



Berry tasty!
Kim McEwen taste-tests strawberries with the help of Sue Bedell (left) and Nicole Beckerton (right) at Queen's University Staff Association's annual Strawberry Social last month.

Six researchers receive PREAs

BY CELIA R. ANDERSEN

Promising research in areas ranging from rheumatoid arthritis and spinal cord injury to plant cloning and new approaches to optical computing has earned six Queen's researchers the 2000 Premier's Research Excellence Awards.

The recently announced awards bring to 16 the number of Queen's faculty to receive the \$100,000 prizes from the province since the program was introduced last year.

The PREA winners' research projects are highlighted below.

Inka Brockhausen's (Medicine, Biochemistry) research holds promise in reducing pain in rheumatoid arthritis (RA) sufferers, and ultimately the costs due to disability. RA is a continuing inflammation of joints characterized by abnormal tissue growth



and degradation of cartilage, but what triggers and sustains it is largely unknown.

Dr. Brockhausen aims to determine the molecular factors that control tissue growth and degradation, and the behaviour of immune cells. She will examine the control of cell death, cell growth and cell adhesion by sugar chains of proteins and the effect that abnormal sugar chains in RA have on the function of proteins. The research will help design agents to modify and normalize sugar structures to relieve arthritis pain.

Christopher Eckert's (Biology) expertise in the reproductive strategies of flowering plants, in particular on plants' abilities to self-clone, has placed him on the Research Awards, page 2

Queen's releases updated equity report

Gains made despite downsizing, but still some work to do

BY MARY ANNE BEAUDETTE

While representation of most designated equity groups has improved at Queen's, there is still some work to do, according to the university's most recent report on equity.

Achieving Equity: Queen's University Plan for Employment Equity, which spans 1993-1998, shows the university making gains in numbers of women, visible minorities and aboriginal hires, but a slight decrease in representation by persons with disabilities.

The increases, while slight, are significant because they occurred during the university's restructuring, says Rita Millard, Coordinator on Equity Issues. "We're pleased to be able to make

gains in a period of downsizing," Ms. Millard says. "However, there are still further gains to be made."

For example, while women faculty increased 6.2 per cent to 31 per cent since 1994, the university's total complement of women faculty still falls short of the national average of 34.4 per cent, she points out.

Similarly, while aboriginal persons in the overall work force increased by .3 per cent to .9 per cent, equivalent to representation in the Kingston work force, their representation remains below that for both the provincial and national labour markets. Visible minorities in the overall work force increased by 0.6 per cent, to 6.4 per cent, greater than the 4.3 per cent of the Kingston work force, but below both provincial (14.4) and national (10.3) percentages.

Persons with disabilities in the overall work force decreased by 1.3 per cent, to 2.5 per cent, below both provincial (7.1) and national (6.5) percentages of representation.

This year's report, as required under the Federal Contractors Program, builds on Queen's plan for employment equity, which

Equity report, page 5

Acute pain database among CFI-funded projects at Queen's

BY MARY ANNE BEAUDETTE

Establishing North America's first comprehensive database on acute pain is among four leading-edge research projects at Queen's University receiving nearly \$1 million under the Canada Foundation for Innovation's New Opportunities Fund. All of the projects also received matching funding under the Ontario Innovation Trust.

The \$474,300 grants to Dr. David Goldstein of the Department of Anaesthesiology will fund the purchase of computer equipment and the development of specialized software to facilitate the gathering and analysis of large amounts of data from patients experiencing acute pain.

The Kingston-based endeavor is the first stage towards the building of a national pain database linking all of Canada's 43 teaching hospitals.

"Currently very little research is done in acute pain in Canada, and what research exists is based on extremely small sample sizes that make it difficult for researchers to extrapolate findings to the overall population," says Dr. Goldstein. "This database will enable us to create national guidelines for managing acute pain and to revise the pain curricula in medical, nursing and pharmacy programs, as well as

to draw attention to areas of pain study that need further research."

Further potential spinoffs include the creation of Canada's first national group for acute



David Goldstein: Pain database

pain management health professionals, as well as a Queen's-based website on acute pain.

Other projects funded in the latest round of New Opportunities announcements include the following:

Hossam Hassanein (Computing and Information Science). Reliable and efficient software for information processing and exchange (\$510,274). This funding will assist in the establishment of a state-of-the-art computing facility, including a high-performance server for computationally intensive appli-

cations. The group application was submitted by Juergen Dingel, Hossam Hassanein, Sheila McIlraith and Roel Vertegaal. The computing infrastructure will enhance the research of six new faculty members and at least 25 graduate students in design, analysis, verification and performance evaluation of computer systems.

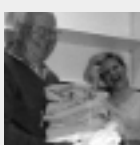
Saeed Gazor (Electrical and Computer Engineering). An Advanced Multidimensional Signal Processing Facility for Communication Networks (\$400,000). The funding will assist in the setup of a modern digital signal processing laboratory, allowing the study of signal processing in very high data-rate wireless communications and networks. Believed to be a first at a Canadian university, the laboratory will support Dr. Gazor's ground-breaking research into wireless and digital communication systems, leading to innovations and developments in such technologies as real-time speech/music and ultrasound; medical imaging; radar and sonar; air traffic control; and environmental sensors.

Yan-Fei Liu (Electrical and Computer Engineering). Establishment of Power Electronics CFI-funded projects, page 2

In this issue...

Campus on the move

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Letters

Electrical shutdowns reap safety benefits across campus

During the month of June, PPS inconvenienced several departments on campus, including ourselves, by turning off the power. You may be questioning why? The shutdowns were required as part of a continuing program to replace old switch gear that form the backbone of our electrical distribution system. It also provided us with an opportunity to clean and test some electrical feed equipment that cannot be serviced when the power is on.

What did we find? A transformer that would have failed when turned back on or after a power failure to the campus. An

emergency feed line that had failed and would limit our flexibility in an emergency power outage situation. A number of circuit breakers that would not trip when a fault occurred potentially placing individual building users at risk.

By following our preventive practices we have been able to catch some potentially serious problems. PPS very much appreciates the patience and tolerance building occupants have shown as we do this important work and hope you share our views that such work is important. □

*Tom Morrow
Director, Physical Plant Services*

Jackie Bell: Heart of the SURP family

Twenty-two years is a very long time to be working in one place. Jackie Bell carries more history about the School of Urban and Regional Planning than any of the faculty or staff now serving. More than that, she has contributed enormously to our history, making the school a warm, efficient and lively place for generations of students.

Jackie first came to the school in 1978, when we were located in the Mackintosh-Corry Building. She became the "Chief of Staff" in 1990, shortly after our move to the present location in the Policy Studies building. Like all of us, she keeps an open-door policy, but there have been far more people going in and out of her office than any others in the school – students came for advice, comfort, and occasionally for money, and faculty came to tap into her incredibly organized memory of where people and things are or how things should be done. I am forever indebted to Jackie for her greater-than-a-hundred-percent effort in helping to develop the many successful projects in Canada and China – internships for our students, training for the Chinese, the Queen's Land Forum, etc. Her



Jackie Bell

steadfastness has been such an inspiration.

If anyone were to ask our alumni for the first person in SURP that comes to their mind, it would be Jackie. It is always to her that they send news about their jobs, travels, marriages, births and the numerous tidbits about their lives, which are really testaments of their continuing affection for her and loyalty to the school.

Jackie will be missed, but never forgotten when she retires in August. In fact, she may be just an ideal goodwill ambassador to the many alumni spread across the country. □

*Hok-Lin Leung
Director, School of Urban and Regional Planning*

Research Awards continued from page 1

leading edge of evolutionary ecology. Dr. Eckert's research focuses on developing new genetic fingerprinting techniques to investigate the key genetic and evolutionary processes in clonal



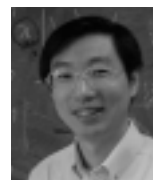
plants. As well as answering questions about evolutionary biology, his research contributes to better management strategies to control invading exotic plants such as purple loosestrife, many of which practise extensive clonal reproduction.

Michael Kawaja (Anatomy and Cell Biology) will investigate new strategies for the sustained recovery of function in the damaged spinal cord. His research



promises new hope for spinal cord injury sufferers by showing repair is not only possible, but that exciting new therapeutic approaches can be developed to provide effective treatment for this debilitating condition. Dr. Kawaja's research proposes a novel approach to the repair of the nervous system through the grafting of nerve cells into the damaged spinal cord of adult rats to enable the recovery of both structure and function.

