



Bernard Clark

Students representing all university faculties hoist banners in preparation for this weekend's public launch of the Campaign for Queen's. Through the Alma Mater Society, students have already pledged \$3 million towards Campaign projects.

Queen's launches fund-raising campaign

"Single individuals give unasked their tens and hundreds of thousands of dollars to colleges, because it 'pays'..."

BY NANCY DORRANCE

Although they sound contemporary, those words were actually spoken in 1877 by George Monro Grant, at his installation as the seventh Principal of Queen's. More than a century later, the reasons for Grant's heartfelt rallying cry are equally relevant today. And just as it did then, Queen's is meeting this present financial challenge head-on – with the most ambitious fund-raising campaign in the university's history.

To the skirl of bagpipes, beneath a huge banner of the former Principal and fervent fundraiser now adorning Grant Hall, members of the Campaign Cabinet and the Queen's community will publicly launch the Campaign for Queen's this weekend. It marks the first stage in what Principal Bill Leggett believes will be a vital and exciting journey toward realizing the university's vision.

"Our continued success will have everything to do with the standards of excellence we set for ourselves in teaching, scholarship and community service – and our commitment to provide

the resources necessary to uphold these standards," says Principal Leggett. "The Campaign for Queen's will be one of the key factors in achieving Queen's vision for the 21st century: To be the quality leader in Canadian higher learning, developing exceptional students and scholars for citizenship and leadership in a global society."

The principal notes that a strong foundation has already been established by the Campus Community Campaign, during which more than 300 volunteers helped to raise \$29.6 million towards the campaign's \$200 million goal. In addition, \$7.2 million in eligible gifts from campus donors was received during the "advance phase" of the campaign.

"Carrying forward this powerful message that 'Queen's supports Queen's,' we are now moving our campaign into the public sphere," he says. "We invite everyone in the Queen's community to join in the many events celebrating Launch Weekend on campus, and to help ensure that the wonderful momentum generated so far will not only continue, but grow." □

Researcher links common cold bacteria with cardiovascular disease

BY ANNE KERSHAW

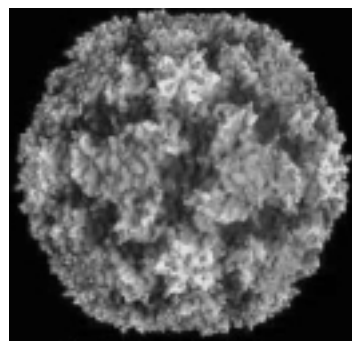
A bacterial infection associated with the common cold may play a role in triggering cardiovascular disease, a Queen's University researcher has found.

Cardiovascular disease, the leading cause of death in North America, has been associated with a number of risk factors including smoking, hypertension and diabetes. Increasingly, however, evidence has indicated that infection with a type of bacterium that causes respiratory illness may be another factor contributing to the development of cardiovascular disease.

Until now, most researchers have been unable to show that this organism, *Chlamydia pneumoniae*, is present in their patients in a "viable, live" form.

Marnie Fiebig, a Queen's masters student with the Department

of Microbiology and Immunology, along with Drs. Peter Brown and Perin Sankar, has developed a procedure which demonstrates that the bacterium is in fact present in a "live state" in more than 90 per cent of the 47 patients (aged 50 to 75 years) who were admitted to Kingston General Hospital for treatment of two types of cardiovascular disease, abdominal aortic aneurysm and carotid endarterectomy.



Chlamydia pneumoniae was found to be present in both the patient's diseased tissue and blood cells. Similarly, 64 per cent of a control group of 50 healthy age-matched individuals also tested positive for the bacterium in their blood cells.

"This indicates that a *chlamydia pneumoniae* infection acquired early in life may exist in the body in a dormant or low-lying state," says Ms. Fiebig. "Several years of this "low-lying infection may trigger an inflammatory response

considered to be the hallmark of atherosclerosis."

Ms. Fiebig says the researchers' results not only add further credibility to the involvement of *chlamydia pneumoniae* in atherosclerosis but, more importantly, "open the door for a relatively non-invasive, simple blood test to determine whether an individual who carries the bacterium is at an increased risk for developing atherosclerotic vascular disease." This blood test could also be used to monitor patients participating in antibiotic trials to assess the success or failure of the treatment, she says.

The research, presented recently at a conference of the American Society for Microbiology, represents part of Ms. Fiebig's masters thesis for a Master of Science degree in microbiology and immunology. The project was funded with a grant from the Kingston General Hospital Research Fund. A bursary for the researcher was provided by the Department of Microbiology and Immunology. □



Queen's United
Way Campaign

2000 goal: \$222,000

As of Oct. 10: \$71,948

<http://advancement.queensu.ca/html/qtoday.htm>

Festivities celebrate launch

Enjoy all that Queen's has to offer this weekend. A double celebration of music, technology, sports and culture takes place at the official launch of the Campaign for Queen's and Queen's Festival 2000.

All events except for the football game are free. Festival concerts are open to Queen's faculty, staff and students and are going fast. Tickets are available with employee or student identification at the Performing Arts Box Office in the JDUC. Telephone 533-2258, or internal extension 75124.

Thursday, Oct. 12

Latin and jazz music night. Juno award winners Marilyn Learner, piano, Jane Bunnnett, saxophone backed by a Cuban ensemble. Grant Hall, 8 pm.

Friday, Oct. 13

Celtic musician Natalie MacMaster, Grant Hall, 8 pm.

Saturday, Oct. 14

Celebrate the Vision Under the Big Top, Agnes Benidickson Field (behind Grant Hall), 11 am – 1:30 pm. Check out Radiance, the car that smashed the world distance record for solar car travel. Queen's bands, clubs, cheerleaders, department displays, demonstrations, 1999 Chillfest winners.

Celebrate Queen's football game versus Western, Richardson Stadium, 1:30 pm. Tickets in advance at the Physical Education Centre or at the gate. Parade to the game, 1 pm, or take the shuttle.

World's Fair 2000, a literary arts fair for Queen's and Kingston communities, Kingston Field (University Avenue and Stuart Street), 10 am – 5 pm. Readings, children's activities, historical displays, book arts demonstrations and more.

Sunday, Oct. 15

Jasper Wood, violin, Grant Hall, 2:30 pm.

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

Celebrate
Queen's

In this issue...

**Reflections
on Queen's
future**

see page 3





Yvonne Craig and Rachel Ault, co-chairs of the student United Way committee, assist Ryan Hum, AMS Campus Activities Commission, Bill Miklas, Queen's United Way co-chair, retiree Chuck Campling and co-chairs Sherri Ferris and Rose Chan in hauling the United Way thermometer out of storage as the 2000 campaign gets under way.

Celia Andersen

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.

Knowledge economy leaders share experiences at Queen's symposium

Centre for Knowledge-Based Enterprises aims to lead research into knowledge-based economy

Federal industry minister John Manley will address business executives and leading thinkers on the knowledge economy at Knowledge Summit 2000, to be held at Queen's tomorrow and Wednesday. The two-day symposium on Creating Wealth in the Knowledge Economy marks the official opening of Queen's Centre for Knowledge-Based Enterprises.

The centre aims to be at the leading edge of research in the rapidly growing field of the knowledge-based economy, says director Jim McKeen. "Our mandate is to be a global leader in the production, transmission and diffusion of ways to better manage knowledge-based enterprises," he says.

Knowledge-based enterprises are organizations that generate wealth directly as a result of knowledge – universities, consulting firms and media being examples. The centre will focus on developing new understanding and new management prac-

tices to ensure the growth and success of knowledge-based enterprises, Dr. McKeen says.

"This is a totally new area of research that is looking for ways to observe and measure the knowledge that workers bring to their jobs," Dr. McKeen explains. "The old business model evaluates such things as profits, assets,

'This is a totally new area of research that is looking for ways to observe and measure the knowledge that workers bring to their jobs'

etc. But in the new economy, the model doesn't hold up. How, for example, do you value the assets of a company that's basically a bunch of kids working on computers out of their basements?"

Evaluating intellectual assets is just one small piece of KBE's mandate. On a larger scale, it's looking to develop research pro-

grams that tap into the interests of a cross-section of academics from anywhere in the world, as well as industry, which offers the real-life 'laboratories' for the researchers' studies. All findings will be placed in the public domain as working papers. "All research becomes public property," Dr. McKeen explains.

Begun with more than \$5 million in startup funds from Queen's School of Business grad Mel Goodes, the Centre for Knowledge-Based Enterprises

reflects its benefactor's interest in knowledge-management as well as his belief that both Queen's and Canada have a role to play in this emerging field, Dr. McKeen says. "It's right in so many ways. I believe that knowledge-based enterprises will be extremely important to Canada's well-being. There are huge questions to be asked about the knowledge economy, and huge rewards in answering them."

<http://business.queensu.ca/kbe> □

Letters

Cold beverage funds update

I am writing to make the campus community aware of the process for accessing funding arising from the cold beverage contract with Coca-Cola.

As I reported last January, \$1 million, representing approximately 20 per cent of the new monies, will be allocated for special projects with the intention of benefiting the greatest number of students. Of this amount, a minimum of \$300,000 would be allocated to projects within the library system. The remaining 80 per cent (approximately \$4 million) of the funds will be directed toward the new student life facilities.

The special project monies will be allocated in equal amounts annually over the next ten years. Any monies not allocated in one year will be carried forward to the following year.

The document outlining the process for applying for the funds is now available from the Office

of Residence, Food & Beverage Services in Victoria Hall, Room D015.

