details of Dr. Rowe's appointment appear on page 7. □
<http://www.engga.uwo.ca/people/krowe/Default.htm>

Provincial Awards continued from page 1

undergraduate courses as well as research seminars to grads. He has a clear idea of where his students need to go in the classroom, and he knows just how to get them there. That's why students love him so much.

"He has been an outstanding teacher for a long time. He has won the Applied Science first-year teaching award four times and was runner-up for a fifth. This year he also won the prestigious Alumni Teaching Award."

The OCUFA award also recognizes Dr. Jonker's work in curriculum development, course design, innovating teaching methods and educational materials, and his outreach work with Grades 7 and 8 students in the Kingston community, Dr. Erdahl added.

This year's double OCUFA honours are Queen's fifth and sixth such awards since 1992, and the second such awards to go to faculty in math and law. Past winners have included Vivien Ludwin (Bracken Library, 1993), Mark Weisberg (Law, 1995), Christine Overall (Philosophy, 1996) and Morris Orzech (Mathematics and Statistics, 1998). □

Senate

Notes from the May 24 session of Queen's University Senate

Sixty new research chairs will be created at Queen's over the next five years, thanks to the Canada Research Chairs program. "An extremely important point is that these chairs are here to stay, as long as there is no significant change in federal government policy," Suzanne Fortier, Vice-Principal (Academic) told Queen's University Senate at its May 24 meeting.

By 2004-2005, 2,000 chairs will be created nationwide, at a rate of 400 per year under the program, formerly known as the 21st Century Chairs for Research Excellence. Canada Foundation for Innovation infrastructure support will average about \$125,000 per chair. Forty-five per cent will be offered to Natural Sciences and Engineering Research Council of Canada-funded scholars, 35 per cent to

Medical Research Council of Canada/Canadian Institutes of Health Research and 20 per cent to Social Sciences and Humanities Research Council of Canada. Two types of chairs will be available. One is a seven-year renewable term for current research stars with funding to universities to \$200,000 per year, and the other is a five-year, one-time renewable chair to attract future research stars. Funding for this type is \$100,000 per year.

"This is the first time in the history of federal research funding that universities will be allowed to budget indirect costs, such as salaries and benefits of research teams, recruitment and relocation costs, refitting of office and research space, related administration costs, and the maintenance and operation of research equipment," Dr. Fortier says.

In other Senate business: Senate approved the creation of the South African Research Centre. The centre will coordinate and expand southern African research already established in several Queen's departments. It will also provide a focus for these programs and promote faculty and graduate student research and international development programs concerning the southern African region. Senate approved the appointment of the following to Senate committees:

Budget Review: John Young (faculty, Theological College).

Educational Equity: Steve Cutway (staff, Information Technology Services).

Library: John Kirby (faculty, Education); Morris Orzech (faculty, Mathematics and Statistics).

Nominating: Bernard Kueper (faculty, Civil Engineering).

Non-Academic Discipline: Pat Oosthuizen (faculty, Mechanical Engineering).

Radio Policy Board: Brenda Ravenscroft (faculty, Music).

Senate approved three motions from the Senate Operations Review Committee addressing recommendations from the Grievance Board. (Details of SORC's three motions can be found at <http://www.queensu.ca/secretariat/senate/SORC050.0.html>). □

<http://www.queensu.ca/secretariat/senate/index.html>

Gazette

Editor: Mary Anne Beaudette
Editorial Assistant: Celia R. Andersen
Director: Richard P. Seres
Design: Graphic Design Services

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

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

ENQUIRIES

Tel 533-6000 ext 74498
Fax 533-6652
E-mail gazette@post.queensu.ca

DEADLINES

Deadline date	Publishing date
11 July	17 July
8 August	14 August

QUEEN'S TODAY

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

ISSN 0319-2725

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.

Dee Padfield: Executive assistant par excellence

BY MARY ANNE BEAUDETTE

Dee Padfield's 30-year career at Queen's is summed up in the sunny corner of her Richardson Hall office. Pride of place is given to a dream catcher and a native sculpture by Thomas Maracle; a large hooked tapestry of Queen's coat of arms hugs the intersecting wall.

The coat of arms is to be expected, reflecting Ms. Padfield's work at the heart of the university over the past 22 years. Executive assistant to the Vice-Principal (Resources) from 1988-1995, and executive assistant to the Vice-Principal (Academic) from 1995 to 2000, her roles have included official ear to uncountable numbers of university committees, and gentle yet firm guiding force behind the complex bureaucratic processes that convert committee discussions into university-wide policies.

The native artifacts, on the other hand, illustrate a less well-known aspect of Ms. Padfield's efforts in support of the university: her involvement in the establishment of Queen's Aboriginal Council and Queen's Aboriginal Student Centre. "Those were among the most rewarding things I've done here," she says. "It was a real ground-breaking experience. It meant getting involved in something that had never been done before at Queen's, and helping to open the doors of Queen's to a group of people who hadn't been previously involved in a significant way in the university."

Particularly rewarding was the establishment of a space for aboriginal students on campus, she says. "The actual coming to fruition of the Aboriginal Student Centre was a really big step forward. To have a visible aboriginal presence here is very, very important. That's what makes people realize things are happening, that there's an effort under way to make



Dee Padfield: 'It's been a wonderful 30 years'

Queen's a more welcoming place for aboriginal students."

Aboriginal visibility on campus has been just one of a vast tapestry of change since Ms. Padfield's arrival at Queen's in 1970 as secretary to the associate dean of Arts and Science. "In those days the entire

administration of the faculty was contained in the second-floor wing of Richardson Hall," she says. "We had one receptionist, and all of our registration forms – four parts, with carbon sheets – fit into one file drawer."

Her work in Arts and Science from

1970 to 1988 included editing the faculty calendar and other publications, providing support for faculty committees, and managing the part-time studies program. She credits her work in the faculty office with giving her a well-rounded view of Queen's and its activities. "I realized that Queen's wasn't just about the students who were here on campus."

Students are the focus of a special parting gift to Ms. Padfield from colleagues and friends at Queens. Honouring her service to the university, and in memory of her late husband, Dr. Chris Padfield, they have established the Padfield Award, to be given to an upper-year student in any faculty or school on the basis of financial need and academic excellence. Preference for the award will be given to aboriginal students. (See box, below).

Ms. Padfield's last day of work is June 30. After that, she says, "I'm looking forward to at least two months of glorious holidays. I've always wanted to spend my vacation in Kingston."

She takes with her three decades' worth of Queen's memories. "I've met many terrific people, and I have enjoyed my working life at Queen's," she says. "It's been a wonderful 30 years." □

Office of VP (Academic) hosts retirement reception

The Office of the Vice-Principal (Academic) will be hosting a reception in honor of Ms. Diana (Dee) Padfield on the occasion of her forthcoming early retirement from Queen's University. Members of the university community are invited to attend the reception, Thursday, June 22, from 3:30 pm to 5 pm at the University Club.

In lieu of a gift, an award has been established in Dee's honor. Contributions to The Padfield Award may be sent to Queen's University, Office of Advancement, Gift Services.

Plugged In

A monthly column of issues and pointers on technology

by Nancy Dorrance

New anti-virus software agreement signed

Queen's new licensing agreement with Symantec Corporation, which provides Norton AntiVirus Protection for all staff, faculty and students, is the largest anti-virus software implementation at any Canadian university.

"We welcome this as a complete anti-virus solution, compatible with the Queen's environment," says Mike Smith of Information Technology Services. "Symantec clearly took the time to understand our computing environment. By working with Queen's, Symantec was able to design a solution that could be easily administered through Packman, the university's software distribution system, improving the way virus updates are managed and distributed to its users."

NAV replaces Dr. Solomon's as the university's supported anti-virus software, and will be available free of charge to all Queen's users. Windows 9x/NT users may obtain NAV via Packman, which will uninstall Dr. S. at the same time. Further details on the transition to NAV are posted on the ITS Protect Yourself webpage, at: <http://www.its.queensu.ca/protectyourself/virus/>

For complete text of the Queen's/

Symantec news release, check the ITS News webpage, at: <http://www.its.queensu.ca/pubs/whatsnew/index.html>.