Gang Wu's (Chemistry) proposed research will demonstrate the feasibility of solid-state metal Nuclear Magnetic Resonance in the study of biological systems. Metal ions are vital to many biological processes. However,



direct detection of these ions has been difficult due to the lack of suitable spectroscopic probes. Dr. Wu's research program focuses on the development of new nuclear magnetic resonance (NMR) techniques that can provide site-specific information about ion-binding structures, leading to a better understanding of the roles of metal co-factors in biological systems. This fundamental research may lead to a better understanding of metal toxicity, which is related to various neuron-disorder diseases

such as amyotrophic lateral sclerosis (ALS), or to the development of more efficient anti-cancer drugs.

The stopping and restarting of blood flow is a necessary evil during heart surgery. **Jennifer Van Eyk's** (Physiology) research centres on protecting the heart from the damage caused by lack of blood flow. One experimental strategy proven to be effective in animal models is preconditioning, in which very brief blood flow stoppages actually protect



the heart from damage caused by subsequent longer blood flow stoppages. Dr. Van Eyk's research aims to dissect this cardioprotection at the molecular level by studying how proteins in the heart cell are modified by preconditioning or damaged by lack of blood flow. Learning how myocytes, or heart cells, become preconditioned will allow her to design new strategies for medical intervention, including more effective drugs to reduce the heart damage caused by insufficient blood flow.

Bob Lemieux (Chemistry) will research the properties of new organic materials for ferroelectric liquid crystal (FLC) films. A liquid crystal film acts as a light shutter, similar to that of a 35 mm camera. It can be opened and shut by changing the orientation of liquid crystal molecules through the application of an electrical field across the film. Liquid crystal films are used primarily in flat panel displays, a multi-billion-dollar business worldwide. Ferroelectric liquid crystals are the next generation of materials for high-performance flat panel displays, which will operate at much faster speeds than today's twisted nematic liquid crystal display (TN-LCD). New approaches to control FLC light shutters using light instead of electricity will also expand the range of application of these devices to fibre optics telecommunications and optical computing. □

Correction

This year's double OCUFA honours are Queen's sixth and seventh 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), Morris Orzech (Mathematics and Statistics, 1998), and Jim McClellan (1999). □

CFI-funded projects continued from page 1

Research Laboratory for Telecommunications Power Systems (\$400,000). This laboratory will develop new technologies in the emerging field of power electronics, offering solutions for the next generation of telecommunications systems. Applications include more accessible, higher speed internet connections, and more efficient electrical vehicle batteries. □
<http://www.innovation.ca/>

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Gazette

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Beyond Borders

Highlighting Queen's research and teaching initiatives abroad



Researcher leads ceramics experts in quest for super-strong pot of gold

Nanocrystalline ceramics project is at cutting edge of development

BY DAVID PULVER

Queen's University materials scientist has received a \$600,000 grant from NATO's Science for Peace program to conduct joint research with former Soviet states on high-performance materials that can be used in aerospace and other major industries.

Project Director Vladimir Krstic, of the Department of Materials and Metallurgical Engineering, says that the grant will fund research on super-strong ceramics that will also benefit such vital industries as computers, nuclear power, transportation, telecommunications and a wide range of other electronics applications.

The project is titled High Melting Point Nanocrystalline Composites: The Materials of the New Millennium. In collaboration with about 30 scientists from Ukraine, Russia and Belarus, Queen's researchers will develop processing methods for nanocrystalline composite ceramics of carbon, boron silicon and nitrogen with high-temperature stability and enhanced fracture, strength and wear resistance for industrial application in cutting tools and heating elements. Nanocrystalline composite ceramics are made up of extremely small particles, typically measuring one thousand millionth of a metre.

The project recently received a five-year grant of \$160,000 for implementation of the first stage of research.

"It's very prestigious for Queen's," Dr. Krstic says. "Science for Peace supports only a few projects around the world."

Graduate students and young researchers are heavily involved in the project. Working with Dr. Krstic at Queen's will be Milan D.



Vladimir Krstic monitors the high temperature sintering furnace in his lab in Nicol Hall.

Vlajic, who has a PhD in advanced ceramics, and Kang Wand, a graduate student in advanced ceramics. The other teams of researchers will be led by Professor V.V. Skorokhod, Institute for Materials Science, Ukraine, Professor R.A. Andrievski, Institute of Problems of Chemical Physics, Russia, and Dr. V.S. Urbanovich, Institute of Solid State and Semiconductor Physics, Belarus. During the project's first stage it is anticipated that more than 50 papers will be published in leading international scientific and technical journals.

Dr. Krstic says that Ukraine and Russia have developed metallurgical and machine-building industries and both countries have powerful potential in space technologies, and are participants in important space programs worldwide.

Advanced carbides, borides and nitrides (ceramic compounds of carbon, boron and nitrogen with a high melting point, extreme hardness and high wear resistance) are of great importance for the development of these programs.

"This entire field of study in advanced ceramics, which is part of the study of advanced materials, has been identified as a strategic field for industrialized nations, in the same league as biotechnology and telecommunications."

Dr. Krstic says that although problems associated with the development of advanced ceramics and their composites are well understood by the scientific community in the partner countries, their industrial application lags behind.

"For example, developments over the

past 10 years in electronics, in smaller and higher-speed computers, in better car engines, sensors, and components in aerospace engines have been mostly in materials that can perform in the way that electrical engineers want them to perform. The demand for higher productivity and efficiency is constantly fuelling the need for higher-performance materials."

The project will research processes for the synthesis of nano-size carbide, nitride and boride powders, using sintering, a process of high heat and extremely high pressure that causes powders of nano-size to coalesce into solids.

Dr. Krstic foresees the development of high-quality, sinterable powders as being of considerable economic benefit, both to the project partner countries and to NATO countries. The market for advanced ceramic powders in Ukraine, Russia and Belarus is worth hundreds of millions of dollars, and is expanding rapidly. Ceramic cutting tools are another growing market in both areas: the North American market for cutting tools is about \$1 billion.

"The result of this project is expected to be an increase in the production and consumption of ceramic cutting tools for an additional \$20 - 40 million in the partner countries alone," Dr. Krstic says. "We hope to strengthen the co-operation between NATO and the former Soviet states, and enhance the transfer of technology and know-how from the research institutions and academia to industry." □

Queen's solar car team takes aim at world record

BY CELIA R. ANDERSEN

Sunny skies and clear sailing - that's all Queen's University's solar car team needs in their bid to set a world distance record this summer.

Radiance, which placed a close second in last October's World Solar Car Challenge in Australia, left July 1 from Halifax and will travel through 36 towns and cities before arriving, clear skies willing, in Vancouver July 29. By completing the 6,500 km journey, Queen's solar car team hopes to surpass the previous long-distance solar car record of 4,000 km, and power its way into the *Guinness Book of World Records*.

The idea came about when long-time solar car faculty supervisor Steve Harrison said, "Let's do something exciting this summer," explains commerce student Alexis Tremblay, the team's business manager. "We've been building on success over the past 12 years. It was something to keep the team working towards, and there were no big races scheduled for the summer."

Fifteen students are on the tour, he says. "It's a multidisciplinary effort. There are 10 engineering students and the rest are in Arts and Science and Commerce."

The Canadian terrain promises several challenges but the team is confident that their commitment and racing experience will result in a record-breaking tour. Top speed is 125 km per hour.

"The team is warmed up and excited about trip," says Mr. Tremblay. Not only



Members of the Queen's Solar Car team in Australia in 1999 with "Radiance".

is the world distance record in their sights, the team wants to build awareness of energy-efficient technologies, especially among children, he says. He and event manager, commerce student Melodie Berg, will arrive about an hour before the solar car pulls into each community and set up shop. Their presentation, which includes games and interactive displays, will stress the value of post-secondary education and the ways that innovative science can lead to environmentally friendly technologies. "We want to them to learn how the solar car works and get them excited about the idea of renewable

energy. We want to teach them that there are practical solutions to environmental problems such as pollution." The team plans full days off in Montreal, Ottawa, Toronto, Winnipeg and Calgary.

"We've had a lot of coordination and a lot of support from Queen's alumni across Canada," said Mr. Tremblay. The organizers expect the tour will also generate a lot of Queen's spirit. "It's a great way to show people what a great school Queen's is and what you can learn and do here." □

A trip schedule and other details are available at:

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

People

Pierre du Prey (Art) is the author of *Hawksmoor's London Churches: Architecture and Theology*, which will be published by University of Chicago Press this summer.

Donald Forsdyke (Biochemistry) is the author of a new book, *Tomorrow's Cures Today? How to Reform the Health Research System*, published this spring by Harwood Academic. Using case histories ranging from the Victorian era to modern times, the book exposes flaws in the ways health-care funds are allocated, and sets out an agenda for reform.

Kang Lee (Psychology), has been elected director (scientist) of the board of the Canadian Psychological Association (CPA), for a three-year term.

Reg Pearce, Queen's executive chef, was profiled in the May issue of *Foodservice and Hospitality* magazine.