*Bruce Griffiths
Associate Director (Residence Services)/ Director,
Food & Beverage Services
On behalf of the Cold Beverage Steering Committee*

Thanks for the memories

I would like to express my thanks to all of those who attended my retirement reception recently. I know a good many of you contributed to the fine gift that I was given at that time, but I am not too certain of all your names so I can't express my thanks to you individually. Please be assured that I am very grateful for all of your thoughtfulness at this time. In fact, Queen's and Queen's people have made my 31 years with the university a very happy time.

*Stewart Renfrew
Queen's University Archives*

Gazette

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31 October	6 November

QUEEN'S TODAY

HOME PAGE www.advancement.queensu.ca/html/qttoday.htm

ISSN 0319-2725

Reflections on the future of Queen's

In recent months Principal Bill Leggett has had opportunity to reflect publicly on the future of the university. Earlier this summer he shared his thoughts about challenges facing Canadian universities with Bill Watson, editor of *Policy Options* magazine. In his article "Queen's at the Crossroads" in the fall issue of the *Alumni Review*, the principal makes a case for a new vision of Queen's in the 21st century, and for new benchmarks to guide that vision. In the interests of beginning an internal discussion on these matters, the principal reiterates his thinking in the following Q&A, and he welcomes the university community's response.

Your Alumni Review article is titled "Queen's at a Crossroads." What are the influences and pressures that are bringing the university to this turning point?

"Queen's at the crossroads" actually comes from a quote from Principal George Grant at the turn of the 20th century. Grant was facing pressures from increasing enrolment, inadequate funding and mounting class sizes, and witnessing a general decline in the quality of the Queen's experience.

Grant and his successors overcame these difficulties more than once and went on to create what is unquestionably one of the best universities in Canada.

As we enter the 21st century we face very similar problems. While we speak proudly of excellence, our excellence is relentlessly being eroded by forces beyond our control. In addition, the increasing globalization of our economy and our society demands that we adapt what and how we teach, and how we pursue our scholarship and service. We must effectively address these external challenges or risk the prospect of becoming irrelevant.

Given our current situation, it struck me that Grant's characterization holds equally well today.

You suggest that in order to meet the challenges of the coming century, Queen's must raise its sights and that Princeton and Stanford could serve as effective models. What does Queen's have to gain by comparing itself to Princeton and Stanford?

We gain a clear sense of the standards we must set for Queen's if we are to maintain our position of leadership in the 21st century. Over the past 100 years Queen's has become a truly national university, known for the quality of its undergraduate programs, its scholarship, and its service to Canada. However, Canada's future is inextricably linked to that of the rest of the world. To be successful in the 21st century the

country will require leaders and citizens who understand this new environment and its implications and are prepared to contribute in creative and informed ways.

And as Canada becomes more and more dependent on its universities as engines of the knowledge-based economy, it will require universities that rank among the truly great universities of the world.

Only a few Canadian universities are capable of meeting this challenge. I believe that Queen's is one of these for reasons that I highlight in my recent article in the *Alumni Review*. However, to rank among these leaders Queen's must again raise its sights. Being one of the best nationally will not do. Over the next 100 years Queen's must emerge as one of the leading universities of the world.

In my article I suggested Stanford and Princeton as models for the future. Both rank among the best universities in the world. Both have demonstrated an enduring commitment to a high quality, broadly-based, undergraduate curriculum; both are outstanding in the area of scholarship; and both work confidently with the private sector to the benefit of both the university and society. Finally, both are moderate-sized institutions where the individual counts. They have clearly demonstrated that it is possible to achieve true excellence in teaching, scholarship and service without being big. This is an important lesson.

I am not suggesting that we seek to replicate Stanford or Princeton at Queen's. I am, however, firmly of the view that the level of excellence they represent is the level Queen's must strive to achieve.

Last week I spoke to Senate about the future of Queen's. In that speech I acknowledged the magnitude of the voyage before us should we decide to seek the future I have outlined. And in arguing that such a future is achievable, I pointed out that the Harvard University we know and admire today is largely a creation of the latter half of the 20th century. Many of the challenges we face today were experienced and overcome by Harvard during the 20th century. The secret to Harvard's success lies, in the main, in its relentless commitment to achieving the standard of excellence it has established for itself.

Princeton and Stanford are private universities. Are you suggesting that Queen's should become a private university?

Not at all. The model I am proposing is founded on four fundamental values that I believe to be essential to Queen's. These are:

- A commitment to quality in all that it does;

- A commitment to accessibility – ensuring that entry to Queen's is determined not by an individual's economic means, but by their capacity to contribute to and benefit from the educational environment at Queen's;

- A commitment to our fundamental role as a public institution, dedicated to promoting and leading the cause of public education in Canada;

- A commitment to our role as a leading research-intensive university.

I have occasionally referred to this model as the "liberated public university." This model would be unique in Canada. At this point it is important to note that while Ontario has moved significantly towards a more flexible funding model in recent years, this move has been co-incident with major reductions in operating funding that have undermined the quality advances that might otherwise have resulted. As a public institution we have an obligation to work to ensure that the levels of public support for postsecondary education in Ontario are sufficient to ensure an overall level of quality comparable to that available in other regions of North America. But we should not be content with the levels of quality that even dramatically improved government funding would support. Our standard must become that of the leading universities of the world, and we must work to ensure that we achieve that standard.

What are the implications of this model for Queen's mix of undergraduate/graduate students and teaching/research?

Clearly we need to explore this in depth as a community. We risk the future I have outlined if we allow our undergraduate enrolment to grow significantly. Continued growth will imperil our commitment to the individual. It will also hamper our ability to develop and sustain undergraduate programs that rank among the very best in the world, to sustain the rich "broader learning environment" that is vital to the distinctive quality of the Queen's experience, and to engage a high proportion of our students in the excitement and the rewards of original discovery and research. Enrolment growth may also jeopardize our ability to provide financial assistance to students in need.

On the other hand, our ability to sustain our position as one of Canada's leading research-intensive universities will demand that we expand graduate enrolment and enrich the quality of our graduate programs. This will not diminish our commitment to providing an

outstanding undergraduate experience. Indeed, it has the potential to greatly strengthen our ability to fulfil this commitment.

One of the keys to continuing Queen's legacy of excellence, you note, is reduced dependence on government funding and greater freedom in setting appropriate levels of tuition. Has this type of funding approach been tried elsewhere?

My fundamental message is that Queen's must aspire to a new standard of excellence and work to develop the resources, be they material, intellectual or financial, required to achieve that goal. I have suggested that achieving that goal will require that we gain greater freedom of action on several fronts. With respect to government, this certainly applies to tuition, but it also applies to the ability to define our future course, to structure our programs in ways that are consistent with this course, and to define our own measures of excellence and accountability in teaching and scholarship.

Our recent experience with deregulated tuition has provided powerful examples of the improvements in quality that can be accomplished when the university works with its students and faculty to determine what is required in terms of improvements and the resources required to achieve them. I am confident that this model can be effectively applied to the whole university. However, if we are to be true to our commitment to accessibility, there are clear limits to this strategy. We must also build our private-sector support, and through it our endowment, which will be the primary engine to deliver the levels of excellence in teaching, scholarship and service to which we aspire. The challenges are monumental. But Queen's is not simply here for the short term. Look at what it has accomplished in the past 159 years. This legacy is the strongest argument I can muster in defence of my claim that what I propose is, in fact, achievable.

Perhaps the closest parallel to what I am suggesting is the Michigan model.

The University of Michigan not only enjoys a level of public support that is dramatically higher than that enjoyed by Ontario's universities, it also enjoys the freedom of action available to private universities. This combination of strong public support and the freedom to define its course, determine its level of excellence and manage its revenues, including tuition, to achieve those ends is central to its success, and Michigan's stature, as an institution.

How would this approach serve the interests of existing and prospective faculty?

Most faculty need an environment that is capable of providing the stimulation and the resources necessary to allow them to reach their full potential. This is overwhelmingly true for students as well. The truly great universities of the world are those that have committed to this vision and delivered on it. None have done so overnight. This is a voyage for the long term, for the truly committed. But the commitment and the voyage themselves bring with them strength and pride.

To be completely honest, however, I must acknowledge that such a voyage cannot be sustained if it is approached from the perspective of narrow self-interest. There is a real requirement for a degree of altruism here; for individual belief in building something of real and lasting value to the country and the world; for a willingness to compromise, to adapt, to commit to the process of continual improvement. And there is a need for openness to the satisfaction that can come from sharing and rejoicing in the successes of others and of the institution.

My experience tells me that these values exist at Queen's.

Is Queen's uniquely positioned to succeed in this area? Why?

In my view, yes. We are widely perceived to be the Canadian university most likely to be able to make the transition I describe. We enjoy a reputation for accomplishment and excellence in teaching and scholarship that is the envy of most. Our students are undeniably the best in the Canada and rank among the best in the world. Our faculty rank among the best, and our staff exhibit a loyalty to the institution and its students that is unique. We have bolstered our belief in the importance of the individual through measured growth. We enjoy a level of alumni loyalty and support that is the envy of all universities in Canada. And most importantly, we cherish a legacy of accomplishment that speaks loudly of the institution's leadership. We have all the ingredients for success. All that is required is an unswerving commitment to pursue it. □

You can read the principal's *Alumni Review* article and his *Policy Options* interview on his website, at: <http://www.queensu.ca/principal/>

Send your responses to gazette@post.queensu.ca, or via campus mail to 107 Fleming Hall, Stewart-Pollock wing. You can also send your questions and comments directly to the principal, at principa@post.queensu.ca

Next issue: Queen's community members share their views on the above.

