



## Queen's, St. Lawrence extend 'ties' to United Way

*School ties are unit of exchange in fund-raising challenge*

BY CELIA R. ANDERSEN

Queen's Principal Bill Leggett and interim President Charles Labarge of St. Lawrence College are out to "improve ties" between their institutions, all in support of the United Way.

"It is an excellent way to encourage a sense of community

spirit between the two schools and also raise money for a good cause," says Principal Leggett.

During a recent meeting with President Labarge, the two leaders got into a discussion about which school would see the biggest increase in participation in this year's campaign. Mr. Labarge came up with the idea of a \$100 bet, with the victor contributing the winnings to United Way on top of their regular gift, and wearing the other's school tie for a day.

The Queen's Campaign for the Kingston, Frontenac, Lennox and Addington United way officially kicks off today. The giant United Way thermometer is once again erected at the corner of Union Street and University Avenue, and will monitor the

university community's fundraising progress. The goal this year is to surpass the \$220,000 Queen's faculty, staff and students raised last year for the multi-agency charity.

"The United Way plays such an important role in our community," says Principal Leggett. "Indeed, one out of every three Kingston residents will this turn year to one of the many agencies funded by the United Way. Support from the Queen's community, as the largest single contributor to the campaign, is vital to its success. I hope that everyone at Queen's will consider offering their support."

Queen's fundraising began well before today's official

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Celia Andersen

*Banner moment: A Campaign for Queen's banner is hoisted on to Grant Hall in preparation for next month's campaign launch weekend.*

### United Way kick-off: It's a piece of cake!

Staff, faculty and students are invited to Queen's University's United Way kick-off and cake-cutting today, 11:30 am - 1:30 pm, in front of the Mac-Corry cafeteria. Principal Bill Leggett and Gillian Sadinsky, United Way Honorary Chair, will share cake-cutting duties. Come and cheer the campaign and enjoy some cake! □

## David Walker appointed Dean, Faculty of Health Sciences

Dr. David M.C. Walker has been appointed to the position of Dean of the Faculty of Health Sciences. The appointment began Sept. 1, 2000 and is effective until June 30, 2006. The appointment was announced by Principal Bill Leggett.

"David Walker brings to this appointment not only his impressive credentials and vast experience in the field of medicine, but also a great capacity to anticipate and embrace the challenges that lie ahead in providing the most exceptional learning environment for the next generation of health-care providers. We are extremely fortunate that he has agreed to serve Queen's in this critical leadership role," says Dr. Leggett.

A native of Cornwall, England,



*Dr. David Walker*

Dr. Walker was educated at Harrow School and graduated from Queen's with a medical degree in 1971. He completed his postgraduate training in internal medicine in 1975. He was appointed to the Division of Emergency Medicine in the Department of Surgery at Queen's where he was promoted to professor in 1991 and served as chair from 1986 until 1995. At that time, the division officially became Canada's first academic Department of Emergency Medicine and Dr. Walker was appointed acting head.

From 1988 until 1998, Dr. Walker also held an appointment as Associate Dean, Continuing Medical Education. In 1997 and 1998, he was Medical Director of

*David Walker, page 4*

## Music, displays headline Queen's Festival 2000, Campaign launch

*Literary arts fair, Big Top displays welcome Queen's and Kingston communities*

BY CELIA R. ANDERSEN

The Queen's community is in for an entertainment treat Oct. 12 through Oct. 15, when two important Queen's events take place simultaneously: The official launch of The Campaign for Queen's and Queen's Festival 2000, a celebration of the arts.

All events except the football game are free; the festival concerts, however, are restricted to Queen's faculty, staff and students and require advance tickets. Tickets are available with employee or student identification at the Performing Arts Box Office in the JDUC (533-2258).

Queen's Festival 2000 turns up the heat Thursday, Oct. 12 with a Latin and jazz music night featuring Juno Award winners Marilyn Lerner on piano and Jane Bunnett on saxophone backed by a Cuban ensemble. The concert takes place in Grant Hall at 8 pm.

On Friday, Oct. 13, internationally renowned Celtic musician Natalie MacMaster takes to the Grant Hall stage for a high-energy performance starting at 8 pm.

Popular Canadian classical violinist Jasper Wood rounds out the Queen's Festival 2000 weekend with a matinee concert Sunday, Oct. 15 at 2:30 pm in Grant Hall.

The public is invited to share in the campaign launch activities at "Celebrate the Vision Under the Big Top" on Saturday, Oct. 14, 11 am to 1:30 pm on Agnes Benidickson Field, behind Grant Hall. Meet the Queen's Solar Car Team and check out Radiance, the vehicle that smashed the world distance record for solar travel last July. Also featured will be displays of Goodes Hall (the new School of Business), the new Clinical Education Centre, and the new Chemistry building, including a virtual tour of the new facility. Libraries past and present and Industrial Relations will also be on show.

Queen's Bands will also have a display and representatives on hand. Winners of the Downtown Kingston 1999 Chilifest will serve up award-winning chili, and Fort Henry Guard members will entertain. Queen's Musical Theatre, competitive cheerleaders, the juggling, line dancing and swing dance clubs will also perform.

Speakers include emcee Helen Cooper, a former Kingston

mayor and Queen's alumna, Suzanne Fortier, Vice Principal (Academic) and solar car team member James Keirstead.

The Celebrate Queen's football game versus Western takes place at 1:30 pm at Richardson Stadium. Organizers say to watch for some good team rivalry - it is the first time the two have met in regular season play in about 30 years. Join the Queen's Bands in front of Grant Hall to parade to the game at 1 pm, or take the shuttle.

Also on Saturday, Oct. 14, Queen's Festival 2000 presents World's Fair 2000, a literary arts fair for the Queen's and Kingston communities, on neighbouring Kingston

Field, 10 am - 5 pm. Highlights include readings, children's activities co-ordinated by Queen's Students for Literacy and Kaleidoscope (the Alma Mater Society's school outreach program), a community marketplace, historical displays, antiquarian book show and a demonstration of the book artists' craft (design, calligraphy, bookbinding).

<http://advancement.queensu.ca/calendar/> □



QUEEN'S  
FESTIVAL  
2000

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# Preparations begin for School of Business's new home



Harmony of old and new: Architect's conception of Goodes Hall, new home of Queen's School of Business

BY CELIA R. ANDERSEN

Preparations are under way for the proposed new Queen's School of Business building, which will finally bring all of the school's programs under one roof for the first time since the school opened in 1919.

Snow fencing was erected last week around the old Victoria Public School on Union Street in preparation for internal demolition and restoration work.

"The School of Business has been hard at work since last fall when the decision was made to restore the old Victoria School building to house the new school," says Merv Daub, who heads the school's new building committee.

In May, the Campus Planning committee of Senate (reporting to the Board of Trustees) approved the general layout. The construction drawings and landscaping intentions are slated for extensive review at the Board of Trustees' meetings Oct. 13 and 14, he says.

The committee has been busy dealing with plans for the building's interior as well as exterior, to be known as Goodes Hall.

Prominent graduate Mel Goodes (Com '57), retired chairman and CEO of Warner-Lambert, has pledged \$10 million toward the new building.

The committee has also been dealing with an anticipated 20-per-cent enrolment increase in all programs. (Ontario's high schools will have two graduating classes with the phase-out of Grade 13 in 2002-03.)

The creation of Goodes Hall will involve internal demolition and restoration of the old Victoria School as well as a "wrap around" addition. The new buildings, totalling about 60,000 square feet, will be a composite of the existing brick school, and limestone, characteristic of many Queen's buildings. The design is by Venton Group Architects of Toronto, which has an extensive portfolio of restoration projects, the Napanee Courthouse being an example, Professor Daub says.

Facilities include five, 80-seat lecture theatres, seminar rooms, faculty and administrative offices, student study space, commerce society office and a computing lab. Information technology and

videoconferencing staff will also be housed there. One exception is the Executive MBA program, which will continue at the Donald Gordon Centre.

"It's neat - on the outside and on the inside," says Professor Daub of the custom interior design. Total budget is \$25 million, with \$17 to \$18 million of the total accounting for construction costs and the rest for new furniture and equipment.

Plans also include the current onsite gravel parking for about 120 cars to be reduced to 85 spaces with proper paving on the Frontenac Street side.

Contingent upon university approval, the school hopes to tender the construction early in January, 2001, with the intention of breaking ground in early February, Professor Daub says. □

## Insert summarizes student aid report

Keeping Queen's students informed about the types and amounts of financial aid available to them is among the recommendations highlighted in a special supplement on student aid appearing with today's *Gazette*. This supplement, *Maximizing Opportunities*, summarizes the main recommendations contained in the report by the Senate Task Force on Student Assistance, approved by Senate March 30.

