

## Ontario asks Queen's to study double cohort

BY ANNE KERSHAW

The Ontario government has tasked Queen's education researchers to study the effects of the expected surge in university enrolment in two years, the phenomenon known as the double cohort.

The province's shift to a four-year secondary school curriculum, which will result in a significant bulge in student applications to colleges and universities, has some serious long-term funding implications for higher education institutions.

"It's important that colleges and universities are as prepared as possible to meet the needs of this group of students, to anticipate the demands on classrooms and other university resources and to allocate resources in the most effective manner," says Dr. Alan King, of the Social Program Evaluation Group (SPEG).

The Queen's researchers will use provincial education data-

bases of marks and credits, student surveys of interests and plans, and college/university application data to estimate both the projected increase in post-secondary applicants and the demands on capacity in 2003.

SPEG, which has received \$78,265 from the Ministry of Education to conduct the study, is a multidisciplinary group based in Queen's Faculty of Education and Health Policy Research Unit. It has conducted policy research, program and curriculum evaluations, needs assessments, and nation-wide surveys since its inception in 1980. Much of SPEG's work relates to education, including health education programs and social studies curriculum development.

The double-cohort study is being done in co-operation with Dr. Jean Claude Boyer from the University of Ottawa, who will lead the analysis of the francophone students' data. □

## Discussion paper seeks input on Orientation

The Senate Orientation Activities Review Board is looking for the university community's thoughts on the future of Orientation at Queen's.

"It has been 10 years since the university last took a major look at Orientation," explains Kathy Jackson, co-chair of SOARB. "We felt it was time to look at the bigger issues surrounding the week, and that is what we are asking the university community to do in our discussion paper."

The discussion paper, which appears as a special insert in today's *Gazette*, is the next stage in a lengthy consultation process that started following the 1999

SOARB report to Senate, and included dialogue with more than 50 individuals and groups on and off campus over the past year.

The paper seeks input in two broad areas: Orientation's goals and objectives; and its responsibilities and structure.

"From our observations, in addition to the responses we were hearing, it was obvious that there was a lot of room for interpretation in what the orientation goals mean," Ms. Jackson says. The consultations also highlighted problems in the structure and the responsibilities of the many groups that oversee Orientation in various capacities. While there are currently several groups on campus with varying responsibilities for Orientation, the paper notes, SOARB "has been put in the impossible situation of managing, policing and reviewing Orientation," resulting in an "untenable" workload for the Senate committee.

The discussion paper poses a series of questions that invite readers' responses. As well, page two suggests changes to current structures that would clarify and *Orientation, page 2*



Barb Fletcher, manager of the Glaxo-Wellcome Clinical Education Centre joins with Paul Lucas, CEO of Glaxo-Wellcome, in demonstrating the centre's new facilities to Principal Bill Leggett. More than 450 members of the Kingston community volunteer as mock patients for health sciences students at the centre, which officially opened on Nov. 11.

## Queen's hits top three again in Maclean's 10th annual survey

Students, faculty take firsts in 10th annual universities survey

Queen's has once again placed in the top three in the annual *Maclean's* survey. The university placed third in the prestigious medical/doctoral category, reserved for those universities that offer both undergraduate and PhD programs as well as medical schools.

Queen's maintained or improved its standing in 18 of the 22 categories, including first-place showings in average entering grade, proportion of students with 75 per cent or higher, proportion of students who graduate, scholarships and bursaries as a percentage of budget and national awards per full-time faculty.

"This year's rankings support many of the issues which have been raised and discussed in recent months at Queen's," says Principal Bill Leggett. "In particular, they confirm our position as the quality leader among Canadian universities, with outstanding students and faculty. However, they also highlight the need for us to take decisive

action to maintain and enhance this quality."

The move to third place, from last year's tie for second with UBC, appears to be largely the result of a slight drop in the two research-grant categories (SSHRC and NSERC-MRC), which together are worth 11 per cent of the total ranking.

The results may be more reflective of the breadth of reporting parameters than it is of actual funding, says Sandra Crocker, Acting Director, Research Services. "These are relative rankings," she explains. "The reality is that we have more absolute dollars coming in to campus over last year. SSHRC grants are up from \$1.4 million last year to \$2.04 million this year, and NSERC-MRC grants are up from \$22.52 million to \$23 million this year." Queen's overall research budget reached an all-time high this year, increasing from \$69 million to \$77 million.

In the reputational rankings, Queen's climbed to first place (from second in 1999) for Highest Quality in the medical/doctoral category. Reputational rankings are determined by the votes of guidance counsellors, academic administrators and CEOs of major corporations across the country. The Highest Quality category combines with two others to produce the Best Overall reputational ranking, which again put Queen's second.