Queen's policy on mass e-mail announced

- Your dog had six puppies, and you'd like to find a good home for them.
- Your department is hosting an upcoming conference, which you need to announce.
- You may have to cancel tomorrow's workshop due to low registration, and you'd like to "blitz" the campus with a last-minute invitation to participate.

Increasingly, people are trying to solve problems like these by sending mass e-mail messages on the university network. But instead of the desired effect, their communications provoke anger and resentment in many recipients, reports Trish Forrest of Information Technology Services.

"Faculty, staff and students have sent a clear message to ITS: 'Please stop the unsolicited e-mail advertising on campus!'" she says. "People view their e-mail-boxes as they do their phones at home. They consider unsolicited e-mail that has

no bearing on their work or the performance of their job at Queen's to be an annoying intrusion, similar to telemarketing."

To address this concern – as well as potential technical problems caused by the sheer volume of mail – ITS has introduced a new university policy on mass e-mail, "Communicating with Large Groups on Campus," which is posted on the Web at: <http://post.queensu.ca/listserv/massmail.html>.

The policy pulls together in one place the available options for communicating with large segments of the campus, Ms. Forrest explains, noting that: "These are not new procedures at Queen's." At a number of other universities across Canada and the U.S., where similar complaints were received, mass e-mail services have been highly restricted or even removed, she adds.

The Queen's policy outlines four categories of electronic mass communication methods and services (listed below) which are fully supported by ITS. "Methods other than these, such as the sending of unsolicited mass e-mail where the sender does not have the appropriate working relationship with the targeted group, are

prohibited and violate the Queen's University Computer User Code of Ethics," the policy states.

The types of acceptable mass e-mail include: listserv mailing lists, webpage services, UseNet news services, and "administrative necessity." The last category may occur when none of the other options is available or appropriate, and provided the sender of information is the responsible university authority. (Communication of emergencies, such as a natural disaster, should follow the procedures outlined in the Queen's University Disaster Plan.)

Deadline for software requests

Queen's instructors, please note: In order to provide effective support at the public and semi-public site locations on campus for your students, ITS needs to know your proposed software requirements for classrooms, by Tuesday July 4, 2000. Requests received at a later date will be subject to a charge based on time required to install the software. Please e-mail: crowe@post.queensu.ca with your requests. □

Open house celebrates biology station's new operations centre



Queen's University Biology Station's new operations centre: State of the art facilities

BY CELIA R. ANDERSEN

Queen's University Biological Station invites you to an open house in the great outdoors. After 12 years of planning and fundraising, followed by a winter of construction, the station officially opens its new, state-of-the-art operations centre on July 9. Queen's community members, their families and friends are invited to drop in between noon and 3 pm to meet the staff and view displays of flora and fauna, including an intriguing snake display. A ribbon-cutting takes place mid-afternoon.

Established in 1945 and located 50 kilometres north of Kingston on Lake Opinicon, the station is the largest inland biological research station in eastern Canada. It consists of the operations centre, a library, conference rooms, 12 separate laboratory areas, a workshop, an aquarium house and accommodations for researchers.

Supported with \$854,481 in funding from the Canada Foundation for Innovation and the Ontario Research and Development Challenge Fund, as well as

more than \$350,000 in private donations, the new operations centre offers year-round access to state-of-the-art research training facilities, including Geographic Information Systems (GIS) facilities, reference research database centre and an instrumentation lab. It also includes a conference-seminar room, administrative office, dining hall, kitchen, washrooms and interpretive area.

From its beginning the station's mandate has included teaching and research, says manager Frank Phelan. In the early years, students served as research assistants, and received training in field biology while working for various professors on established studies. This type of training continues today. Students also pursue fieldwork on their own as part of their degree requirements. QUBS also hosts a mixture of researchers from a variety of institutions nearby and abroad, including Queen's, Carleton, University of Ottawa, Toronto, Illinois Natural History Survey (Champaign, Ill.), Ithaca College (Ithaca, N.Y.) and others. □

News Notes

Hannah Chair endowed

Queen's University's Hannah Chair in the History of Medicine is now fully endowed, thanks to a \$2-million gift from Associated Medical Services Inc. The Hannah Chair has been funded by Toronto-based AMS since its founding at Queen's in 1974.

Named in honour of AMS founder and Queen's graduate Jason A. Hannah (MD 1928), the Hannah Chair offers a variety of programs and services, including a historical course of study for medical students, elective courses, a faculty seminar, undergraduate arts courses, graduate courses, graduate counselling, references and bibliographic assistance, guest lectures by visiting scholars, displays of books and artifacts, and the acquisition of historical works relating to the research interests of members of the Queen's community.

The donation was announced at celebratory lunch held at Queen's on May 30.

Rae receives Stirling Medal

John Rae, newly appointed chair of Queen's Board of Trustees, has been awarded the 2000 John B. Stirling Montreal Medal from the Montreal Branch of the Queen's Alumni Association.

Named in honour of the former Queen's chancellor, the annual award recognizes meritorious contributions Queen's. Mr. Rae has been a longtime supporter of both his alma mater in Kingston, and Montreal, where he has lived for nearly 30 years. His service to Queen's has included fund-raising and terms on University Council and the Board of Trustees; and he has been an active participant in many Montreal organizations including Centaur Theatre, the Research Fund of the Montreal Heart Institute, and the James Barriere Foundation for the Underprivileged.

Mr. Rae accepted his award at a dinner at the Ritz-Carlton in Montreal on May 26.

Arbitrator rules on Queen's-QUFA offers

Under the terms of the Collective Agreement between Queen's University and the Queen's University Faculty Association, salary scale increases are determined, in the absence of a negotiated settlement, by binding arbitration in the form of final offer selection.

This process was invoked by the parties to determine salary scale increases for the coming year.

The arbitrator selected the Queen's University offer of a scale increase of 1.2 per cent effective May 1, 2000 and a further scale increase of 0.5 per cent effective Nov. 1, 2000.

The full text of the arbitrator's decision is available at the Queen's web site <http://advancement.queensu.ca/html/queenstoday.html> and the QUFA website <http://www.queensu.ca/qufa/>. □



Jacalyn Duffin (left), Hannah Professor at Queen's, joins Abbyann Lynch, president of Associated Medical Services at a reception marking AMS's \$2 million endowment of Queen's Hannah Chair in the History of Medicine.

Have a voice – join QUSA, new president urges

BY CELIA R. ANDERSEN

Queen's is a good place to work, says Spring Forsberg. It could be even better if more staff joined the Queen's University Staff Association (QUSA), the new association president says.

"I have been very appreciative of the people who hired me and provided opportunities for changes and career advancement at Queen's," says Ms. Forsberg, who came to Queen's in 1990 as a secretary with the Queen's Challenge Campaign. Along the way, she completed seven Queen's courses to earn her sociology degree. "Queen's waives your fees as an employee," she says. "I have been very grateful for that. It's a wonderful benefit. I am very positive about this place. It's been very good to me."

Now an academic counsellor and human resources coordinator in Continuing and Distance Studies, Ms. Forsberg would like to see QUSA's current membership drive boost numbers from one-third to more than half of the staff. "If we had more members, we would have a stronger voice with the administration. We want to continue to foster good will and continue the ongoing relationship QUSA reps have enjoyed with the administration."

Ms. Forsberg joined the association just a year ago herself. "I saw some important things that QUSA was doing. They were



Spring Forsberg, QUSA president: 'We want to continue to foster goodwill'

representing me and yet I had never bothered to join. They were out there, slugging it out for the staff and I wasn't part of it and I thought it was important to join. QUSA plays a valuable role."

Ms. Forsberg was intrigued with the association's work and activities and would often borrow copies of the QUSA *Courier* newsletter from her QUSA-member co-workers.