Today's supplement fulfils one of the report's main recommendations, explains Teresa Alm,

Associate Registrar, Student Awards.

"The report stresses the importance of communication and transparency with respect to education costs and financial aid policies and procedures," she says. "We want students to have a fuller, clearer understanding of financial assistance at Queen's and of how it is administered."

The full text of the task force report can be found at the Senate policy website, at: <http://www.queensu.ca/secretariat/senate/policies/TFSFA.html> □

## United Way continued from page 1

launch, with the Queen's football Gaels donating \$1,500 from ticket sales at their Sept. 9 game against the Ottawa Gee-Gees. Although the final score didn't go in Queen's favour, the campaign came out a winner, organizers say.

"The \$1,500 may not seem like a lot of money, but it was twice as much what we raised last year," says George Jackson of Queen's Football United Way. "Our intention was to create more media awareness, and we were very happy to realize that goal.

Having the Grey Cup on display at the game helped to do that."

The United Way reaches those needing help in Kingston and area by supporting agencies which provide a range of services assisting children, young people, families and seniors. As a result of Queen's donations, many of us in the Queen's community will receive assistance when we, our families or friends most need it, Queen's campaign co-chairs Rose Chan, Sherri Ferris and Bill Miklas say. □

## Help Lines

Campus Security:  
**533-6111**

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

### Sexual Harassment Complainant Advisors:

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

### Anti-Racism Complainant Advisors:

Stephanie Simpson,  
Coordinator 533-6886  
Audrey Kobayashi - Geography,  
533-3035

### Anti-Heterosexism Complainant Advisors:

Julie Darke, Coordinator  
533-6886  
Eleanor MacDonald, Politics  
533-6631

### Associate Secretary of the University

Paul Arney 533-6495

### Sexual Harassment Respondent Advisors:

Paul Banfield - Archives  
533-2378 \*74460  
Mike Stefano - Purchasing  
533-2210 \*74232

### Anti-Racism Respondent Advisor:

Ellie Deir - Education  
533-6218 \*77673

### Internal Dispute Resolution (Students & Staff):

Paul Arney  
533-6495  
PA1@post.queensu.ca

### University Advisors - Students:

Bill Gekoski - Psychology  
533-2891  
Bart Simon - Sociology  
533-6000 ext. 77152  
Mel Wiebe - English  
533-2153

### University Advisors - Staff:

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

### Freedom of Information and Privacy Protection

Don Richan 533-2378

### Employee Assistance Program

1 800 387-4765

### University Chaplain:

Brian Yealland  
533-2186

**Rector**  
Mike Kealy  
533-2733

### Student Counselling Service

533-2893

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

## Gazette

Editor: Mary Anne Beaudette  
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Design: Graphic Design Services

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

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

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### DEADLINES

Deadline date	Publishing date
3 October	10 October
17 October	23 October

### QUEEN'S TODAY

**HOMEPAGE** [www.advancement.queensu.ca/html/qttoday.htm](http://www.advancement.queensu.ca/html/qttoday.htm)

ISSN 0319-2725

## Campaign Update

### Students, staff, alumni and friends highlight Queen's giving history

BY NANCY DORRANCE

Over the past two centuries, external support for Queen's – first from the church, then from government – has waxed and waned. But support from Queen's students, alumni and friends has never faltered.

It was through student fund-raising in 1903, following the death of beloved Principal George Grant, that plans to erect a building in Grant's honour were able to proceed. And it was a student initiative 90 years later, to mark the centenary of Queen's Engineering, that repaired and restored the landmark clock in Grant Hall Tower.

The early years of the 20<sup>th</sup> century were especially difficult ones for Queen's financially. The university had been cut off from government support since 1868, when all provincial funding for sectarian colleges was dropped. The sectarian issue appeared to be resolved in 1912, when Queen's charter was amended to change its status from college to university, completely separate from the Presbyterian Church.

The First World War, however, affected government funding, and it was only through the generosity of personal donors that major capital expenditures at Queen's could be met. These included Nicol Hall, probably the only building ever given to a university by one of its professors; the site for a new observatory, donated by U.S. philanthropist Andrew Carnegie; and Douglas Library, financed largely by Queen's Chancellor and mining mogul James Douglas, who also paid the university's deficit for several years in a row and funded the country's first Chair in Canadian History, at Queen's.

By 1917 the university's endowment had climbed from \$250,000 to \$1 million.

Incredibly, Principal Bruce Taylor solicited one-quarter of that amount in a 15-minute conversation with his friend, Andrew Carnegie. A second campaign, in 1926, brought the endowment up to \$2.8 million, and with government grants climbing from \$99,000 annually in 1917 to \$350,000 in 1930, Queen's finances seemed to be stable.

But these gains were lost in the Great Depression, when interest rates and government grants plummeted, depleting university's endowment. The Second World War brought another slowdown, as many Queen's students and professors left for Europe, followed by a period of post-war rapid expansion when returning veterans received free tuition through government grants. In 1957 the university launched its first modern fund-raising campaign: the National Fund, under chairman N.R. Crump, President of the CPR. The target of \$4 million was raised in one year, and directed toward a \$9.2-million expansion program.

In 1964, Royal Bank President W.E. McLaughlin chaired a \$5-million fund-raising campaign, which also met its target. In 1970 Queen's Capital Program raised \$6.5 million, under the leadership of L.G. Greenwood, Vice-Chairman of Canadian Imperial Bank of Commerce. In that campaign Queen's students pledged \$500,000 and alumni \$1 million towards a new university centre to replace the old Students' Union.

Queen's Quest, 1978-8, under chairman Cedric Ritchie, surpassed its \$10-million goal by \$4 million. The \$25-million Queen's Appeal, 1984-89, under Bank of Montreal CEO William Mulholland, topped \$40 million. It was during the latter campaign that Queen's initiated its Phone/Mail Program,



Student gift: New Grant Hall clock is hoisted into place, 1992

a Canadian university first, where student callers solicited more than \$5 million from Queen's alumni.

The most recent capital campaign, Queen's Challenge, 1988-92, under Royal Bank CEO Allan R. Taylor, targeted \$70 million and raised more than \$100 million. Of this total, students pledged \$2.75 million through the Alma Mater Society – and now, in the Campaign for Queen's, students have already pledged \$3 million towards

the new Student Life Centre, student assistance, and library acquisitions, while the overall Campus Community Campaign raised an amazing \$29.5 million.

Firmly rooted at the dawn of the 20<sup>th</sup> century, ever growing and now expanding into the 21<sup>st</sup>, the incredible story of Queen's giving continues. □

## Teaching Issues

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



### Teaching-related stress: Managing your emotional response

BY SUSAN WILCOX

"I'm exhausted!" reported my colleague after her first day in the classroom following a year-long sabbatical. "I'd forgotten that teaching takes so much energy."

Teaching is hard work. It is time-consuming, frequently goes unrewarded, can be conflict-ridden, and often takes place without the feedback needed for improvement. While teaching can be a deeply satisfying occupation, I've noted in my work with Queen's faculty that many are experiencing an increasing level of stress on the job.

A recent article by Gordon Gates in *The Review of Higher Education* explores teaching-related stress. He reminds us that stress and coping responses involve human emotions. Stressful situations, for most of us, call forth distressing emotions including anger, disappointment, anxiety, guilt, shame, relief, hope, and sadness. The implication is clear: to deal with stress, faculty must find ways to manage their emotional responses.

Gates studied nine tenured faculty who had achieved some measure of effectiveness in their teaching – professors who

cared about the quality of their teaching and about how they could help the students in their classrooms learn, grow and develop. He wanted to understand the teaching stresses that faculty experience and the emotional management strategies that they use to successfully reduce stress.

#### Sources of Stress

Faculty emphasized interaction with students as an important source of their job satisfaction. At the same time, these faculty also identified students as frequent and significant sources of their stress. Frustration, discouragement and exasperation were words they used when talking about:

- their interactions with "misplaced" students (students who attend university for the wrong reasons and who are neither motivated nor prepared),
- the ongoing need to make critical judgements about students, and
- the limits of their influence on student development.

Also, faculty described the task of teaching undergraduates as fraught with uncertainty and unpredictability. No matter

how much time faculty spend planning, they can never be sure what will occur in the classroom, how students will respond, or what kind of preparation the students will have done.

