



Adding some muscle to this year's United Way Campaign, Golden Gaels defensive end Andrew Moad (46), tackle David Barbic (52) and guard Andrew Stead (64), help stuff envelopes with Sherri Ferris, Queen's campaign co-chair. The Gaels played their first game of the season Saturday; proceeds from the game went to Queen's United Way appeal.

Raising the bar for the United Way

Can Queen's raise the bar again? That's the burning question on the lips of this year's United Way Queen's Campaign organizers.

Last year, Queen's employees, retirees and students contributed more than \$220,000 to the United Way, the highest total ever.

"Our hope is that those who gave so generously will do so again, and that many others will join them in making the 2000 campaign even more successful," say co-chairs Rose Chan, Information Technology Services, Sherri Ferris, Physical Plan Services and Bill Miklas, School of Business.

The United Way reaches those needing help in our area by supporting agencies that provide a wide range of human care services that assist children, young people, families and seniors. As

a result of our donations, many of us in the Queen's community will receive assistance when we or our families or friends most need it, co-chairs say.

The Kingston, Frontenac, Lennox and Addington United Way funds 44 programs at 31 member agencies and benefits one in three people in the community, according to United Way literature.

Queen's faculty and staff will receive pledge forms shortly in campus mail. Even a few dollars per month by payroll deduction can make a big difference in Queen's total. One-time donations are also welcome.

Those having questions or concerns may contact Ms Chan at 74838, email rose@post.queensu.ca; Ms. Ferris at 36075 or Mr. Miklas at 32310, email bmiklas@business.queensu.ca. □

Queen's lab turns its sights on raccoon rabies

GIS-MNR collaboration targets virulent new strain of rabies virus

BY MARY ANNE BEAUDETTE

Having helped to virtually eliminate one strain of rabies in red foxes in Ontario, a Queen's research and teaching lab is now turning its sights on a virulent new strain of the virus infecting raccoons in Eastern Ontario.

Building on more than 20 years of work on rabies in red foxes with the Ministry of Natural Resources, Queen's Geographic Information Systems (GIS) Lab has been awarded \$210,000 from the ministry to study the spread of the eastern Atlantic strain of raccoon rabies, which crossed the Canadian border into Ontario near Brockville last year.

"This strain has spread rap-

idly throughout the northeast U.S., and now we're trying to control its spread here," says Peg Hauschildt, lab manager.

One of the challenges of fighting raccoon rabies is the animals' greater proximity to humans, and their numbers, creating the potential for a broader, more rapid spread of the virus.

'Now that this new rabies strain has been identified in Ontario, there's a whole new set of variables to deal with'

"There's a more significant risk factor," Ms Hauschildt says. "There's a lot more human interaction. Raccoons live closer to inhabited areas in far greater numbers than foxes."

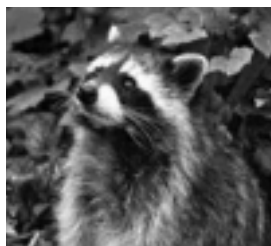
Raccoons have been known to hitch a ride in the back of a camper or a boat, or ride logging trucks coming into Canada from the U.S. Indeed, a "hitchhiking" raccoon is one suspected cause of the spread of the virus into Eastern Ontario, despite a concerted, four-year vaccine baiting program by New York State, the Ministry of Natural Resources and the GIS Lab. "We had almost eliminated rabies in foxes, and

consequently in many other species of terrestrial wildlife as well," Ms. Hauschildt says. "But now that this new rabies strain has been identified in Ontario, there's a whole new set of variables to deal with."

So far, more than 30 cases of this strain of raccoon rabies have been reported in Ontario. Plans are to drop tens of thousands of baits this year in an effort to contain the virus. The ministry will also continue its program of trapping, vaccinating and releasing raccoons.

Using sophisticated flight planning and navigation software developed in-house for the ministry's oral rabies vaccination research program, the lab will develop strategies for aerial vaccination baiting of the raccoon population around Brockville. Using variables such as the size of raccoon population, availability of food and contact with other animals and humans, the lab's software maps out a flight route and specifies density and location of the bait drops. Oral baits consist of a waxy casing, flavoring, and an active rabies vaccine sealed in a blister pack.

The lab will also study the nature of the disease, with the



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Three researchers earn Health Career Awards

Inaugural CIHR grants recognize innovative research in bullying, risky behaviour, and health-care restructuring

BY CELIA R. ANDERSEN

Innovative research into adolescent bullying and victimization has earned Queen's Psychology professor Wendy Craig a prestigious Investigator Award, under the Canadian Institutes of Health Research's newly established Health Career Awards.

Dr. Craig has been awarded \$77,000 a year over five years from the Canadian Institutes of Health Research, the Social Sciences and Humanities Research Council and the National Health Research Development Program. In addition, Dr. Craig obtained a partnership appointment, a matching program where SSHRC awards \$50,000 a year, which the university will match.

Dr. Craig is one of three Queen's researchers to win Health Career Awards, a new program announced earlier this year by the CIHR, SSHRC and NHRDP. Also honoured were Tara MacDonald (Psychology), who received a New Investigator Award, and Kathleen Wilson (Geography), who won a post-doctoral fellowship. Their areas of research are detailed below.

Wendy Craig (Psychology) will study aggression and victim-



Wendy Craig

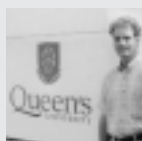
ization and health among Canadian adolescents. The project is a culmination of eight years of research on bullying and victimization. She examines the physical and mental health of youths in aggressive friendships and dating relationships, and how adolescents who are violent in their romantic relationships may carry this pattern into their intimate adult relationships, with subsequent negative health implications for themselves and their families. Dr. Craig's research program, which includes working with students, educators, academics, mental health workers and social policy makers, is

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designed to identify the precursors of aggression, violence and victimization. The research has the potential to decrease the prevalence of violence in our society and its associated negative effects. It will also contribute to the development of intervention and prevention programs, as well as health-related social policies. Dr. Craig will consolidate her research efforts to date through numerous writing projects and resource packages to communicate this understanding of bullying and victimization to Canadians in order to reduce violence and its associated effects in our society.

Tara MacDonald (Psychology) will receive \$50,000 annually in salary support for five years to fund her research into alcohol and risky behaviours: What situational cues moderate the relationship between alcohol intoxication and the decision to have unprotected sexual intercourse? She will also receive \$30,000 in research funding for the first three years. Dr. MacDonald studies how alcohol affects the decision to engage in health-relevant behaviours, such as the decision to drink and drive, or to have sexual intercourse without



Tara MacDonald

a condom. She has tested two competing theories of alcohol intoxication, disinhibition theory, which states intoxication always leads to risky behaviour, and alcohol myopia theory, which states that alcohol causes individuals to be highly influenced by cues in their environment. She has found support for alcohol myopia theory. For example, if cues emphasizing caution are present, intoxicated individuals are less likely than sober individuals to report intentions to have unprotected sexual intercourse. During the term of her award, she will test intervention strategies based on alcohol myopia theory, designed to reduce the coincidence of alcohol intoxica-

tion and unprotected sexual intercourse.

Kathleen Wilson (Geography) won a Postdoctoral Fellowship to work with Mark Rosenberg (Geography) on Health care restructuring in Canada: a geographical exploration of public and private health insurance. Ms. Wilson will receive a \$35,000 annual stipend plus \$3,500 research allowance over three years. She will examine how gender and location are associated with health status and access to health care services within this broadening system of both public and private health insurance. Although women live longer than men, they suffer from higher levels of morbidity. Ms. Wilson says that given the state of Canadian health care, it is necessary to explore how differential levels of access to private health insurance for men and women affect their use of health-care services.

The Canadian Institutes of Health Research, first announced in the 1999 federal budget, replaced the Medical Research Council of Canada. Last June, the Ministry of Health announced \$65 million in research grants to programs to build capacity and

encourage health research in Canada. This year, nearly 100 salary and training awards worth more than \$7 million will be awarded to promising health researchers in the humanities and social sciences.

Along with a doubling of the research budget over three years, CIHR will create a series of virtual institutes linking investiga-



Kathleen Wilson

tors from all four areas of health research – biomedical research, clinical research, health systems and services research, and population health research. This, the organization says, is to better address the health needs and priorities of Canadians. □

New look provides easier access to Queen's web pages

Queen's University's main home page and second-level pages are sporting a new look. The revamped web pages, the product of nine months of consultation with the university community, were designed with the user's needs in mind, says David Skillicorn, chair of the university's web editorial board. "The new pages take a completely different view of the information structure," he explains. "The new pages offer an information-based approach to navigation, based on the user's needs, rather than simply reflecting the university hierarchy."

In August, an interim new design was posted with the new information structure, and on Sept. 3, the final new design was launched. The new look, which offers easy, one-step access to just about any person, place or thing on campus, has been designed to maintain quick load

times. "The new design allows the pages to load in under seven seconds on low-end machines," he says. "They load relatively quickly compared to the former pages."

The new web pages also reflect the university's new visual identity, and web board members hope that both the new visual identity and the information-based approach to navigation will eventually be adopted by third-level pages and down.

Staff and faculty who manage pages will soon be able to obtain templates and visual identity graphics; these will be made available on the web in the near future.