Books and Bytes

News from Queen's University Libraries



E-journals: Changing the ways we use scholarly literature

BY DIANNE COOK

The publishing world is undergoing revolutionary change. One impact on the university is the shift in journal publishing from print to electronic format. Advantages of e-journals include desktop access, instant, simultaneous delivery, and access to more titles. There is also the potential for hypertext links from citations in indexes to matching articles, and the opportunity to browse new journal issues before the print copy is distributed. They don't take up space and articles can be printed as needed.

Currently, members of the Queen's community have access to more than 2,000 electronic journal titles through Queen's Libraries' Home Page (<http://library.queensu.ca/>) – look for a new and improved e-journals website (at the same location) later this month.

In addition, the pace of change will increase dramatically beginning in 2001 with the start-up of the Canadian National Site License subscriptions. The Canadian National Site Licensing Project (<http://www.uottawa.ca/library/cnslp/>) is a co-ordinated, nation-wide, university library initiative. It's expected to dramatically increase the quantity, breadth and depth of research literature available to Canadian researchers and to provide expanded and equitable access to that content through electronic formats. This will be accomplished by a national initiative to license electronic versions of scholarly journals and research databases in science, health, engineering and the environment, and to provide electronic "desktop" access to this content for the Canadian academic community.

At Queen's, the purchase this

summer of Project Muse (<http://muse.jhu.edu/journals/>), a package of interdisciplinary e-journals, converted a number of existing library subscriptions to electronic form as well as added new titles. Project Muse is a true "mixed bag" of more than 100 journals published by American scholarly presses in the fields of literature and criticism, history, the visual and performing arts, cultural studies, education, political science, gender studies, classics, law, philosophy and religion, philosophy and science, and even math. LEXIS/NEXIS, also acquired this summer, is an online information service accessible on a first-come, first-served basis from CD stations in Stauffer Library and the Law Library and provides access to a huge wealth of news, business, legal, and medical information, much of it in full text and cutting across all subject boundaries.

The advent of electronic journals also influences how we make decisions regarding the journals to which Queen's Libraries will subscribe. As Project Muse and LEXIS/NEXIS demonstrate, electronic journals increasingly are marketed in large, expensive, interdisciplinary packages. In order to bring the cost of such packages within reach, the libraries have joined purchasing consortia, such as CNSLP and the Ontario Council of University Libraries Information Resources Group (OCUL-IR), the Consortium of Ontario Academic Health Libraries (COAHL) and the Canadian Academic Law Library group. The larger the group, the

greater the power to negotiate group discounts. Participation in consortia requires Queen's Libraries to meet decision deadlines established by the consortia, sometimes adding packages of second priority in order to support the group effort and to persuade the consortium to pursue our top priority packages, etc. We retain the power to opt out of irrelevant deals or those we consider too expensive.

The increasingly interdisciplinary nature of research and the diversity of many electronic journal packages has reduced the effectiveness of reviewing separate sections of the journal list with individual faculty departments. Now, it is essential that this work be done more collaboratively by liaison librarians, student representatives, and library representatives for faculty departments for broader areas: humanities, social sciences, and engineering/science. To this end, we anticipate the establishment of several user advisory committees for the Humanities, Social Sciences and Engineering and Science areas later this fall to assist us with the identification and selection of electronic journal packages that will best meet the teaching and research needs of the Queen's community.

For more information contact Dianne Cook, Coordinator of Collection Development, ext. 33040 or cookdc@post.queensu.ca □



Employees' input on benefits needed

Survey looks at satisfaction, desire for choice in benefits

What do you think about your employee benefits? Queen's Human Resources department wants to know. Over the next two weeks, beginning Oct. 16, Human Resources will be surveying Queen's employees about employee benefits. The survey is part of an overall review of benefits that the university began earlier this year.

The survey will explore the issues of satisfaction, choice and value with employees' purchased insurance benefits: dental, supplementary medical, long-term disability, semi-private hospitalization, and basic and optional life insurance.

"There are several reasons for looking at these benefits now," says Timo Hytonen, Associate Vice Principal for Human Resources and Organizational Effectiveness. "With premiums rising each year for both employees and the university, it is important to ensure that we are all perceiving and experiencing value from these benefits." The issue of rising benefit premiums is not a problem specific to Queen's, he adds; it is also a significant concern for most other organizations in Canada.

The first part of the survey looks at the satisfaction levels with the university's current benefits; the remaining questions ask about employee preferences for choice in benefits. "Currently, our benefits have a traditional 'one-size-fits-all' approach. Our choice is limited to fitting into the offered 'size,' or opting out of the

benefit," notes Scott Wylie, compensation and benefits specialist. "We aren't sure if this approach is providing employees with a meaningful or valuable level of choice in these benefits."

The survey will be conducted through the web to make it easier for employees to participate. The survey link will be e-mailed to all employees who have a Queen's e-mail address on file in Human Resources. A paper copy of the survey will be mailed to

'We aren't sure if a one-size-fits-all approach is providing employees with a meaningful or valuable level of choice in these benefits'

those employees who do not have access to e-mail.

While the survey is confidential, employees will be asked to indicate to which employee group they belong. This question is necessary, Mr. Wylie explains, because some of the university's employee groups require mandatory enrolment for some benefits.

The benefits survey is one part of an overall benefits review project being led by Timo Hytonen. The project is looking at employment benefits, how they are communicated and the technology associated with delivering them. The review is being conducted by a Benefits Task Force, which expects to report to the Queen's community in February 2001. □

Senate

Notes from the September 25th session of Queen's University Senate



A memorial tribute to Principal Emeritus David Smith opened the inaugural Senate session of the 2000-2001 year. The tribute was read by Principal Bill Leggett. Principal Smith, who served as Queen's 16th principal from 1984-1994, died this summer.

Principal Bill Leggett shared his views on the future at Queen's as articulated recently in two publications, *Policy Options* magazine and the *Queen's Alumni Review*. (For further elaboration of these reflections, please see the Gazette Q&A on page 3). The principal encouraged Senators to engage in a discussion about the future prospects of the university.

Queen's total full- and part-time enrolment to date stands at 17,697, Registrar Jo-Anne Bechthold reported. The total includes an increase of 200 first-year students over last November's total, she reported. Final enrolment figures will not be confirmed until

November.

The university is taking action on several fronts to deal with exam disruptions caused by false alarms, David Anderson, Vice-Principal (Operations) informed senators. Responding to a question by student senator Murray Wilson, Mr. Anderson outlined several immediate preventive measures being considered, including greater security within exam halls and a ban on all personal, non-exam items such as books and backpacks as well as consultations with the Kingston Fire Department. Longer-term, the university is setting up an advisory group to look at ways of increasing safety and protecting the integrity of the exam process, he said.

Senate received the Agenda Committee's list of proposed agenda topics for the coming year. The list includes enrolment planning; the budgetary implica-

tions of enrolment increases and the increasing number of centres at Queens; and a review and report on the future of Orientation at Queen's. Senate also approved the list of meetings for the coming year. Future Senate meetings will be held on Oct. 19, Nov. 23, Dec. 13, Jan. 25, March 1, March 29, April 19, all at 3:30 pm, and May 23, at 9:30 am.

Senate approved the appointment of the following to Senate committees: Jane Knox, faculty (Agenda); Dany Szpiro, faculty and Stephan McBride (Budget Review); Gurjit Sandhu, student (Educational Equity); Paul Banfield, staff and Joon Park, student (Fine Arts & Public Lectures); Doron Rabin, student (Alumni Teaching Award); Brian Yealland, staff (John Deutsch Centre Council); Jonathan Rose, faculty (Radio Policy Board). □

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

Noted and Quoted



Highlights of Queen's experts in the news, September-October

Barbara Kisilevsky (Nursing) continues to receive media interest for her research on fetal hearing. Most recently, her work was highlighted in *L'Actualité* and *Pharmaceutical Times*.

The hormone research of **Katherine Wynne-Edwards** (Biology) was covered in the latest issue of *University Affairs*.

A photo/caption of **Wendy Craig** (Psychology) lecturing on the topic of bullies in romantic relationships appeared in the *Halifax Daily News*.

Principal Bill Leggett was quoted in a *Globe and Mail* story about American universities luring Ontario professors south.

A segment on **Sanjay Sharma** (Ophthalmology) and his research related to macular degeneration was broadcast recently by *CBC Newsworld's* Health Matters. □

A study on poverty by **Ross Finnie** (School of Policy Studies) was covered in the *Globe and Mail*, the *Toronto Star* and the *Edmonton Sun*.

Marnie Fiebig, a Queen's masters student with the Department of Microbiology and Immunology, was interviewed on *CTV* about her research findings linking the common cold and heart disease. Her research was also covered by the *Toronto Star* and *Windsor Star*.

Wendy Wobeser (Health Sciences) received coverage in the *Toronto Star* in connection with her research on the risk of tuberculosis among immigrants.

A feature story on Queen's Centre for Enterprise Development appeared in the *Globe and Mail*, highlighting the creation of a network of corporate players to help early-stage companies. □

News Notes



Art historian is Scholar-in-Residence

Joan Acland, Visiting Scholar in the Institute of Women's Studies will also be Scholar-in-Residence. A member of the Department of Art History at Concordia University, Dr. Acland specializes in histories of native art as well as feminism. She is strongly interdisciplinary with a PhD in

Humanities (Art History, Anthropology and Cultural Studies). She teaches First Nations Art and Architecture, and Postcolonial Theory and writes about First Nations contemporary artists in Canada. Her most recent work is placed at the intersection of race, class and gender in its emphasis on beadwork, embroidery and

quillwork produced by native women in Canada throughout the 19th century.