#### The Stress of Larger Classes

We frequently have trouble differentiating between students who are engaged, enthusiastic, or excited about learning, and those who are not. Does that yawn mean that the student is bored, tired, or not getting enough oxygen? Are students who are participating in the discussion more involved than the silent student? Faculty in Gates's study reported that the closer their interaction with students, the more accurate their assessments of the classroom situation. Since closer interaction tends to occur in smaller classes, they found small classes less taxing and stressful.

#### Coping with Stress

Stresses may be buffered by specific coping responses. To manage their feelings when involved with students, Gates observed, faculty:

- responded selectively to stimuli (e.g., remembering positive interactions they'd had in the past);
- redefined the situation by holding particular definitions of students (e.g., when a student is angry it is because he or she is young and so this behavior can be overlooked);
- modified their physical condition (e.g., deep breathing);
- used emotional gestures (e.g., glaring at misbehaving students); and
- applied labels to communicate emotion and values (e.g., telling students it is OK to feel embarrassed as part of learning).

The conclusion? Faculty who are able to recognize and deal effectively with the feelings they experience in interacting with undergraduate students are best able to cope with the stress involved in teaching.

To request a copy of Gates's article from the Instructional Development Centre resource library, call 533-6428 or email [fdc@post.queensu.ca](mailto:fdc@post.queensu.ca). □

*Susan Wilcox is adviser on teaching and learning at the Instructional Development Centre.*



# Queen's University teaching awards – year 2000



Celia Anderson

## A sampling of teaching excellence

Front row (from left): Jacques Tremblay, Jim Whitley, Cathie Perkin, Cheryl Pulling, Evelyn Morin.

Second row: Elspeth Murray, John Smol, Pat Costigan.

Third row: Derrick Bouchard, Kathleen Norman, Yan-Fei Liu, Maggie Berg.

Fourth row: Terry Krupa, Dorothea Blostein, Leo Jonker, Eugene Zaremba, Katherine Wynne-Edwards.

Fifth row: Colin Breck, Ted Toffelmire, Walter Szarek, Darcy Benoit.

### Alumni Award for Excellence in Teaching

Leo Jonker, Mathematics and Statistics

### Frank Knox Award

Volker Manuth, Art  
Steve Yovetich, Physical and Health Education

### Applied Science First Year Teaching and Learning Award

Leo Jonker, Mathematics and Statistics

Jim Whitley, Mathematics and Statistics

### Education Catalyst Award, Chemical Engineering

Colin Breck

### Civil Engineering Teaching Assistant Award

Raafat El-Hacha  
Gord Thomson

### Civil Engineering Teaching Award

Karl Van Dalen

### Electrical and Computer Engineering Teaching Award

Evelyn Morin, 2nd year winner

Derrick Bouchard, 3rd year winner

Yan-Fei Liu, 4th year winner

### Electrical and Computer Engineering Teacher Assistant Award

Ali Roumani, 2nd year winner

Pawel Dmochowski, 3rd year winner

Hany Hammad, 4th year winner

### Engineering Society Golden Apple Award

Scott Parent, Chemical Engineering

Leo Jonker, Mathematics and Statistics

Kevin Hall, Civil Engineering

### W.J. Barnes Teaching Excellence Award for the Arts & Science Undergraduate Society

John Smol, Biology

Maggie Berg, English

Eugene Zaremba, Physics

### Biology Departmental Student Council Award for Excellence in Teaching

Katherine Wynne-Edwards

### Biology Award for Excellence (Demonstrators)

Jeff Dawson

### William Patrick Doolan Award (Chemistry)

Carmen Lazar

1998-99

James Ashenhurst

### Graduating Class Award for Excellence in Teaching Chemistry

Walter Szarek

### Howard Staveley Teaching Award, Computing Science

Dorothea Blostein

### Excellence in Teaching Assistance, Computing Science

Darcy Benoit

### Arts and Science Award for Excellence in Teaching Physics

Ian Towner

### Teaching Assistant Prize in Psychology

Leslie Phillmore

### School of Business Teaching Excellence Award (Commerce)

Peggy Cunningham

### MBA Society Teaching Excellence Award

Elspeth Murray

### Commerce '89 Professor-Student Life Award

Peggy Cunningham

### Golden Apple Award, Education

Ellie Deir

Cathy Christie

### Law Students' Society Teaching Award

TBA

### Faculty of Health Sciences Education Award

Terry O'Brien, Emergency Medicine

### PAIRO Excellence in Clinical Teaching Award

Edwin Toffelmire, Nephrology

### W. Ford Connell Award for Excellence in Teaching, Health Sciences

Susan Moffatt, Respiriology

### Nursing '84 Award for Excellence in Clinical Teaching

Cheryl Pulling

### Reddick Award for Excellence in Nursing Education

Wenda Caswell, 2nd year winner

Rita Maloney, 3rd year winner

Catherine Perkin, 4th year winner

### Physical and Health Education Student Association (PHESA) Teaching Awards

Pat Costigan, Academics

Jacques Tremblay, Activities

Bob Howes, Activities

### Blue Star Award for Teaching Excellence, School of Rehabilitation Therapy

Terry Krupa

Kathleen Norman

## People

**Gerald Finley** (Professor Emeritus, Art), and international expert in the art of J.M.W. Turner, has been invited by the Turner Society to deliver a lecture as part of the U.K.-based society's celebration of the 150<sup>th</sup> anniversary of the artist's death.

**Andrew Feustel**, (PhD Geological Sciences, thesis supervisors Professors Herb Helmstaedt and Paul Young) was one of 17 successful candidates selected from about 3,000 applicants for the year 2000 NASA Astronaut candidate class. Dr. Feustel began training as a mission specialist at the Johnson Space Centre in Houston, Texas in August.

**David Pugh** (German) is Summer Visiting Scholar at St. Johns' College, Oxford, where he is researching Plato in 18th-century Germany, a new project for which he received SSHRC funding in this year's competition.

**Ramakrishnan Srikumar** (Microbiology and Immunology) has won the Vector Laboratories Young Investigator Awards. Dr. Srikumar, a postdoctoral fellow working with Keith Poole, accepted the award at the recent American Society of Microbiology General Meeting in Los Angeles. He was honoured for his work on multidrug resistance in *Pseudomonas aeruginosa*, research that has possible implications for the problem of antibiotic resistance.

**David J. Wright** (Director, Queen's Apartment and Housing Service), was recently honoured with the Ontario Association of College and University Housing Officers Service of the Year Award, in recognition of service that has been responsive to a need within the housing field.

**Ron Weisman** (Psychology) was honoured at the seventh annual Conference on Comparative Cognition in Melbourne, Fla., for his role in founding the conference and its parent organization, the Comparative Cognition Society.

**Wan-Tei Yen**, (Mining Engineering), received a CIM Fellowship from the Canadian Institute of Mining, Metallurgy and Petroleum. The award recognizes outstanding contributions of the institute's members to mining, metallurgical and petroleum industries in Canada and worldwide.

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

### David Walker

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Kingston General Hospital and served an eight-month term as Acting Head of the Department of Psychiatry. In 1998, he was appointed Vice-Dean of the Faculty of Health Sciences and in 1999, Director of the School of Medicine. Dr. Walker has served as Acting Dean of the Faculty of Health Sciences since Nov. 1, 1999.

Dr. Walker was a founding member and President of the Canadian Association of Emergency Physicians. He has been Queen's academic representative to the council of the College of Physicians and Surgeons of Ontario since 1990 and was president of the college in 1994 and 1995.

In making this announcement, Principal Leggett expressed his appreciation for the leadership and outstanding contributions of Dr. Barry Smith during his term as dean of the faculty. □

## News Notes



Queen's first-ever International Entrance Scholars Andrew D'Sousa (India), Michelle Cavannagh (Singapore) and Erik Gaustad (Norway) were among about 100 students honoured at a recent Principal's Reception for undergraduate entrance award winners at Queen's. Award winners, who also include Amir and Sherif Nasr of Egypt, receive \$8,000 toward their first year of study.