<http://www.queensu.ca> □



Rabies continued from page 1

aim of building computer models for predicting the breadth and speed of its spread. This information can then be used to create more precise and effective aerial vaccine baiting strategies in identified high-risk areas.

Queen's and the Ontario government have also been working with the Texas Department of Health and the Diagnostic Labs at Cornell University in New York, New York, Vermont, and Ohio. For the past five years the Texas Department of Health has undertaken a huge baiting program to control rabies in coyotes and grey foxes. New York, Vermont, and Ohio are currently battling a rabies epidemic in raccoons.

Contact: Peg Hauschildt, GIS Lab Manager, 613-533-6031
<http://www.gis.queensu.ca> □

Gazette goes on-line

Missed the latest issue of the *Gazette*? Now you can read the *Gazette* on-line. Starting Sept. 11, the Queen's *Gazette* will be accessible on the web. You can access it via the Queen's Today page, at <http://advancement.queensu.ca/html/queentoday.html>



Gazette

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

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ENQUIRIES

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19 September	25 September
3 October	10 October

QUEEN'S TODAY

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

ISSN 0319-2725

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Anti-Racism Advisory
Anti-Heterosexism Advisory

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533-6629
Barbara Moore – Education
533-6551
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533-2893 * 77978

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Coordinator 533-6886
Audrey Kobayashi – Geography,
533-3035

Anti-Heterosexism

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533-6495
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Mel Wiebe – English
533-2153

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Don Richan 533-2378

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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.

Campaign Update

'So heavy a ransom': A brief history of fund-raising at Queen's

Next month, Queen's publicly launches its most ambitious fund-raising campaign ever. The Campaign for Queen's builds on the inspiration and sacrifices of many past members of the university community, who campaigned for the continuing existence, and then the expansion, of the university. In this, the first of a three-part series, writer Nancy Dorrance looks at university fund-raising efforts during the last half of the 19th century, when Queen's was in its infancy.

BY NANCY DORRANCE

From the very beginning, fundraising at Queen's has been a challenge – and certainly not a task for the faint of heart. One dedicated professor from the 1870s, John MacKerras, is even said to have died from the stress of campaigning to save the university.

The original university charter was issued by Queen Victoria in October 1841, for the princely sum of £561. By the time classes had begun in a small rented house on Colborne Street the following March, however, Queen's was already experiencing financial difficulties.

During the first three decades of its existence, the university changed locations four times, suffered a chronic shortage of funds, and lost two-thirds of its endowment. But through Presbyterian thrift and dedicated fundraising, early principals and board members managed to keep the fledgling school afloat, and eventually put to rest any discussion of merging with its neighbour to the west, in Toronto.

The Rev. William Snodgrass, principal from 1864 to 1877, nursed the university through its most serious financial crises to date: the withdrawal of provincial grant money in 1867, followed the next year by the sudden collapse of the Commercial Bank, in which Queen's was a depositor and stockholder. Fearing the university would have to close, many students left, and there were only two graduates in 1869.

It was during the desperate fundraising campaign which followed these twin catastrophes that Classics Professor John MacKerras developed an illness from which he never recovered. Through their joint efforts, Professors MacKerras and



George Monro Grant, Principal, Queen's University, 1877-1902

Snodgrass raised an endowment fund of \$125,000, almost \$10,000 of which came from professors at Queen's and citizens of Kingston. Professor MacKerras continued teaching, despite constant sickness, for another decade. "Alas, that the life of the College should have been redeemed by so heavy a ransom," Principal Snodgrass wrote after the death of his colleague.

Queen's next principal, Rev. George Monro Grant (1877-1902) is renowned for finally setting the university on a firm financial footing through a series of spectacularly successful fundraising campaigns. Affectionately dubbed "The Prince of Pocket Pickers", he crossed the country many times soliciting support with missionary zeal and amazing results. Prior to his death in 1902, Queen's students raised the \$30,000 needed to build what is now one of the university's best-known landmarks, Grant Hall.

During Grant's principalship, in 1888, the Board of Trustees appointed the Reverend D. Smith as general secretary. His duties included "collecting principal and interest money from fundraising activities." In addition to the \$250,000 Jubilee Appeal then under way, Dr. Smith was asked to canvass for "special needs" designated by the trustees, and to raise bursaries and scholarships.

An overall goal of \$150,000 was set, encompassing the need for new facilities and scientific apparatus, chairs in theology and the sciences, assistants for the Faculty of Arts, and extensions to the library and the museum. As well, extra funding was urgently required for "an endowment to make up for the expected withdrawal of the Colonial Committee Grant."

As the 19th century drew to a close, in 1898, students and senior university officials spearheaded a move to endow the

'By 1902, Queen's students raised the \$30,000 needed to build what is now one of the university's best-known landmarks, Grant Hall'

Macdonald Chair in Political and Economic Science. Named for Sir John A. Macdonald, Canada's first prime minister and a founding trustee and benefactor of Queen's, the proposed new chair was "of intrinsic importance in a new country," reported the *Queen's Journal*.

It would be followed by many equally significant fundraising projects in the century to come. □

Queen's art history scholar earns top SSHRC award

BY MARY ANNE BEAUDETTE

A handful of art history classes taken to round out her undergraduate studies in geography has reaped wonderful dividends for Queen's graduate Odilia Bonebakker, recently named this year's winner of the Social Sciences and Humanities Research Council's William E. Taylor Fellowship. The award recognizes Canada's most outstanding candidate in the council's national doctoral fellowship competition.

"When I got the news about the award I was literally floating on air," a beaming Ms. Bonebakker said. "I was totally ebullient."

Ms. Bonebakker, who recently returned to Canada from a one-year graduate internship at Harvard University's Fogg Art Gallery, earned her Master's degree in art history from Queen's after completing a combined undergraduate degree in art history and geography at Queen's in 1996. "When I started at Queen's I took some art history courses just for my enjoyment," the native of Kleinberg, Ont. explains. "By third year I realized I really enjoyed it." Inspired by Volker Manuth, the art department's then newly-arrived

specialist in Northern Baroque art, she decided to pursue her interest in 17th-century Dutch drawings at the Master's level, culminating in her selection for Harvard's coveted and highly selective internship program.

'It's such a joy to have a 400-year-old work of art in your hands. You can examine it from every angle without the distancing effect that varnishes have on a painting'

"Dr. Manuth encouraged me to work with paintings and drawings, and he helped me get the Harvard internship," she says. "He's astounding – incredibly dedicated to his students, and a wonderful scholar."

Ms. Bonebakker spent the past year in the Fogg's department of drawings, helping prepare an international exhibition and cataloguing a recent gift to the museum of Dutch drawings. The latter work included some intriguing research into the history of an album of signed drawings by young Dutch artists, includ-

ing some pupils of Rembrandt.

"It's a bit of an enigma, because although the individual drawings are signed, we don't know who owned the album," she says. The leather-bound book, which her research dates between 1634 and 1641, would have functioned as a "friendship album," she says, with promising artists being invited to illustrate its vellum pages.

Her work on the album highlighted one of the unique attractions of working with drawings, she says. "You have the opportunity to work with the objects directly. It's such a joy to have a 400-year-old work of art in your hands. You can examine it from every angle, look at the watermark, and see the medium, without the distancing effect that varnishes have on a painting."

There's also a greater spontaneity in drawings, she explains. "Often drawings were the preparation for a painting, and they show the immediacy of the artist's hand, which you don't get in a finished painting."

Ms. Bonebakker will continue her interest in drawings this fall as she returns to Harvard to pursue her doctorate, researching and cataloguing the prints of Peter Paul Rubens, whose work with engravers in the 17th century reflected the rise of an



Odilia Bonebakker: 'Totally ebullient'

amazing new technology: the printing press.

"I'm particularly fascinated by the rise of the printed image at this time," Ms. Bonebakker says. Her research will fill an important gap in this field; the last attempt to make a full catalogue of Rubens' work was in 1873. □

News Notes



Farewell to QTC principal

Queen's Theological College bids official farewell to Principal Hallett Llewellyn at a reception on Wednesday, Sept. 27, 3-5 pm, in the Old House wing of the Agnes Etherington Art Centre. Presentation and formal greetings begin at 4 pm. In Dr. Llewellyn's honour, a memorial award in the area of ecumenism and mission has been established. For information and to RSVP, please contact Cheryl O'Shea, Queen's Theological College, 533-2109, osheac@post.queensu.ca.

Royal Society speaker highlights new art restoration technology

New advances in optic technologies and their potential for new links in Arts- and Science-based projects is the topic of the U.K.-Canada Rutherford Lecture 2000, to be given by Professor R.J.H. Clark, at Queen's next week. Professor Clark, Sir William Ramsay Professor at University

College, London, will speak on spectroscopic techniques and their use in pigment identification for dating, restoration and conservation of artworks on Tuesday Sept. 19, 1:30 pm, in the Frost Wing lecture theatre, Department of Chemistry. This lecture is sponsored by the Royal Society of Canada.