Although QUSA focuses on salary and benefits discussions with the Queen's administration, the association does a lot

more than that, Ms. Forsberg says. "QUSA represents staff interests on several Queen's committees such as parking and grievance procedures. They make sure that staff has a voice on those committees."

Along with the work that QUSA does, it also holds social events that help bring staff together and foster a sense of community, she says.

Ms. Forsberg is not daunted by the role of president, which is a one-year renewable term. "We take a team approach," she says of her executive. "They are great people to work with. I'm not doing this alone. There are a lot of people who want to be a part of this." She especially values the resources of QUSA office administrator Betty Pollard and long-time past president Mark Publicover.

"Our goal is to continue to represent issues of interest to staff to Queen's administration," she says. "But we won't know what these are unless staff are members. By joining, staff shows a common front for the issues that are important to them."

The executive hopes all staff enjoyed the promotional copy of the QUSA *Courier* mailed out in early June, she says. "The *Courier* is a great way to keep in touch with staff and staff issues. It gives a sense of community to what we're doing." □

Year Two provisions of the QUSA compensation agreement

The QUSA Salary and Benefits Committee reports that effective July 1, 2000, Grades 1 to 9 salaries, except those at or above the range maximums, will be moved up to the next step in the grade. A scale increase of 1.3 per cent will be applied to the salary grid, and to all salaries in Grades 1 to 9, except those above the range maximums. All Grades 1 to 9 salaries above the new range maximums are red-circled and frozen until those salaries are in line with the range maximums.

This is year two of a three-year agreement.

A one-time payment will be made to general staff employees who hold appointments in salary Grades 2 to 5 inclusive, who are at the range maximums or above the range maximums on June 30, 2000, and are not eligible for a step increase. To be eligible for the one-time payment, employees must be actively employed on July 1, 2000. The payment is \$300 less statutory deductions and will be included in the July 2000 pay.

"Although there was some initial concern with QUSA signing a three-year agreement (as opposed to a shorter term), it will certainly be to the advantage of all staff due to the two-per-cent cut in the university budget," says committee member Gail MacAllister.

Dental plan improvements include adding major restorative at 50 per cent co-insurance with the new basic/major plan, having an annual maximum of \$3,000 per person.

The committee will work with Queen's Human Resources over the next 12 to 18 months as it conducts a comprehensive review of non-salary benefits at Queen's.

For details and salary grids: <http://www.hr.queensu.ca/Comp/Comp.htm>



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, June 20, 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

Program Coordinator 2000-14
Department of Medicine
Jacoba Martlatt

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

Staffing and Research Officer 2000-28
Department of Medicine
Nancy Koen

Resources and Communications Officer 2000-29
Department of Medicine
Deborah Samms

Instructional Technology Coordinator 2000-31
School of Business
Dean McKeown (Campus Security)

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 positions, apply in writing to **Patti Evaristo**, Human Resources.

Caretaking Attendant 2000-55, 2000-56, 2000-57, 2000-58, 2000-59 University Residences

Five term appointments are available working 20 hours per week with some shift work until April 30, 2001.

Major Responsibilities: daily cleaning and maintenance of Residence buildings in a home-like environment during the academic year and similar duties during the conference season; clean and sanitize washrooms, fixtures and fittings; vacuum and shampoo carpets and upholstery; sweep, dustmop and dampmop all floor surfaces; collect garbage, clean glass and walls and move furniture; report losses, damages, repairs and infractions of Residence regulations to the appropriate person(s).

Requirements: secondary school diploma and the ability to comprehend and carry out instructions; sound knowledge of

cleaning procedures and safe work practices; capable of working in a team environment.

These positions fall under the jurisdiction of the Canadian Union of Public Employees, Local 229.

Hourly Rate: \$16.09 (effective July 1, 2000)

Parking By-law Officer 2000-60 Physical Plant Services

This position involves working 37.5 hours per week.

Major Responsibilities: patrol Queen's University surface parking lots by vehicle and on foot; enforce the parking regulations; issue tickets and tow vehicles that violate the regulations; assist in erecting barricades and helping to direct traffic flow for special events; perform minor maintenance such as repainting lines and repairing signs.

Requirements: secondary school diploma; previous work experience in a similar environment; excellent interpersonal and communication skills to deal tactfully with the public and to handle confrontational situations in a polite and calm manner; must be bondable; possess a valid Ontario driver's license and have a good driving record.

This position falls under the jurisdiction of Canadian Union of Public Employees, Local 229.

Hourly Rate: \$ 17.04 (effective July 1, 2000)

Storeskeeper 2000-61 Physical Plant Services

This position involves working 37.5 hours per week. The successful candidate must be willing to work overtime.

Major Responsibilities: order inventory and non-inventory material from suppliers; accept and receive materials; enter information into the Maximo computer system; monitor existing supplier partnerships; organize and consolidate purchases for storerooms; operate a forklift; receive and coordinate placement of items into various storage areas; drive supplies, equipment and personnel to various sites on campus; maintain a safe work environment in storeroom locations.

Requirements: three to five years of experience in a MRO (maintenance, repair and operational environment) including experience performing inventory control and materials handling; good procurement skills; secondary school diploma; PMAC level I accreditation (Purchasing Management Association Certificate) or other related training preferably in Materials Handling; team player with a positive attitude; self starter; ability to multitask efficiently; work well under pressure with the ability to meet deadlines; attention to detail is essential; strong problem-solving skills; good working knowledge of purchasing principles and techniques; proficiency in MS Word and Excel computer programs; excellent communication and interpersonal skills required to interact daily with customers and suppliers; ability to maintain confidentiality; valid Ontario driver's license with a good driving record; the ability to work within the Physical Plant Services operational and safety policies; knowledge of Queen's University campus an asset.

This position falls under the jurisdiction of the Canadian Union of Public Employees, Local 229.

Hourly Rate: \$19.02 (effective July 1, 2000)

Computing Systems Technician 2000-62 Information Technology Services

Major Responsibilities: install, maintain, repair and test microcomputer systems; resolve compatibility problems quickly and efficiently in consultation with the Supervisor, Micro Repair and the technologists; install computing software operating systems and hardware support systems and devices; instruct users on the proper operation of these systems during the installation process and on an ongoing consulting basis; document all symptoms associated with failed equipment and log details into a computer system; arrange for transportation of equipment to and from customer; resolve payment for repairs.

Requirements: two-year community college diploma in Electronics Technology

and equivalency in Computing Technology; sound knowledge in the field of computer software (operating systems, application software packages); A+ certification; two years of practical experience; knowledge of commonly used software at the university in order to assist users and troubleshoot problems; ability to determine the priority of maintenance activities; ability to train users on proper operation and maintenance of computer systems; must be willing to continually upgrade skills by attending seminars and manufacturers' courses.

This position falls under the jurisdiction of the Canadian Union of Public Employees, Local 254.

Tentative Hiring Range: \$33,895 - \$39,997 (effective July 1, 2000) 252 points

Assistant Internal Auditor 2000-63 Internal Audit

This is a term appointment until June 15, 2001.

Major Responsibilities: report to the Internal Auditor; assist in conducting internal audits for the purpose of evaluating the adequacy and effectiveness of practices and controls in the university's financial, personnel and operating activities; conduct reviews of assigned organizational and functional activities; verify and analyze transactions and representations; evaluate the adequacy and effectiveness of management controls; assist in determining compliance with policies and procedures; prepare adequate working papers; report audit findings on the results of assigned segments of the audit; make recommendations for the correction of unsatisfactory conditions, improvements in operations and reductions in costs.

Requirements: two-year post-secondary diploma in business administration (consideration will be given to the equivalent combination of education and experience); several years of experience in financial administration, accounting or audit; enrolment in a professional accounting or audit program is desirable; good oral and written communication skills; excellent interpersonal skills; sound computer skills including the ability to use word processing, spreadsheet and database software; knowledge of bookkeeping and accounting practices; analytical, interpretative and problem-solving skills; excellent organizational and time management ability; knowledge of university procedures, policies and regulations; ability to handle conflict effectively and diplomatically.