Alexei Poustovetov (Geological Sciences/ Geological Engineering) will receive the Leopold Gelinus Gold Medal for best PhD thesis submitted to the Volcanological and Igneous Petrology Division of the Geological Association of Canada at its annual meeting in Calgary in June, 2000.

Kelly Powell (PhD candidate, Pharmacology and Toxicology), has won the Pharmacological Society of Canada's Peter Dresel Award for best student research presentation. Her research paper was co-authored by M. Sutak and Khem Jhamandas.

Elizabeth Turner (Geological Sciences and Geological Engineering, supervisors Drs. Noel James and Guy Narbonne) has received the 1999 Canadian Society of Petroleum Geologists award for the best PhD thesis in sedimentary geology, petroleum geology, and structural geology in Canada. □

People highlights the accomplishments of staff and faculty at Queen's. Send your items to gazette@post.queensu.ca

Campus departments are on the move

Call it the Queen's construction-renovation waltz: As the Department of Chemistry and School of Business plan their moves to new and renovated facilities, a number of additional departments and units are also taking part in the intricate dance for campus space and facilities. The construction of the new chemistry facility, scheduled to begin later this fall, and the proposed renovations to Victoria School, the future new home of Queen's School of Business, mean moving days for everyone from the Aboriginal Student Centre to the Purchasing Department. The following is an at-a-glance view of who's who on the dance card:

Queen's Crescent:

Queen's Career Services, Four Directions Aboriginal Centre, the Clinical Education Centre and Health, Counselling and Disability Services (HCDS) have moved to make way for the construction of the new Chemistry building on Queen's Crescent. Staff contact numbers and email remain the same. The relocations are as follows:

- **Career Services** is now at 218 Barrie St. in Macgillivray Brown Hall.
- **The Clinical Education Centre** is now in brand-new facilities behind the Louise D. Acton Building on George Street.

- **HCDS** is at 146 Stuart St. in the LaSalle Building (across from Adelaide Hall)
- **Four Directions Aboriginal Centre** is at 148 Barrie St.

Victoria School:

Queen's University's offices of Student Recruitment, Student Awards and Admissions, Financial Services and Purchasing move to new quarters over the next few weeks and months as the university prepares for proposed renovations to Victoria School, the future new home of Queen's School of Business. All phone numbers remain the same. The relocations are as follows:

- **Student Recruitment** moves to the lower level, Stauffer Library next month. Construction, currently under way, runs until Aug. 4. Moving week is Aug. 21.
- **Financial Services and Purchasing** move to the third floor, Rideau Building later this month. Moving time is July 28-30.
- **Student Awards and Admissions** move to the first floor, Richardson Hall, in October and November. Construction, currently under way, runs until Sept. 30. Admissions moves from Victoria School the weekend of Oct. 19. Awards moves the weekend of Nov. 10. □



Administrative Assistant Kim Garrison and volunteer Bill Wright pack patient linens in advance of the Clinical Education Centre's move to new facilities behind the Louise D. Acton Building on George Street.

Pension Committee to discuss allegations against fund manager

The Pension Committee of Queen's University's Board of Trustees has called a special meeting with one of its fund managers, RT Capital Management, in the wake of improper trading charges.

The Ontario Securities Commission (OSC) and the Toronto Stock Exchange (TSE) recently announced proceedings against RT Capital Management Inc. and 22 individuals including portfolio managers at RT Capital and traders at 11 brokerage firms. The respondents are alleged to have contravened the Securities Act and TSE rules by manipulating the price of stocks through a process known as "high-

closing," to artificially inflate the performance of pension funds managed by RT Capital.

Bill Cannon, incoming chair of the Pension Committee and a professor in the School of Business, says the allegations are being taken very seriously. "The alleged trading activities of the four individuals at RT Capital are both unethical and illegal, and seriously undermine credibility and confidence," Dr. Cannon says. "The Pension Committee has received a copy of RT Capital's response to the OSC's allegations, and we've scheduled a meeting with Rick Lucas (RT Capital vice presi-

dent and account manager for the Queen's account) to discuss the matter and face questions from committee members.

"At this time, it is not clear what action - if any - will be taken by the Pension Committee," Dr. Cannon says. "It should be noted that no new funds have gone to RT Capital since the allegations surfaced."

Bill Forbes, director of the Department of Pensions, Investments and Insurance, has been the main contact with officials at RT Capital, and says the fund manager has pledged to retain an outside expert to participate in an audit of the suspect trad-

ing period, and make whatever adjustments are appropriate to statements, accounts, and portfolio valuations. "Unfortunately, this may not be an isolated incident," Mr. Forbes says. "Recent reports indicate that the practice of 'high closing' appears to be widespread in the Canadian fund management industry."

RT Capital is one of four fund managers responsible for investing approximately \$1 billion of assets in the Queen's Pension Plan; the other three are Montrusco Bolton, Sanford C. Bernstein and Co. Inc., and Wellington Management Company, LLP. □

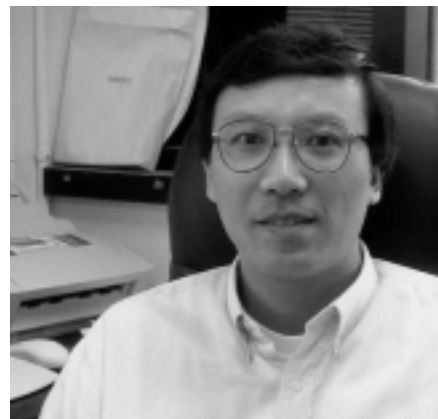
Crystallographer receives 2000 Basmajian Award

Unlocking the mysteries of protein crystals through X-ray crystallography has earned Zongchao Jia, assistant professor of biochemistry, this year's Mihran and Mary Basmajian Award for excellence in research.

Dr. Jia came to Queen's in 1995 as a Queen's National Scholar. His leading-edge research focuses on the use of X-ray crystallography to study protein structure and function, and has led to new understanding of antifreeze proteins and calpain, an enzyme involved in the destruction of cells in the heart and brain following heart attack and stroke.

A technique that has advanced greatly in the last decade, protein crystallography enables researchers to compute the three-dimensional structure of proteins by capturing the diffraction patterns of the crystals using powerful X-ray beams.

Dr. Jia obtained his PhD from University of Saskatchewan in 1992 following undergraduate studies in Hunan, China. He completed postdoctoral work



Zongchao Jia: Leading-edge research in antifreeze proteins, protein structures.

at Saskatchewan and the National Research Council in Ottawa, and was a postdoctoral fellow at the University of Oxford. He has held a Medical Research Council Scholarship since 1996. Dr. Jia was promoted to associate professor earlier this year. □

<http://meds-ss10.meds.queensu.ca/medicine/biochem/>

PARTEQ spin-off expects record public offering

Parteq Innovation spin-off company is expected to complete the biggest initial public offering in Canada's biotechnology sector.

Neurochem Inc., a leading-edge Canadian biotechnology company which identifies and develops drugs for the treatment of such diseases as Alzheimer's and diabetes, last month announced that the total gross proceeds of its initial public offering could grow to a record-setting \$36.8 million.

"This is very exciting," says John Molloy, president and CEO of Parteq, the technology transfer arm of Queen's University. "It shows that the whole process we have used with respect to venture creation as a way to add value to intellectual property can be highly suc-

cessful and this has really paid off for Neurochem and for all the shareholders of Neurochem."

Founded in 1993 by Parteq, Neurochem is based on the discoveries of Queen's scientists Drs. Robert Kisilevsky, Walter Szarek and Donald Weaver. The company is an industry leader in the development of a novel, proprietary series of compounds that prevent and inhibit the formation, the deposition and the associated toxic effects of amyloid fibrils in different organs of the body.

The company says it will use the proceeds received from the offering to fund clinical trials and related studies, to purchase additional laboratory and analytical equipment, and for general corporate purposes. □



Hundreds celebrate biology station's new Operations Centre

STORY AND PHOTOS BY STEPHANIE CARVIN

Nature may have rained on the parade, but it didn't deter the nearly 300 supporters and alumni who gathered July 9 to celebrate the official opening of the new \$1.1-million Biodiversity Centre at the Queen's University Biology Station on Lake Opinicon, 50 km northeast of Kingston.

"I was very grateful to see as many people as there were, despite the torrential rain we had," says Raleigh Robertson, director of the station. "We had to move all of the people and 15 large displays inside the new centre. So in some ways the rain was good because it showed exactly why we needed a new building. With the old building we couldn't have done that because it didn't have the facilities."

The new facility includes Geographic Information Systems, a reference research database centre, and an instrumentation laboratory. As well, the new building fea-

tures a conference-seminar room, administrative office, dining hall, kitchen and an interpretive area for short-term visitors to view exhibits on current research projects and the natural history of the station.