Concert honours beloved musician

A memorial concert honouring former Faculty of Music member Kenneth Perkins will be held this Sunday, Sept. 17, 2 pm, in Wallace Hall. The concert will feature performances by Mr. Perkins' students and friends. An internationally renowned classical musician and second violinist with the Orford String Quartet for 26 years, Mr. Perkins later taught at Queen's School of Music, where he helped start the Queen's Chamber Orchestra. Mr. Perkins died last month of cancer. □

Renowned chemists highlight Bader symposium

The intriguing discovery of "left- and right-handed" molecules, and the interlinked voices of science and religion are the topics of lectures by two internationally renowned chemists at a symposium honouring engineering chemist and Queen's benefactor Alfred Bader on Friday, Sept. 22, from 9 am to noon in Room 120, Harrison-LeCaine Hall.

"These speakers will present a feast of thoughtful discourse," says Victor Snieckus, symposium organizer and Bader Chair of Organic Chemistry in the Department of Chemistry.

Barry Sharpless, W.M. Keck Professor of Chemistry at the Scripps Research Institute, La Jolla, Calif., will open the symposium with a talk on Process Driven Drug Discovery. Professor Sharpless, who has served on the faculties of MIT and Stanford, is recognized for his discovery of chemical reactions leading to chiral, or

left- and right-handed, molecules. His work has revolutionized the ways in which organic molecules are prepared, whether for academic research or in everyday applications such as therapeutic drugs. His talk begins at 9:30 am.

Roald Hoffmann of Cornell University, Nobel Laureate in chemistry (with Kenichi Fukui, 1981) and prolific author, poet and playwright, speaks on "Old Wine, New Flasks; Reflections on Science and Jewish Religious Tradition." Currently Frank H. T. Rhodes Professor of Humane Letters at Cornell, and presenter of PBS's *The World of Chemistry*, Professor Hoffmann brings humanistic, artistic and religious perspectives to his field of applied theoretical chemistry. His talk begins at 10:30 am.

Both talks are suitable for a general audience. For information, please call Sandie Leach, ext. 75485, leachs@chem.queensu.ca. □



Dr. Rob Brison with Mobile Intoxilizer Unit: This program is going to make a difference'

Queen's backs community-based mobile RIDE program

Organizers predict 15-percent drop in drinking and driving injuries

BY CELIA R. ANDERSEN

Queen's has thrown its support behind a unique mobile RIDE program that organizers say is guaranteed to reduce drinking and driving injuries by 15 per cent in the next three years.

"It's quite appropriate that Queen's is taking a lead role in this initiative," says Dr. Rob Brison, an emergency room physician and professor in the Faculty of Health Sciences. "This program is actually going to make a difference. We will decrease the number of injuries related to drinking and driving by 15 percent, provided the program continues to be supported at current levels."

Dr. Brison witnesses the damage drinking and driving does first-hand.

"As an emergency physician, I routinely see people who have been in car crashes who are drunk. In fact, 12 per cent of people admitted to the trauma unit have blood alcohol levels above the legal limit. This doesn't mean that just 12 per cent of accidents involve alcohol – these people invariably take some sober bystanders, passengers and occupants of other cars with them. It's disheartening to see so many people injuring themselves and other people. The impact on families is devastating."

Queen's donated \$5,000, and is one of several corporate and community sponsors of the program, run by the Greater Kingston Area Safe & Sober Community Alliance.

"The university strongly supports the objectives of the program, as it has the potential to make our community safer for everyone living here," says Timo Hytonen, Associate Vice-Principal, Human Resources and Organizational Effectiveness. "We look forward to seeing the Queen's logo on the mobile unit dedicated to this program."

"There's no other community RIDE program anywhere that we're aware of, as large and as community funded," says Dr. Brison.

The mobile unit, which is essentially a mobile police station fully equipped with breathalyzer and processing facilities, is more efficient and offers increased public visibility, he says. In addition, community sponsorship means that RIDE checks – which cost about \$850 each to conduct – are now run four times more frequently. Area police originally had enough funding to run spot checks about once a week, and tended to concentrate these around holidays and summer weekends, Dr. Brison says. As soon as they detected a driver with a suspicious reading, however, the checkpoint would have to close while some of the officers took the person to the station for a second reading, and arrest, if necessary. The mobile station ensures that the program runs uninterrupted.

"It's pretty clear the most efficient deterrent is RIDE programs," he says. "People's drinking and driving behaviours are related to the likelihood of them being caught."

Along with on-site testing, the unit will enable fewer officers to do more tests in less time, and allow for a variety of checkpoint locations including marinas, boat launch sites, snowmobile trails, fishing derbies and festivals.

The program will be of huge residual advantage to area employers, including Queen's, says Dr. Brison. "It will be a significant economic boon for our regional employers, in that it will result in a reduction of employee sick time, and compassionate leave for injured families."

For sponsorship and other details, please contact program coordinator Sandra Newton, 549-1232, ext. 108. □



Queen's fine arts students Andrea Zalan (right) and Amanda Gould roller a fresh coat of paint on to the walls of Room 204 Ontario Hall in preparation for the opening of a student gallery-lounge. The student-inspired facility will display artworks by graduates.



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, Sept. 19, 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

Computing Systems Technologist 2000-34
Civil Engineering

William Boulton (Information Technology Services)

Occupational Health Advisor 2000-37
Environmental Health and Safety

Rose Mary Brander

Receptionist 2000-48
School of Rehabilitation Therapy
Shirley Yetman (Psychiatry)

Departmental Assistant 2000-49
Ophthalmology

Leslie Hogan

Recruitment Officer 2000-53
Office of the University Registrar (International Study Centre)

Kathy Svalina

Assistant Internal Auditor 2000-63
Internal Audit

John Shaw

Security Supervisor 2000-67
Campus Security

Kevin Lollar

Security Supervisor 2000-68
Campus Security

Jaime Clarke

Coordinator of Admissions and Recruitment 2000-71
Faculty of Law

Ann Harmsen (Health, Counselling and Disability Services)

Painter 2000-72

Physical Plant Services

Eldon McClenaghan

Administrative Assistant 2000-73
Clinical Education Centre

Cathy Hitchins

(School of Rehabilitation Therapy)

Desk Clerk 2000-76

University Residences

Rosemary Meers (University Residences)

Student Resource Assistant 2000-77
Office of the University Registrar (Applicant Services)

Janice Tough

(Office of the University Residences)

Technical Support Administrator 2000-80
Information Technology Services

Paul Finn

(Information Technology Services)

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.

Program Assistant 2000-90 Neuroscience Program, Faculty of Health Sciences

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

Major Responsibilities: coordinate the activities for the office of the Neuroscience Program (new program) in the Faculty of Health Sciences; report to the Program Director; participate in the development of the Graduate Program in Neuroscience; initiate and draft correspondence; schedule meetings; assist with committee work and special projects; administer departmental, research and trust accounts; participate in the coordination of funding proposals to various granting agencies; act as resource person for the Neuroscience Program; design and maintain the program's web page; may supervise junior office staff.

Requirements: two year post-secondary diploma in business administration (consideration will be given to the equivalent combination of education and experience); relevant experience in an office/service environment; knowledge of the university structure and financial/computing systems will be considered an asset; excellent office administration skills including advanced computer skills (word processing, database, spreadsheet and network application management); familiarity with the Web and HTML will be considered an asset; the ability to learn new software packages; superior interpersonal and communication skills, both verbal and written; proven analytical and problem-solving skills; sound organizational and time-management skills to work effectively and productively despite frequent interruptions; knowledge of bookkeeping/accounting practices; ability to maintain strict confidentiality; supervisory experience, when required, will be considered an asset.

Minimum Hiring Salary: \$29,706 Salary Grade 5 - ADMG5

Laboratory Technologist 2000-91 Department of Chemical Engineering

This is a 16-month term appointment from January 1, 2001 through April 30, 2002 working 100% time.

Major Responsibilities: report to the Administrative Assistant; provide technical support and advice on matters related to instrumentation of chemical processing, operation of laboratory and scientific equipment and chemical handling and disposal; responsible for the calibration, maintenance and repair of scientific and electronic equipment in the research areas and undergraduate laboratories in Chemical Engineering, with an emphasis on chemical instrumentation systems and related equipment involving some or all of analog, digital, computer and optical systems; assist academic staff in designing and maintaining the undergraduate laboratories which includes procurement and assembly/dismantling of equipment, and documenting procedures.

Requirements: a three-year diploma in Electronics Engineering Technology with practical experience in the chemical engineering field or a three-year diploma in Chemical Engineering Technology with practical experience in the electronics engineering field; a high mechanical aptitude to understand and repair both equipment and instrumentation; demonstrated skills in process instrumentation; proven ability in the design, interfacing, maintenance and repair of bench and pilot plant scale equipment; knowledge of the properties of chemicals and chemical mixtures and electrical and electronics in laboratory applications; good computer skills including experience with data acquisition systems software; knowledge of good laboratory practices (safety, technique, housekeeping) and basic machine shop procedures; excellent interpersonal skills to interact with students, faculty and staff; good organizational skills and

time management skills are essential; WHMIS training and a valid First Aid certificate. O.A.C.E.T.T. certification would be an asset.

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

Tentative Hiring Range: \$37,444 - \$44,184, 314 points

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

Senior Associate 2000-81 Office of the Vice-Principal (Academic) (REPOST)

This position was originally advertised early in August. It is being reposted so that potential candidates who may have been on vacation now have an opportunity to apply.