### Reunion celebrates 30th anniversary of Status of Women report

Leading voices of Canada's feminist movement will challenge young women at Queen's to create a new agenda for improving the status of women at a reunion celebrating the 1970 publication of the report of the Royal Commission on the Status of Women in Canada. The event, sponsored by Queen's, Kingston Women 2000 and the Legal Education and Action Fund (LEAF), takes place at Queen's on Saturday, Oct. 14, 11:30 am to 5 pm in Wallace Hall, John Deutsch University Centre. Guest speakers Maude Barlow and Judy Rebick will reminisce on the progress made by women since the 1970 Commission report. They will be followed by working sessions to draft a new set of recommendations that meet the needs of women in the year 2000 and beyond. As well, Kingston lawyer Pam Cross will facilitate a working group on violence that will specifically examine

safety for women at Queen's, and submit a report. The plenary to present the new recommendations to Florence Ievers, coordinator of the Status of Women Canada, takes place 3:35 – 5 pm. Tickets, which include lunch, are \$40 (students \$20). Daycare available. All proceeds will be donated to the Legal Education and Action Fund (LEAF). For tickets or more information, call 533-2563 or email [mmd@post.queensu.ca](mailto:mmd@post.queensu.ca).

### Photography exhibit focuses on diversity

The visual stories of 24 of Canada's top photographers are the focus of Them = Us, a cross-Canada photography exhibit celebrating Canada's diversity that opens at Queen's today. Sponsored by the Toronto-based Harmony Movement for the promotion of diversity, the free exhibit runs until Oct. 6, 9 am to 5 pm, in the Upper Lounge, Victoria Hall. Information: Adrienne Clarke, 533-2048 (Email [clarkea@post.queensu.ca](mailto:clarkea@post.queensu.ca))

### Queen's attracts 68 millennium scholarship winners

Sixty-eight first-year Queen's University students have been awarded the inaugural Canada Millennium Scholarships, the greatest number awarded to any Canadian university or college. The Queen's group is from among 890 Canadian high school students going on to postsecondary institutions who were awarded the federally funded scholarships, valued at between \$4,000 and \$4,800 each.

Selected from more than 7,500 applicants on the basis of their academic achievements, service to their communities and their capacity for leadership, the award winners present a wide range of achievements, including publishing books, recording CDs, participating in missions to developing countries, starting businesses and organizing groups to improve the quality of life in their communities.

The Canada Millennium Scholarship Foundation was created to increase access to post-secondary education by reducing students' indebtedness.

<http://www.millenniumscholarships.ca/excellence/award/list/>

### One-stop service for A-V equipment

Audio-visual equipment such as slide projectors, screens, microphones, TVs, VCRs, and data projectors can now be ordered from one phone number, ext. 32233, Monday to Friday, 8:30 am to 4:30 pm. Orders can also be placed on-line, at <http://www.its.queensu.ca/vmp/>. New emergency hours for AV assistance are Monday to Thursday, 8:15 am – 5 pm and 6-8 pm; Friday 8:15 am – 5 pm. The AV emergency number remains unchanged at ext. 36744.

### Queen's, cancer centre share \$16 million for imaging technology

Queen's University and the Kingston Regional Cancer Centre are among the recipients of a \$16-million grant from the Ontario Research and Development Challenge Fund for imaging technology that could lead to earlier detection and better treatment of cancer and heart disease.

The grant is part of a \$108-million investment announced last week by Ontario's Energy, Science and Technology Minister, Jim Wilson. Leading one of three major imaging research projects is the University Health Network, working in partnership with Queens, Kingston's regional cancer centre, Sunnybrook and Women's College Health Sciences Centre, the Hospital for Sick Children, the John P. Robarts Research Institute and the London Regional Cancer Centre.

Imaging tools in common use today include MRI (magnetic resonance imaging), PET (positron emission tomography), CT (computed tomography), X-ray and ultrasound. Early detection of cancer by imaging greatly increases the chances of survival. Ninety-six per cent of patients will live five years or longer if the cancer is caught and treated before it has spread to surrounding tissue.

### Researchers prove fetuses can hear

BY NANCY MARRELLO

Fetuses are able to hear by 30 weeks of gestation, according to new research from Queen's Faculty of Health Sciences.

Barbara Kisilevsky and her colleagues in Queen's School of Nursing have clearly demonstrated for the first time that the human fetus can hear by the eighth month of pregnancy. Dr. Kisilevsky's findings, published in the August issue of the *Journal of Early Human Development*, give weight to the actions of expectant parents who speak and play music to their unborn children, and are in keeping with the physiological development of the auditory system.

"Although we know that the auditory system is fairly well developed in the eighth month, there has never been clear proof that the fetus actually starts to hear inside the womb," says Dr. Kisilevsky. "Our study confirms that fact."

Dr. Kisilevsky and her colleagues studied 143 fetuses (91 low-risk pregnant women and 43 high-risk pregnant women) between 23 and 34 weeks of gestation. The fetuses' cardiac and body response to computer-generated white noise was measured using an ultrasound scanner. The findings indicated cardiac and motor responses at about 30 weeks.

"If we play sounds loudly – really loudly – the 30-week-old fetuses will move to it, but we don't get any response prior to 30 weeks," says Dr. Kisilevsky. "What we still don't know is what they hear, or how clearly they distinguish various sounds."

Ultimately, says Dr. Kisilevsky, the team hopes to determine if what the fetus hears influences its development. "We suspect that the mother's voice, and what the fetus hears has an impact on its development – that it shapes the infant to prefer and recognize its native language. But we still don't know if your child will be brighter, for example, if you play music to it in utero, despite the notions disseminated in the popular media."

## Stuart and University

An occasional column of Writing Centre news



### Confronting the unnaturalness of the writing process

BY DOUG BABINGTON

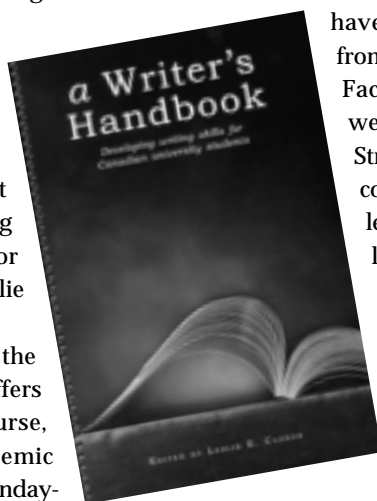
In one of those rare moments of inadvertent candour, a Queen's colleague once said to me, "Establishing a writing centre seems, in a way, akin to establishing a breathing centre." Stung, I smiled ruefully and spent the next few weeks wondering whether or not he had a point.

He doesn't. The unnaturalness of the writing process is confirmed day after day – in university classrooms, in Writing Centre tutorials, and, notably, in Raul Camba's "millennium essay" for the Aug. 3 edition of *Nature*: "Some scientists are naturally gifted communicators; others, sadly, are not. Given that there is little formal opportunity for the student to better his or her communication skills, the public experience of the maddeningly cryptic scientist is unlikely to change. If scientists are to communicate effectively, then a well-rounded scientific education ought to include courses on how to write an article and give a presentation."

One such course is currently under way in the Department of Microbiology. Organized by Andrew Kropinski and

Peggy Pritchard, "Communication Skills" (MICR-809/909) covers – among other topics – data literacy, note-taking, ethics, and oral presentations. I conducted a recent seminar on writing strategies, during which the graduate students shared their thoughts on avoiding what Northrop Frye used to call "verbal cotton wool." Their savvy when it comes to critical reading bodes well, I think, for the thesis projects that lie ahead.

In the winter term, the Writing Centre also offers a graduate-level course, "Principles of Academic Writing" (SGS-801). Monday-evening sessions allow students from a variety of disciplines and backgrounds to learn not only from the instructors but also from each other. Information on both the syllabus and the registration procedure can be obtained by calling 533-6315.



Our program remains anchored, though, by a continuous schedule of one-to-one tutorials, offered free of charge to anyone enrolled at Queen's. In each of the past three years, we have seen over 1200 students from more than 20 major fields. Faculty members are always welcome to stop by 140 Stuart Street and observe the Centre's collaborative activities. Not the least of these is our latest publication, a *Writer's Handbook: Developing writing skills for Canadian university students*, edited by Les Casson. A dozen contributing authors have produced concise guidelines on outlining, grammar, paragraphing, and documentation – as well as antidotes for the asphyxiation that too often afflicts serious writers, regardless of experience or past success.