Minimum Hiring Salary: \$33,686 (effective July 1, 2000) Salary Grade 6 - ADM5F6

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

Admissions Assistant 2000-64 School of Graduate Studies and Research

This is a continuing part-time appointment working four days per week, or 80% time.

Major Responsibilities: report to the Registrar; coordinate all applications to graduate programs in both the Engineering and Applied Science, and Physical Sciences Divisions and maintain files on continuing students within these divisions; correspond with potential and continuing students, faculty and staff from other departments within the university; enter data regarding applications; act as secretary at monthly meetings for the two divisions.

Requirements: secondary school graduation diploma and previous, related office experience; experience with word processing (Word preferred), data entry (Access preferred) and the student information system (PCICS); knowledge of GQL an asset; proven ability to prepare notices, agendas and minutes of meetings; excellent interpersonal, writing, filing and keyboarding skills; knowledge of the university and rules and regulations of the Graduate School an asset.

Minimum Hiring Salary: \$28,338 (effective July 1, 2000) Salary Grade 4 - ADMG4

Coordinator Alumni Relations/ Assistant Football Coach 2000-65 School of Physical and Health Education (Athletics and Recreation Division)

This is a three-year term appointment with the possibility of extension or renewal.

Major Responsibilities: report to the Chair Athletics and Recreation; responsible for developing and maintaining a system to track former Queen's athletes and program supporters; coordinate and assist Head Football Coach with recruitment of student/athletes; work with other head coaches to maintain a national recruitment program for all athletes in the Queen's Athletics program; coaching duties and responsibilities (football) as assigned by the Head Football Coach including development of team systems, strategies, skills development and the development of the football practice and competitions schedule; perform on-going public relations functions on behalf of the Athletics program; work cooperatively with other Athletic Coordinators on a variety of special initiatives and projects.

Requirements: formal education at the minimum of the Bachelor's degree level in the sport or administration field; experience in sport administration with demonstrated leadership, organization and public relations skills (or equivalent combination of education and experience); well-versed with computer software applications; coaching certification at Level II or III technical (football) with some post-secondary coaching experience; capable of working with student athletes within an academically challenging environment; must be sensitive to the needs of potential clients and be capable of representing the Queen's Athletics Program in a positive and professional manner; good organizational and programming skills; comprehensive knowledge of complex football coaching systems and strategies; the ability to teach/coach/conduct practices in the sport of football at the national level; willingness to work evenings and weekends when required.

Minimum Hiring Salary: \$38,200 (effective July 1, 2000) Salary Grade 7 - CCR7

Other Positions

Post-Doctoral position Rheumatic Diseases Unit Queen's University

A post-doctoral position is available immediately for a minimum of two years in the Connective Tissue Laboratory of the Rheumatic Diseases Unit. The project focuses on the biology/biochemistry of cartilage repair, in collaboration with biomechanical engineering.

Apply to: Dr. T. Anastasiades, Director, Rheumatic Diseases Unit, Queen's University. Phone 533-2971, email anastas@post.queensu.ca.

Quality Assurance Assistant National Cancer Institute of Canada Clinical Trials Group

This is a full-time position.

Education and experience required: Honours degree in Health Sciences or related field with two to four years experience in research methodology in a medical or pharmaceutical setting. Ideally experience will include independent collection/management and responsibility for data collected on a large research project. Clinical research, clinical trial methodology, auditing of clinical records or sites, database management, wordprocessing (including MS Office, Word), website familiarity (WEB based data entry, set-up, searches), and office administration considered assets.

Queen's Salary Grade 6.

Submit resume and cover letter to: Competition #81, Operations Manager, NCIC Clinical Trials Group, Queen's University, 82-84 Barrie St., Kingston, Ontario, K7L 3N6.

Only applicants selected for an interview will be contacted. **Deadline:** Friday, June 16, 4 pm.

Research Assistant Department of Biochemistry

A full-time position is available, from Aug.1 2000, in Dr. John Elce's laboratory at the Department of Biochemistry. This could be a post-doctoral research position, or could be filled also by an applicant with a recent BSc or preferably MSc degree.

Qualifications and preferences: MSc or PhD in biochemistry or a related discipline; experience in carrying out general lab duties; good computer skills, good interpersonal skills with the ability to work as a team member as well as independently; experience in some areas of general biochemistry, molecular biology, and cell biology. The duties and projects will depend partly on the qualifications and interests of the applicant.

Salary will be competitive and commensurate with experience.

Apply to: Dr. John Elce, Department of Biochemistry, Room 644 Botterell Hall. 533-2988; e-mail jse@post.queensu.ca.

Research Technician Department of Microbiology and Immunology

This is an appointment from July 1, 2000 to March 30, 2001 working 100% time, with a possibility for renewal.

Major responsibilities: assist in general laboratory maintenance duties, conduct experiments under the supervision of the principal investigator in concert with our research team in the area of Molecular Microbiology.

Requirements: completion of a community college program in biotechnology and/or microbiology or equivalent; practical experience in microbial culturing, molecular microbiology, and tissue culture is considered an asset; excellent interpersonal and communication skills; computer skills (Macintosh and/or Sun) and willingness to learn new programs; attention to detail with a focus on producing accurate work; excellent organizational and time management skills.

Minimum hiring salary: \$28,338 (effective July 1, 2000), Queen's Salary Grade 4.

Deadline: Wednesday, June 28.

Apply to: Dr. Nancy Martin, Department of Microbiology and Immunology, Botterell Hall, Queen's University.

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):

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/today.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.



Please Note:

Queen's University is closed July 3 in observance of Canada Day (July 1).

Employee Assistance Program

For off-campus professional counselling call toll free: 1-800-387-4765 (français 1-800-361-5676). This service can be reached 24 hours a day, seven days a week.

Dental Plan Enhancement Features

As of July 1, 2000 the basic dental plan for employees has been enhanced to include major dental procedures. The benefit plan maximum will increase from \$2,000 per calendar year to \$3,000 per calendar year per individual. The basic coverage will continue to be reimbursed at 100% while major

dental procedures will be reimbursed at 50%, and the level of fees charged will be in accordance with the Ontario Dental Association Fee Guide for General Practitioners for the prior year. Major dental coverage includes crowns and onlays, dentures and bridgework, denture-related surgery and appliance maintenance. Orthodontic costs are not recoverable expenses under the new enhanced major dental plan. Further details regarding these additional services, can be located on the Human Resources web-page at <http://www.hr.queensu.ca>. If information is required regarding specific code identification numbers for the enhanced major plan, please contact Great-West Life directly at 1-800-957-9777 (after July 1, 2000). You will be required to provide the Group Policy #139046, your certificate number (employee staff ID#), and type of claim.

Please note it is in your best interest to submit a proposed treatment plan (pre-estimate) completed by your attending dentist in order to establish if your claim will be approved, prior to the date on which the treatment is to start.

Employees wishing to join the dental plan at this time may choose to do so, but will be restricted for the first year of coverage

to \$500 maximum per individual for dental work performed. For further late enrolment details, please contact Deborah Mills-Elder at Ext. 74637.

Group Life and Health Premiums for Active Employees

(For further information on the Group Insurance Plans, please check the HR web-page at GOTOBUTTON BM_1_ <http://www.hr.queensu.ca>)

The group life and health premiums change each July 1. The new rates at July 1, 2000 have been adjusted to reflect utilization and current cost trends. The new rates are as follows: SemiPrivate Hospitalization. There is significant decrease for this coverage. The new rates for this coverage are \$3.44 (from \$6.38) per month for single coverage and \$8.93 (from \$16.55) per month for family coverage. This benefit is fully paid by staff members.

Supplementary Medical

The new rates for active staff members are \$8.84 (from \$7.45) per month for single coverage and \$33.81 (from \$28.81) per month for family coverage. These rates represent 30% of the total premium with the remaining 70% paid by Queen's.