Major Responsibilities: report to the Executive Assistant; provide support in areas of administration, organization and research (organize/administer/support the Internal Academic Review Process, facilitate and coordinate a wide range of international initiatives, organize/support/administer the Senate approval process for the academic development of the University, organize and administer senior competitions, provide general administrative support for the Joint Committee on the Administration of the Agreement, prepare correspondence, reports, presentations and speaking notes for the Principal and Vice-Principal and undertake special projects as assigned.

Requirements: university degree (preferably a graduate degree) and previous expertise in project planning, development and implementation; thorough working knowledge of the University's priorities, Senate policies and procedures, academic programs and regulations; excellent organizational and administrative skills; proven interpersonal and communications skills, excellent report-writing and minute-taking capability; demonstrated analytical and problem-solving skills; knowledge of and sensitivity to various international cultures an asset.

Minimum Hiring Salary: \$52,960 Salary Grade 10

Coordinator, Queen's Undergraduate Internship Program 2000-92 Career Services

This is a term appointment until April 30, 2001.

Major Responsibilities: report to the Director, Career Services; responsible for all professional and administrative duties involved with the operation and expansion of the Queen's internship program (marketing the program to Queen's students and employers in Ontario and across Canada; receiving and validating internship vacancies; offering workshops and counselling to student interns to inform them of the limitations, rights and responsibilities that accompany participation; monitoring the progress of interns through site visits, email and telephone contact; providing support and facilitation to resolve difficulties between interns and employers; ensuring that both students and employers receive evaluation forms and reports in a timely and effective manner; compiling and disseminating all required reports and keeping departments, faculty offices and the registrar's office abreast of the progress of each cohort of interns; representing the university to the appropriate professional associations and forums.)

Requirements: Bachelor's degree in engineering or science (or an equivalent combination of education and experience); a basic understanding of the career development process; insight that normally comes with several years of successful work experience in a technical or science based industry or business; excellent presentation skills with the ability to present to audiences large and small; imaginative and technically competent writer; well developed skills in facilitation and negotiation; strong computer skills, particularly Office 97/2000; mature judgement, tact and empathy for the student experience is a must; teaching and evaluation skills decided assets; willingness to engage in some travel; able to work some evenings and weekends.

Minimum Hiring Salary: \$43,319 Salary Grade 8-ADMSF8

Database Administrator/ Network Specialist 2000-93 Office of Advancement (Advancement Technical Services)

Major Responsibilities: report to the Manager of Technical Services; provide database administrator functions and uninterrupted support to the computer systems and be responsible for high-level analysis, development of project schedules and setting priorities for system work; provide technical leadership to network and desktop support teams; supervise, guide and provide expert knowledge to junior staff; participate as a team member in planning, developing and implementing a marketing strategy; various human resource functions (hiring/firing, conducting performance appraisals).

Requirements: university degree in a computer science or related area and several years of experience (or an equivalent combination of education and experience); strong supervisory skills; broad knowledge and experience with computing systems and advanced knowledge of all applicable software applications; ability to learn new technologies; technical knowledge of UNIX, NT and Oracle servers and PC workstations including programming, security and developing and maintaining database management applications; high degree of understanding of Oracle database and related utilities and tools; good understanding of operating systems and network configurations; ability to conceptualize plans and technical solutions; proven management skills; excellent communication and project management skills; proven ability to work under pressure; previous experience working in a client-centred perspective with excellent customer-service instincts; understanding of the department and the university's policies, procedures and principles an asset.

Minimum Hiring Salary: \$46,053 Salary Grade 9-ITST9

Other Positions

Department of Biochemistry (2 positions)

Two full-time positions are available in Dr. Alan Mak's laboratory.

a) Research Assistant

Qualifications and duties: Qualified applicants should have a relevant technical degree, or a BSc or MSc in biochemistry or a related discipline and possess good interpersonal skills with the ability to work as a team member as well as independently. Duties will include routine molecular biology and cell biology procedures, protein expression and purification, mammalian cell culture, and general lab duties including ordering supplies, bookkeeping, etc.

Minimum Hiring Salary: \$28,338 Queen's Salary Grade 4.

b) Post-doctoral Position

Qualifications and duties: PhD in biochemistry or a related discipline; experience in molecular biology, cell biology, cell culture and imaging/microscopy; good interpersonal skills with the ability to work as a team member as well as independently. The successful candidate will participate in a research project studying mechanisms regulating cell motility.

Salary will be competitive and commensurate with relevant experience.

Apply to: Dr. Alan Mak, Department of Biochemistry, Room 615, Botterell Hall, Queen's University, Kingston, ON K7L 3N6. Tel: 613-533-2989 Email: maka@post.queensu.ca

Department of Biochemistry (2 positions)

Two contract positions. The successful candidates will work 50% time until Dec. 31, 2000 with possibility of renewal.

a) Senior Secretary

The incumbent will work with the CFI Scientific Management Committee and will report to Dr. T.G. Flynn (Chair).

Major Responsibilities: provide secretarial or clerical support; gather, process, code and distribute information; perform general accounting/bookkeeping procedures; acquire, input, process and verify information from several sources; undertake other duties as delegated in support of the committee.

The successful candidate will have one year post-secondary training in business administration practices and/or accounting/bookkeeping or equivalent combination of education and experience. Interpersonal and communication skills to deal with a wide variety of individuals. Computer and office skills with exposure to the Web considered an asset. Writing, basic editing and proofreading skills with an ability to pay attention to detail and accuracy. General account/bookkeeping skills with the ability to perform mathematical calculations.

Queen's Salary Grade 4.

b) Secretary

The incumbent will work with Dr. P. Davies.

Major Responsibilities: Perform receptionist duties which may include answering the phone, processing mail, taking messages and scheduling appointments/meetings; perform word processing and typing tasks including routine correspondence, notes, memos and manuscripts; organize and maintain databases for references, addresses, curriculum vitae, annual report and reprints; routine bookkeeping (i.e. purchase orders, reconcile delivery with purchase orders etc).

The successful candidate will have his/her Secondary School Diploma with knowledge of basic office practices. Interpersonal and communication skills. Good organizational skills. Basic computer and office skills with knowledge of wordprocessing packages, spreadsheets and database software. Flexible and willing to learn new computer programs. Knowledge of bookkeeping/accounting practices.

Queen's Salary Grade 3.

Deadline: Sept. 18, 2000. Submit covering letter and resume to Ms. Marilyn McCallum, Administrative Assistant, Dept. of Biochemistry, Botterell Hall, Queen's University, Kingston, ON K7L 3N6.

Postdoc position Departments of Biochemistry and Medicine

Position available immediately for a post-doctoral fellow (PhD or MD) for studies of apoptosis in the Departments of Biochemistry and Medicine. Please contact Dr. Inka Brockhausen, Department of Medicine, Division of Rheumatology, Tel. 613 533 6110, Fax 613 533 3081, e-mail: Brockhaus@post.queensu.ca

Scientist Novel Gene Discovery Cytochroma

Cytochroma is a fast-moving biotechnology company involved in the discovery and development of new and exciting therapeutic agents targeting cytochrome P450s. As a scientist at Cytochroma you will play a vital role in one of our main research programs involving the cloning and characterization of novel cytochrome P450 sequences and their functions. The successful candidate will be competent in most areas of molecular biology with a strong background in cDNA cloning and gene expression analyses. Strong communication and computer skills are essential. You must have a PhD and 3-5 years relevant postdoctoral experience to qualify for this position. Cytochroma Inc. offers competitive salaries and a full array of benefits. **Apply to:** Dr. Jay White, Manager, Operations at: jay@cytochroma.com or to: Cytochroma Inc., 116 Barrie St., Suite 2424, Queen's University, Biosciences Complex, Kingston, Ontario K7L 3N6.

Research Technician Department of Pathology

Qualifications and Responsibilities: A research technician is required for a two year contract position. The position is available immediately. The technician will join a research team evaluating structure/function associations in hemophilia, through mutation analysis of the coagulation factor VIII and IX genes. The technician should have previous experience with molecular genetic techniques. Salary will be commensurate with experience and in accordance with Queen's University guidelines.