Since *Maclean's* rankings were introduced in 1991, Queen's has consistently ranked as one of the top three universities in Canada in the medical/doctoral category, a distinction shared only by U of T.

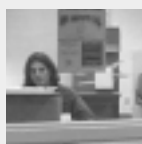
Leading Queen's in the medical/doctoral area were University of Toronto and University of British Columbia in first and second respectively; McGill ranked fourth.

<http://www.macleans.ca> □

In this issue...

**Brighter quarters, new looks**

see page 4



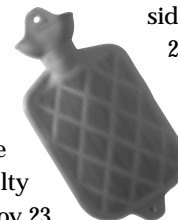
Queen's  
United Way  
Campaign

As of Nov. 16: \$141,162  
<http://advancement.queensu.ca/html/quotoday.htm>

## Free flu shot clinic this Thursday

Looking to beat the flu this winter? Queen's, in conjunction with the Kingston, Frontenac, Lennox and Addington Health Unit, offers a free Flu Shot Clinic for faculty and staff this Thursday, Nov. 23

in Mackintosh-Corry Hall, outside the cafeteria, from 10 am to 2 pm. Health unit staff will be on site to administer the vaccine. You must show your health card to receive the vaccine. □



## Letter

### Quantifying enlightenment

In their fall 2000 pamphlet, a "Report to Taxpayers" entitled "Learning for Life," the Ontario government has announced "a new approach to funding post-secondary institutions." A three-per-cent portion of this year's annual operating grant to each Ontario university or college is now to be linked in some manner to the success rate of its graduates in obtaining employment. And this percentage is apparently to be increased gradually in succeeding years.

The portion involved may seem small, but this announcement signifies a new, and more direct and specific, intervention by the government in the operation of our universities. There is, however, nothing new in this narrow and simplistic view of the role of universities as primarily that of training students for employment.

Yet the employers themselves have recently denied that they regard this as the sole purpose of

undergraduate studies. Indeed they are on record as seeking graduates of *all* kinds, not merely those with specific skills. This shows that they, together with many others, appreciate the worth of the university experience itself, and for its own sake.

It is hard to define, let alone to assess, this experience, this exposure to a new diversity of knowledge and to the expertise and opinions of both instructors and fellow students. Obviously the few years spent at a university are not a complete preparation for a lifetime. But an institution where subjects of sufficient variety are studied can supply not merely a "meal ticket" but also the essential introduction to values other than purely material. It would be difficult to quantify, in percentage terms, the success rate of a university in its main role, that of enlightenment.

Richard Hope-Simpson  
Classics

### University takes exam precautions

As exam weeks approach, Queen's is taking extra precautions to ensure both students' safety and to protect the integrity of the exam process, says Suzanne Fortier, Vice-Principal (Academic). "We experienced a number of disruptions to exams last spring, which have had serious consequences for students and the exam process in general, and we are taking these disruptions very seriously," she says.

She has set up a working group, chaired by John Dixon, Associate Vice-Principal (Academic) to review the delivery of exams in a broad context. While extra safety measures are in place for the December exams, it would be prudent for instructors for put plans in place in the event of exam disruptions, Dr. Fortier says. She also reminds the university community that false fire alarms and threats to harm others are criminal offences under

the Criminal Code. "If any persons are caught engaging in these acts the University will refer the matter to the police to investigate and to lay charges as appropriate." Exams for most faculties begin Dec. 7. □

#### Orientation continued from page 1

streamline current Orientation practices.

The committee would like to hear from members of the university community by Dec. 8, 2000. SOARB expects to present its report on the future of Orientation to Senate by the end of this academic year.

Responses can be sent via email to [jj7@post.queensu.ca](mailto:jj7@post.queensu.ca), or in writing to Joan Jones, Secretary of SOARB, c/o the John Deutsch University Centre. □

## Campus data networks receive boost from CFI

*\$1.1 million, three-year project increases data-transfer capacity in multitude of research areas*

BY CELIA RUSSELL ANDERSEN

Queen's researchers who work with vast amounts of electronic data will soon reap the benefits of a campus data network upgrade, thanks to \$2.3-million from the Canada Foundation for Innovation and the Ontario Innovation Trust.

The grants will go toward replacing 15-year-old network wiring in 30 campus buildings. The goal is to increase the network capacity to deliver 100 megabits (one hundred million bits per second), and eventually one gigabit (one billion bits per second) to the desktop from the current 10 megabits.

The changes won't happen overnight, says Stan Yagi, Director, Information Technology Services. "It will take place over three years. We could do it over the summer, as we did when campus residences were wired (in 1996). But that would be disruptive and would displace people working in those buildings."