Dental Insurance

The new rates for this coverage are \$8.95 (from \$6.62) per month for single and \$22.67 (from \$17.74) per month for family coverage. These rates represent 25% of the total premium with the remaining 75% paid by Queen's. The increase in premiums reflect utilization, the change to the 1999 ODA (Ontario Dental Association) rate schedule, and the introduction to the major dental plan effective July 1, 2000

Long Term Disability

The rate increases slightly to 1.53% (from 1.48%) of monthly salary. This benefit is fully paid by staff members and benefits received are tax free.

Basic Life Insurance

There is a slight rate increase to 37.4 cents per month per \$1,000 of coverage. Staff members will pay 16.8 cents (from 16.2 cents) per month and the University will pay 20.6 cents (from 19.7 cents). The increase in premium reflects Queen's experience.

Optional Life Insurance

The rates for optional life insurance remain the same. This benefit is fully paid by staff members.

Milestones

Compiled by Faye Baudoux

If you have a milestone of 5, 10, 15, 20, 25, 30, 35, 40 years or more of continuous service coming up and you do NOT wish your name to be included in the listing, please contact Faye in Human Resources at 77791.

Congratulations to those who reached the following milestones in May and June 2000.

May

35 years: Hans Metz, Biochemistry.

30 years: Bonnie McCalpin, Obstetrics and Gynaecology.

25 years: Valerie Johnson, School of Physical and Health Education.

20 years: Marlyn Fairley, Stauffer Library; Nediljko Nadinic, Physical Plant Services; Todd Pullaw, Physical Plant Services; Catherine Smith, Mathematics and Statistics; Mary Smith, University Secretariat; Shawn Tinlin, Pathology.

15 years: Robyn Babcock, University Information Systems; Karen Bone, Apartment and Housing; Wendy Cumpson, Physiology; Lynda Dennie, Student Awards; David Dove, Computing and Information Services; Brian McDonald, Information Technology Services; Leeanne Tonge, Residences.

10 years: Richard Casselman, Cancer Research Labs; Elizabeth Eastman, Cancer Research Labs; Thomas Hunter, Chemistry; Joel Keenleyside, Campus Security; Leanne McNeely, Student Information Systems.

Five years: Joan Alblas, Career Services; Klaas Berga, Physical Plant Services; Verna Norkum, Anatomy and Cell Biology; Kathryn Pixley, Admission Services; Marie Tooley, Advancement Business Office; Robert Van Heddegem, Physical Plant Services; Dan Webb, University Information Systems; Denise Webster, Purchasing.

June

30 years: Sandra Casey, Education Library; Perry Conrad, Physical Plant Services;

Ann Geris, Cataloguing, Technical Services; Katherine Goodfriend, English; Keith Smith, Parking and Grounds.

25 years: Sharon Alton, School of Policy Studies; William Halferty, Postal Services; Thomas Hogan, Physical Plant Services; Dianne Kelsey, Admission Services; Sherrilyn Mangan, Advancement Business Office; Joseph White, Physical Plant Services; Bernard Ziomkiewicz, Physics.

20 years: Adelino Cardoso, Physical Plant Services; Juanita Dennie, Economics; Christopher Mayo, Physical Plant Services; George Oldford, Physical Plant Services; John Spearing, Physical Plant Services.

15 years: Beverly Koski, Clinical Trials Group; Barbara Moore, Faculty of Education; Sandra Webster, Pathology.

10 years: Celia Andersen, Marketing and Communications; Valerie Angus, School of Nursing; Brenda Forbes, Continuing and Distance Studies; Cynthia Mangan, Continuing Medical Education; David Miller, Medicine; Gregory Orr, Physical Plant Services; Corry Perry, Pharmacology and Toxicology; Debra Robertson, Computing and Information Science; Kelly Smith, Chemical Engineering.

Five years: Wade Chace-Hall, Development; Serap Erdebil, Physiology; Kevin Guthrie, Medicine; Peggy Hauschildt, Queen's Geographic Information Systems Laboratory; Brian Parker, Apartment and Housing; Robert Temkin, Anatomy and Cell Biology; Debrah Toupin, Engineering Science Library.

Great-West Life Cost Sharing of Premiums as of July 1, 2000

	Employee		Queen's		Total	
	Single	Family	Single	Family	Single	Family
Insurance						
Active Employees						
Semi-Private Hospitalization	\$ 3.44	\$ 8.93	-	-	\$ 3.44	\$ 8.93
Supplementary Medical	\$ 8.84	\$33.81	\$20.63	\$78.89	\$29.47	\$112.70
Dental (1999 O.D.A.)	\$ 8.95	\$22.67	\$26.86	\$68.00	\$35.81	\$ 90.67
Retired Employees						
Semi- Private Hospitalization	\$24.75	\$64.22	-	-	\$24.75	\$ 64.22
Supplementary Medical (Retirees under 65)	\$12.01	\$41.95	\$28.03	\$97.88	\$40.04	\$139.83
Supplementary Medical Retirees over 65 (80% reimbursement)	\$ 7.37	\$26.15	\$17.19	\$61.02	\$24.56	\$ 87.17
	Employee		Queen's		Total	
Basic Life Insurance	\$0.168		\$0.206		0.374	
(Maximum coverage \$200,000)	per thousand per month		per thousand	per thousand		
Optional Life Insurance						
(Maximum coverage \$250,000)						
	Only available when enrolled in the basic life insurance plan (Full premium paid by employee)					
	Age	Premium per month	Age	Premium per month		
	0 - 39	\$0.07 per \$1,000	50 - 54	\$0.35 per \$1,000		
	40 - 44	\$0.130 per \$1,000	55 - 59	\$0.61 per \$1,000		
	45 - 49	\$0.22 per \$1,000	60 - 64	\$0.87 per \$1,000		
Long Term Disability						
(Full premium paid by employee)						1.53% of annual salary with a maximum insurable salary of \$113,680.

Queen's Pension Plan Quarterly Investment Report – March 31, 2000

Capital Markets

Returns on investments in the various markets can be measured against a series of well-established indices. Index returns for the 3-month and 12-month periods ending March 31, 2000 are as follows:

		3 months	12 months
TSE 300	(Canadian Stocks)	12.8%	45.5%
S&P 500	(U.S. Stocks)	3.0%	13.6%
EAFE	(non-North Am. Stocks)	-0.1%	20.0%
SMU Bonds	(Canadian Bonds)	3.2%	1.3%
T-Bills	(Treasury Bills)	1.2%	4.7%

Queen's Asset Mix

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

The current market value of the Queen's Pension Plan (QPP) of approximately \$1 billion can be broken down as follows:

	Permitted Range	"Normal" Mix*	Current Mix
Stocks			
Canadian	25% - 55%	35%	35%
Global (ex. Canada)	10% - 20%	20%	18%
Bonds	20% - 70%	40%	39%
Cash	0% - 20%	5%	8%

* Effective April 1, 1999

Queen's Performance

1. Compared With Other Pension Plans

The fund returned 4.5% for the quarter ending March 31, 2000. This put the QPP in the 3rd quartile when comparing performance to SEI's universe of pension funds. The one-year return of 15.0%, the three-year return of 11.5%, and the five-year return of 13.5% are all 3rd quartile. The quartile breaks for SEI's universe are as follows:

	3 months	1 yr	3 yrs	5 yrs
1st quartile	6.8%	21.6%	14.9%	15.7%
Median	5.4%	17.1%	13.6%	14.7%
3rd quartile	3.1%	12.1%	11.3%	13.3%

2. Relative to the Benchmark

	3 months	1 yr	3 yrs	5 yrs
Fund return	4.5%	15.0%	11.5%	13.5%
Benchmark return	6.1%	18.9%	14.3%	14.6%
Fund performance relative to benchmark	-1.6%	-3.9%	-2.8%	-1.1%

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

3. General Comments

- Once again, Canadian equity results were dominated by Nortel Networks and BCE. The combined index weight for these two stocks was 33% at quarter's end and our underweighting contributed to under-performance.
- While results to March 31st are disappointing, April's results were very favourable. For the first seven months of the plan year (i.e. September 1, 1999 to April 30, 2000), the fund has returned approximately 10.9%.
- In March, Sceptre Investment Counsel was terminated as a manager of Queen's pension fund assets. Sceptre's assets were distributed among the remaining managers, i.e. RT Capital Management and Montrusco Bolton, which manage Canadian equities and bonds, and Sanford Bernstein and Wellington Management, which manage global equities. As the foreign equity limit has been increased from 20% to 25% of book value, Sanford Bernstein and Wellington Management will each manage about 12% of the portfolio.
- We continue to monitor Montrusco Bolton. Recent changes in senior management at the firm are causing the Pension Committee some concern.