Apply to: Dr. David Lillicrap, Department of Pathology, Queen's University, Kingston, Ontario K7L 3N6. Telephone: 613-548-1304. Fax: 613-548-1356. lillicrap@cliff.path.queensu.ca

Bulletin Board

Appointments

Renewal, Tenure/Continuing appointment and/or Promotion - 2000

Renewals:

Carlos Bajajas-Lopez
Anatomy and Cell Biology
Natalie Cann, Chemistry
Lynann Clapham, Physics
Pat Costigan
Physical and Health Education
John Freeman, Faculty of Education
Hugh Horton, Chemistry
Heather Jamieson
Geological Science
and Geological Engineering
Bernard Kavanagh, Classics
Teresa Krupa, Rehabilitation Therapy
Andrew Leger, Rehabilitation Therapy
Rebecca Luce-Kapler, Faculty of Education
Naraig Manjikian,
Electrical and Computer Engineering
Clara Marvin, Music
Darren Meister, School of Business
Leila Notash, Mechanical Engineering
Sylvia Pantaleo, Faculty of Education
Stephen Scott, Anatomy and Cell Biology
Teri Shearer, School of Business
Bart Simon, Sociology
Alissa Trotz, Women Studies
Gang Wu, Chemistry
Jan Zábójnik, Economics

Promotions

To Assistant Professor:

Susan Lord, Film Studies

To Associate Professor:

Susan Babbitt, Philosophy
Christine Fleig-Hamm, French Studies
Sandra Taylor, Family Medicine
LeRoy Whitehead, Faculty of Education

Cross-appointment promotion to Associate Professor:

James Owen, Psychiatry

To Full Professor:

Genevieve Dumas
Mechanical Engineering
Maurice Feldman, Psychology
Drew Griffith, Classics
Barbara Kisilevsky, Nursing
Kimberly McAuley
Chemical Engineering
Alastair McLean, Physics
Jim McLellan, Chemical Engineering
Larry Miller, Education
Kevin Munhall, Psychology
Douglas Munoz, Physiology
Martin Petkovich, Biochemistry
Francois Rouget, French Studies
Suning Wang, Chemistry

Cross-appointment promotion to Professor

Larry Wolfe, Physical Health and Education

Promotion to Associate Professor/Tenure

Mary Louise Adams
Physical Health and Education
Peter Chin, Faculty of Education
Wendy Craig, Psychology
Brian Cumming, Biology
Ena Dua, Sociology
Judith Fisher, Drama
Randy Flanagan, Psychology
Karen Frederickson, Music
Victoria Friesen, Biology
Zongchao Jia, Biochemistry

Jim Lee, Geological Sciences and Geological Engineering
Timothy Lee, History
Margaret Little, Women Studies
Eleanor MacDonald, Political Studies
Matthew Mendelsohn, Political Studies
Chris Moyes, Biology
William Pickett
Community Health & Epidemiology
Glen Takahara, Mathematics and Statistics
Mireille Tremblay, French Studies
Malcolm Welch, Faculty of Education

Promotion, Tenure

Kristan Aronson
Community Health and Epidemiology
David Gordon
Urban and Regional Planning
Charles Graham
Anatomy and Cell Biology
Jonathan Rose, Political Studies

Ulrich Scheck appointed Dean, School of Graduate Studies and Research

Principal William C. Leggett, on the strong recommendation of the Advisory Committee on the deanship, is pleased to announce the appointment of Ulrich Scheck as Dean of the School of Graduate Studies and Research for a five-year term effective Jan. 1, 2001.

Dr. Scheck, received his BA (German, Philosophy) from the Universität Mannheim (Germany) and his MA and PhD in German from the University of Waterloo. In 1985, following an appointment as an Assistant Professor at Mount Allison University, Dr. Scheck joined Queen's University, Department of German, as a Queen's National Scholar. In 1995 Dr. Scheck was appointed Program Officer of the Ontario/Baden-Württemberg Student Exchange Program which links 26 universities in both regions. For the last three years Dr. Scheck has been Coordinator, International Programs Office, Faculty of Arts and Science, overseeing exchange opportunities and other international initiatives such as the International Study Centre. Dr. Scheck coordinated the first joint Ontario/Baden-Württemberg symposium in the Humanities and Social Sciences which was held at the University of Karlsruhe/Germany in May 1999. Most recently, Dr. Scheck received the Stafer Silver Medal of Honor from the Baden-Württemberg Ministry of Science, Research and Arts in recognition of his outstanding contributions to international education.

In making this announcement, Principal Leggett wishes to extend his thanks to the members of the advisory committee and to express his sincere appreciation to Dr. Ron Anderson for his commitment to the role of Dean, and leadership in the School of Graduate Studies and Research during the past five years. The Principal would also like to take this opportunity to thank Dr. Eric Moore, who has kindly agreed to serve as acting Dean of the School of Graduate Studies and Research, until Dec. 31, 2000, at which time he will return to his previous position as Associate Dean, School of Graduate Studies and Research.

Chris Conway appointed Director, Institutional Research and Planning

Suzanne Fortier, Vice-Principal (Academic) is pleased to announce that, on the strong recommendation of the Advisory Committee on the Directorship, Chris Conway has been appointed Director, Institutional Research and Planning effective Oct. 1, 2000.

Mr. Conway received his Bachelor's degree in Urban and Regional Planning from Ryerson Polytechnical Institute in 1976 and received his Master's degree in

Environmental Studies from York University in 1982. Currently, Mr. Conway is the Director, Office of Institutional Analysis at the University of Victoria, a position he has held since 1995. His responsibilities have included enrolment projection and management, official statistical reporting and internal management reporting, accountability and performance measurement, and providing support to strategic and operational planning. From 1991 to 1995, Mr. Conway was the first Director of Institutional Research at the newly-created University of Northern British Columbia where, among other things, he was responsible for market analysis and market development for the new institution. For the period 1985 to 1991, Mr. Conway was Manager, Budget and Planning and Senior Policy Analyst, Centre for Distance Education, at Athabaska University.

In making this announcement, Dr. Fortier extends her thanks to the members of the advisory committee and expresses her sincere appreciation to Ken Snowdon, currently on secondment to the Council of Ontario Universities, for his energy, commitment and leadership in the role of Director, Resources Planning. In addition, she expresses her sincere gratitude to Jo-Anne Bechthold, University Registrar, and Tom Thayer, Director of Financial Services, for their commitment to this institution in assuming the responsibilities of the Resources Planning portfolio and in providing strong leadership for the past two years of Ken Snowdon's secondment.

Bruce Hutchinson appointed Associate Vice-Principal (Research)

Kerry Rowe, Vice-Principal (Research) is pleased to announce the appointment of Bruce J. Hutchinson as Associate Vice-Principal (Research) effective Sept. 1, 2000 to Aug. 30, 2005.

Dr. Hutchinson received a BSA in 1964 from the Ontario Agricultural College (University of Toronto), his MSc from the University of Guelph in 1966 and his PhD from the University of East Anglia (U.K.) in 1969.

In his capacity as Associate Vice-Principal (Research), Dr. Hutchinson administers the Ontario Challenge Fund/Canada Foundation for Innovation Task Force for Queen's University. He is responsible for coordinating the development and submission of proposals to the Ontario Research and Development Challenge Fund (ORDCF) and the Canada Foundation for Innovation (CFI) as well as assisting in organizing groups of researchers to compete in other externally funded programs

Dr. Hutchinson has served as Acting Vice-Principal (Research) since Feb. 14, 2000 and Associate Vice-Principal (Research) since September 1998. He was also Director of Research Services from 1995 to 2000. From 1990 to 1995, Bruce was Executive Director of Insect Biotech Canada, a Network of Centre of Excellence based at Queen's University. In addition to his work at Queen's, Dr. Hutchinson is a founder of the past Kingston Technology Council, a member of Industry Canada's University Advisory Group and President of the Canadian Association of University Research Administrators.

Prior to joining Queen's, Dr. Hutchinson was Director of Corporate Research for Polysar, a multinational petrochemical company with head offices in Sarnia, Ontario.

In making this announcement, Dr. Rowe wishes to express his appreciation to Dr. Hutchinson for his significant contribution as Director of Research Services.

Acting Director, Research Services

Kerry Rowe, Vice-Principal (Research) is pleased to announce the continuing appointment of Sandra Crocker as Acting Director, Office of Research Services. Ms. Crocker will hold the position of Acting

Director until such time as the search for a new Director is completed.

Ms. Crocker has served as Acting Director of Research Services since February 14, 2000. She was Associate Director of Research Services from February 1999 until February 2000. She has also served as Executive Assistant to the Vice-Principal (Research), following on positions as Research Program Administrator and Research Administrator in the School of Business and the Department of Computing and Information Science, respectively. Ms. Crocker has a BA (Hons) and an MBA from Queen's.

Hok Lin Leung reappointed Director, School of Urban and Regional Planning

Principal William C. Leggett is pleased to announce that Hok Lin Leung has been reappointed Director of the School of Urban and Regional Planning for a five-year term commencing Jan. 1, 2001.

Dr. Leung has a BArch(Hons) from the University of Hong Kong, MCP from the Massachusetts Institute of Technology, MSc from the University of Cambridge, and PhD from the University of Reading. He practiced as an architect in Hong Kong and Toronto before beginning his teaching career in the School of Urban and Regional Planning, Queen's University in 1979. In 1997 he was appointed Director of the School. His research focus is on environmental infrastructure planning and the transfer of planning know-hows to China. He has published over 60 books, monographs, and refereed articles. Dr. Leung is the coordinator of the Memorandum of Understanding between the China Ministry of Land and Resources and Queen's University for training, exchange and research. He is the faculty coordinator for the Queen's Land Forum which is an organization involving senior officials from public land agencies across Canada. Currently he is Academic Tutor to the Chinese Ambassador to Canada and Advisor to the Vice Minister, Ministry of Construction, China. He writes a regular column "Letters from Abroad" for the *City Planning Review* in China.

Awards and Scholarships

Queen's Alumni Association Special Project Funding

The Alumni Association has a small fund to help Queen's groups introduce innovative programs. Awards are normally for a few hundred dollars. Application forms are available from Alumni Affairs in the West Wing of Summerhill. Applications are reviewed twice each year. To be considered for the next round of grants, applications must be completed and returned to Alumni Affairs by **Sept. 27**. Details: Deborah Shea, 533-6000 ext. 74008, shea@post.queensu.ca.