The afternoon's activities included interactive displays by Queen's students. The frogs, bugs, and snakes were a hit with children who flocked to see some of the creatures that can be found in the area around the station.

The celebration also highlighted the contributions of Queen's donors, including Hilda Pangman, whose past donations to the centre have included 1,500 acres of land for a nature preserve, as well as Queen's Chancellor Emeritus Agnes Benidickson and Alan Keats. The Canada Foundation for Innovation and the Ontario Research and Development Challenge Fund provided about \$700,000. □



Queen's students display some of the fauna found around the biology station at the Operations Centre's open house.



Queen's University Biology Station's new \$1.1 million operations centre, officially opened July 9.

News Notes

Fortier to head provincial council

Suzanne Fortier, Vice-Principal (Academic), has been named chair of Ontario's newly formed Ontario Science and Innovation Council (OSIC). The appointment was announced by Jim Wilson, Minister of Energy, Science and Technology, on June 8.

"Dr. Fortier brings a wealth of experience and expertise from the Ontario science, technology and innovation community," Wilson said.

The OSIC is an independent arms-length body created to provide the government with long-term strategic advice on science, technology and innovation policy. The 18-member council includes representatives from the academic and research community and business leaders in the knowledge-based economy and technology transfer.

Queen's faculty honoured

Three Queen's faculty received honorary degrees from Canadian universities this spring. **Donald Akenson** (History) received an honorary Doctor of Letters degree from the University of Guelph on June 13. Dr. Akenson, the author of 15 history books and five novels, was honoured for his prolific writing career, and for his leading role in reorienting the writing of Canadian history. His book *The Irish in Ontario* was named one of the 20 most important publications in social science in the past 50 years by the Social Sciences and Humanities Research Council, and his two-volume biography of Conor Cruise O'Brien received the Trillium Prize in 1995.

Barrie Frost (Psychology) received an honorary Doctor of Law degree from Concordia University on June 13. Dr. Frost was recognized for his internationally renowned work in sensory neuroscience, and in particularly for outstanding contributions to the understanding of vision, hearing, and their underlying brain mechanisms. He was also honoured for his role in the formulation and implementation of Canadian science policy. Dr. Frost is a past Humboldt Fellow (1996) and Max Bell Fellow (1995), and is a Fellow of the Royal

Society of Canada.

John Meisel (Professor Emeritus, Political Studies) received an honorary Doctor of Laws degree from the University of Calgary on June 13 for his pioneering research into electoral behaviour and the relationship between politics and leisure culture. Dr. Meisel was also cited for his leadership at a multitude of Canadian public institutions, including the Royal Society of Canada, the Social Sciences Research Council of Canada and the Canadian Political Science Association, and in particular for his influence at the Canadian Radio-Television and Telecommunications Commission, which he chaired from 1980 - '83.

Campus Security offers self-defence for women

Campus Security offers two women's self-defence courses for staff and faculty this summer. The Rape Aggression Defence System course offers women practical defence techniques that require no special training, as well as basic information on personal safety, awareness, risk reduction and avoidance. Courses take place Saturday, July 29 and Saturday, Aug. 19, 9-5 pm. Free for students, \$15 for staff and faculty (to cover cost of manual). Information and registration: 533-6080 or visit the programs link at www.queensu.ca/security.

Education spaces increase

Enrolments at Queen's University's Faculty of Education will increase by 102 spaces by next year as a result of recently announced funding increases by the Ontario Ministry of Education. The additional spaces represent a 30-per-cent increase over 1998-'99 enrolments of 347 students in the faculty's full-time consecutive B Ed program. Queen's is among 10 Ontario universities to benefit from the province's recent pledge to spend an additional \$11.25 million by 2001-2002 to increase enrolments by a minimum of 1,500 new spaces at Ontario's consecutive teacher-education programs. □

Equity Report

continued from page 1

was created in 1992 and updated in 1994. Organizations of more than 100 employees that have contracts with the federal government of \$200,000 or more are subject to the requirements of the Federal Contractors Program.

Among the equity initiatives on which the university will focus in upcoming months and years is the development and assessment of a comprehensive personnel system that encourages and supports the participation of under-represented groups at the university, and physical improvements to campus structures to remove barriers to the work place.

However, the university also needs to improve its system of data collection to give a more detailed picture of equity at the university, says Mary Margaret Dauphinee, University Advisor on Equity. "Our system is not the most up to date, and when you request data, you are not getting an up-to-date picture of the progress of the designated groups.

"The statistics give a picture of the whole university, but we're not getting the detail needed for planning. To implement

equity, you have to have the detail." Under the current data-collection system a faculty that wants to set hiring goals, for example, can't get a quick, accurate picture of its status, she points out. "And you can't create an effective equity plan if you don't know where you're starting from."

Up-to-date, detailed data are vital to equity advances, and successful equity initiatives, from planning to implementation need to have grass-roots input, she says.

"At Queen's, we win awards for our individual equity programs," she notes. "What we need to do now is build a foundation so that those programs don't collapse."

The report credits several equity initiatives at the university for the gains, including the establishment of a three-party equity structure consisting of the University Advisory on Equity, the Council on Employment Equity and the Senate Educational Equity Committee; and employment equity provisions in the university's faculty contract. □

<http://www.hr.queensu.ca/staffrel/equity2/achiev.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, July 25, 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

- Senior Secretary 2000-17 Pharmacology and Toxicology
Marilyn Oosten (Chemistry)
- Film and Video Technician 2000-22
Film Studies
Peter Cassidy
- Departmental/Financial Assistant 2000-35
Stauffer Library
Monica Desjardins (Continuing and Distance Studies)
- Senior Graphic Designer 2000-43
Graphic Design Services
Rhonda Hirschfield
- Departmental Assistant 2000-44
Microbiology and Immunology
Barbara Lawson (Medicine)
- Student Fees Collection Assistant 2000-45
Office of the University Registrar
Monica St. Pierre (Institutional Research and Planning)
- Senior Programmer Analyst 2000-46
Advancement Technical Services
Kim Wilkinson (Information Technology Services)
- Timetabling Assistant 2000-47
Office of the University Registrar
Irene High (Telecommunications, Audio and Video)
- Administrative Assistant 2000-50
Community Health and Epidemiology
Lee Watkins (Mechanical Engineering)
- Administrative Assistant 2000-51
School of Urban and Regional Planning
Angie Reid (Student Awards)
- Community Liaison Recruiter 2000-52
Clinical Education Centre
Kim Garrison (Clinical Education Centre)
- Computing Systems Technician 2000-62
Information Technology Services
Andre Lariviere (Information Technology Services)
- Admissions Assistant 2000-64
School of Graduate Studies and Research
Jean Jeffrey (Geography)
- Coordinator, Alumni Relations/Assistant Football Coach 2000-65
School of Physical and Health Education
Patrick Tracey

Staff Vacancies

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

Specific job overviews for positions advertised under 'Staff Vacancies', with the exception of CUPE Local 229 postings, continue to be available in the HR department.

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

Painter 2000-72 Physical Plant Services

The closing date for this position is **Tuesday, Aug. 1, 2000**. This is an eight-month term appointment working 37.5 hours per week.

Major Responsibilities: repair and finish a variety of surfaces on the interior and exterior of Queen's University buildings including drywall surfaces which must be sanded and primed before a finish coat is applied; determine which type of paint, stain or other protective coating should be used depending on the type of application involved; estimate time and quantity of materials required for jobs; work safely and comply with all safety legislation.

Requirements: a valid Painter/Decorator certificate with 5000 hours of work experience (or the equivalent on-the-job experience that can be documented); a valid Ontario driver's licence with a good driving record; WHMIS training; good interpersonal and communication skills to be able to deal with the public and fellow workers.

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

Hourly Rate: \$22.35

Administrative Assistant 2000-73 Clinical Education Centre

This is a three-year term appointment working 100% time from Aug. 1 to June 30 each year.

Major Responsibilities: assist the Manager with the provision of services to classes, groups and individuals who access the Clinical Education Centre; assist in the maintenance of the volunteer database; work jointly with the Community Liaison Recruiter to ensure that the needs of volunteers are met; perform administrative duties including the maintenance of the online system for scheduling activities at the Clinical Education Centre, the handling of correspondence and inquiries, and minute-taking at the Clinical Education Centre Governing Council and subcommittees; liaise with the Community Liaison Recruiter and users on the coordination of volunteer activities; process all financial transactions; assist the Manager with the maintenance of learning resources; maintain the system for sign-out of resources.