Bulletin Board

Appointments

Kerry Rowe appointed Vice-Principal (Research)

Principal William C. Leggett, acting on the recommendation of the Advisory Committee, is pleased to announce the appointment of Kerry Rowe as Vice-Principal (Research) for a five-year term starting Sept. 1, 2000. Dr. Rowe has also been appointed as Professor in the Department of Civil Engineering.

Dr. Rowe is currently Professor and Chair of the Department of Civil and Environmental Engineering at the University of Western Ontario. He was educated at the University of Sydney, Australia (BSc, BE, PhD, DEng). His research and consulting has been in the fields of Geotechnical, Geosynthetic, Hydrogeologic, Landfill and Geoenvironmental Engineering and has resulted in more than 200 publications in refereed journals and conferences. The holder of many awards for distinguished research and teaching, he was a Steacie Fellow (1989-91) and the winner of the OCUFA award for Excellence in Teaching in 1997. Dr. Rowe has served on the editorial boards of several international journals, as Chair of the NSERC Civil Engineering Grant Selection Committee, and has supervised over forty MSc and PhD students and Post Doctorate Fellows.

In making this announcement Principal Leggett would like to thank Suzanne Fortier for her excellent work and many contributions as the Vice-Principal (Research). As well, special thanks and appreciation to Bruce Hutchinson in his capacity as Acting Vice-Principal (Research).

R. Stanley Brown reappointed Head, Department of Chemistry

Principal William C. Leggett is pleased to announce that Stan Brown has been reappointed Head of the Department of Chemistry for a five-year term starting July 1, 2000.

Dr. Brown holds a BSc (U of Alberta), MSc and PhD (U of California, San Diego) and undertook postdoctoral studies at Columbia University before joining the faculty at the University of Alberta. He came to Queen's in 1994 to become head of the Department of Chemistry. Dr. Brown's research focuses on bioorganic chemistry, model enzyme studies, and physical organic studies of hydrolysis and other organic reaction mechanisms. He has published over 120 articles and chapters. He is a past chair of the Biological Chemistry Division, Chemical Institute of Canada and has served the Canadian Society for Chemistry in several positions. He is presently on the NSERC Major Equipment/Installation Committee, and on the editorial board of both "Research on Chemical Intermediates" and the "Canadian Journal of Chemistry". He is the Canadian representative to the International Union of Pure and Applied Chemistry, Physical Organic Commission. Since coming to Queen's, Dr. Brown has served on several committees, most importantly the Chemistry Building Users Committee and the Executive Committee for the Chemistry Building.

David Wardlaw appointed Acting Head, Department of Chemistry

Principal William C. Leggett is pleased to announce that Dr. David Wardlaw has been appointed acting Head of the Department of Chemistry from July 1, 2000 to Dec. 31, 2000.

Dr. Wardlaw obtained a BSc and PhD from the University of Toronto, and was a post-doctoral research fellow at the California Institute of Technology prior to coming to Queen's in 1984 as assistant professor. He was promoted to associate in 1989 and professor in 1994. Dr. Wardlaw's research contributions are in the areas of theoretical chemistry and chemical physics. He has published more than 45 articles, co-authored a scientific software package, presented papers at numerous conferences, and has been a visiting scientist at University of California (Berkeley), at Argonne National Laboratory (Chicago), Emory University (Atlanta), and the National Research Council (Ottawa).

Dr. Wardlaw has served on various committees at Queen's. He is currently chair of the Chemistry Curriculum Committee as well as the Chemistry Instructional Assignment Committee, and is completing a two-year term as a Queen's Learning Technology Faculty Associate. In 1995 he was the Coordinator for the Department of Chemistry's Self-Review and its Academic Development Plan.

David Amm, appointed Director, Integrated Learning Centre

Thomas J. Harris, Dean, Faculty of Applied Science, is pleased to announce that David Amm has been appointed as Director of the Integrated Learning Centre (ILC), in the Faculty of Applied Science for a three-year term commencing Sept. 1, 2000.

Dr. Amm is a graduate of Queen's Sci'80 Engineering Physics class. He also received an MSc (Eng.) in 1982 and a PhD at Queen's in 1985. Dr. Amm is a member of the Professional Engineers of Ontario. Dr. Amm brings a unique combination and breadth of experience to the ILC development team – experience that spans engineering development, manufacturing, research and education. He has worked in the field microelectronics product and process development for Northern Telecom Electronics, and for the Centre National d'Etudes des Télécommunications, in Grenoble, France. Dr. Amm returned to Queen's in 1988 as an assistant professor in the Department of Physics. He was promoted to associate professor, and granted tenure in 1994. In 1996, Dr. Amm moved to Sunnyvale California, where he became the Director of Engineering at Silicon Light Machines. For the past four years, he has been responsible for directing the design and development of proprietary Micro-Electro-Mechanical-System (MEMS) devices, and the development of optical projection systems for laser-based light sources. Dr. Amm is well known for his dedication to teaching and his "hands-on" approach to engineering. He has been awarded the Engineering Society's Golden Apple Award for excellence in teaching, and the Best Presentation Award at the 1998 Society for Information Display International Conference. He has received numerous NSERC awards, and has more than 45 publications.

Janice Deakin appointed Director, School of Physical and Health Education

Principal William C. Leggett is pleased to announce that Janice Deakin has been appointed Director of the School of Physical and Health Education for a five-year term starting June 1, 2000.

Dr. Deakin received her BA, BPHE and BEd from Queen's before obtaining an MSc from McMaster University and PhD from University of Waterloo. She returned to Queen's in 1986 as an assistant professor, was granted tenure in 1993 and promoted to associate professor in 1995. Her research focuses on a cognitive approach to understanding the development of expert performance in sport with a view to identifying the determinants of expertise, and the development of compensatory models for the creation of bona fide occupational requirements in occupations with high physical demands.

She has published numerous articles and conference proceedings, and provided technical reports to such agencies as the Department of National Defence, NATO and Sport Canada. Dr. Deakin has served on numerous committees at Queen's and is currently chair of Division I, School of Graduate Studies & Research. She is a past president of the Canadian Society for Psychomotor Learning and Sport Psychology.

In making this announcement, Principal Leggett wishes to express his appreciation for the leadership provided by Joan Stevenson during her term as Director of the school.

David Bakhurst appointed Head, Department of Philosophy

Principal William C. Leggett is pleased to announce that David Bakhurst has been appointed Head of the Department of Philosophy for a five-year term starting July 1, 2000.

Dr. Bakhurst holds a BA (Hons) from Keele University and MA and DPhil from Oxford. He taught at Exeter College, Oxford and the University of California, San Diego before coming to Queen's in 1990. He was promoted to Associate Professor in 1992 and to Professor in 1999.

Dr. Bakhurst's research focuses on Russian philosophy, epistemology, and ethics. He has published numerous articles and two books, *Consciousness and Revolution in Soviet Philosophy* (Cambridge University Press, 1991) and *The Social Self* (Sage, 1995 - co-edited with Christine Synowich). He is presently at work on a book on culture and mind.

Dr. Bakhurst has served on many committees at Queen's, most recently acting as the departmental graduate coordinator since 1995. In 1992 he was awarded the ASUS Teaching Excellence Award.

In making this announcement, Principal Leggett wishes to express his appreciation for the dedicated leadership provided by Alastair Macleod during his 15 years as Head of the Department of Philosophy.