Dr. Acland's illustrated lecture, *The Artistic Production of First Nations Women*, takes place Tuesday, Oct. 24, 10 am, in Rm. 200, Kingston Hall. Information: Terrie Easter Sheen in Women's Studies, 533-6318.

Copies can also be sent by mail; contact the QUSA office by e-mail or phone (ext. 32215) to request copies to be sent to you by campus mail.

Equity guide updated

The *Guide to Equity Resources* at Queen's has been updated and is now available on the web. Providing a current listing of all equity resources available on campus, the guide is the product of combined efforts by Queen's Summer Work Experience student Shannon Dent and Human Resources. Staff, faculty and students can consult the guide for current equity resources on gender, racism, equity policies and other diversity topics. The guide can be accessed at <http://www.hr.queensu.ca/staff-rel/Equity/equity/contents.htm>. □

QUFA joins CAUT campaign

Queen's University Faculty Association has joined the Canadian Association of University Teachers' campaign to lobby the federal government for more support for postsecondary education. All members of Queen's community are urged to take part by signing a postcard and returning it to the QUFA office before Oct. 16. Postcards are available in the QUFA Office, Room 120 Old Medical Building, or the QUSA office, Room 235 of the JDUC.

Queen's Pension Plan fund rate tops 20 percent

Queen's Pension Plan members will see their Money Purchase accounts increase by more than 20 per cent this year, thanks in large part to this year's top performing equity market, the Toronto Stock Exchange.

"The TSE was by far the world's leading market, and hit a number of record highs during July and August," says Bill Forbes, director of the Department of Pensions, Investments and Insurance. "Even with Nortel dominating the TSE 300, gains broadened through the market and we finished the plan year up 20.67 per cent." The last time the annual fund rate of return topped 20 per cent was in 1997, when investment performance hit 22.91 per cent.

And good news is also in store for Queen's retirees, who can expect to see their pensions increase by slightly more than 8 per cent as a result of the post-retirement indexing formula that is built into the plan.

"Clearly this was the TSE's turn to shine, with a total return of more than 63 per cent for the 12-month period ending Aug. 31," says Mr. Forbes. "The U.S. stock market, on the other hand, increased by about 14 per cent and the non-North American stock markets were up by about 8 per cent."

The pension fund's Canadian equities and bonds are managed by Montrusco Bolton and RT Capital Management, while

its foreign stocks are split between specialist managers Sanford Bernstein (New York) and Wellington Management (Boston). The fund's total value now exceeds \$1 billion.

The increase of 20.67 per cent will be reflected in the Money Purchase account balances and projected pensions of all plan members, says Mr. Forbes. This information will be included in the individual benefit statements that are scheduled to be distributed by mid-December.

The Pension Committee, meanwhile, has had several meetings to discuss the developments at RT Capital, which admitted this summer to having contravened the Securities Act and TSE rules by manipulating the price of stocks through a process known as "high closing." Concerned about the resulting management structure following the departure of key portfolio personnel, the committee's investment subcommittee recently met with senior RT Capital managers, including newly appointed CEO Michael Wilson. Mr. Forbes says that the committee is satisfied, at least for the time being, with the steps taken by RT Capital to meet both compliance and investment management obligations. Performance will be monitored very closely, he adds.

Pension plan members seeking more information can call the Department of Pensions, Investments and Insurance at 533-6414. □

Queen's students, new researchers awarded SSHRC fellowships

Five Queen's postdoctoral fellows and 21 graduate students have won fellowships from the Social Sciences and Humanities Research Council.

The council awarded postdoctoral fellowships to 112 of Canada's most promising new scholars embarking upon research careers in the social sciences and humanities, beginning two years of full-time research work at a university or other research institution. A total of 446 candidates applied. The fellowships are valued at \$28,428 per year, plus a \$5,000 allowance to help cover research costs.

SSHRC awarded fellowships to 591 students demonstrating high standards of academic achievement in graduate and undergraduate studies. A total of 2,604 applicants applied. The award is worth \$16,620 per year for up to four years of study at the PhD level.

Postdoctoral fellowship winners and their disciplines are: Brett Cohen, History; Ann Krahn, Fine Arts; Voula Marinos, Criminology; David McDonald, Urban Politics and Teresa Dobson, Reading and Writing.

Doctoral fellowship winners: Amy Bell, Jennifer Maclean, Alisa Apostle (History); Magali Gasse-Houle (littérature française); Kara Arnold, Loretta Nott (Business Management); Janet Boseovski, Katherine Starzyk, Tina Wang (Psychology); Alister Dodds (Economics); Jane Forsey (Philosophy); Guy Frayne (Geography); Neta Gordon, Ying Lee, Sam McKeegney (English); Mark Lee, Karin Steiner-Bell (Education); Joanne Minaker, Leighann Neilson (Sociology); Robert Surdu, Fine Arts; Alexie Tcheuyap (littératures et langues). □

Queen's Pension Plan Quarterly Investment Report

Capital Markets

Returns on investments in the various markets can be measured against a series of well-established indices. Index returns for the 3-month and 12-month periods ending June 30, 2000 are as follows:

		3 months	12 months
TSE 300	(Canadian Stocks)	8.1%	47.4%
TSE Capped	(see General Comments)	5.8%	n/a
MSCI World	(Global Stocks)	- 1.8%	11.4%
SMU Bonds	(Canadian Bonds)	1.7%	4.0%
T-Bills	(Treasury Bills)	1.4%	4.9%

Queen's Asset Mix

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

The current market value of the Queen's Pension Plan (QPP) of approximately \$1.1 billion can be broken down as follows:

	Permitted Range	"Normal" Mix**	Current Mix
Stocks			
Canadian	25% - 55%	31%	36%
Global (ex. Canada)	10% - 25%	24%	22%
Bonds	20% - 70%	40%	39%
Cash	0% - 20%	5%	3%

Queen's Performance

1. Compared With Other Pension Plans

The fund returned 3.3% for the quarter ending June 30, 2000. This put the QPP in the 3rd quartile when comparing performance to SEI's universe of pension funds. The one-year return of 15.1%, the three-year return of 9.9%, and the five-year return of 13.1% are all 3rd quartile. The quartile breaks for SEI's universe are as follows:

	3 months	1 yr	3 yrs	5 yrs
1 st quartile	4.6%	21.7%	13.4%	15.2%
Median	3.5%	17.4%	12.5%	14.0%
3 rd quartile	2.8%	12.8%	9.9%	12.4%

2. Relative to the Benchmark

	3 months	1 yr	3 yrs	5 yrs
Fund return	3.3%	15.1%	9.9%	13.1%
Benchmark return	2.1%	18.8%	12.5%	14.2%
Fund performance relative to benchmark	1.2%	- 3.7%	- 2.6%	- 1.1%

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

3. General Comments

- The Canadian stock market did very well in the second quarter with a return of 8.1%. BCE distributed a 35% ownership stake in Nortel Networks and Nortel became the largest weight in the TSE 300 at almost 28%.

- Effective June 1, 2000, a TSE 300 "capped index" is available. This shows results with Nortel Networks restricted to 10% of the index. Our Canadian managers are allowed a maximum 15% weight in Nortel.

- Our Canadian managers (Montrusco Bolton and RT Capital) had good results in the second quarter. RT Capital has consistently beaten its benchmark over one to five years. Montrusco Bolton is below benchmark over one to five years, but results have improved recently.

- On the global equity side, Sanford Bernstein significantly outperformed its benchmark in the second quarter. Wellington Management was flat against its benchmark in the second quarter.

- Note that the benchmark for our global managers is the MSCI World Index (ex-Canada). This index is now shown in the Capital Market section above.



Please Note:

- Departments requiring casual hourly paid secretarial or clerical assistance should contact Patti 8 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. 17, 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 Queens 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

Caretaking Attendant 2000-57
University Residences
Barry Yott

Caretaking Attendant 2000-58
University Residences
Janet Knox

Caretaking Attendant 2000-59
University Residences
Robert DeMetro

Research Coordinator (Animal Care)
2000-79
Office of Research Services
Angela Lyon (Chemistry)

Student Resource Assistant 2000-83
Continuing and Distance Studies
Nancy Carty (Apartment and Housing)
Coordinator, Residence Life Activities
2000-84

University Residences
Jo-Ann Brierley (University Residences)
Graduate/Research and Special Projects
Assistant 2000-85
School of Rehabilitation Therapy
Debra Hamilton

(School of Graduate Studies)
Admissions Clerk 2000-86
Office of the University Registrar
(Applicant Services)
Samantha Millard

(Microbiology and Immunology)
Gift Processing Clerk 2000-87
Advancement Business Office
Louisa Montesano (School of Business)

Staff Vacancies

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

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

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

Receptionist 2000-99 Physical Plant Services

Major Responsibilities: provide reception and clerical support for the department, the majority of which will be related to the Parking area; answer telephone calls, greet

walk-in visitors, take messages and schedule appointments and meetings; perform word processing duties; provide basic information about the department and policies to students, staff, faculty and the general public; prepare information packages; redirect inquiries to appropriate individuals as required; process information including the coding, recording, verifying and entry of data; input data into a computer system and maintain the data files; undertake other duties as required.

Requirements: secondary school diploma (consideration will be given to the equivalent combination of education and experience); previous office experience in a related area; sound computer and office skills, in particular, knowledge of word processing packages; knowledge of spreadsheet and database software may be helpful; excellent interpersonal and communication skills, both verbal and written, to perform reception duties and deal with a wide variety of individuals from within the university and the general public; must possess a service-oriented perspective; proven organizational and time-management skills and ability to maintain focus despite frequent interruptions.

Minimum Hiring Salary: \$26,934 Salary Grade 3 - ADMG3

Secretary/Receptionist 2000-100 Department of Microbiology and Immunology

This is a continuing part-time appointment working 50% time from September to April each year.