Requirements: a two-year post-secondary diploma in business administration (consideration will be given to the equivalent combination of education and experience); previous experience in related positions which include interaction with the public; administrative responsibilities and account management; excellent communication and interpersonal skills to interact with users and volunteers at the Clinical Education Centre; sound organizational and problem-solving skills; computer and office administration skills including advanced database management, spreadsheet analysis and word processing; ability to adapt to changing technology; knowledge of bookkeeping and accounting practices; ability to orient users to the facilities and provide ongoing audio-visual assistance as required; ability to handle a complex work environment and maintain composure during chal-

lenging situations; up-to-date CPR and First Aid certificates; ability to work effectively in a team environment.

Minimum Hiring Salary: \$33,686 Salary Grade 6 – ADMG6 (Salary will be adjusted to reflect actual time worked)

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

Senior Secretary 2000-74 Department of Art

Major Responsibilities: report to the Administrative Assistant; provide a full range of secretarial and clerical services to support the undergraduate and graduate programs in the Department of Art (includes Art History, Fine Arts, and Art Conservation); responsible for preparation of correspondence, data management, information distribution and liaison activities; reception and clerical duties (direct phone calls and visitors); perform administrative duties as assigned.

Requirements: One year of post-secondary training in business administration practices, accounting/bookkeeping or computers (or an equivalent combination of education and experience); previous, related experience within an office/service environment; excellent interpersonal and communication skills; proficiency with computers including word processing, spreadsheet and database applications; ability to learn new software; excellent writing, basic editing and proofreading skills and proven attention to detail and accuracy; ability to maintain strict confidentiality; proven organizational, time management and problem-solving skills; familiarity with the Queen's mainframe environment and exposure to the Web an asset.

Minimum Hiring Salary: \$28,338 Salary Grade 4 – ADMG4

Other Positions

Research Assistant Department of Biochemistry

A full-time position is available immediately in the laboratory of Dr. Bruce C. Hill in the Department of Biochemistry. Qualified applicants should have a relevant technical degree, or a BSc or MSc in Biochemistry or a related field.

Qualifications and duties: General biochemistry and molecular biology lab training. Duties will include maintenance and growth of bacterial cultures. Preparation of cell extracts and protein purification from bacterial cells. Manipulation of recombinant DNA for directed protein expression.

Salary is commensurate with relevant experience.

Apply to: Dr. Bruce Hill, Department of Biochemistry, Room 633, Botterell Hall, Queen's University Kingston, ON K7L 3N6. Tel.: 613 533 6375, Email: hillb@post.queensu.ca

Financial Clerk, Executive MBA Program, Queen's School of Business

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

Major Responsibilities: Reporting to the Accounts Administrator for the Executive MBA program; assist in the day to day financial and accounting functions of the Queen's Executive MBA Program; prepare cheque requisitions, invoices for payment, salary requisitions and journal entries; monitoring EMBA accounts and reconcile transactions including all program procurement card purchases; work closely with Financial Services or other University departments to resolve problems as they arise; deal directly with suppliers to resolve any payment or invoicing problems; provides administrative and accounting support to the Accounts Administrator and the Business Manager of Queen's School of Business.

Requirements: a two-year community college program in Business Administration with emphasis on accounting

and computing, or an equivalent combination of education and experience; good organizational skills in order to meet deadlines and able to deal with competing demands on time; strong communication and interpersonal skills are required to deal with suppliers, faculty, students and staff; knowledge and ability in the use of various computer applications both in mainframe and personal computer environment; high proficiency in Windows, Word, and Excel are a requirement.

Minimum hiring salary: \$28,338 (Grade 4)
Applicants should forward a resume and covering letter to Kate Zarichny, Queen's Executive MBA Program, Mackintosh-Corry Hall, Room A311.

Deadline: July 25, 2000.

Career Manager, MBA for Science and Technology, Queen's School of Business

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

Major Responsibilities: Coaching students and conducting workshops for strategies in the career search process; liaison with corporate partners in the recruitment process for MBA graduates; implementing professional development modules within the MBA Program; and administrative duties including the preparation of marketing literature, events and project coordination.

Requirements: In order to manage effectively within an energetic and fast-paced environment, the ideal candidate will have the following skills and qualifications: demonstrated relationship-building skills, both internal and external; minimum undergraduate degree with substantial related experience (graduate level degree is preferred) or an equivalent combination of education and experience; ability to assess priorities and handle many different projects simultaneously; an ability to relate to graduate students, preferably gained through personal experience; solid professional judgement; exceptional communication and interpersonal skills (written and verbal). An understanding of, and experience in, career services environment or human resources would be considered a valuable asset. Travel and flexible hours required.

Minimum hiring salary: Queen's Salary Grade 9.

Please apply in writing by **July 31** to: Diane Cross, Director, MBA for Science and Technology, Queen's School of Business, Mackintosh-Corry Hall, Rm. B118, Kingston, ON, K7L 3N6.

Administrative Assistant, Centre for Enhanced Mobility

The Centre for Enhanced Mobility is a new initiative bringing together Kingston General Hospital, Queen's University, private industry, and government to create one of the world's first fully integrated research facility for the treatment of bone and joint disorders caused by arthritis, osteoporosis, and injury.

Reporting to the Director of Operations, you will assist in the administration and operation of the centre. Major responsibilities include: administer and monitor the centre budgets; assist in the preparation of funding applications and journal publications; act as secretary for all centre committees; research and compile data for preparation of reports; prepare routine correspondence; maintain centre's website and coordinate seminar series.

Results-oriented, you are a self-starter who works well in a team, possess a two year post-secondary diploma (e.g. Business Administration), have two years of progressively responsible experience in an administrative position, and are proficient in Windows-based computer programs (consideration will be given to the equivalent combination of education and experience). Ideally, experience will include a sound working knowledge of Queen's financial and administrative systems. This is a two-year, full-time position with possibility of renewal at a Queen's salary grade 6 level.

Deadline: July 24, 2000.

Apply to: Margaret Alden, Director of Operations, Centre for Enhanced Mobility, Syl and Molly Apps Research Centre, Kingston General Hospital, Kingston, Ontario K7L 3N6 or by e-mail to: alden@post.queensu.ca.

Manager, Communications, PARTEQ

Description: PARTEQ Research and Development Innovations, the technology transfer arm of Queen's University at Kingston, Ontario, is seeking qualified applicants to manage its communications within the Queen's community, with external agencies and with the general public. The individual in this position will be responsible for developing and implementing a communication strategy. Responsibilities will include development of press releases and feature stories, organizing awareness sessions and seminars, revising and maintaining the web site, and liaison with investors, spin-off companies and other groups.

Qualifications: We are seeking a self-starter with strong written and oral communication skills. Ideally the successful candidate will have experience in dealing with local and national media. The position requires an ability to maintain a web site and ideally the successful candidate will have experience in information systems management. Strong interpersonal and organizational skills are a must. The individual must be a creative and innovative thinker, and possess energy, enthusiasm and initiative.

The position will initially be part-time with the possibility of becoming full-time in the future.

Parteq has the exclusive rights to intellectual property owned by Queen's and is recognized as a leader amongst North American universities in the commercialization of university-generated intellectual property.

Send letters of application, resume, and names, addresses and telephone numbers of three references, to: PARTEQ Research and Development Innovations, Queen's University, Rm. 1625, Biosciences Complex, Kingston, ON, K7L 3N6. Fax: (613) 533-6853.

Start Date: ASAP

Deadline: Aug. 1, 2000 or as soon as position is filled.

Research Assistant, Respiratory Investigation Unit, Department of Medicine

Major responsibilities: Coordinate and carry out studies in patients with various lung diseases; perform patient procedures including various pulmonary function tests; work with computer data acquisition programs (i.e., Dataq's CODAS); accurately observe, record and analyze test results; assist in recruitment of study subjects; interact with investigators, other researchers, health care personnel and patients.

Qualifications: Post-secondary education in exercise or respiratory physiology, respiratory therapy, nursing, other health-related field and/or relevant experience; a knowledge of basic and respiratory physiology; interpersonal skills with ability to work as a team member; ability to work independently; computer experience (familiar with Windows and DOS based programs, Microsoft Office, etc.); prefer experience with lung function testing, blood pressure and ECG monitoring; knowledge of exercise testing an asset.

Hiring range: Queen's grade 5 or 6 position (commensurate with experience). Part-time position with the potential to become full time.

Apply to: Dr. Denis O'Donnell, Richardson House, 102 Stuart Street, c/o Kingston General Hospital, Kingston, Ontario, K7L 2V7. Telephone (613) 548-2339.

Secretary, Division of Respiratory and Critical Care Medicine, Department of Medicine

This is a six-month, full-time position with possibility of renewal.

Provide secretarial support for two physicians. Office located in Richardson House.



Duties include: administrative and secretarial support for research and clinical activities. Receptionist service. Dictating, photocopying and distributing clinical, teaching and research materials. Office organization – filing, record maintenance, and ordering supplies. Scheduling of teaching rounds.