Rhodes Scholarship applications due

Eleven Rhodes Scholarships, worth approximately \$20,000 each, are available to Canadian students who are between the ages of 18 and 24, and preferably in their final year of undergraduate studies. Winners are to continue their studies at Oxford University, England. While proven intellectual and academic attainment of high standard is the first quality required of applicants, students must also show integrity of character, interest in and respect for fellow beings, the ability to lead and the energy to use their talents to the full. Applications are available at the Student Awards Office at 110 Alfred St. Completed forms and supplementary documents must be submitted to the Associate University Registrar (Student Awards) by **Oct. 6, 2000**.

The Special Recognition for Staff Award

This award recognizes staff members who consistently provide outstanding contributions, directly or indirectly, to the learning and working environment at Queen's at a level of contribution beyond what is usually expected.

Nominations will be accepted in two categories:

- Individuals
- Teams (a maximum of two awarded per year)

If a nomination is for a group of individuals who share mutual responsibilities, the team aspect of their performance must be documented.

All staff, full-time or part-time, who are employed on a continuing basis or for a term or contract of one or more years' duration, are eligible. The awards committee encourages nominations for non-academic staff in all areas of work. Any member of the Queen's community and/or members of the public who have an interest in the university may submit nominations. Previous nominees who did not receive an award may be nominated again.

Nomination forms and the Policy & Procedure document are available from the University Secretariat, B-400 Mackintosh-Corry Hall or on the Web at www.queensu.ca/secretariat/staffpol.html. Completed forms and all supporting documents must be returned to the Secretary of the University by **Oct. 16, 2000**.

Successful candidates will receive their original letters of support after the presentation of the award.

Queen's National Scholars

Advertisements inviting applications for the Queen's National Scholars Program have been published. So that members of the university community may know the criteria and procedures which will apply in the appointment of Queen's National Scholars, the following guidelines have been prepared by the advisory committee and approved by the principal. These guidelines apply to those Queen's National Scholar appointments which will be allocated on the recommendation of the advisory committee after the university-wide competition.

1. **Criteria:** In line with the terms of reference for selecting the scholars approved by Senate, the criteria for selection will be as follows:

- Evidence of outstanding achievement in research and scholarship in relation to the candidate's career stage and background.
- Evidence of quality of teaching.
- Given that the candidate qualifies under the preceding criteria, priority will be given to the objective of increasing the representation of women and designated minority groups on faculty.
- Preference will be given to scholars at the early or mid-career stage.

2. **Review Schedule:** One competition will be held in the 2000-01 academic year. Completed applications and letters of recommendation should be available in the departments by **Oct. 9, 2000**. The Principal's Queen's National Scholars Advisory Committee will continue to examine applications from particularly exceptional candidates at any time as has been past practice.

3. **Faculty and Departmental Review Procedures:** Candidates will not be considered in the university-wide competition unless their applications have been reviewed in accordance with established faculty and departmental procedures under the *Collective Agreement*. When the candidates for the university-wide competition have interdisciplinary interests, the primary reviews should take place in the intended home departments. In these cases, letters should be obtained from supporting faculties, schools and departments. Multiple applications must be ranked at departmental or faculty

Bulletin Board *continued*

level as appropriate. Applications must be routed through faculty offices in departmentalized faculties.

4. **Documentation:** In the interests of fairness to candidates and the efficiency of the review process, dossiers should include, as a minimum, the following documentation:

- a curriculum vitae which includes a comprehensive list of publications, grants received and other research and scholarly activities; the application should also include a statement of current and proposed research activities and a statement regarding teaching experience or potential;
- a minimum of three letters of reference, preferably from more than one university or other appropriate institution; for recent PhDs, the letters of reference should normally include an assessment from someone who is not directly involved in a supervisory capacity in the doctoral research;
- a departmental report or recommendation from the appointment's committee or the head outlining the strengths and weaknesses of the candidate, the proposed role in the department, and proposed interactions with other faculty in relation to teaching and research. Departments should explain how they plan to assist and support the appointees in developing their scholarly and research careers;
- any other materials which may be useful to the committee in reviewing the candidate.

The onus is on the departments and faculties and schools to provide sufficient documentation to demonstrate to the Committee the academic potential, stature and excellence of the candidates.

Committees

Dean, Faculty of Applied Science

Tom Harris' term as Dean of the Faculty of Applied Science ends on June 30, 2001. Dr. Harris has agreed to consider a second term as Dean, should it be the wish of the university community.

In accordance with the procedures established by Senate, a committee chaired by Suzanne Fortier, Vice-Principal (Academic), will be established to advise the Principal on the present state and future prospects of the Faculty of Applied Science and on the selection of the Dean. Suggestions for membership on the advisory committee are requested and should be submitted in writing to the Office of the Vice-Principal (Academic) by **Sept. 25, 2000**.

Members of the university community are also invited to offer comments on the present state and future prospects of the Faculty of Applied Science and its leadership. These comments should be submitted in writing by **Oct. 10, 2000** to Suzanne Fortier, Vice-Principal (Academic) and respondents are asked to state whether they wish to have their letters shown, in confidence, to the members of the advisory committee.

Dean, Faculty of Arts and Science

Bob Silverman's term as Dean of the Faculty of Arts and Science ends June 30, 2001. Dr. Silverman has indicated that he does not wish to be considered for a second term as Dean.

In accordance with the procedures established by Senate, a committee chaired by Suzanne Fortier, Vice-Principal (Academic), will be established to advise the Principal on the present state and future prospects of the Faculty of Arts and Science and on the selection of the Dean. Suggestions for membership on the advisory committee are requested and should be submitted in writing to the Office of the Vice-Principal (Academic) by **Sept. 25, 2000**.

Members of the university community are also invited to offer comments

on the present state and future prospects of the Faculty of Arts and Science and its leadership. These comments should be submitted in writing by **Oct. 10, 2000** to Suzanne Fortier, Vice-Principal (Academic) and respondents are asked to state whether they wish to have their letters shown, in confidence, to the members of the advisory committee.

Headship Selection Committee, Department of Civil Engineering

David Turcke's term as Head of the Department of Civil Engineering ends June 30, 2001. Dr. Turcke has agreed to consider a second term if this is the wish of the department and the university community.

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 Civil Engineering and to assist the principal in the selection of the head. Five members of the selection committee will be elected by members of the bargaining unit in the department of Civil Engineering.

Faculty members, staff and students are also invited to nominate staff and students from the Department of Civil Engineering and faculty members from cognate disciplines for membership on the selection committee. Nominations should be sent to Dean Harris (Chair), c/o Donna Horner, Faculty of Applied Science by **Sept. 25**.

Headship Search, Department of Electrical & Computer Engineering

John Cartledge's term as Head of the Department of Electrical & Computer Engineering ends June 30, 2001. Dr. Cartledge does not wish to be considered for a second term. In accordance with the terms of the Collective Agreement between Queen's University Faculty Association and Queen's University at Kingston, the Principal has appointed a selection committee to advise him on the appointment of a Head of the Department of Electrical & Computer Engineering.

Elected Members:

S. Blostein, A. Freundorfer, Y.F. Liu, N. Manjikian, P. McLane.

Appointed Members:

J. Glasgow, Computing and Information Science, K. Bunting, undergraduate student, M. Eklund, graduate student, S. Hutchison,, Electrical & Computer Engineering.

Non-Voting Members:

E. Moore, Acting Dean, School of Graduate Studies and Research, individual from industry TBA.

C h a i r : Tom Harris, Dean, Faculty of Applied Science.

Faculty, students and staff are invited to submit their comments on the present state and future prospects of the Department of Electrical & Computer Engineering, and the names of possible candidates for the Head, to the Chair of the Committee, Tom Harris, c/o Donna Horner, by **Sept. 25**. All letters will be reviewed by the selection committee and will become part of the record of decision-making.

Headship Search, Department of Mathematics and Statistics

Robert Erdahl is serving as Acting Head of the Department of Mathematics and Statistics until June 30, 2001. In accordance with the Collective Agreement between Queen's University Faculty Association and Queen's University at Kingston, the Principal has appointed a Selection Committee to advise him in making a decision on the headship.

Elected members, Mathematics and Statistics:

Fady Alajaji, Leo Jonker, Andrew Lewis,

Ram Murty, Grace Orzech.

Appointed members:

Marge Lambert, Mathematics and Statistics; Alina Cojocar, graduate student, Mathematics and Statistics; Fok-Shuen Leung, undergraduate student, Mathematics and Statistics; Richard Henriksen, Physics.

Non-voting members:

Robert Silverman, Dean, Faculty of Arts and Science; Eric Moore, Acting Dean, Graduate Studies and Research.

Chair:

Christine Overall, Associate Dean, Faculty of Arts and Science.

Faculty, students and staff are invited to submit their comments on the present state and future prospects of the Department of Mathematics and Statistics, and the names of possible candidates for the Headship to the Chair of the Committee, Associate Dean Overall, by **Monday, Sept. 25, 2000**. All letters will be reviewed by the selection committee and will become part of the record of decision-making.