Doug Babington is director of the Writing Centre



## 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, Oct. 2, 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 2000-75  
Occupational Therapy/Physical Therapy Programs

**Lillian Davies**  
(School of Physical Health and Education)

Senior Secretary 2000-82  
Postgraduate Medical Education  
**Anna Tavares**  
(Office of the University Registrar)

## 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](http://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.

### Intermediate Graphic Designer 2000-94 Graphic Design Services

**Major Responsibilities:** design printed/digital materials needed to promote the university to all constituencies; perform all duties in consultation with the manager and/or working with a senior graphic designer; conceive, develop and select design ideas for web pages, digital presentations and other smaller projects; modify/develop these designs through to the finished product including the selection of size, layout, photograph arrangement, production method, paper colour/type, ink colour/type; assist the senior graphic designer in the design and desktop publishing of the Alumni Review magazine; produce spring convocation programs; act as backup to the desktop publishing technician on convocation programs, diploma imprinting and other projects as required; prioritize workload

to meet deadlines; write detailed work orders and printing tenders; maintain detailed job sheets; ensure all jobs are added to the backup system from work station.

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

Applicants who are selected for an interview will be asked to provide a portfolio of both digital and printed design and desktop publishing accomplishments.

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

**Tentative Hiring Range:** \$34,411 - \$40,605  
Points: 261

### Computing Technician 2000-95 Information Technology Services

This is a term appointment until April 30, 2001.

**Major Responsibilities:** report to the Coordinator, Campus Networks; install and maintain campus-wide data networking systems, the data communications system and systems in the student computing facilities; maintain records of communication, networking installations and facilities used; involved in instructing users on the proper installation and configuration of both hardware and software with respect to networking and on the proper operation of other computing peripheral devices during installation and maintenance activities.

**Requirements:** successful completion of a two-year post-secondary school Electronics diploma; some formal training in the use of one or more programming languages and several operating systems; knowledge of several standards and protocols learned from manuals, trade publications and on-the-job training (examples are: EIA RS232, TCP/IP, IEEE 802.3, Ethernet, DOS etc.); knowledge of Bell Canada's limited distance data-circuit standards and colour codes to effectively install and repair data circuits on and off campus; proven time management skills to complete assigned tasks in an efficient manner.

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

**Tentative Hiring Range:** \$32,236 - \$38,038  
Points: 223

### Student Services Assistant and Project Coordinator 2000-96 Faculty of Applied Science

**Major Responsibilities:** report to the Manager of Student Services; provide comprehensive administrative support to the Associate Dean (Academic), including coordinating liaison and recruiting activities of the Faculty; act as a resource person for the Chairs of Faculty Committees; administer the Faculty's awards program; serve as dual degree coordinator; provide advice and assistance to undergraduate students on program matters; organize and coordinate special projects.

**Requirements:** two-year post-secondary program in business administration with relevant administrative experience in an academic setting (or an equivalent combination of education and experience); knowledge of undergraduate degree programs, academic regulations, policies and procedures and student related services or the ability to acquire such information quickly through on-the-job training is essential; a university degree would be an asset; analytical, statistical and problem solving skills; proficiency with computers and office software packages and a willingness and ability to adapt to changing technology; ability to communicate effectively, to write reports, take and produce minutes, produce and load web pages; well-developed organizational skills and excellent time management skills with the ability to prioritize work; demonstrated ability to get along with others and be a productive and cooperative member of a close-knit and interdependent team.

**Minimum Hiring Salary:** \$33,686 Salary Grade 6 - ADMG6

### Administrative Assistant 2000-97 Integrated Learning Centre, Faculty of Applied Science

**Major Responsibilities:** report to the Director of the Integrated Learning Centre; manage the human, financial and physical resources of the centre; oversee the day-to-day operations of the centre; provide support, advice and assistance to senior centre personnel; support the administrative and planning activities associated with the development, evolution and construction of the centre; manage and coordinate a diverse range of structured and unstructured activities associate with the creation of a new enterprise. The responsibilities of the position will evolve continually in response to the changing internal and external environment in engineering education.

**Requirements:** university degree with several years of relevant management experience (consideration will be given to the equivalent combination of education and experience); familiarity with the university structure, policy, operation, administrative and financial systems gained through service to the organization is a desirable asset; excellent communication skills, both oral and written; resourcefulness, creativity, and initiative; the ability to manage, lead, supervise, motivate and secure commitment from others in a team environment; flexibility and willingness to adapt and acquire skills in a rapidly changing enterprise; knowledge of accounting practices and ability to fulfill financial duties, including the ability to analyse financial data and generate financial statements and reports; superior organizational skills with the ability to deal with many issues simultaneously; analytical, interpretive, and problem-solving skills, including the ability to examine a number of alternative possibilities and arrive at the best solution; demonstrated ability to understand and apply technology in an organization; proficiency in the use of office software such as Microsoft Office and Microsoft Front Page; ability to manage technical

staff responsible for maintaining file and web servers and marks responders; good judgement, integrity, professional attitude, tact, sensitivity and compassion; commitment to employee development, equity and safety.

**Minimum Hiring Salary:** \$38,200 Salary Grade 7 - ADMG7

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

### Senior Clerk 2000-98 Apartment and Housing

**Major Responsibilities:** report to the Administrative Assistant; allocate rental units; lease preparation; subtenancy and assignment agreement preparation; tenant tracking on database; perform accounts payable for office and maintenance accounts; maintain departmental files; bank deposits of coins from laundry facilities; telephone and counter reception which includes receipting of rent, responding to enquiries and maintenance requests, relaying information about policies and procedures to current and prospective tenants and solving routine problems; perform some secretarial duties as required.

**Requirements:** one-year post-secondary school education (consideration will be given to the equivalent combination of education and experience); previous relevant secretarial or clerical training; knowledge of university accounts payable system; fast and accurate typing and demonstrated proficiency with word processing and spreadsheet programs (Word and Excel); excellent oral and written communication skills; proven interpersonal skills with the ability to remain calm in difficult situations; demonstrated organizational ability to set priorities and meet deadlines while managing a heavy workload; ability to work in an open office environment and to work within established guidelines; knowledge of rental market is considered an asset.

**Minimum Hiring Salary:** \$28,388 Salary Grade 4 - ADMG4

## Other Position

### Research Associate, Developmental Consulting Program

The Developmental Consulting Program (DCP) is seeking a research associate (one year contract) to work in the developmental disabilities field. DCP is an academic and consulting group at Queen's University.

The successful candidate will work with a variety of interdisciplinary faculty groups and with members of the department of Family Medicine at Rideau Regional Centre. The candidate will provide input on research design and methods, will develop data collection forms and will supervise and participate in data entry and data analysis. The candidate will also participate in writing protocols, grant applications, reports and reviews relevant to research in the field.

This position requires an individual with knowledge in developmental dis-

abilities and a background in epidemiology and research. The candidate should possess a Master's degree in Epidemiology or a relevant Master's degree in health or social sciences. Experience in program evaluation, qualitative and quantitative research, database management, and statistical analysis (SPSS) would be an asset. The position requires an individual with strong oral and written communication skills.

Send resume and application letter to: Mrs. Barbara Stanton, Developmental Consulting Program, 275 Bagot St., Suite 201, Kingston, Ontario K7L 3G4.

Deadline: **Oct. 6, 2000.**

## Obituaries

The following employees have recently passed away:

**Lalitha Subrahmanyam** (July 26, 2000)  
Member of Queen's community since March 19, 1984

**James F. Hanlan** (Aug. 1, 2000)  
Member of Queen's community since July 1, 1974

**Harriet D.R. Scott** (Aug. 13, 2000)  
Member of Queen's community since September 30, 1953

**P. Mark Bunting** (Aug. 17, 2000)  
Member of Queen's community since December 1, 1980

**Gary Anstey** (Aug. 20, 2000)  
Member of Queen's community since April 9, 1990

## Note

The University will be closed Monday, Oct 9 for Thanksgiving Day.

## Milestones

*Compiled by Faye Baudoux*

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

*Congratulations to those who reached the following milestones in July 2000.*

**30 years:** Ellen Comepeau, Education Library; Donna Dumbleton, Music Library; Carol Hanna, Drama; Jack Henderson, ITS; Bonnie Pero, Documents Unit; Gail Phillips, Documents Unit; Frederic Post, Biology; Jo-Ann Reid, Stauffer Library; Doreen Rutherford, Cataloguing/ Technical Services; Harold Vandertol, PPS; Janet White, Documents Unit.

**25 years:** Karen Donnelly, English; Karen Green, Office of the University Registrar/Student Awards; Karen Pearce, Athletics and Administration; Grace Schwarten, Development.

**20 years:** Thomas Abbott, Biochemistry; Jane Baldwin, Surgery; Brian Fisher, ITS; Donna Lounsbury, Principal's Office; Les McDermid, Advancement Technology Services; Rosemary Meers, Residences; Caterina Ranieri, Residences.