Major Responsibilities: report to the departmental assistant; perform receptionist duties; provide clerical support to the department including typing correspondence, photocopying, faxing and filing; prepare teaching materials for faculty as required; receive and respond to requests for graduate application packages.

Requirements: secondary school graduation diploma (consideration will be given to the equivalent combination of education and experience); basic computer and office skills, in particular, the ability to use word processing packages; good communication and interpersonal skills; ability to work well with faculty, staff and students; ability to establish and meet priorities in a fast paced environment.

Minimum Hiring Salary: \$26,934 Salary Grade 3 - ADMG3

Intermediate Clerk 2000-101 Department of Microbiology and Immunology

This is a maternity leave replacement until April 13, 2001.

Major Responsibilities: report to the departmental assistant; manage departmental accounts; process requisitions and purchase orders; reconcile accounts; verify invoices and receipts; order materials and supplies; receive and distribute campus mail and courier deliveries; type correspondence; respond to inquiries; and perform general office duties as required.

Requirements: one year post-secondary school education (consideration will be given to the equivalent combination of education and experience); six months of job related work experience; knowledge of bookkeeping and accounting practices; basic office and computer skills including the ability to use word processing and spreadsheet software; knowledge of PCICS, FINS, DIDE and GQL is considered an asset; good communication and interpersonal skills; ability to establish and meet priorities in a fast paced environment.

Minimum Hiring Salary: \$26,934 Salary Grade 3 - ADMG3

Research and Planning Assistant 2000-102 Office of Institutional Research and Planning

Major Responsibilities: provide project support; assist in the building of complex computer databases in spreadsheet, relational and other formats; build and maintain smaller databases; produce technical and project reports that integrate text, tables and graphics; proofread text and calculate/validate data; provide secretarial and administrative support; complete expense claims, purchase orders and cheque requisitions; maintain and update the departmental web page; record and transcribe minutes.

Requirements: two-year post-secondary school education in computing, business administration or applied research (or the equivalent combination of education and experience); previous relevant experience

in an office/service environment; experience with web page design using FrontPage or other web software; proven computer and office skills, including proficiency with word processing, spreadsheet and database applications; considerable familiarity with Internet browsing, searching, file downloading/ conversion and indexing/documenting; proven writing and editing skills; general accounting/bookkeeping skills; ability to maintain confidentiality; excellent interpersonal and communication skills; service-oriented perspective; excellent organizational skills; problem-solving skills with an ability to know when to refer problems to others; assets include knowledge of university structure, familiarity with the Queen's mainframe environment and experience in a research environment.

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

Assistant Manager, Grounds 2000-103 Physical Plant Services

Major Responsibilities: direct and administer maintenance of hard and soft landscaping on the university campus; supervise the grounds work team; ensure that new construction and maintenance activities comply with the overall campus landscaping plan; prepare design solutions for landscaping problems; act as project manager for all grounds related projects; contribute to the preparation of the grounds maintenance budget and ensure the effective expenditure of money, labour and materials; administer safety programs and ensure that regulations and procedures are followed; maintain the Arboretum; serve as ex-officio member of the Campus Grounds Advisory Committee.

Requirements: two years of post-secondary school education in horticulture (consideration will be given to the equivalent combination of education and experience); supervisory training and experience in a supervisory position; skills in the technical and aesthetic aspects of landscaping; excellent communication skills, both verbal and written; proven interpersonal skills in order to deal with a variety of people within the Queen's community and outside agencies, such as the City of Kingston; excellent organizational ability to plan work for staff and self.

Minimum Hiring Salary: \$38,200 Salary Grade 7 - ADMCS7

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

Associate University Registrar (Admission Services) 2000-08 Office of the University Registrar (REOST)

The closing date for this competition will be **Oct. 20, 2000**.

Major Responsibilities: responsible for the provision and coordination of all undergraduate admission services and activities including student recruitment, applicant services and international exchange and study abroad opportunities for Queen's students and visitors to Queen's University, Kingston and the International Study Centre, U.K.; lead and direct a team of approximately thirty staff across three functional areas; co-ordinate activities and initiatives relating to the successful development and pursuit of Queen's enrolment management strategy; maintain an internal and external liaison with and for the university on all matters that relate to undergraduate recruitment, admission and international opportunities; participate on a wide variety of standing and ad hoc committees.

Requirements: an undergraduate or graduate degree with a strong experiential and/or educational background in business management, organizational planning and change, and marketing; progressive experience leading, managing and motivating a large team of people carrying out a diverse range of activities; specific experience in undergraduate student recruitment and admissions strongly desired; must be an articulate communicator, both verbally and in writing, with outstanding public-relations skills; strong analytical and problem-solving skills and demonstrated experience in planning and implementing initiatives in a rapidly evolving and competitive market.

Minimum Hiring Salary: \$60,906 Salary Grade 11

Senior Secretary 2000-104 School of Graduate Studies and Research

This is a term appointment until April 30, 2001 resulting from a long-term disability

situation. The term could end earlier should the incumbent return.

Major Responsibilities: report to the Senior Administrative Officer; provide secretarial and administrative support to the Registrar by arranging meetings and organizing pertinent documentation, scheduling appointments, screening telephone calls, etc.; provide administrative support for the Queens/RMC agreement and the Ontario Visiting Graduate student programs; monitor external departmental awards; provide assistance to the Fellowship Committee.

Requirements: high school education with post-secondary secretarial training and experience in a university environment (or an equivalent combination of education and experience); knowledge of all office procedures; solid knowledge of the Awards procedures, and rules and regulations of the Graduate School (asset); proficiency with word processing and spreadsheet applications; basic knowledge of the SISA and FINS systems; excellent interpersonal skills.

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

Student Services Coordinator 2000-105 Faculty of Arts and Science

This is a term appointment working 100% time until March 31, 2001.

Major Responsibilities: report to the Manager, Student Services Division; responsible for the production, content and distribution of the Faculty of Arts and Science *Calendar* (edit *Calendar* copy, prepare the text for printing by incorporating all revisions and new copy, liaise with the OUR regarding revisions of courses and programs); provide administrative support and coordinate the work of both the Curriculum Committee and the Awards Committee; provide assistance to the Registration Coordinator; coordinate the information and layout of the Student Services website; maintain the web version of the *Calendar*.

Requirements: two years of post-secondary education with several years of relevant experience in a post-secondary setting (or an equivalent combination of education and experience); progressive experience in a service-oriented administrative office in a coordinating role; good working knowledge of faculty academic programs, regulations, policies and procedures; general understanding of the various student services; proficiency with Windows and PC applications software including word processing (Word), spreadsheet packages, internet tools and PCICS; excellent writing and interpretive skills to record and transcribe minutes, edit publications and to understand and explain academic regulations and procedures; proven attention to detail; strong interpersonal, communication and analytical skills; excellent time management and organizational skills; proven ability to work under pressure and to participate effectively as part of a team.

Minimum Hiring Salary: \$33,686 Salary Grade 6 - ADMSF6

Assistant Orientation Coordinator 2000-106 Faculty of Arts and Science

Major Responsibilities: report to the Orientation Coordinator; assist in the development, preparation and implementation of the orientation program for first-year students in the Faculty of Arts and Science (guide and supervise activities of various orientation committees, coordinate the production and distribution of orientation publications, assist in the selection and training of peer advisors for the Summer Orientation to Academe and Registration (SOAR) program, co-ordinate the set-up and operation of the SOAR hotline, prepare and monitor the SOAR operating budget, coordinate and organize activities for the March Break Open House program, provide administrative support to the Academic Orientation Committee); provide preregistration assistance to the Registration Coordinator; coordinate tasks for casual office staff.

Requirements: two years of post-secondary education with several years of relevant, progressive experience in a similar environment (or an equivalent combination of education and experience); understanding/knowledge of university policies, procedures and faculty regulations with regard to preregistration, registration and orientation; experience in office administration, organizing and coordinating events; excellent communication, human relations, analytical and problem-solving skills; proficiency with several computer systems and databases (i.e., Word for Windows, PCICS, Ocard, SOARLAN); proven ability

to work with minimal supervision and initiative to make independent decisions; ability to work effectively as part of a team.

Minimum Hiring Salary: \$33,686 Salary Grade 6 - ADMSF6

The Bader Curator of European Art 2000-107 Agnes Etherington Art Centre

Major Responsibilities: responsible for the care of the European collection and the associated program of exhibitions, interpretive events and publications; assist in the development of the permanent collection through research and recommendation of acquisitions of European works of art; carry out collection management activities as part of a curatorial team; assist the Director in obtaining funds in a highly-competitive environment.

Requirements: PhD in Art History; several years of related experience (preferably in an art museum); familiarity with the art market and with European art (specifically Northern Baroque); knowledge of appropriate European languages; proven supervisory and project management experience; outstanding written and oral communication skills; sound computing expertise; experience with exhibitions, gift processing, the creation of appropriate academic programs, and a collection management and research background. Candidates are requested to submit three letters of reference with their application.

Minimum Hiring Salary: \$46,053 Salary Grade 9 - CCR9

Other Positions

Clinical Research Nurse Department of Anesthesiology

This is a three year term appointment. Compensation will be based on experience.

The Department of Anesthesiology at Queen's University has established a Clinical Pain Research Program aimed at advancing knowledge about human pain mechanisms and developing new treatments for the management of pain.

Our team has collaborations within the Department of Anesthesiology as well as the Divisions of Neurology and Endocrinology/Metabolism in the Department of Medicine. Currently, we are conducting MRC/CIHR-funded clinical trials of analgesic combinations for the treatment of chronic neuropathic pain. We are searching for a clinical research nurse with outstanding interpersonal and organizational skills who will play a dynamic and central role on this team.