Headship search, Department of Sociology

Carl Keane has resigned as Head of the Department of Sociology effective Dec. 31, 2000 to pursue his research. In accordance with the Collective Agreement between Queen's University Faculty Association and Queen's University at Kingston, the Principal has appointed a selection committee to advise him in making a decision on Dr. Keane's successor.

Elected members, Sociology:

Fiona Kay, Cathie Krull, Vince Sacco, Bart Simon, Laureen Snider.

Appointed members:

Michael Hawes, Political Studies; Karen Hindle, undergraduate student, Sociology; Zoey Michele, graduate student, Sociology; Lynn Wagar, Sociology.

Non-voting members:

Robert Silverman, Dean, Faculty of Arts and Science; Eric Moore, Acting Dean, Graduate Studies and Research.

Chair:

Anne Godlewski, Associate Dean, Faculty of Arts and Science.

Faculty, students and staff are invited to submit their comments on the present state and future prospects of the Department of Sociology, and the names of possible candidates for the Headship to the Chair of the Committee, Associate Dean Godlewski, by **Monday, Sept. 25, 2000**. All letters will be reviewed by the selection committee and will become part of the record of decision-making.

Advisory committee University Registrar

Jo-Anne Bechthold's term as University Registrar ends Jan. 31, 2001. Ms. Bechthold has agreed to consider another term, should it be the wish of the university community.

A committee chaired by Suzanne Fortier, Vice-Principal (Academic), will be established to advise the Principal on the present state and future prospects of the Office of the University Registrar and on the selection of the University Registrar. Suggestions for membership on the advisory committee are requested and should be submitted in writing to the Office of the Vice-Principal (Academic) by **Sept. 25, 2000**.

Members of the university community are also invited to offer comments on the present state and future prospects of the Office of the University Registrar and its leadership. These comments should be submitted in writing by **Oct. 10, 2000** to Suzanne Fortier, Vice-Principal (Academic) and respondents are asked to state whether they wish to have their letters shown, in confidence, to the members of the advisory committee.

Governance

Honorary degree nominations sought

The Senate Committee on Honorary Degrees invites nominations for the award of honorary degrees at the 2001 Convocations. Please provide name in full, permanent address, a brief biographical outline, including education, employment and reasons for recommending the award of an honorary degree. Deadline: **Friday, Oct. 13, 2000**. Send to University Secretariat Secretary – Senate Committee on Honorary Degrees, Queen's University, Kingston, Ontario, K7L 3N6.

Senate Promotion Procedures

Faculty who are not covered by the provisions of the Collective Agreement, such as clinical faculty, may be eligible to apply for promotion according to the Senate Statement on Promotion Policy (revised June 1994). This document requires that application is made prior to Nov. 30. It is on the web at: <http://www.queensu.ca/secretariat/senate/policies/> or available from the University Secretariat, Mackintosh-Corry, B 400, 533-6095.

Graduate Studies

PhD examinations

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

Friday, Sept. 8

Carla Cuthbert, Pathology. Expression of von Willebrand Factor: Transcriptional Regulatory Elements and the Influence of Inflammation. Supervisor: D.P. Lillicrap. 102 Richardson Laboratory, 9 am.

Tuesday, Sept. 12

Jennifer Turner, English. Subjects in Space: The Politics of Travel in Early Modern England. Supervisor: E. Hanson. 517 Watson Hall, 9:30 am.

Scott Ramsay, Biology. Female-Female Competition for Mates in Black-Capped Chickadees: Determinants of Success and Consequences of the Monopolisation of Males. Supervisor: L. Ratcliffe. 3110 Biosciences Complex, 2 pm.

Thursday, Sept. 14

Qingguo Wu, Chemistry. Luminescent Organic and Organometallic Compounds Based on 7-Azaindole, 2,2' - Dipyridylamine, 8-Hydroxyquinoline and Derivatives and Their Electroluminescent Applications. Supervisor: S. Wang. F411 Frost Wing, 9 am.

Janet Armstrong, Political Studies. A Political Economy of Native Marginalization – A Study of the Appropriation of Aboriginal Water Rights: The Case of the Mishkeegogamang First Nation. Supervisor: P. Wood. C326 Mackintosh-Corry Hall, 3 pm.

Friday, Sept. 15

Gary Miedema, History. For Canada's Sake: The Re-visioning of Canada and the Re-structuring of Public Religion in the 1960s. Supervisors: M. Van Die and I. McKay. 222 Watson Hall, 9 am.

Leah Young, Pathology. The Contribution of Members of the ATP-binding Cassette (ABC) Superfamily to the Multidrug Resistance of Lung Cancer. Supervisors: J. Gerlach and B. Campling. Medical Genetics Conf. Rm, 20 Barrie St., 9 am.

Friday, Sept. 22

Joelle Mamuza, Psychology. Do Actuarial Assessments Fall Victim to Base Rate Neglect? Supervisor: V.L. Quinsey. 228 Humphrey Hall, 1 pm.

Alexie Tcheuyap, French Studies. Entre Films et Romans des Réécritures Textuelles en Afrique Francophone. Supervisor: M. Calle-Gruber. 318 Kingston Hall, 1:30 pm.

Notices

Instructors:

Bookstore needs your orders now

The Campus Bookstore is still missing more than 10 per cent of fall term book orders. Professors, instructors and course coordinators are urged to get orders in as soon as possible. <http://www.campus-bookstore.com/home/>.

Physical Education Centre

Building hours

Sept. 5 - Dec. 1, 2000;

Jan. 2 - Feb. 16, 2001;

Feb.26 - Apr.7, 2001

Monday - Wednesday 7 am - midnight

Thursday, Friday 7 am - 11:30 pm

Saturday 8 am - 10:30 pm

Sunday noon - 11:30 pm

Recreation swim

Mon/Wed/Fri 7:15 - 8:15 am

Monday - Friday 1:30 - 1:30 pm

Monday - Friday 10:30 - 11:30 pm

Tuesday & Thursday 4 - 6 pm

Mon/Wed/Fri/Sat/Sun 4:30 - 6 pm

Saturday 9 - 10:30 pm

Sunday 8:30 - 9:30 pm

Family swim

Saturday 10 - 11:30 am

Sunday 3 - 4:15 pm

Recreation skate

Sept.18 - Dec.3, 2000 and

Jan.8 - Mar.28, 2001

Monday - Saturday 4:30 - 5:20 pm

Tuesday & Sunday 8:30 - 9:20 pm

Mon/Wed/Fri 12:30 - 1:20 pm

Family skate

Sept.18 - Dec.3, 2000 and

Jan.8 - Mar.28, 2001

Saturday 9 - 10:50 am

Sunday noon - 1:20 pm

Recreational jogging

Monday - Saturday 11:30 - 1:30 pm

Monday - Sunday 4 - 5:30 pm

Friday 5:30 - 8 pm

Monday - Friday 9:30 - 11:30 pm

Cancellations will be published in the Gazette and posted in the P.E.C.

Recreation skate cancellations

Tuesday, Sept.19 8:30 - 9:20 pm

Saturday, Sept. 23 4:30 - 5:20 pm

Family skate cancellation

Saturday, Sept. 23 9 - 10:50 am

Indoor track cancellation

Saturday, Sept. 23 all day

New fitness program

Instructional Sports Skills offers a no hassle aerobics alternative to V.I.P. Fitness. This new program is called **Lunch Fit Aerobics**, and is offered Monday (Step), Wednesday (Strength & Tone), and Friday (Boxaerobics) from 12:05 - 12:50 in the Lower Studio.

Queen's members pay \$75 and receive a bracelet that they keep and wear to class. No more lining up for bracelets, and no hassle turning them in after class. The program runs Sept. 25 - Nov.24. Sign up at the administrative wicket at the P.E.C.

Queen's Mixed Curling League

This year, the Queen's mixed curling league runs Wednesdays from 5 to 7 pm the Royal Kingston Curling Club on Clergy Street (behind Jock Harty Arena) starting Oct. 4. Those interested in playing or sparing should contact Rick Pim at ext. 32242, or email rick@post.queensu.ca.

Retirement reception

Darryle Potter, Queen's University Animal Care Services, retired June 30. University Club, Wednesday, Sept. 27, 2 - 4:30 pm. RSVP by Sept. 20 to acs@post.queensu.ca or 533-6000, ext. 77074.

Bulletin Board *continued*

Surplus items

Policy Studies offers for sale:

One Toshiba TF505 Fax Machine, purchased in 1996 (\$1500), excellent working order.

For information or to view, contact Marilyn Redmond @ 32159 or email at redmondm@qsilver.queensu.ca

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

Internal Audit offers for sale:

One HP LaserJet 6P/6MP Printer

- Purchased April 1997 (\$1260 plus \$75 for additional 8mb of memory plus \$150 for Ethernet card)
- Used with both Macintosh and PC computers
- 8 page printout per minute
- Intel based formatter
- 600 x 800 dpi, test and graphics
- Adjustable tray with 250 sheet capacity for standard letter and legal paper sizes
- Includes adobe postscript level 2 printer language with 35 built in postscript language fonts
- 3 megabytes of memory (with 8 added), expandable to 35 mb with 2 available memory slots

One Panafax Uf-128m

- Purchased in 1990 or 1991
- Thermal paper
- Auto speed dialing feature
- TAM VF feature allows a connection with telephone answering machine (TAM) and automatically switch incoming calls to either fax or telephone answering machine
- Doubles as a copier
- Image memory capacity 7 pages

For information or to view, contact Shirley @ 36862.