**15 years:** Donald Dean, Printing and Materials Distribution; Linda Garrison, English; Shelagh McDonald, Advancement.

**10 years:** Cindy Butts, ITS; Joyce Cooley, Materials and Metallurgical Engineering; Peter Donovan, PPS; Deborah Gilliland, PPS; Jeanne Ma, Campus Planning and Development; Cindy Price, Office of the University Registrar/Student Services; Diana Roney, Development.

**Five years:** Christine Fader, Career Services; Jeffery Garrah, Campus Security; Shirley Garrison, Residences; Joan Lee, Faculty of Health Sciences; Alexei Neverov, Chemistry; Henryka Slebocka-Tilk, Chemistry.

## Canada Payroll Savings Plan for Queen's Employees

Human Resources has received the 2001 Canada Savings Plan applications and Employee Plan Change forms.

**What's new:** Employees already enrolled and who do not want to make any changes to their current deduction amounts, do not need to do anything - contributions will continue as before. Those who want to make changes to their existing plans - for example to increase/decrease contribution amounts - will need to complete an 'Employee Plan Change' form. Forms are available in the Human Resources department. Employees wishing to open a new plan will need to fill out an application form. The first payroll deduction for employees making additions/changes, will take place in December and will be reflected on December's salary advice slips. Should you wish to either change your current deduction or enrol for the first time, you must complete an application form or an Employee Plan Change form and return it to the Human Resources department, by **Oct. 27, 2000**. Criterion for enrolment in the plan remains the same as in previous years.

Canada Payroll Savings Plan applications and employee plan change forms may be picked up in Human Resources, Richardson Hall.



# Bulletin Board

## Appointments

### New appointments

The Faculty of Arts and Science is pleased to announce the following appointments:

Art: Hans-Christophe von Imhoff

Biology: Wayne Snedden

Chemistry: Richard Oleschuk

Classics: Michael Cummings

Drama: John Lazarus, Gyllian Raby, Michelle Newman

Economics: Nezih Guner, Ian Keay, Shannon Seitz, Sumon Majumdar, Huw Lloyd-Ellis, Moustafa El-Hefnawy (Visitor), Andrei Klevtchouk (Visitor), Ali Ozdemirag (Visitor), Urvasi Dhawan Biswal.

English: Robert Jackaman (Visitor), Lynne Magnusson, Scott-Morgan Straker

Environmental Studies and Pharmacology & Toxicology: Louise Winn, Perry Kim

French Studies: Agnès Conacher

Geography: Gong Shengsheng (Visitor)

Geology: Michael Doggett

German: Thomas Mueller

History: Anthony D'Elia

Mathematics and Statistics: Roland Speicher, Boris Levit

Music: Christina McElroy, Glen Ethier

Physical and Health Education:

M. Tschakovsky

Physics: Mark Chen, Marc Dignam

Political Studies: David McDonald

Psychology: Kate Harkness, Mark Sabbagh

Sociology: Fiona Kay, Stephen Baron

Spanish and Italian: Antonio Marti

Women's Studies: Allison Goebel

## Awards and Scholarships

### 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 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:

a. Individuals

b. 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](http://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.

## Committees

### Headship Review – Department of Anatomy and Cell Biology

Stephen Pang's term as Head of the Department of Anatomy and Cell Biology ends June 30, 2001. Dr. Pang is willing to consider reappointment if it is the wish of the university community.

In accordance with Article 35.3.2 of the Collective Agreement between Queen's University and the Queen's University Faculty Association, a partial selection committee has been constituted to determine if there is a clear departmental consensus in favour of renewal of Dr. Pang's term as head. This committee has been elected by the QUFA members within the Anatomy and Cell Biology Department and has the following members:

#### Elected Members:

Poh Gek Forkert, Madan Joneja, Frederick Kan, Michael Kawaja, Conrad Reifel.

Faculty members, staff and students are invited to submit their views on the present state and future prospects of the department and the headship to the chair of the committee, Christopher Chapler, Associate Dean of Academic Affairs, Faculty of Health Sciences by **Oct. 11, 2000.** All letters will be reviewed by the selection committee and will become part of the record of decision-making.

### Animal Care Services Committee

Dr. David Walker, Dean of the Faculty of Health Sciences, has established the following committee to provide advice to the Dean and to the Vice-Principal (Research) on Animal Care and Services at Queen's University. The scope of the committee's mandate will include administrative structure and reporting relationships; physical facilities; and externally mandated guidelines and legislation. The advisory committee will review the recommendations of the External Report on Animal Care and Services commissioned by the Vice-Principal (Research), receive input from the university community, and review the report of the Associate Vice-Principal (Human Resources) on the internal organization of Animal Care Services.

#### Members are:

Bruce Hutchinson, Associate Vice-Principal, Chair; Geoff Flynn, Associate Dean (Research), Faculty of Health Sciences; Michael Kawaja, Anatomy & Cell Biology; Katherine Wynne-Edwards, Biology; Barrie Frost, Psychology; Anne Carmichael representing the community; Dr. Dean Van Vugt, Chair, Animal Care Committee; Anne Godlewska, Geography.

Faculty members, staff and students are invited to submit comments to the chair of the committee.

### Headship Search Department of Art

Pierre du Prey is serving as Acting Head of the Department of Art 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 on the appointment of Dr. du Prey's successor. The selection committee has the following membership:

**Elected members, Art:** Sylvat Aziz, Janice Helland, Cathleen Hoeniger, David McTavish, Alison Murray

#### Appointed members:

Lynden Beesley, undergraduate student, Art; Jane Russell Corbett, PhD candidate, Art; Jane Errington, History; Mary Fraser, Art

#### Non-Voting Members:

Robert Silverman, Dean, Faculty of Arts and Science; Eric Moore, Acting Dean, School of Graduate Studies and Research  
**Chair:** Christine Overall, Associate Dean, Faculty of Arts and Science

This committee will continue the deliberations begun by last year's committee.

### Advisory Committee on the Establishment of a Cancer Research Institute

In accordance with the Senate Procedures Governing the Establishment, Reporting and Review of Centres, Institutes and other Entities at Queen's University as last amended March 30, 1995, Dean David M.C. Walker has appointed an advisory committee to consider a proposal to create a Cancer Research Institute within the Faculty of Health Sciences at Queen's University. The purpose of the institute is to create an outstanding research and educational environment by bringing together three internationally known and established research groups based at Queen's University – the National Cancer Institute of Canada Clinical Trials Group, the Queen's Cancer Research Laboratories, and the Radiation Oncology Research Unit.

The composition of the committee, which will be chaired by Albert F. Clark, Head of the Department of Biochemistry, is as follows:

Christopher Chapler, Associate Dean (Academic Affairs), Health Sciences; Susan Cole, Pathology; Geoffrey Flynn, Associate Dean (Research), Faculty of Health Sciences; Gail Knutson (secretary) Health Sciences; Ronald Lees, Community Health and Epidemiology; Dr. Paul Manley, Pathology; Eric G. Moore, Acting Dean, Graduate Studies and Research; Dr. Peter Munt, Medicine; Kanji Nakatsu, Pharmacology and Toxicology; Dr. Anne M. Smith, Oncology and President and Chief Executive Officer, Kingston Regional Cancer Centre; Dr. G. Ross Walker, Surgery.

A copy of the proposal may be obtained from the Office of the Faculty of Health Sciences. Members of the university community who wish to provide comment to the advisory committee are encouraged to do so, in writing, by **Friday, Oct. 6, 2000.** Comments should be directed to the Chair of the Committee, c/o Gail Knutson, Faculty of Health Sciences, 2<sup>nd</sup> Floor, Botterell Hall.

### Headship Search Department of Political Studies

Stephen Page's term as Head of the Department of Political Studies ends June 30, 2001. Dr. Page does not wish to be considered for reappointment. In accordance with the 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. Page's successor. The selection committee has the following membership:

#### Elected members, Political Studies:

Jock Gunn, Janet Hiebert, Matthew Mendelsohn, Charles Pentland, George Perlin.

#### Appointed members:

Nadine Busmann, Graduate student, Political Studies; Lorne Carmichael, Economics; Leif Malling, Undergraduate student, Political Studies; Barb Murphy, Political Studies

#### Non-voting members:

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

Chair: Anne Godlewska, 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 Political Studies, and the names of possible candidates for the Headship to the Chair of the Committee, Associate Dean Godlewska, by **Friday, Oct. 6, 2000.** All letters will be reviewed by the selection committee and will become part of the record of decision-making.