Duties and Responsibilities: Under the direction of the Principal Investigator, the candidate will play a major role in clinical trial patient recruitment by communicating with referring community physicians and other concerned health professionals. The candidate will establish and maintain research data and patient record systems. (S)he will participate in outpatient clinical evaluation, patient teaching, informed consent, and weekly telephone follow-up of study patients and provide necessary study-related nursing care. The candidate will be responsible for obtaining, reviewing, confirming and filing study data from each patient, to be entered into computerized data spreadsheets.

Essential Qualifications: The candidate must have a diploma or degree in Nursing and a current registered nurse license. The candidate should also have previous experience in clinical research and a major interest in chronic pain management/research.

Deadline: Nov. 1, 2000.

Apply to: Debbie Tod, Clinical Research Coordinator, Department of Anesthesiology, Kingston General Hospital, 76 Stuart St. Kingston, Ontario K7L 4V7. Fax: (613) 548-1375, todd@kgh.kari.net.

Clinical Trial Coordinator Obstetrics and Gynecology

This is a full-time position in the Queen's Perinatal Research Unit for the Canadian Preterm labour Nitroglycerin Trial.

Responsibilities: to co-ordinate large (600 patients), multicentre (seven Canadian, three British centres) clinical trial assessing nitroglycerin to stop preterm labour, assist in training and supervision of personnel in collaborating centres, assist in site evaluations and performance monitoring, work with Data Manager in following up data forms for completeness and in yearly auditing of records (may require travel to involved centres), oversee communication with

Human Resources *continued*

participating centres for incomplete and missing data, assist in ongoing interaction with Data Manager to ensure specifications are met, assist in preparation of monthly reports on recruitment, compliance and data quality, assist in managing budget, arranging payments to centres and resource suppliers, local (Kingston) patient recruitment and Obstetrical and Neonatal data collection.

Qualifications: Education: Master's degree in the Health Sciences or equivalent education or related health care experience. Experience: Must have clinical trial experience (ie. data collection/entry) and/or related health care experience (particularly in Obstetrics and Neonatology). Special skills: internet, email, word processing, and data processing. Strong written and verbal skills, spoken/written knowledge of French an asset, able to work well in a group and be able to liaise effectively with local, national, and international participants/colleagues; possess leadership qualities; able to problem solve, be resourceful; ability to motivate project staff, work independently and make appropriate decisions regarding the trial; must have excellent organizational skills and ability to simultaneously coordinate information, materials, facilities and logistics of this major research project. Ability to plan and forecast work activities for self and participating centres for up to two years in advance.

Salary: Grade 9, step 0 + 17% benefits.

Apply to: Dr. Graeme N. Smith, Dept. Obstetrics and Gynecology, Queen's University, 76 Stuart St., Kingston, Ontario K7L 2V7. Fax 613-548-1330, email: gns@post.queensu.ca. CV and references required.

Part-time Research Assistant Division of Respiratory and Critical Care Medicine Department of Medicine

This is a part-time contract position for four months; possible extension and/or progression to full-time contract position.

Responsibilities: Conduct physiology studies, clinical trials and epidemiology research in asthma; coordinate subject recruitment; perform lung function tests; administer questionnaires; perform chart abstractions; interact effectively with investigators, researchers, health personnel and patients.

Qualifications: Post-secondary education in nursing, respiratory therapy or health sciences, and/or relevant experience; interpersonal communication and interviewing skills; computing expertise including word processing, spreadsheets and ability to learn new software; experience with clinical trials and spirometry an asset.

Salary: Commensurate with experience.

Apply to: Dr. D. Lougheed, Division of Respiratory and Critical Care Medicine, Richardson House, 102 Stuart Street, Kingston, Ontario, K7L 2V6. Email: mdl@post.queensu.ca.

Clinical Associate Division of Radiation Oncology Kingston Regional Cancer Centre

The Kingston Regional Cancer Centre, which provides ambulatory cancer care services to the residents of Southeastern Ontario, seeks a Clinical Associate to join the medical staff in its Division of Radiation Oncology. In collaboration with members of the senior radiation oncology staff, the Associate will participate in the assessment of new patients and in the continuing care and supportive care of patients living with cancer. The Associate will divide his/her time between the oncology inpatient unit at the Kingston General Hospital and the outpatient clinic at the Kingston Regional Cancer Centre.

The position primarily involves patient care, but there will be some opportunities for teaching and supervision of residents and medical students. The position requires an up-to-date knowledge of the management of common medical problems arising in a generally older population, but no specialized training in cancer medicine is necessary.

This position is available Nov. 30, 2000 and may be of particular interest to any physician who wishes to learn more about oncology and the supportive care of patients with cancer.

Deadline: Nov. 16, 2000.

Address applications and informal enquiries to: Dr. W.J. Mackillop, Head, Division of Radiation Oncology, Kingston

Regional Cancer Centre, 25 King Street West, Kingston, Ontario K7L 5P9. Telephone No: 613-544-2630 Ext. 4144. Facsimile No: 613-546-8203. Email: william.mackillop@krcc.on.ca

Employee Development

Call Human Resources at ext. 2070 to register or for details. Register also at: www.hr.queensu.ca/News&Notes/seminars.htm

Lunch & Learn Series: Women's Health Issues

A lunch-hour education/discussion series for Queen's employees. A maximum of 20 participants in each session will ensure time for questions and discussion.

Oct. 17: Why women deserve roses. A facilitated discussion focussing on stress management for women.

Oct. 31: Healthy bodies come in a variety of sizes and shapes. A discussion on the issues of cultural influence, body image, and the importance of healthy eating

Nov. 7: Osteoporosis and exercise. An information sharing session looking at what osteoporosis is, the risk factors and how to mediate them

Facilitator: Health Educators, KFLA Health Unit, 12:05 - 12:55 pm.

True Colors®

Learn about True Colors® and yourself in a fun and interactive environment. The focus will be on assessing your True Colors® – your preferred way of being and acting – to increase self-awareness, specifically around your innate strengths, values, stress factors, and joys. This understanding can then be applied to both your work and personal life. **Facilitator:** Wendy Rayner, Human Resources, **Oct. 19, 9 am - noon.**

The Effective Manager Series: Another Look at Motivation

This program is for supervisors and managers who wish to gain additional insights into aspects of behaviour which are involved in motivation. Through discussion, self-assessment, and small group interaction, participants will have the opportunity to: learn/review two theories of motivation and their application to the work environment; realize their own beliefs about motivation; understand the effect of their beliefs/behaviour in motivating others. **Facilitator:** Wendy Rayner, Human Resources, **Oct. 27, 9 am - noon.**

Creative Problem Solving

Investigate methods for effectively solving problems, and uncover some barriers to finding new answers. These insights will help you to break free from your thinking ruts and discover new ideas and solutions. **Facilitator:** Wendy Rayner, Human Resources, **Oct. 31, 9 - 11:30 am.**

Bulletin Board

Appointments

International Centre

The International Centre is delighted to announce that Kate Jennings and Kirsten Sheppard have joined the staff of the department as Education Abroad Advisor and International Education Programs Intern, respectively.

Ms. Jennings comes from the University of Victoria's Faculty of Business where she held the position of International Student Services Coordinator. As Education Abroad Advisor, she will coordinate the Education Abroad Program providing international education support services and programs for outgoing study abroad and exchange students, and will manage the Centre's Resource Library.

Ms. Sheppard brings her experiences from the University of Calgary where she volunteered and worked in the International Student Centre while completing her undergraduate degree. In the newly established position of International Education Intern, she will work with the International Student Advisor and the Education Abroad Advisor to coordinate the support programs and events. This nine-month learning experience will introduce her to all aspects of international education programming.

Ms. Jennings and Ms. Sheppard are looking forward to meeting and working together with students and staff interested in international education.

Committees

Selection Committee for Associate Dean (Studies), Faculty of Arts and Science

Rob Beamish's term as Associate Dean (Studies) ends June 30, 2001. Dr. Beamish does not wish to be considered for reappointment. Accordingly, a committee has been formed to assist the principal in the selection of Dr. Beamish's successor. Members are: Joanne Bechthold, University Registrar, Eddy Campbell, Associate Dean, Arts and Science, Anne Godlewska, Associate Dean, Arts and Science, Beverley King, Arts & Science, Grace Orzech, Mathematics and Statistics, Christine Overall, Associate Dean, Arts and Science, Kate Rexe, undergraduate student, Political Studies, Robert Silverman, Dean, Arts and Science – committee chair.

Faculty members, staff and students are invited to submit nominations and/or self-nominations of members of faculty within the Faculty of Arts and Science to serve as Associate Dean of Studies. Nominations

should be sent to Dean Robert Silverman (ras6@post.queensu.ca) by **Friday, Oct. 27, 2000.**

Grants

Principal's Development Fund 2001/2002

Category A (\$140,000 annual funding) – International Visitors' Program

The International Visitors' Program provides funds to enrich the international dimensions of the university, both within our classrooms and within our research environment. Funds are intended to assist departments, faculties and schools in bringing to Queen's outstanding scholars from outside of Canada. Visitors supported by the fund will spend no less than a week on campus, must contribute to undergraduate teaching and will be expected to interact with graduate students and faculty in their area of scholarly activity.