Submit sealed bids marked "Internal Audit" 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

Asthmatics

The Respiratory Investigation Unit of Queen's University is looking for people with asthma over 10 years of age to par-

ticipate in clinical trials with new asthma medications. For more on these home-based research studies, please call to see if you qualify. Several visits to Kingston General Hospital are required. Compensation for time and travel will be provided. Supervisor: Dr. Denis O'Donnell (Respirologist). Details: 548-3232; Evelyn ext. 4890 or Kathy, ext. 4950.

Asthmatics

We are looking for people (18 to 65 years old) to participate in the research of a new experimental drug, for the treatment of asthma. Several visits to Kingston General Hospital will be required. Time and travel compensated. Dr. Diane Loughheed, Respiratory Division, Department of Medicine, Queen's University. Details: Sonja, 548-3232, extension 4890, mcauleys@hotmail.com.

Families

Would you and your family like the help of third year nursing science students with a health, pregnancy, child raising, lifestyle, work, school or nutrition issue between mid-September and the end of November? Information gathered is kept confidential. Details: Edith Costello, Queen's University School of Nursing, 533-6000 ext. 74753, costello@post.

queensu.ca.

Post-menopausal women

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 do less than two hours a week of exercise. Commitment is minimal as participants complete three fitness assessments, while maintaining their current level of activity; and then have the option of beginning a walking program after 12 weeks. Details: Tracey O'Sullivan, 533-6000 ext. 75102, tracey.osullivan@sym-patico.ca.

Post-menopausal women

Canadian researchers are comparing the effectiveness of a new hormone replacement treatment (two doses of a continuous combined estrogen/progestin tablet) on reducing frequency of vasomotor symptoms (e.g. hot flashes). Four clinic visits will be required over a three-month period. Healthy women (over 40 years of age) who have NOT had a hysterectomy but have reached menopause (last menstrual period at least 6 months ago) are potential candidates for this study. Cur-

rent users of hormone replacement treatment whose hot flashes are poorly controlled are also potential candidates. Details: 548-1390, the Kingston site (Dr. Robert L. Reid).

Pretend patients

Standardized Patients needs people to play the roles of patients who have signs and symptoms of an illness. You will be interviewed and/or examined by medical students who are learning to communicate with patients or to examine patients with certain medical, surgical, emotional or ethical problems. Details: Diane Morales, 533-6887, dlm1@post.queensu.ca.

Weight loss study for women

Researchers at Queen's University are looking for overweight, female volunteers. They are studying the effects of weight loss through diet or exercise on the reduction of body fat and cardiovascular risk factors in women. Premenopausal, not taking oral contraceptives, non-smokers, non-diabetic, sedentary and overweight women please contact Jody Dawson, 533-6000 ext. 75118.

Calendar

Art

The Agnes Etherington Art Centre, University Avenue.

Playing with Matches. Grammy award-winning musician Beck and U.S. artist Al Hansen (Beck's grandfather). Performance art. Contemporary Feature and Davies Foundation Gallery, to Oct. 8.

Special event to be staged at the reception, Saturday Sept. 30, 7-9 pm. Panel discussion, Sunday, Oct. 1, 2-4:30 pm.

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.

Building Blocks: Canadian Made, to Sept. 17. Tear, Wanda Koop, ongoing. **"Have you seen Agnes?"** ongoing. Sunday, Sept. 17, Open house, 1-5 pm. <http://www.queensu.ca/ageeth/>

Union Gallery, First floor, Stauffer Library.

POP. Chien-ming Huang, Takeshi Miyazawa, Lance Wei. Sept. 12 - Oct. 3. Reception: Sept. 21, 6-8 pm. <http://stauffer.queensu.ca/webugall/>

Music

Thursday, Sept. 28

Queen's Performing Arts

Scott St. John, violin, Antonio Lysy, cello, Ani Kavafian, piano. Goldberg Variations and Preludes. Grant Hall, 8 pm. Tickets, 533-2558.

Public Lectures

Thursday, Sept. 21

Donald Mathers Memorial Lecture Queen's Theological College

Alfred Bader. One Jewish View of the Messiah. Dupuis Hall Auditorium, 8 pm.

Friday, Sept. 22

Symposium honouring Alfred Bader

Barry Sharpless, Scripps Research Institute, La Jolla, CA. Process Driven Drug Discovery. 9:30 am. Roald Hoffmann, Cornell University, Nobel Laureate in chemistry (with Kenichi Fukui, 1981). Old Wine, New Flasks; Reflections on Science and Jewish Religious Tradition. 10:30 am. Suitable for a general audience. 120 Harrison-LeCaine Hall, 9 am - noon.

Meetings & Colloquia

Wednesday, Sept. 13

Chemistry

Neil Burford. New structure and bonding for the heavy elements of group 15. FG15 Frost Wing, 11:30 am.

School of Urban and Regional Planning

Jan Gehl, Royal Danish Academy of Fine Arts. Creating a human quality in the city - the Copenhagen experience. 554 Policy Studies, noon.

Friday, Sept. 15

Cancer Research Laboratories / Pathology

Douglas D. Ross, MD, PhD, University of Maryland Greenebaum Cancer Center, Baltimore, MD. Multidrug resistance mediated by the Breast Cancer Resis-

tance Protein, BCRP. B143 Botterell Hall, 2:30 pm.

Monday, Sept. 18

Math and Stats

F.H. Berkshire, Imperial College of Science, Technology and Medicine, London, UK. A mathematical millennium, 127 Jeffery Hall, 7:30 pm.

Physiology

Zongchao Jia, Queen's. Crystallography and function: why is it important? 449 Physiology Library, Botterell Hall, 11:30 am.

Wednesday, Sept. 20

Gregory Ross, Queen's. Altering the function of nerve growth factor by inducing conformational changes. B139 Botterell Hall, 2:30 pm.

Monday, Sept. 25

Physiology

George S. Robertson, Merck Frosst Institute for Therapeutic Research. Neuroprotection by the inhibition of apoptosis. 449 Physiology Library, Botterell Hall, 11:30 am.

Tuesday, Sept. 26

Pathology

Martin Petkovich, Cancer Research Labs. Controlling retinoic acid levels during embryogenesis. Richardson Amphitheatre, 4 pm.

Special Events

Wednesday, Sept. 20

Career Services Open House

Faculty, staff and students are invited to meet the staff and tour the new facilities at Macgillivray-Brown Hall, 218 Barrie St. (north of Dupuis parking lot). Prizes, refreshments. Details: 533-2992.

Sunday, Sept. 24

University Reunion Service

Morgan Memorial Chapel, Theological College, 11 am. University Chaplain Brian Yealland will preach the sermon.

Thursday, Sept. 28

4th Annual A.A. ("Tony") Travill Debate

Peter Ford and Gerald Evans vs John Rossiter and Donald Weaver. Be it resolved that "Increased access to private health care services would significantly improve the population's health." Etherington Hall Auditorium, 5 pm.

Saturday, Sept. 30

Ban Righ Centre

Bus trip to the McMichael Collection, Kleinburg, to the Totem Forests: Emily Carr and Contemporaries Interpret Coastal Villages. \$55 - \$75 (sliding scale). To reserve, call Karen Knight, 533-2976, kk9@post.queensu.ca.

Courses & Workshops

Ban Righ Centre (32 Queen's Cres.)

Sept. 12, 13

Learning library research strategies. For mature students. 007 Stauffer, 11:30 am - 1 pm each day. Call Karen Knight, 533-2976 to preregister.

Sept. 18

Brown Bag Lunch. Debbie Docherty, Hotel Dieu Hospital. Living with Chronic Illness: Exploring the Illness Theory. Noon.

Sept. 20

Brown Bag Lunch. Anna Margaret, Sexual Assault Crisis Centre Kingston. Take Back the Night 2000: Protesting Violence Against Women. Noon.

Sept. 23

Alumni Weekend Open House.

10 am - noon.

Sept. 25

Brown Bag Lunch. Marijke E. Huitema. Overcoming Obstacles/Research on the Dispossession of Algonquin Land. Noon.

Continuing Medical Education

Sept. 20: A Day in Family Medicine.

Contact Family Medicine (549-4480) Dr. Ruth Wilson's office.

Sept. 23: Medical alumni, Botterell Hall

Sept. 27: Respiriology, Donald Gordon Centre

533-2540

<http://meds.queensu.ca/ce>

French Conversational Courses

The French Centre (195 University Ave.). Nine-week course, twice a week, starting Sept. 25. \$150. Beginner, Intermediate and Advanced, Details: 533-2534, email: frenchcentre@cgocable.net, <http://qsilver.queensu.ca/~frcentre/>.

TESL Certificate Course

Tuesdays and Thursdays, 7-10 p.m., Sept. 26- Nov. 9 (excluding Oct. 23-27). \$375 including materials. Queen's Campus, room tba. Contact: School of English, 533-2472, soe@post.queensu.ca. <http://www.queensu.ca/soe/TESL.html>.