Committees

Associate Dean of Studies Faculty of Arts and Science

Rob Beamish's term as Associate Dean of Studies in the Faculty of Arts and Science ends June 30, 2001. Dr. Beamish does not wish to be considered for reappointment.

Dean Robert Silverman will form a committee to assist the principal to select Dr. Beamish's successor. Faculty members, staff and students are invited to nominate individuals to serve on the selection committee. Nominations should be sent to Dean Robert Silverman, Faculty of Arts and Science, by **Friday July 14, 2000**.

Members of the university community are also invited to suggest names of possible candidates for the position of Associate Dean of Studies, Faculty of Arts and Science.

Submit committee nominations and/or names of possible candidates to Dean Robert Silverman, Faculty of Arts and Science, F300 Mackintosh-Corry Hall, email ras6@post.queensu.ca.

Headship Selection Committee, Department of Anatomy and Cell Biology

Dr. Stephen Pang's first term as Head of the Department of Anatomy and Cell Biology will end 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. Members of the Department of Anatomy and Cell Biology 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 Anatomy and Cell Biology and faculty members from cognate disciplines for membership on the Advisory Committee. Nominations should be sent to the Chair of the Committee, Christopher Chapler, Associate Dean for Academic Affairs in the Faculty of Health Sciences, by Friday, July 14, 2000.

Headship Selection Committee Department of Drama

Gary Wagner's term as Head of the Department of Drama ends June 30, 2001. Professor Wagner does not wish to be considered for reappointment.

In accordance with the terms of the Collective Agreement between Queen's University Faculty Association and Queen's University at Kingston, a committee will be formed to consider the present state and future prospects of the Department of Drama, and to assist the principal in the selection of Professor Wagner's successor. Members of the bargaining unit in the Department of Drama will elect four members of the selection committee.

Faculty members, staff and students are also invited to nominate staff and students from the Department of Drama and faculty members from cognate disciplines for membership on the selection committee. Send nominations to Nancy Cutway, Faculty of Arts and Science, by **June 30, 2000**.

Headship Selection Committee Department of Mathematics and Statistics

Eddy Campbell resigned as Head of the Department of Mathematics and Statistics to become Associate Dean in the Faculty of Arts and Science. Robert Erdahl is Acting Head until June 30, 2001.

In accordance with the terms of the Collective Agreement between Queen's University Faculty Association and Queen's University at Kingston, a committee will be formed to consider the present state and future prospects of the Department of Mathematics and Statistics, and to assist the principal in the selection of a new head. Members of the bargaining unit in the Department of Mathematics and Statistics will elect five members of the selection committee.

Faculty members, staff and students are also invited to nominate staff and students from the Department of Mathematics and Statistics and faculty members from cognate disciplines for membership on the selection committee. Send nominations to Nancy Cutway, Faculty of Arts and Science, by **June 30, 2000**.

Headship Selection Committee Department of Political Studies

Stephen Page's term as Head of the Department of Political Studies ends June 30, 2001. Dr. Page does not wish to be considered for reappointment.

In accordance with the terms of the Collective Agreement between Queen's University Faculty Association and Queen's University at Kingston, a Committee will be formed to consider the present state and future prospects of the Department of Political Studies, and to assist the principal in the selection of Dr. Page's successor. Members of the bargaining unit in the Department of Political Studies will elect five members of the selection committee.

Faculty members, staff and students are also invited to nominate staff and students from the Department of Political Studies and faculty members from cognate disciplines for membership on the selection committee. Send nominations to Nancy Cutway, Faculty of Arts and Science, by **June 30, 2000**.

Headship Selection Committee Department of Sociology

Carl Keane has resigned as Head of the Department of Sociology as of Dec. 31, 2000.

In accordance with the terms of the Collective Agreement between Queen's University Faculty Association and Queen's University at Kingston, a Committee will be formed to consider the present state and future prospects of the Department of Sociology, and to assist the principal in the selection of Dr. Keane's successor. Members of the bargaining unit in the Department of Sociology will elect five members of the selection committee.

Faculty members, staff and students are also invited to nominate staff and students from the Department of Sociology and faculty members from cognate disciplines for membership on the selection committee. Send nominations to Nancy Cutway, Faculty of Arts and Science, by **June 30, 2000**.

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 Ph.D. oral thesis examinations.

Tuesday, June 13

Katherine Cuff, Economics. Three Essays on Optimal Redistributive Policies. Supervisor: R. Boadway. 416 Mac-Corry Hall, 1:30 pm.

Wednesday, June 14

Robert Metcalfe, Geography. Water balance dynamics and runoff processes in a northern boreal forest basin. Supervisors: J.H. McCaughey and J. Buttle. E310 Mac-Corry Hall, 1 pm.

Tuesday, June 20

Xianzhi Li, Microbiology and Immunology. Efflux-mediated multidrug resistance in *Pseudomonas aeruginosa*. Supervisor: K. Poole. 816 Botterell Hall, 10 am.

Thursday, June 22

Andrew Irwin, Mathematics and Statistics. Evolution of structured populations. Supervisor: P.D. Taylor. 521 Jeffery Hall, 10 am.

Monday, June 26

Judith Laprade, Anatomy and Cell Biology. Patellofemoral Pain Syndrome: Anatomical and alignment measures in a military population. Supervisor: E. Culham. 912 Botterell Hall, 1 pm.

Tuesday, June 27

Patricia Manzer, English. The Significance of Dissonance: Genre and Character in Robert Browning's Pauline, Paracelsus and Sordello. Supervisor: M.G. Wiebe. 122 Watson Hall, 9:30 am.

Thursday, June 29

Michael Robinson, Physics. A study of the diffusion of Pb on Au(111) using STM, with a comparison to EAM and SEAM simulations. Supervisors: A.J. Slavin and K. De'Bell. 201 Stirling Hall, 1 pm.

Thursday, July 6

Isabel Fearon, Psychology. Tactile Sensitivity in the Preterm Infant: Developmental and Contextual Considerations regarding the Influence of Touch Prior to 40 weeks Post-Conceptional Age. Supervisors: D.W. Muir and B. Kisilevsky. 226 Humphrey Hall, 1 pm.

Notices

Physical Education Centre

To Sunday, June 18, 2000

Building hours
Monday - Thursday 8 am - 9 pm
Friday 8 am - 6 pm
Saturday and Sunday closed

Recreation Swim
Monday, Wednesday, Friday
7:15 am - 8:15 am
Monday to Friday noon - 1:30 pm
Monday to Friday 4:30 pm - 6 pm
Monday and Wednesday 8 pm - 9 pm

Family Swim
Tuesday & Thursday 6 pm - 7 pm

Queen's new mass email policy

Information Technology Services invites the Queen's community to view the mass e-mail policy at <http://post.queensu.ca/listserv/massmail.html>.

Please see Bulletin Board page 8

Bulletin Board *continued*

Smokers wanted

Leave the Pack Behind is a \$250,000 project funded by the Ministry of Health and Long -Term Care. Queen's is taking part in this collaborative effort among Ontario universities, colleges, and public health units to get students thinking about their smoking habit.

The program is designed to reach smokers who enjoy smoking and do not want to quit, those who may be thinking about quitting, as well as those who have stopped smoking and need support. Services include:

- information to help smokers understand what keeps them smoking
- carbon monoxide testing (smokerlyzers)
- individualized, computer assessment of one's smoking habit followed by peer counselling
- "One Step At a Time" self-help pamphlets
- information on effective smoking cessation strategies including pharmacological aids
- survival kits for those trying to stop smoking

Call 533-6000 ext. 77763, email lpb@post.queensu.ca.

Rides Needed

I am looking for someone to share driving and gas costs over the summer. I drive to Queen's (Faculty of Education) weekdays from Brockville. My hours are generally from about 9-3. Would carpool or willing to drive while passenger shared gas. Contact: gmartin_76@yahoo.com or (in Brockville) at 498-2934.

Surplus Items

Chemistry offers for sale:

One Toshiba Fax Machine, thermal paper included.

Excellent working condition. For information or to view, call Patti, ext. 74233.