Individuals/academic units interested in sponsoring such a visitor should submit an application and budget to the dean of their faculty by **Nov. 9, 2000.** Application forms (including budget forms) are available in the deans' offices of each faculty and school. Allowable expenses for visitors may include: return economy airfare, accommodation and meals not to exceed those specified in Queen's travel and subsistence guidelines, and a modest honorarium. In this round, applications will be considered for visits that will occur during the winter term 2001, or the academic year 2001/2002. A second call for applications will be issued in February, 2001 for the academic year 2001/2002.

Funding decisions will be announced the first week of December following recommendations by the deans and a final review by a committee consisting of the Principal, Vice-Principal (Academic), and Vice-Principal (Research).

Grants from Research Services

Harry Botterell Foundation for the Neurological Sciences

This fund supports research in the neurological sciences. Awards normally do not exceed \$10,000.

Garfield Kelly Cardiovascular Research Fund

This fund can support basic or clinical studies in cardiovascular function in health or disease. Awards normally do not exceed \$5,000.

Violet E. Powell Fund

Awards normally do not exceed \$5,000. Applications for the above internal competitions should be submitted on a

'Faculty of Health Sciences Application For Grant From Faculty Research Funds' form. Terms of reference and forms are available electronically at <http://www.queensu.ca/vpr/internal.htm> or from Office of Research Services, 301 Fleming Hall, (36081). **Deadline: Nov. 2** at the Office of Research Services.

Internal Academic Reviews

Suzanne Fortier, Vice-Principal (Academic) and Chair of Senate's Internal Academic Review Committee, announces the names of consultants and review team members for the internal academic reviews to be conducted in the coming year.

Canadian Studies Program

Consultant: Desmond Morton, McGill Institute for the Study of Canada. Review Team: Paul Banfield, University Archives; Heather Buchansky, undergraduate student, Film Studies; Gloria Delisle, Microbiology and Immunology; Hartley Lefton, undergraduate student, Political Studies; Catherine Perkin, Nursing; Mark Rosenberg, Geography; James Stayer, History (Chair).

Chemical Engineering

Consultants: F. Joseph Schork, Georgia Institute of Technology; Philip E. Wood, McMaster University. Review Team: Michael Baird, Chemistry (Chair); John Cartledge, Electrical and Computer Engineering; Craig Davison, graduate student, Mechanical Engineering; Gek Forkert, Anatomy and Cell Biology; Bryan Pullman, undergraduate student, Mining Engineering; Marlene Rego, Office of the Vice-Principal (Research); David Turcke, Civil Engineering.

Civil Engineering

Consultants: Suzanne Lacasse, Norwegian Geotechnical Institute; Dan W. Smith, University of Alberta. Review Team: Nick Bala, Law; Mike Collins, graduate student, Mechanical Engineering; Peggy Cunningham, Business; Sheila Henthorn, undergraduate student, Chemical Engineering; Ivan MacKeen, Physical Plant Services; Evelyn Morin, Electrical and Computer Engineering; Patrick Oosthuizen, Mechanical Engineering (Chair).

Development Studies Program

Consultants: Bonnie Campbell, Université du Québec à Montréal; Michael Watts, University of California at Berkeley. Review Team: Susan Anderson, International Centre; Peter Aston, Microbiology & Immunology; Pamela Dickey-Young, Religious Studies; Stephanie Earp, under-

graduate student, Women's Studies; Terry Krupa, Rehabilitation Therapy; Raina Rogoza, undergraduate student, Life Sciences; Gary vanLoon, Chemistry (Chair).

Electrical & Computer Engineering

Consultants: Nikitas J. Dimopoulos, University of Victoria; David Munson, University of Illinois at Urbana-Champaign. Review Team: Ivan Campbell, Civil Engineering; Elta Cerisano, Mechanical Engineering; Laeeque Daneshmend, Mining Engineering; Norman Rice, Mathematics and Statistics (Chair); Susan Lederman, Psychology; Bradley McMillen, undergraduate student, Chemical Engineering; Peter Poruks, graduate student, Materials and Metallurgical Engineering.

Geography

Consultants: Olaf Slaymaker, University of British Columbia; Susan Smith, University of Edinburgh. Review Team: Charles Beach, Economics; Ingrid Gagnon, graduate student, French; Marcia Jones, Economics; Sara Knight, undergraduate student, History; David Mullan, Law; Patrick Oosthuizen, Mechanical Engineering; Katherine Wynne-Edwards, Biology (Chair).

Law

Consultants: Sanda Rodgers, University of Ottawa; Anthony T. H. Smith, University of Reading. Review Team: Scott Courtice, undergraduate student, Concurrent Education; Caroline Field, graduate student, Education; Lynn Freeman, Policy Studies; Roberta Hamilton, Sociology (Chair); Janet Hiebert, Political Studies; Pradeep Kumar, Industrial Relations; Rod Lindsay, Psychology.

Mechanical Engineering

Consultants: Iain G. Currie, University of Toronto; Satish Kandlikar, Rochester Institute of Technology. Review Team: Lynann Clapham, Physics; Pat Costigan, Physical and Health Education; Ted Grandmaison, Chemical Engineering (Chair); Marcia Jones, Economics; David Noseworthy, undergraduate student, Chemical Engineering; Andrejs Skaburskis, Urban and Regional Planning; Josh Suteir, graduate student, Engineering Chemistry.

Mining Engineering

Consultants: Barry H. Brady, University of Western Australia; Malcolm Scoble, University of British Columbia. Review Team: Marie Gauthier, graduate student, Civil Engineering; John Hanes, Geological Sciences and Geological Engineering; Sandra Meikle, Instructional Development Centre; Eric Normalm, undergraduate student, Mechanical

Engineering; Catherine Perkin, Nursing; Rowland Tinline, Geography; Ed Watt, Civil Engineering.

Political Studies

Consultants: Donald Blake, University of British Columbia; Charles Doran, The Johns Hopkins University. Review Team: Alan Cruess, Ophthalmology; Alfred Fisher, Music (Chair); Gail MacAllister, Psychology; Alan Manson, Law; Zoey Michele, graduate student, Sociology; Jessica McRae, undergraduate student, Sociology; Christine Synnowich, Philosophy.

Urban and Regional Planning

Consultants: Eugenie L. Birch, University of Pennsylvania; David F. Brown, McGill University. Review Team: Louise Fish, Security; Chris Henderson, undergraduate student, Arts and Science; Bhadri Madapusi, graduate student, Computing and Information Science; Mary Ann McColl, Rehabilitation Therapy; Brian Osborne, Geography (Chair); Alasdair Roberts, Policy Studies; Ed Watt, Civil Engineering.

Undergraduate Medicine program

The review team will be announced at a later date.

Members of the university community wishing to provide comment on any of these units are invited to do so, in writing, to the chair of the review team. If there is no chair designated, please send comments to the dean of the relevant faculty. **Submissions deadline: Nov. 3, 2000.**

Surplus Items

Chemistry offers for sale:

1 Perkin-Elmer Model 983G double beam grating infrared spectrophotometer, as is. This equipment is about 20 years old. For information or to view call Rick Boswell, ext. 36662, rick@chem.queensu.ca. Submit sealed bids marked "Chemistry" to Fran Lanovaz, Purchasing Services, by 4 pm Oct. 16.

Health Counselling and Disability Services offers for sale:

1 Commercial Water Cooler Holds 18L water bottles Purchased July 2000 (\$240) **Open bid.** For information or to view, call Linda, ext. 36095. Submit sealed bids marked "Health Counselling" to Patti George, Purchasing Services by 4 pm Oct. 16.

Internal Audit offers for sale:

One HP LaserJet 6P/6MP Printer • Purchased April 1997 (\$1260.00 plus

Bulletin Board *continued*

\$75.00 for additional 8mb of memory plus \$150.00 for Ethernet card

- Used with both Macintosh and PC computers
- 8 page printout per minute
- Intel based formatter
- 600 x 800 dpi, text 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

Open bid.

For information or to view, Shirley, ext. 36862. Submit sealed bids marked "Internal Audit" to Patti George, Purchasing Services by 4 pm Oct. 16.

The OCF/CFI Task Force offers for sale:

1 Digital PCS wireless phone with built-in answering machine

1 Plug-in charger & rechargable battery
1 Car Adapter

For information or to view call Helen Campbell at 32757. Submit sealed bids marked "Task Force" to Fran Lanovaz, Purchasing Services by 4 pm Oct. 16.

Physical Plant Services offers for sale:

- 1 1989 Ford Cargo Van "AS IS" Minor body work required, runs well 181,000 km
- 2 1987 Chevy Cargo Van "AS IS" Minor body work required, runs well 95,000 km
- 3 1987 Chevy Cargo Van "AS IS" Needs repairs 64,540 km

Bids will be accepted until Oct. 17, at noon.

For information or to view, call Deborah McElroy, ext. 36074. Submit sealed bids for each vehicle indicating which unit the bid pertains to. Mark each envelope with "Vehicle 1" or "Vehicle 2" or "Vehicle 3", and return the bid to Deborah McElroy, Physical Plant Services by noon Oct. 17.

University Secretariat offers for sale:

Package #1
Hard Drive
P5 Pentium 75 MHz
16Mb RAM
Purchased March 1996

Monitor (model #PB8538SVGA) Packard Bell
Mouse
Keyboard
Purchased October 1993

Package #2

Hard Drive
PB can Ex 466
486-DX2, 66 MHz
4 + 16 Mg RAM (16 added July 99)

Monitor (model #PB8537SVGA) Packard Bell Keyboard

For information or to view, please contact Nicole @ 36095, 6nh1@post.queensu.ca Submit sealed bids marked "University Secretariat" to Patti George, Purchasing Services by 4 pm Oct. 16.

Please mark all 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 damages 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 participate 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.