### Advisory Committee: Queen's Writing Centre Directorship

Douglas Babington's term as Director of the Queen's Writing Centre ends June 30, 2001. Dr. Babington has indicated that he will consider a second term. In accordance with procedures established by Senate, Principal William C. Leggett will establish a

committee, which will be chaired by William McLatchie, Special Advisor to the Principal, to advise on the present state and future prospects of the centre and on the selection of a director. All members of the university are invited to submit suggestions for the membership of the committee. Respondents are asked to make their nominations for the committee, in writing, to the Office of the Principal, by **Oct. 10, 2000.**

## Conferences

### Health and Human Rights: Making the Connection

SUNSIH (Student University for Social and International Health) Regional Conference 2000. Sept. 29 - Oct. 1. Children have the right to live without war. Women have the right to make decisions about their bodies. Innocent people have the right to live without unjust sanctions. Citizens have the right to live without brutal governments. These issues and many others will be addressed at the conference.

Details, registration information: <http://meds.queensu.ca/~meds2003/sunsih.html>, email [sunsih\\_hhr@hotmail.com](mailto:sunsih_hhr@hotmail.com).

## Governance

### Senate meeting

Thursday, Sept. 28, 2000, Policy Studies Room 202, 3:30 pm

A tribute to the late Principal Emeritus David Chadwick Smith will be read at the beginning of the meeting.

### A G E N D A

#### I Adoption of Agenda

#### II Adoption of the Minutes of the Meeting of May 24, 2000

#### III Business Arising from the Minutes

#### IV Principal's Report

- 1 Welcome by the Chair of the Senate
- 2 Research Report
- 3 Senate Committee Agenda Topics for 2000-2001
- 4 Preliminary Report on Admissions and Enrolment
- 5 Campaign Launch
- 6 Board of Trustees Meetings, May 31 & Sept. 7, 2000
- 7 Board of Trustees Meeting, Saturday, Oct. 14 9 am Theme Session: Tuition Planning Update [Senators Invited]
- 8 Other
- 9 Question Period [no written questions received]

#### VI Reports of Committees

- 1 **Agenda**  
Meeting Dates for the 2000-2001 Senate Session [for action]
- 2 **Nominating** (Appendix G, pg. 18)  
Elections to Committees [for action]

#### VII Reports of Faculties and Affiliated Colleges (none received)

#### VIII Motions – (none received)

#### IX Communications

York University Senate resolution in support of the Liberal Arts

#### X Matters Referred to Standing Committees

- 1 Annual Report of the Aboriginal Council [referred for information to the Senate Educational Equity Committee (SEEC)]
- 2 Annual Report of the Queen's Research Centre for Knowledge-Based Enterprises [referred for information to the Senate Committee Academic Development (SCAD)]
- 3 Membership composition of the Senate Orientation Activities Review Board [referred to the Senate Operations Review Committee (SORC)]

#### XI Other Business

Georgina Moore  
Secretary of the Senate

The Senate agenda, minutes and other information are available from the Senate website <http://www.queensu.ca/secretariat/senate/>. Please call 533-6095 for visitors' tickets.

### Senate committees need members

Academic Procedures, Budget Review, Fine Arts & Public Lectures, Internal Academic Review, Nominating, Scholarships & Student Aid and the JDUC Council need members! Please visit [www.queensu.ca/secretariat/senate/vacancy](http://www.queensu.ca/secretariat/senate/vacancy), call 533-6095 or visit B 400 Mackintosh-Corry Hall.

## Graduate Studies

### PhD examinations

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

#### Monday, Sept. 25

**Andrew Baer**, Chemistry. Novel a- and b-Cyclodextrin Rotaxanes with Conjugated and Asymmetric Threads. Supervisor: D.H. Macartney. F411 Frost Wing, 9:30 am.

**J. Mark Langdon**, Political Studies. The Role of Canadian Newspapers with Respect to Political Scandals, Ministerial Responsibility, and Ministerial Resignation. Supervisors: J. Meisel and G.G. Amyot. C326 Mackintosh-Corry Hall, 10 am.

#### Wednesday, Sept. 27

**Jeffrey Lukasik**, Geological Sciences and Geological Engineering. Shallow, Low-Energy Temperate Water Carbonates from the Cenozoic Murray Basin, South Australia. Supervisor: N.P. James. 100A Miller Hall 2 pm.

#### Friday, Sept. 29

**Michael Imort**, Geography. Forestopia: The Use of the Forest Landscape in Naturalizing National Socialist Ideologies of 'Volk', Race, and 'Lebensraum', 1918-1945. Supervisor: A. Godlewska. E310 Mackintosh-Corry Hall, 9:30 am.

**Monika Holzschuh Sator**, German. Alles was gedacht und getraut wird, lauft am Endedoch auf eine Heirat Hinaus: Studien zur Liebesemantik und Ehekonzeption in Ludwig Tiecks William Lovell und Vittoria Accorombona. Supervisor: U. Scheck. 412 Kingston Hall, 2 pm.

## Notices

### Directors needed for Queen's Grad Club Inc.

The Grad Club is looking for two new directors, one medical student and one graduate student for its Board of Directors. Contact Mike Eklund ([mike eklund@ece.queensu.ca](mailto:mike eklund@ece.queensu.ca)), or go to the Grad Club (162 Barrie St.) in person. One perk: Free coffee! <http://www.queensu.ca/gradclub/director.html>.

### Help make Queen's more cycle-friendly

If you would like to promote cycling at Queen's, help improve cycling facilities, or exchange cycling tips on commuting contact Ross Trethewey at the Phys-Ed Centre [rtr8@post.queensu.ca](mailto:rtr8@post.queensu.ca). To subscribe to our mailing list, send a blank e-mail to [qbug-subscribe@topica.com](mailto:qbug-subscribe@topica.com). It's free and open to faculty, staff, students.

### Physical Education Centre

#### Recreation Skate cancellations

Saturday, Oct. 14 4:30 - 5:20 pm  
Saturday, Oct. 28 4:30 - 5:20 pm

#### Family Skate cancellation

Sunday, Oct. 15 noon - 1:20 pm

#### Recreation Jogging cancellations

Friday, Oct. 13 6:30 - 10 pm  
Saturday, Oct. 14 4:30 - 10:30 pm  
Sunday, Oct. 15 9 am - 6:30 pm  
Friday, Oct. 27 6:30 - 9:30 pm  
Saturday, Oct. 28 2 - 5:30 pm and 6:30 - 9:30 pm

#### Recreation Swim cancellations

Sunday, Oct. 29 1:30 - 5 pm  
Saturday, Oct. 21 4:30 - 6 pm  
Saturday, Oct. 21 9 - 10:30 pm  
Sunday, Oct. 22 4:30 - 6 pm

#### Family Swim cancellation

Sunday, Oct. 22 3 - 4:15 pm

**The Phys.Ed.Centre will be closed Oct. 9, 2000**

# Bulletin Board *continued*

## Queen's Mixed Curling League

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

## Sexual Health Resource Centre

Teenager at home? We have lots of books and pamphlets available to get you talking. Sexual Health Resource Centre, 533-2959. Open weekends! 51 Queen's Cres.

## Retirements

### Reception for Howard Pearce

Howard Pearce of Physical Plant Services retires after 30 years at Queen's. A reception will be held for him on Thursday Sept. 28, at 3 - 5 pm in the University Club's Fireside Lounge. Join us to wish him farewell.

## Surplus items for sale

### Internal Audit offers for sale:

One HP Jet Direct EX Plus, used to connect 3 computers to the printer via ethernet

- Purchased March/99
- Compatible with any parallel printer
- HP Web JetAdmin network peripheral management software
- Multiprotocol support for any size network
- Location flexibility
- Fastest in its class

For information or to view, please contact Shirley @ ext.36862.

Submit sealed bids marked "Internal Audit" to Patti George, Purchasing Services by 4 pm on the Monday after this issue.

### Physiology offers for sale:

- 1 light and layout table, tilt-top, white fluorescent lights, steel pencil tray chrome ball coasters with two locking brakes - Size 36" x 48"
- 2 Oxford vibratome Sectioning System - for sectioning fresh, fixed animal or plant tissue.

For information or to view call Monica Neuber-Hess, ext. 74853. Viewing date: Sept. 27, Room 457, Botterell Hall, 9-11 a.m.

Submit sealed bids marked "Physiology" to Fran Lanovaz, 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

We are looking 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 Lougheed, 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

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 six months ago) are potential candidates for this study. Current 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).