Required background: Successful completion of a Medical Secretarial Program or equivalent, in addition to relevant job-related experience (or an equivalent combination of education and experience). Must be familiar with Microsoft Word and comfortable using email.

Special skills: Typing speed of at least 50 words per minute. Medical terminology, ability to prioritize responsibilities and work independently.

Salary: Grade 3, \$26, 299 (annual)

Submit a resume with references by **July 31** to Dr. Michael Fitzpatrick, Richardson House, 102 Stuart St., Kingston, ON, K7L 3N6.

**Research Assistant,
GI Diseases Research Unit,
Department of Physiology**

A full-time position is available immedi-

ately in a molecular physiology laboratory studying the roles and identification of ion channels in epithelial physiology.

Qualifications: The applicant will have a suitable background in molecular and biochemical approaches, and a willingness to work both as a team member and independently. The position may be filled by a motivated post-doctoral student, or holder of a biotechnical diploma or BSc/MSc with evidence of a strong research persuasion. Salary will be commensurate with relevant experience.

Apply to: Dr. Kerry Hill, Department of Physiology, GIDRU – Hotel Dieu Hospital, 166 Brock St., Kingston, ON, K7L 5G2; Tel: (613)544-3400, ext. 3451; Fax (613)544-3114; hillc@post.queensu.ca.

**Programming Intern,
Queen's Residences**

Queen's Residences seeks a full-time Programming Intern for the academic year 2000-2001 with a primary focus on programming. Reporting to the Coordinator of Educational Programs, the Intern provides administrative assistance to the Coordinator, organizes several programs within Residences, and assists with

the liaison between Residence Life and house teams, in accordance with the mission and policies of Queen's University Residences. The Intern for programming also participates as a member of the management team of the Residences, and will have an opportunity to share with the Residence Life team information derived from participating in a graduate level education course.

We welcome applicants from a wide variety of lifestyles, ethnic and cultural backgrounds and persons with special needs. Permanent residents and international students holding a student authorization are eligible to apply.

Requirements: An undergraduate degree with university residence experience preferably in the area of programming for first-year students; administrative experience and strong organizational skills; must be able to work independently on a variety of projects; excellent computing skills with demonstrated ability coordinating website content and development; strong interpersonal skills, including the ability to interact with people with discretion, tact and confidentiality; a demonstrated aptitude for mentoring and

supervisory relationships with young adults; support and openness to persons of diverse backgrounds and beliefs; willingness to work some evenings and weekends on a regular basis.

The position runs Aug. 1, 2000 to July 31, 2001. Renumeration consists of a stipend of \$16,500 per annum, a furnished apartment or rooms with a telephone, ResNet, and full meal plan during the residence term.

Applications and job descriptions available at the residence life office, Victoria Hall, Queen's University, Kingston, Ontario K7L 3N8. (phone: 613-533-6790 and fax: 613-533-2919).

Deadline: Friday July 21, 2000.

**Information Coordinator,
University Secretariat**

This is a term appointment working 100% time until Dec. 22, 2000. Major responsibilities will include database management (including the designing of queries and reports), production and maintenance of Secretariat web pages, administrative and technical support for the University Council, the Board of Trustees, the Senate, Convocations and other corporate func-

tions of the University, and reception and general secretarial support. The successful candidate will have the following: secondary school graduation diploma and/or one year certificate from a secretarial training program (or equivalent) plus special training with HTML, ACCESS and FTP; excellent secretarial skills including fast, accurate keyboarding, Windows and Windows-based software and word processing; excellent communication skills; excellent organizational skills to coordinate a number of diverse activities with simultaneous deadlines; ability to work as a team member with peers and supervisors; excellent proofreading, spelling and grammatical skills; ability to retain a broad range of general information; proven accuracy skills; familiarity with functions, goals, objectives and administrative structure of the university an asset.

Hiring Salary: \$29,706 (Salary Grade 5) Applicants should submit a resume and covering letter to the University Secretariat, email: univsec@post, fax: 533-2793, or deliver to Mackintosh-Corry, B400, by **July 24**, 2000.

Bulletin Board

Appointments

**Dr. John Cain appointed Head,
Department of Anesthesiology**

Dr. John P. Cain has been appointed as Head of the Department of Anesthesiology at Queen's University and Anesthesiologist-in-Chief at Kingston General and Hotel Dieu hospitals for a five-year term starting July 1, 2000. These appointments are announced by Principal William C. Leggett of Queen's University and Alan M. Grant and Ed Zarichny, Chairs of the respective hospital boards.

A graduate of the University of Western Ontario (MD 1967), Dr. Cain completed postgraduate training in internal medicine in London, Ontario, followed by a two-year Milton Research Fellowship at Harvard University. He was appointed to the Department of Internal Medicine at the University of Western Ontario in 1973 and, in 1982, after further training in Toronto in the specialty of anesthesiology, he joined the Department of Anaesthesia at the University of Toronto. Dr. Cain was appointed to the Department of Anesthesiology at Queen's University in 1996 at the rank of assistant professor and, in 1998, he was appointed Acting Head of the department.

Highly regarded as a teacher, Dr. Cain was nominated for an Excellence in Teaching Award from the Professional Association of Interns and Residents of Ontario in 1996. He has played a major role as Chair of the Operating Room Implementation Team at Kingston General Hospital and, during his term as Acting Head, he has been instrumental in developing a strong infrastructure to support both clinical and basic science research within the Department of Anesthesiology.

**Doug Boyd appointed Acting
Head, Department of Materials
and Metallurgical Engineering**

Principal William C. Leggett is pleased to announce that Doug Boyd has been appointed acting head of the Department of Materials and Metallurgical Engineering from July 1, 2000 to June 30, 2001.

Dr. Boyd (BAsC Toronto, PhD Cambridge) joined the department in August 1988. Prior to this he was a research scientist at the Metals Technology Laboratories (CANMET) and at Battelle Research Institute. His research is on the microstructural design of steels for improved properties. He has served on

the NSERC Strategic Grants Panel on Industrial Materials and Processes, and on the Chemical and Metallurgical Engineering Grant Selection Committee. Dr. Boyd is a Fellow of the Canadian Institute of Mining, Metallurgy and Petroleum, and a Fellow of ASM International.

In making this announcement, Principal Leggett wishes to express his appreciation for the leadership provided by Jack Cameron during his term as Head.

**Tom Moore appointed Associate
Dean (Academic), Faculty of
Applied Science**

Principal William C. Leggett is pleased to announce that Tom Moore has been appointed Associate Dean (Academic) for a three-year term starting Jan. 1, 2001.

Dr. Moore (Ph.D. Windsor, 1985) has worked as a Manufacturing Engineer with the Ford Motor Company and subsequently as a Senior Research Engineer with Lamb Technicon, a major supplier of custom-designed machining systems for the automotive industry. He joined the department in August 1984 and has served as the Associate Head for a number of years and has recently completed a one year term as Acting Head. Dr. Moore is a Registered Professional Engineer in the Province of Ontario and a past-president of the Canadian Machinery Vibration Association. He consults widely for industry. His research interests include the development of sensor-based systems for the automatic detection and diagnosis of faults in metalworking tool as well as the control of noise and vibration in both manufacturing and transportation systems.

In making this announcement, Principal Leggett wishes to express his appreciation for the leadership provided by Jim McCowan during his 10 years as Associate Dean (Academic).

**Faculty of Applied Science new
appointments**

Ahmad Afsahi, Electrical and Computer Engineering; Ana Maria da Silva, Civil Engineering; Brian Amsden, Chemical Engineering; Keith Pilkey, Mechanical Engineering.

**Roxy Denniston-Stewart
appointed Associate Dean,
Student Affairs**

Bob Crawford, Dean of Student Affairs, is pleased to announce the appointment of Roxy Denniston-Stewart as Associate

Dean of Student Affairs for a five-year term starting July 1, 2000.

Ms. Denniston-Stewart received her Bachelor of Commerce from the University of Guelph and her Master of Education in Administration, from the University of Windsor. For the past 11 years she has been Head of Residence Services at the University of Windsor, responsible for providing quality housing to students, faculty and staff. She brings with her a wealth of experience gained from positions at Guelph and Windsor, and through responsibilities ranging across conference services, university centres, room reservations, residences, and off-campus housing. Ms. Denniston-Stewart is a member of the Ontario Association of College and University Housing Officers and has served as Chair of the Association and as editor of its publication.

As the Associate Dean of Student Affairs, Ms. Denniston-Stewart will oversee the quality of student residential life at Queen's, Apartment and Housing, Conference Services, Food and Beverage Services, Residences, and Student Residents-Community Liaison.

In making this announcement, Dean Crawford wishes to thank the staff in Queen's Residences and in his office for the exceptional work that they did over the past year while the senior leadership position in Residences was vacant.