Healthy non-smokers

We are looking for healthy, non-smokers, 18-45, interested in participating in a Queen's research project investigating mechanisms affecting the distribution of ventilation in the lungs. Details: Tom Fisher at 549-6666 ext. 4227. Leave message.

Pretend patients

Standardized Patients needs people to play the roles of patients who have the signs and symptoms of an illness. Volunteers will be 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.

Calendar

Art

The Agnes Etherington Art Centre, University Avenue.

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

Oct. 17: Slide presentation and talk. Doris McCarthy, Canadian landscape painter. 7:30 pm. \$5.

Oct. 21: Interactive Performance. Visual Ecologies and Everyday Matters. 2 - 5 pm. Free with admission.

Oct. 22: Open Studio: Clay Café. Create your own sculpture for a loonie a lump. André Biéler Studio, 1 - 4:30 pm. Touchstone: 200 Years of Artists' Lithographs, Samuel J. Zacks, Historical Feature and Fraser Elliott Galleries. To Dec. 10. 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. Tear, Wanda Koop, ongoing. "Have you seen Agnes?" ongoing. <http://www.queensu.ca/ageth/>

Union Gallery, First floor, Stauffer Library. Concrete 'n Honey. Julie Galloway, Kristina Small, Quinn Shephard. To Oct. 31.

Music

Queen's Grad Club

Live jazz every Thursday with the Spencer Evans Trio. Open Mike every Wednesday (a venue for your talent). Oct. 13: Bent Ivy and Matt Barber. Oct. 27: The Yams (from London Ontario). 162 Barrie St. 546-3427.

Wednesday, Oct. 18

School of Music
The Queen's School of Music's annual Showcase Concert, featuring performances by the Queen's School of Music's bands, orchestra, choirs, jazz and other ensembles. Grant Hall, 7:30 pm. \$6 adults; \$3 students & seniors. At the door.

Sunday, Oct. 22

An afternoon with the divas. Benefit concert for the Ban Righ Centre. Donna Wallen, Patricia Murray, with Georgette Fry, Linda Lawrence, Spring Forsberg and other surprise guests. Elspeth Baugh Room, Ban Righ Hall, 2 pm. Tickets: \$15, \$10 students. Karen Knight, 533-2976.

Public Lectures

Tuesday, Oct. 10

Industrial Relations Centre
Graham Lowe, University of Alberta, Director, Work Network, Canadian Policy Research Networks. Changing Employment Relationships in Canada. 202 Policy Studies, 12:30 pm.

Meetings & Colloquia

Tuesday, Oct. 10

Chemical Engineering
Timothy McKenna, LCPP-CNRS/ESCPE-Lyon, France. Particle morphology for polyolefins. 311 Dupuis Hall, 10:30 am.

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.

Pathology

Brian Brown, Queen's. Evaluation of a novel method of site directed gene repair. Richardson Amphitheatre, 4 pm.

Wednesday, Oct. 11

Biochemistry
Alan Mak, Queen's. PAK: coordination of smooth muscle cell contraction and assembly of the cytoskeleton architecture. B139 Botterell Hall, 2:30 pm.

Chemistry

Michael Wolf, University of British Columbia. Organometallic molecular wires. FG15 Frost Wing, 11:30 am.

Religion/Theology

Shridhar Andhare. The heroine in Indian miniature painting. Indigo Architecture, Ahmedabad. 517 Watson Hall, 3:30 pm.

Thursday, Oct. 12

The Eleventh Annual McEwen Lecture Pharmacology and Toxicology
R. Alan North, University of Sheffield. Ion channels, human disease, and drug therapy. B143 Botterell Hall, 5 pm.

Philosophy

Any Francois, York University. TBA. 517 Watson Hall, 7:30 pm.

Friday, Oct. 13

Pharmacology and Toxicology
R. Alan North, University of Sheffield. Ionic channels gated by extracellular nucleotides. B147 Botterell Hall, 11 am.
Physical and Health Education
Ian Richie, Queen's. Drug use, the Olympic Games and the "nature" of sport. 206 Physical Education Centre, 11:30 am.

Monday, Oct. 16

Computing Science
Dinesh K. Pai, University of British Columbia. Manufacturing Content. Building multimodal computational models of real objects. 131 Humphrey Hall, 11:30 am.

Pharmacology and Toxicology

Peter Sandner, Institut für Physiologie I, Universität Regensburg. Nitric oxide and renovascular resistance - role of phosphodiesterases (PDEs) in response to NO. B139 Botterell Hall, 3:30 pm.

Physiology

Jacopo Mortola, McGill University. Hypoxia and circadian rhythms. 449 Physiology Library, Botterell Hall, 11:30 am.

Tuesday, Oct. 17

Pathology
Dawei Zhang, Queen's. Functional analysis of mutant murine and human multidrug resistance protein (MRP)1. Richardson Amphitheatre, 4 pm.

Wednesday, Oct. 18

Chemistry
Mark Green, Polytechnic University, Brooklyn NY. Materials-chirality across the spectrum of polymer science. FG15 Frost Wing, 11:30 am.

Tuesday, Oct. 17

Anatomy and Cell Biology
Lawrence H. Lash, Wayne State University. Studies on metabolism and toxicity of halogenated alkenes: Implications for human health risk assessment. 920 Botterell Hall, Room 920, 11:30 am.

Wednesday, Oct. 18

Biochemistry
Gang Wu, Queen's. NMR beyond hydrogen, carbon and nitrogen: A random walk of the NMR periodic table. B139 Botterell Hall, 2:30 pm.

Thursday, Oct. 19

Philosophy
Berys Gaut, University of St. Andrews, Scotland. Creativity and imagination. 517 Watson Hall, 7:30 pm.

Friday, Oct. 20

School of Rehabilitation Therapy Graduate seminar series. Will Boyce and John Paterson, Queen's. Central America land mine survivors project. 121 Louise D. Acton Building, 11:30 am.

Monday, Oct. 23

Physiology/Biochemistry
Mark Sussman, Children's Hospital Medical Center, Cincinnati, OH. Dilated cardiomyopathy at the molecular level: Building paradigms in transgenic mice. B139 Botterell Hall, 2:30 pm.

Tuesday, Oct. 24

Pathology
Dr. Xiang-Jiao Yang, McGill University Health Centre. Histone acetylation: tales of HAT, HDAC and 14-3-3 proteins. Richardson Amphitheatre, 4 pm.

Other

French Studies

Mireille Calle-Gruber, Queen's. Trois grands mémos de la troisième millénaire: Histoire de la pensée et des grands mouvements de la littérature française du XXe siècle. Three memos for the third millennium: History of Thought and of the Main Streams in XXth Century French Literature. Conférences en français. Discussions en français et en anglais. Lectures in French. - Discussions in French and in English. Vendredis/Fridays Oct. 13, Oct. 20, Nov. 3; 200 Kingston Hall, 10:30 am. Details: 533-2090.

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, whitehem@ncic.ctg.queensu.ca. All welcome.

Feminist Reading Group

First Tuesday of each month (**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.

Wednesday, Oct. 18

Great Catholic Book Club
Third Wednesday each month, Newman House, 192 Frontenac St., 7 pm. Fiction and non-fiction from a faith-based perspective. The group will discuss Graham Greene's The End of the Affair. 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.

International Centre Education Abroad Fall Speaker Series

Oct. 10: Teaching English Abroad
Oct. 24: Interning Abroad
Oct. 30: Volunteering Abroad
Nov. 7 Working Abroad
Sessions run 5:30 - 7 pm, Music Listening Room, 2nd Floor, JDUC. Details: 545-2604.

Special Events

Sunday, Oct. 15

Memorial Service
In memory of Briar Serena Greenwood (Oct. 30, 1995 - Oct. 17, 1999) and all victims of violence. Martha's Table, 260 Brock St., 1 pm. Brian Yealland, Chaplain, Queen's University, officiating. All welcome.

Tuesday, Oct. 17

Faculty Women's Club of Queen's University
Fall General Gathering. Meet Canadian Painter Doris McCarthy in the Agnes Etherington Art Centre. 7 pm. \$5. Contact Mary Balanchuk, 389-3794.

Monday, Oct. 23

2000 Royal College of Physicians and Surgeons of Canada Visiting Professorship in Medical Research
Dr. Donna Stewart. Lillian Love Chair in Women's Health at University Health Network and the University of Toronto. Broken Hearts: Women, Depression and Ischemic Heart Disease Etherington Hall, 5 pm. Audience: campus-wide, Health Sciences students and those studying or working in the health care fields, in particular. Free admission. Details: Queen's Continuing Medical Education, 533-2540, cmemed@post.queensu.ca.

Courses & Workshops

Ban Righ Centre (32 Queen's Cres.)

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

Oct. 12 Potluck supper and book launch. Lisa McNee. French Studies. Selfish Gifts: Senegalese Women's Autobiographical Discourses. 6 pm. Program at 7 pm.

Oct. 16 Learn and earn: Getting a Queen's degree while working at Queen's. Wendy Rayner, Coordinator, Employee Development, with Catherine Hagerman BA '00, Pensions, Investments, and Insurance and Cathy Lemmon International Centre, noon.

Oct. 18 Q and A: Campus violence and safety. Louise Fish, Campus Security, noon.

Continuing Medical Education

Oct. 12 - 13: PALS PLUS, Hotel Dieu Hospital/Botterell
Oct. 18: Paediatrics, Donald Gordon Centre
Oct. 19-20: Memorial, Donald Gordon Centre
Oct. 23: RCPS Lecture, Dr. Donna Stewart, Etherington Hall 533-2540, <http://meds.queensu.ca/ce>

2000 Industrial Relations Centre Fall Seminars

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. <http://qsliver.queensu.ca/irl/>