Submit sealed bids marked "Chemistry" to Patti George, Purchasing Services by 4 pm on the Monday after this issue. Please mark bids "Confidential."

Environmental Health and Safety offers for sale:

One Sentry File (Safe), dimensions: 14" (H) X 16 1/2" (W) X 30" (D)

For information or to view, call Mary or John, ext. 32999.

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

The Office of the Vice-Principal (Academic) offers for sale:

1. One Power Mac G3 (M6141LL/A) desk 233/64 Mb, 4 Gb HD, ethernet card, keyboard and mouse. No monitor. Purchased June 1998.
2. One Power PC 61/66/40 Mb/ CD, OS 7.5.5, ethernet card, 15" monitor, keyboard, mouse.
3. One Power Mac G3 - 300 Mhz/64Mb/6Gb/OS8.5.1, ethernet card, Imation SuperDisc USB, Apple 17" Studio Display, keyboard, and mouse. Purchased June, 1999.

4. One Power Mac 6200, 64Mb (upgraded)/1Gb/603 CPU, 75Mhz, Mac OS 7.5.3 ethernet card, 15 monitor, keyboard and mouse.

All machines are in excellent working condition. For information or to view, call Ann, ext. 77881.

Submit sealed bids marked "V.P. Academic" 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

Asthma sufferers

The Division of Respiriology at Queen's University, 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. Sonja @ 548-3232, ext. 4890, email mcauleys@hotmail.com.

Attention Parents

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

Contraception study

A new low dose oral contraceptive is being evaluated to see if it may achieve more predictable bleeding with fewer side effects than other low-dose birth control pills. Free medication, participation paid. Healthy women, (age 18-50) at risk for pregnancy with regular menstrual cycles call 548-1390 (Dr. Robert Reid and Dr. Mary Anne Jamieson) Kingston General Hospital for details.

Post-menopausal women

Are you too busy to exercise this summer... but plan to be more active in the fall? If so, we'd love to chat with you about a research study we're doing on post-menopausal women and exercise! We're looking for post-menopausal women 45-66 years old who are non-smokers, not taking hormone replacement therapy, have no major health concerns (such as diabetes and hypertension), and who do less than 2 hours a week of exercise. Summertime commitment is minimal as participants simply complete 3 fitness assessments, while maintaining their current level of activity; and then have the option of beginning a walking program in the fall. For more information, or to volunteer for the study, please call Tracey O'Sullivan at (613) 533-6000 ext. 75102 (Kingston) or via email: tracey.osullivan@sympatico.ca.

Pregnancy and Work

The Clinical Mechanics Group at Queen's is looking for volunteers to participate in a study on back pain in working pregnant women (you don't need back pain to participate). You'll be asked to attend two, hour-long sessions (at about 20 and 34 weeks). Contact Judy Tse, 548-2356, email pregnancyandwork@hotmail.com.

Severe premenstrual symptoms

Participants needed for a Queen's study on women with severe premenstrual symptoms. Evaluations, medication provided. Details: Vee McBride, 548-6119.

Volunteer treasurer

Queen's Day Care Centre, a parent-run cooperative, requires a volunteer treasurer. It serves more than 70 families, 90 per cent of whom are Queen's students, faculty and staff. With changes in government funding, the centre needs financial expertise that its parents alone cannot supply. Time commitment is a few hours per week. Contact Eileen, 533-3009 or Paul, 386-5356.

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.

Art – Art Conservation Program

Dr. Agnes Timar-Balazsy
Hungarian Academy of Fine Arts, Hungary
\$ 1845

Health Sciences

Rehabilitation Therapy – ICACBR
Dr. Aivars Vetra
Medical Academy of Latvia, Latvia
\$ 4000

Anesthesiology and Critical Care Medicine

Dr. Luis G. Vargas
University of Pittsburgh, USA \$ 1820

Applied Science

Civil Engineering
Prof. Yang Zhang
Fudan University, China \$ 3600

Chemical Engineering

Prof. Denis Poncelet
ENITIAA, France \$ 3930

Law

Prof. Catherine Kessedjian
Deputy Secretary General of the Hague
Conference on Private International Law
\$ 1000

Graduate Studies

SURP
Prof. Wenwei Ren
Fudan University, China \$ 3600



QUSA Strawberry Social

Thursday, June 22, 2000

11:30 am to 1:30 pm

Door prize draw at 1:30 pm

on the grounds of Summerhill (rain location: Grant Hall)

Fresh Strawberries

Ice Cream and Tea Biscuits
(generous portions)

Lemonade or Coffee

Entertainment: Clyde Forsberg and Pat Murray

Tickets:

\$3.50 QUSA members

\$4 non-members

\$2.50 children under 12

New Early Bird Draw for tickets purchased by noon, June 21:

Win a \$40 gift certificate, Flowers & Things
\$30 Campus Bookstore, Principal's Office
\$25 gift certificate, Grower's Flower Market
\$25 gift certificate, Grizzly Grill

Proceeds to QUSA Bursary Fund

Available from:

Carol Cain, LaSalle Building	77628
Danielle Chapman, Dupuis	74830
Wendy Clarke, Old Meds	77572
Linda Keast, Richardson	74059
Marg Lawson, Humphrey	32876
Janet MacDonald, Botterell	32543
Leisa McDonald, Fleming	77313
Cindy Peters, West Campus	75099
Betty Pollard, JDUC	32215
Diane Reid, Mac-Corry	77173
Teresa Touchette, Dunning	36715
Necole Wakelin, Stauffer	36968

Calendar

Art

The Agnes Etherington Art Centre, University Avenue.

BFA on View 2000, Contemporary Feature Gallery, To June 18. **Upcoming exhibits:** Tear. Wanda Koop. June 17 ongoing. Atrium. Shift. Scott Wallis, June 24 - Sept. 24. Artist's talk and reception: June 24, 7 pm. Real Life, Contemporary Feature Gallery. July 1 - Aug. 20.

Union Gallery, First floor, Stauffer Library.

From the Medieval Convent to Martha Stewart: Concepts of Interior Life. Melissa Day. To June 27. Juried Members Show, July 4 - Aug. 1. Opening Reception: July 6, 6 - 8 pm. Various artists.

Public Lectures

Wednesday, June 14
2000 Basmajian award and lecture
Zongchao Jia, Biochemistry. Protein crystallography at Queen's - starting from scratch to antifreeze proteins and calpains. Etherington Hall Auditorium, 4:30 pm.

Meetings & Colloquia

Tuesday, June 13
Friends of the History of Medicine, Science and Technology
Adrian Wilson, Leeds University. The Making of Man Midwifery. B139 Botterell Hall. 12:30 pm.

Tuesday, June 20

Microbiology & Immunology

Chris Whitfield, University of Guelph. How are high-molecular-weight polysaccharides assembled on the surfaces of bacteria? B139 Botterell Hall, 2:30 pm.

Other

Kingston Zen Group

Sunday morning meditation. All welcome. Details: Malcolm and Sharon, 542-4294; griffin@post.queensu.ca or Brian, 533-7219, 3bjd3@qmlink.queensu.ca.

Courses & Workshops

Ban Righ Centre (32 Queen's Cres.)

June 20: Poetry night. 7:30 pm. Poetry from around the world. Bring your own poetry to read, share someone else's poetry or just come and listen. All welcome. 533-2977.

ITS Computing Workshops

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

MS Excel 2000 Basics: Part 1, June 15, 9:30 am - noon

MS PowerPoint 2000 Beyond the Basics, June 15, 1:30 - 4 pm

MS Excel 2000 Basics: Part 2, June 16, 9:30 am - noon

MS Office 2000 Document Integration, June 21, 9:30 am - noon

MS Excel 2000: Charts, June 22, 9:30 - 11:30 am

MS Word 2000: Mail Merge, July 5, 9:30 - 11 am

MS Word 2000: Desktop Publishing, July 6, 9:30 - 11 am

Web Publishing Layout & Design, July 10, 1:30 - 3 pm

MS Access 2000: Getting Started, July 11, 1 - 4 pm

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