**Elizabeth Leal appointed Associate
Director
(Residence Life)**

Bob Crawford, Dean of Student Affairs, is pleased to announce the appointment of Elizabeth Leal as Associate Director (Residence Life), effective July 1, 2000.

Ms. Leal is a graduate of the University of Guelph. Most recently she held the position of Assistant Department Head, Residence Facilities, at the University of Windsor. Prior to her current position, she held the position of Residence Manager for three years.

Ms. Leal brings with her a good understanding of residence life and its impact on the lives of students. In her role at Queen's she will work with us to continue providing and expanding the service and benefits that students receive while living in Residence.

In making this announcement, Dean Crawford wishes to acknowledge the work of the excellent staff in Residences and in his office who have carried additional responsibilities over the past eight months and have done so with distinction.

Committees

Deanship Selection Committee

Faculty of Health Sciences

David Walker's term as Dean pro tem of the Faculty of Health Sciences ends June 30, 2001. Dr. Walker has indicated that he will consider an appointment as Dean should it be the wish of the university community. The Principal is pleased to announce the membership of the committee which he has asked to advise him on the present state and future prospects of the Faculty of Health Sciences and on the selection of the Dean.

Membership:

Peter Brown, Head, Surgery; Eddy Campbell, Associate Dean, Arts and Science; Albert Clark, Head, Biochemistry; Paul Cleve, Medical Student; Susan Cole, Pathology, Pharmacology and Toxicology, and Oncology; Mary Margaret Dauphinee, University Advisor on Equity; Ryan Graham, Undergraduate Student; Gail Knutson, Staffing Officer, Health Sciences; Marianne Lamb, Associate Dean (Health Sciences) and Director, Nursing; Gillian Little, Vice-Chair, Governing Board of Providence Continuing Care Centre; Doug Munoz, Physiology; Peter Munt, Head, Medicine; Sandra Olney, Associate Dean (Health Sciences) and Director, Rehabilitation Therapy; Daniel Palmer, Graduate Student; Robert Reid, Obstetrics and Gynaecology; John Rudan, Surgery and Nursing, Clinical Teachers Association; Ian Wilson, Vice-Chairman, Board of Directors, Kingston General Hospital; Ed Zarichny, Chairman, Board of Directors, Hotel Dieu Hospital; Donna Janiec (Secretary), Executive Assistant to the Vice-Principal (Academic) and Suzanne Fortier (Chair), Vice-Principal (Academic)

Members of the university community who still wish to comment on the present state and future prospects of the Faculty of Health Sciences and its leadership may do so before **July 28, 2000**. Letters should be submitted to Suzanne Fortier, Vice-Principal (Academic) and respondents should indicate whether they wish to have their letters shown, in confidence, to the members of the advisory committee.

**Headship Search Committee
Department of Family Medicine**

Dr. Ruth Wilson's current term as Head of the Department of Family Medicine ends June 30, 2001. Dr. Wilson does not wish

to be considered for reappointment. To advise him on the headship and on the current state and future prospects of the department, Principal William C. Leggett has established a search committee.

Members are:

- Christopher Chapler, Associate Dean, Academic Affairs, Faculty of Health Sciences
- Dr. Rebecca Comley, Family Medicine
- Dr. Eugene Dagnone, Emergency Medicine
- Dr. Michael Green, Family Medicine and Chief of Staff, Weeneebayko General Hospital, Moose Factory
- Monica Heine, Vice-Chair, Board of Directors, Hotel Dieu Hospital
- Marilyn Hunt, Family Medicine
- Dr. Diane Loughheed, Respiratory and Critical Care Medicine, Medicine
- Dr. Susan MacDonald, Family Medicine
- Dr. Ross McIlquham, Family Medicine and community physician
- Matthew Petrie, undergraduate medical education representative
- Dr. Susan Phillips, Family Medicine
- Dr. Samuel Shortt, Community Health and Epidemiology
- Dr. Ivan Stewart, Director, Complex Continuing Care Medicine, Providence Continuing Care Centre/St. Mary's of the Lake Hospital
- Dr. Sarita Verma, Family Medicine
- Ian Wilson, Member, Board of Directors, Kingston General Hospital
- Dr. David Walker (chair), Dean, Health Sciences
- Gail L. Knutson (secretary), Health Sciences

All members of the university community, faculty, staff and students, are invited to submit to the Chair by **Friday Sept. 1, 2000**, their opinions in writing, on the present state and future prospects of the department and the names of possible candidates for the Headship. Respondents should state whether their letters may be shown, in confidence, to the members of the search committee.

Headship Selection Committees

Department of Anatomy and Cell Biology
Stephen Pang's first term as Head of the Department of Anatomy and Cell Biology ends 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

Bulletin Board *continued*

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**.

Department of Art

Professor Pierre du Prey is serving as Acting Head of the Department of Art 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 Art, and to assist the principal in the selection of a new head. Five members of the selection committee will be elected by members of the bargaining unit in the Department of Art.

Faculty members, staff and students are also invited to nominate staff and students from the Department of Art and faculty members from cognate disciplines for membership on the Selection Committee. Nominations should be sent to Nancy Cutway, Faculty of Arts and Science, by **Aug. 15, 2000**.

Department of Electrical and Computer Engineering

John Cartledge's term as Head of the Department of Electrical and Computer Engineering ends June 30, 2001. Dr. Cartledge 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 Electrical and Computer Engineering, and to assist the principal in the selection of Dr. Cartledge's successor. Members of the bargaining unit in the Department of Electrical and Computer Engineering 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 Electrical and Computer Engineering and faculty members from cognate disciplines for membership on the selection committee. Nominations should be sent to Dean Harris (Chair), by **Aug. 1, 2000**.

Department of Microbiology and Immunology

Peter Aston's term as Head of the Department of Microbiology and Immunology will end on June 30, 2001 and Dr. Aston does not wish to be considered for reappointment. In accordance with the terms of the *Collective Agreement between Queen's University and the Queen's University Faculty Association*, Principal William C. Leggett has appointed a selection committee to advise him on the appointment of Dr. Aston's successor. The selection committee has the following membership:

Elected members:

Microbiology and Immunology: Kenneth Jarrell, Nancy Martin, Keith Poole, Hugh Pross, Lewis Tomalty.

Appointed members:

Christian Boer, Microbiology and Immunology
Catherine Paul, graduate student representative

Jennifer Van Eyk, Physiology

TBA, undergraduate student representative

Non-voting members:

Eric Moore, Acting Dean, Graduate Studies
David Walker, Dean, Health Sciences

Chair:

Christopher, Chapler, Associate Dean (Academic Affairs), Health Sciences

Faculty, staff and students are invited to submit their comments on the present state and future prospects of the Department of Microbiology and Immunology, and the names of possible candidates for the Headship, to the Chair of the Committee, Christopher Chapler, by **Friday, Sept. 1, 2000**. All letters will be reviewed by the selection committee and will become part of the record of decision-making.

Principalship Search Committee

Queen's Theological College

At the annual general meeting of the Board of Management of Queen's Theological College, the appointment of Daniel Fraikin as acting principal designate of QTC from Sept. 1 to Sept. 30, 2000, and as Acting Principal from Oct. 1, 2000 to May 31, 2001, was approved. Dr. Fraikin, a New Testament scholar, has been Acting Principal, preparing the accreditation report for the Association of Theological Colleges accreditation review, which will occur in the coming year.

The work of a search committee for the Principal of Queen's Theological College has begun. Anne MacDermaid as Chair of the Board of Management will chair the committee. Membership, chosen by the following constituencies, is:

Betsy Anderson, The United Church of Canada; Heather Cooke, QTC staff; Ann Cioppa, Theology student; Heather Coy and Leanne Wight, Religious Studies students; Don Macnamara, QTC Board of Management; Bill McLatchie, Queen's University, Bill Morrow, Theology faculty, Elaine Smith, Bay of Quinte Conference, Pamela Dickey Young, Religious Studies faculty.

The search committee welcomes comments on the present state and future expectations of the principalship, and suggestions of suitable candidates. Respondents are asked to state whether they wish to have their letters shown, in confidence, to the search committee. Comments should be received by the committee by **Sept. 15, 2000**.

Send nominations to Lynda Price, corresponding and recording secretary, The Search Committee for a Principal, Queen's Theological College, Theological Hall, Kingston, ON, K7L 3N6. Fax: 533-6879, email 3lmp8@post.queensu.ca or macderma@post.queensu.ca.

Graduate Studies

PhD examinations

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

Monday, July 17

Kim Fordham, German. Trial and Tribunals in the Plays of Heinrich von Kleist. Supervisor: W.C. Reeve. 406 Kingston Hall, 2 pm.