## Pregnancy and Work study

The Clinical Mechanics Group at Queen's University is looking for volunteers to participate in a study on back pain in working pregnant women (you don't have to

have back pain to participate). You will be asked to attend two sessions (at approximately 20 and 34 weeks) involving filling out a questionnaire and having front and side photographs taken. Contact Judy Tse, Clinical Mechanics Group, Queen's University at 548-2356 or email pregnancyandwork@hotmail.com.

## Tutors

If you want to have experience in teaching conversational English as a Second Language, and if you want to learn about other cultures, then be a volunteer ESL tutor. Two-hour weekly commitment. Call 533-2472 or drop by the School of English, 96 Albert St.

## Search for Principal, Queen's Theological College

Queen's Theological College is now seeking applications and nominations for the position of Principal, to begin June 1, 2001, or as soon thereafter as is possible.

Through programs in theology, Queen's Theological College provides a community of teachers and learners dedicated to critical understanding of the Christian faith, and to the preparation of men and women for Christian leadership. Through the Department of Religious Studies at Queen's University, the College provides a community of teachers and learners for knowledge, theoretical understanding and critique of religion - as a global human phenomenon, and in its interaction with other dimensions of human life. The College's theological program is fully accredited by the Association of Theological Schools in the United States and Canada; it is also a Testamur-granting institution of The United Church of Canada. As a graduate degree-granting institution, the College is affiliated with Queen's University.

Within this focus, the Principal is to provide leadership to all involved in the educational process, overseeing the work of the College, its faculty and staff, and providing for a public representation of the College in keeping with its expressed mission, values and goals. The Principal is responsible for the continuing good order and vitality of the College, and ensures that the College life and work are carried out in accordance with established policies. The Principal is accountable to the Board of Management for overall direction, planning, organization and finances of the College.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Candidates internal and external to Queen's Theological College are encouraged to apply. All candidates will receive equal attention. Queen's welcomes diversity in the work place and encourages applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. The appointment of the principal must be approved by The United Church of Canada.

Further details and a position description may be obtained by writing to Anne MacDermaid, Chair, The Search Committee for a Principal of Queen's Theological College, Theological Hall, Kingston, Ontario, K7L 3N6, FAX - 613-533-6879, E-mail - macderma@post.queensu.ca or 3imp8@post.queensu.ca. Completed applications must include a c.v. and three letters of reference. The closing date for completed applications or nominations is **Nov. 10, 2000.**

# 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. Free. Oct. 1, Panel discussion, Atrium, 2 - 4:30 pm.

Oct. 5: Slide presentation and talk, 7:30 pm. Bill Laws and Kim Ondaatje: The Artist's Garden.

Oct. 15: David McTavish, Director, lectures on the exhibition Masterstrokes: Drawings New to the Agnes Etherington Art Centre. Atrium, 2 pm. Free.

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. Upcoming exhibit: Touchstone: 200 Years of Artists' Lithographs, Samuel J. Zacks, Historical Feature and Fraser Elliott Galleries. Sept. 30 - Dec. 10. <http://www.queensu.ca/ageth/>

**Union Gallery,** First floor, Stauffer Library. POP. Chien-ming Huang, Takeshi Miyazawa, Lance Wei. Sept. 12 - Oct. 3. Reception: Sept. 28, 6 - 8 pm. (note date change) <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.

## Meetings & Colloquia

**Tuesday, Sept. 26**

### Pathology

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

**Wednesday, Sept. 27**

### Biochemistry

Bruce Hill, Queen's. Coupling of electron and proton transfer reactions in the heme-copper oxidase family of enzymes. B139 Botterell Hall, 2:30 pm.

### Friends of the History of Medicine, Science and Technology

Sergio Sison, Queen's. The natures of maps. B139 Botterell Hall, 12:30 pm.

### Geneva Fellowship Graduate Student Colloquium Series

Natasha Alekskiuk, Queen's. Valor in women is so sublime: Joanna Baillie's poetic transformation of Burkean terror. Discussion followed by refreshments; all welcome. Geneva House, 182 Frontenac St. (at Union), 7:30 pm.

**Thursday, Sept. 28**

### Anatomy and Cell Biology

Chris Eckert, Queen's. The loss of sex in clonal organisms. 920 Botterell Hall, 11:30 am.

**Monday, Oct. 2**

### Physiology

Alison Froese, Kingston General Hospital. High-frequency oscillatory ventilation: From a laboratory curiosity to a clinical therapy. 449 Physiology Library, Botterell Hall, 11:30 am.

**Tuesday, Oct. 3**

### Pathology

Lee Fraser, Queen's. Investigating the Role of Uve1 in eukaryotic mismatch repair. Richardson Amphitheatre, 4 pm.

**Wednesday, Oct. 4**

### Chemistry

Cathleen Crudden, University of New Brunswick. Asymmetric synthesis with transition and main group elements. FG15 Frost Wing, 11:30 am.

### Religion/Theology

William Closson James, Queen's. Canadian religion in Japanese perspective. Elias Andrews Room, Theological Hall, 3:30 pm.

**Thursday, Oct. 5**

### Anatomy and Cell Biology

Daniel Cyr, Institute Armand Frappier, Human Health Research Centre, Quebec. Cellular interactions in the epididymis. 920 Botterell Hall, 11:30 am.

**Tuesday, Oct. 10**

### Chemistry

Bertrand Castro, Sanofi-Synthelabo, France. Managing Chirality in Pharmaceutical Chemical Development. FG15 Frost Wing, 11:30 am.

### Friends of the History of Medicine, Science and Technology

Bert Hansen, Baruch College, City University of New York. Medical history in popular culture: Comic book heroes of the 1940s. B143 Botterell Hall, 12:30 pm. Has the laboratory been a closet: Gay and lesbian lives in the history of science and medicine. B143 Botterell Hall, 6 pm. Graduate students welcome.

## Other

**Friday, Oct. 13**

### Friday Book Group

'Afterimage' by Helen Humphreys. (November book will be 'The Reader' by Bernard Schlink). Ban Righ Centre, 32 Queen's Crescent, 7:30 pm. Details: Marlo. ext. 74734, e-mail: whitehem@ncic.ctg.queensu.ca. All welcome.

### Feminist Reading Group

First Tuesday of each month (**Oct. 3, Nov. 7, Dec. 5**), Ban Righ Centre (32 Queen's Cres.) noon - 1 pm. All welcome. First book: Sylvia Plath's The Bell Jar. Details: Theresa Mahasneh, ms.theresa@usa.net.

### Great Catholic Book Club

Third Wednesday each month, Newman House (192 Frontenac St.), 7 pm. Fiction and non-fiction from a faith-based perspective. Participants choose titles. Come once, come monthly! Details: 546-2495.

### Medieval Latin Reading Group

Students, staff and faculty welcome. Wednesdays 4:30-5:30 pm, Grad Club, 3rd floor north. Authors chosen by participants. All levels welcome. Details: Rob Moody or Monica Sandor, History, ext. 74362.

## Special Events

**Tuesday, Sept. 26**

### Open House

### Queen's Day Care Centre Inc.

Faculty, staff and students are invited to an open house celebrating 30 years of caregiving on campus and the opening of the new Infant and Toddler Centre. 184 Union St., entrance off Albert Street, 5 - 7 pm. Details: 533-3008.

**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. 27:** Manon MacFarlane and Christine Bell, students. 2-4-1 Mentoring: Organizing your Time and Monday. Bring a pot-luck dish for 6 pm; program at 7 pm.

**Oct. 2: Brown Bag Lunch.** Susan Beyette, artist. Homage to Summer: Original Prints. Noon.

**Oct. 4, 11 Writing workshops.** Doug Babington, Queen's Writing Centre. Writing for Academic Success. 10 - 11:30 am. Preregister by calling 533-2976.

**Oct. 5: Make a Difference in the World:** A Development Studies Forum. Bob Stock, Dorothy Lele, Jean Jeffrey, 9:15 - 11 am.

### Continuing Medical Education

**Sept. 27:** Spirology, Donald Gordon Centre

**Oct. 12 - 13: PALS PLUS,** Hotel Dieu Hospital/Botterell, 533-2540, <http://meds.queensu.ca/ce>

### 2000 Industrial Relations Centre Fall Seminars

**Sept. 24 -29:** High Impact People Practices.

**Oct. 15 - 20:** Fall Industrial Relations Seminar

**Oct. 22 - 27:** Negotiation Skills

Fee: \$1,725 (Queen's rate). Details: Elaine Clark, 533-6628, email [ircentre@post.queensu.ca](mailto:ircentre@post.queensu.ca). <http://qsilver.queensu.ca/irl/>