Thursday, July 20

Weimin Wang, Economics. Essays on Search Monetary Economy. Supervisor: S. Shi. B204 Mac-Corry Hall, 1:30 pm.

Monday, July 24

Andrea Davidson, Biology. The Organization of the Cytoskeleton and the Endomembrane System in Developing Pea (*pisum sativum*) Root Nodule Cells. Supervisor: W. Newcomb. 3112 Biosciences Complex, 1:30 pm.

Tuesday, July 25

Yousheng Zhang, Chemistry. Polynuclear Magnetic Complexes of Manganese (II), Cobalt (II), Nickel (II) and Copper (II). Supervisor: S. Wang. F407 Frost Wing, 1 pm.

Thursday, July 27

Diane Bovenkamp, Biochemistry. Eph Receptor Tyrosine Kinases, Nervous System Development and Angiogenesis: Cloning and Characterization of Eph Receptors from Zebrafish and Mice. Supervisor: P.A. Greer. 660 Botterell Hall, 1:30 pm.

Friday, July 28

Tania Fitzpatrick, Anatomy and Cell Biology. The Role of Oxygen in the

Regulation of Cellular Invasion. Supervisor: C. Graham. 912 Botterell Hall, 9:30 am.

Steven Smith, Psychology. Attitude-Memory Selectivity Effects: Mediators, Moderators, and Measures of Memory Biases. Supervisor: L. Fabrigar. 210 Craine Building, 2 pm.

Thursday, Aug. 3

Eric Litwack, Philosophy. The Later Wittgenstein's Humanism and the Question of Moral Justification. Supervisor: E. Bond. 307 Watson Hall, 1 pm.

Claudiu Neagu, Chemistry. Morphological Characterization of Heterogeneous Polymer Systems: A Solid State NMR Approach. Supervisor: A. Natansohn. F407 Frost Wing, 1:30 pm.

Tuesday, Aug. 8

Leo Butler, Mathematics and Statistics. Topological Obstructions to the Liouville Integrability of Geodesic Flows on Nonsimply Connected Riemannian Manifolds. Supervisor: O. Bogoyavlenskij. 521 Jeffrey Hall, 2 pm.

Lori Pollock, English. Embodying Identities: Black Women's Writing in Southern Africa, 1970-1995. Supervisor: R. Jolly. Room 522, Watson Hall, 2 pm.

Thursday, Aug. 10

Eman Fituri, Electrical and Computer Engineering. Approaches for Bandwidth Allocation in Broadband Mobile Wireless Networks. Supervisor: H.T. Moutah. 428 Walter Light Hall, 1:30 pm.

Friday, Aug. 11

Michael Murray, Chemistry. Preparation of Polyolefins using Titanium and Chromium Initiators. Supervisor: M Baird. F407 Frost Wing, 1 pm.

Notices

Farewell tea for Ellen Merrin

Queen's faculty, staff and friends are invited to a tea to wish Queen's alumna Ellen Merrin goodbye as she moves to St. Catharines. Monday, July 25, 3 to 5 pm at the Ban Righ House, 32 Queen's Cres. Donations for an award in Ellen's name at Ban Righ may be brought to the tea or sent to the Office of Advancement, Summerhill. Cheques should be made out to Queen's University and include that the cheque is for the Ellen Merrin award.

Help make Queen's more cycle friendly

QBUG is looking for more faculty, staff and students to help devise ways of making Queen's more cycle friendly. To help promote cycling at Queen's, help improve cycling facilities and exchange cycling tips on commuting contact Ross Trethewey, rt8@post.queensu.ca. To subscribe to our mailing list send a blank e-mail to qbug-subscribe@topica.com.

Physical Education Centre

Faculty and staff basket/locker service
This service expires June 30. Renewals for the upcoming year are now accepted at

the PEC wickets, 10am-5pm, Monday through Friday. The PEC will not be held responsible for clothing or other articles left in baskets/lockers after June 30.

Building hours to Sunday, Aug. 6

Monday to Thursday	8 am - 9 pm
Friday	8 am - 5 pm
Saturday & Sunday	CLOSED

Recreation Swim

Monday, Wednesday, Friday	7:15 - 8:15 am
Monday to Friday	noon - 1:30 pm
Monday to Thursday	4:30 - 6 pm
Monday & Wednesday	8 - 9 pm

Family Swim

Tuesday & Thursday	6 pm - 7 pm
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Building hours Aug. 7 - Sept. 3

Monday to Thursday	8 am - 6 pm
Friday	8 am - 4:30 pm
Saturday & Sunday	CLOSED

Notes

- The PEC is closed Monday, Aug. 7 and Sept. 4.
- The swimming pool will be closed Monday, Aug. 14 to Monday, Sept. 4 for annual maintenance.
- Fall and winter hours resume Tuesday, Sept. 5.

Pre-order Who's Where and save money

The Who's Where student phonebook is available for sale at pre-production discount prices to Queen's faculty and staff members. Details: Jeff Dawson, WWWN Project Manager, 533-2735, or email wwwn@ams.queensu.ca.

Science and Computer Discovery Camp

There are still spots open in the ASUS-run Science and Computer Discovery Camp for students entering Grades 9-11 this fall. Details: 533-6000 ext. 75442, scidisc@asus.queensu.ca.

Thank you to the Queen's community

Lee Tierney and her daughter, Kyla, wish to thank the Queen's community for their support and generosity in dedicating a tree near the Theological College in memory of Mike Tierney.



Seeking Military Hospital Veterans of "The Great War"

Did you or someone you know serve in the **No. 7 Canadian (Queen's University) General Hospital** (originally the No. 5 Stationary Hospital) that was mobilized from Kingston during the First World War? The Museum of Health Care for Eastern Ontario is presently researching the history of this unit and would welcome speaking with veterans, their families, or anyone else who may be the lucky proprietors of stories, letters, documents, photos, artifacts, stories, etc. concerning the No. 7 or the Canadian Army Medical Corps. Between 1915 and 1919 the No. 7 Canadian General

Hospital was stationed in Cairo, Le Tréport and Etaples. If your valuables are tucked away in your head, your heart or your attic, please share them with us.

Call, email or write: David C. Kasserra, Museum of Health Care for Eastern Ontario, Ann Baillie Building, George Street, Kingston, Ontario K7L 2V7. Voice: (613) 548-2419. Fax: (613) 548-6042. museum@kgh.kari.net.

Volunteers needed

Attention Parents

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

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.

Do you suffer from depression?

Dr. Amarendra Singh, Psychiatry, requires volunteers for two studies. The first is to assess the effects of Wellbutrin[®]SR versus Paroxetine (Paxil[®]) on the presence or absence of sexual desire or orgasm, which may occur while being treated with antidepressants. The second is to assess the effects of Reboxetine on patients who have difficulty with socialization and mood fluctuations. Medication will be provided free if you qualify for either study. Contact: Dr. A. Singh, 544-3400, ext 2536.

Post-menopausal women

Wanted: post-menopausal women 45-66 years old, non-smokers, not taking hormone replacement therapy, have no major health concerns (such as diabetes and hypertension), and who do less than two hours a week of exercise. Summer-time commitment is minimal as participants simply complete 3 fitness assessments, while maintaining their current level of activity; and then have the option of starting a walking program in the fall. Details: Tracey O'Sullivan, 533-6000 ext. 75102, email: tracey.osullivan@sympatico.ca.

Pregnancy and work

The Clinical Mechanics Group at Queen's needs 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 approx. 20 and 34 weeks). Contact Judy Tse, 548-2356, email pregnancyandwork@hotmail.com.

Calendar

Art

The Agnes Etherington Art Centre, University Avenue.

New July exhibit: Real Life, works from the art centre collection, to Aug. 20.

Continuing exhibit: Intercept: Contemporary Works, to Aug. 20. Building Blocks: Canadian Made: Works on Paper from the Collection, to July 23. Landscapes/Escapes: The Group of Seven and their peers, to Sept. 17. The Object of Art: European Paintings from the 16th, 17th and 18th Centuries, to Jan. 20, 2002. The Human Figure: A Selection from the Justin and Elizabeth

Lang Collection of African Art, to March 11, 2001. Shift, Scott Wallis, to Sept. 24. Tear, Wanda Koop, ongoing. "Have you seen Agnes?" ongoing.

Union Gallery, First floor, Stauffer Library. Shaken, Not Stirred, juried members show, to Aug. 1.

Meetings & Colloquia

Tuesday, June 20
Organizational Behaviour Seminar, School of Business
Visiting Scholar Sharon Parker, The University of New South Wales. Seeing

another view point: Antecedents and outcomes of employee perspective-taking activity. B204 Mackintosh-Corry Hall, 10 am. Copies of the paper are available from the Research Program Office, 109 Dunning Hall (ext. 36421).

Other

Kingston Zen Group

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