In particular, those involved in physics, genetics, mechanical engineering, economics, computing science, pharmacology and toxicology, psychology, biochemistry, mathematics and statistics and mining will ultimately be able to use and transfer large

amounts of data more quickly and efficiently within the Queen's network, says Andy Hooper, Manager, Data Networks, Systems & Operations, ITS Services.

It is no simple task to pull old wires out and relay new conduit and cable through buildings without disrupting the daily business of Queen's research departments, Mr. Hooper says. The coming year will be taken up with planning and negotiating the most efficient way to roll out the project with the least amount of interruption to daily operations. The next step is to do a more detailed plan with scheduling worked out and negotiate with building occupants, slated to take place in January. "The more research-intensive buildings are at the top of the list," he says. □

ITS Services officials hope to schedule a lot of the work during evenings to minimize disruptions.

The last wiring of the buildings took place in 1985, and Mr. Hooper expects the new cable to last at least 10 years or more.

The accompanying electronics upgrade (needed to drive the signals through the wiring) will take place separately and selectively where needed, he says. "This equipment gets outdated quickly, and can be replaced more easily." □

### Buildings to be rewired

Buildings are listed in the order of highest research use and not necessarily in order of priority. Some of the work will take place concurrently in buildings. Priority will be decided after consultation with researchers and also when bids from electrical contractors are in, likely next February or March.

#### Phase I (Year 1) buildings:

Botterell, McLaughlin, Humphrey, Goodwin, Walter Light, Stirling, Craine, Jeffrey.

#### Phase II (Year 2)

Dunning, Abramsky, Nicol, Policy Studies, Miller/Bruce, Ellis, Richardson Labs, Jackson, Carruthers, Dupuis, Etherington, Catazqui, Fleming and MacDonald.

#### Phase III (Year 3)

Kingston, Physical Education Centre, Harrison-LeCaine, Mackintosh-Corry, MacArthur Hall, Watson, Stauffer Library, Richardson Hall. The Engineering and Science Library (Douglas Library) was upgraded during recent renovations.

## Queen's alumnus was distinguished classicist

Faculty, staff and friends mourn distinguished Queen's alumnus Desmond Conacher, who died Oct. 23 in Toronto. A person characterized by his modesty, Dr. Conacher (BA '41; MA '42) was a scholar of great international stature in classics and the humanities. His major publications include *Euripidean Drama* (1967), *Aeschylus, Prometheus Bound: A Literary Commentary* (1980), *Aeschylus' Oresteia. A Literary Commentary* (1987), and *Euripides, Alcestis* (1988). A PhD from the University of Chicago (1950), he taught at Dalhousie (1946-47) and the University of Saskatchewan (1947-58), before settling at Trinity College, University of Toronto (depart-

ment head 1966-72); he was intercollegiate Chair of Classics from 1972 to 1975. He performed the western (1973) and the eastern lecture tours (1981) for the Classical Association and was the Bonsall Visiting Professor to Stanford University in 1981. He was a director of the Canadian Foundation for the Humanities (1981-83) and a Fellow of the Royal Society of Canada (1976) and received honorary LL.D. degrees from Dalhousie (1990) and Queen's (1995) and a D.Litt. degree from University of Saskatchewan (1997) and the University of Victoria (1993). He leaves behind his wife Mary, his children Hugh and Susan (Jeff), and his grandchild Genevieve. □

## 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  
533-6000 \*74460

Mike Stefano – Purchasing  
533-6000 \*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 – Marketing  
and Communications  
533-6000 ext. 74696

Sandra Howard-Ferreira  
School of Graduate Studies  
and Research  
533-6100 ext. 77310

Larry Pattison – Physical Plant  
533-6697 \*77982

Gary Racine – Telecommunications  
533-2233

#### Freedom of Information and Privacy Protection

Don Richan 533-2378

#### Employee Assistance Program

1 800 387-4765

#### University Chaplain:

Brian Yealland  
533-2186

#### Rector

Mike Kealy  
533-2733

#### Student Counselling Service

533-2893

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

## Gazette

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#### DEADLINES

Deadline date	Publishing date
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12 December	18 December

#### QUEEN'S TODAY

HOME PAGE [www.advancement.queensu.ca/html/qttoday.htm](http://www.advancement.queensu.ca/html/qttoday.htm)

ISSN 0319-2725



## Deregulation: Quality of education must come first

**Editor's note:**

*This is the latest in a series of discussions around Principal Bill Leggett's recent proposals for a new vision for the university.*

BY EDDY CAMPBELL

My reaction to Principal Bill Leggett's vision for Queen's is mixed. On the one hand, his vision is inspiring and exciting. In my new job as Associate Dean of Arts and Science, there is no greater pleasure than the discussion with my colleagues of the

time to develop and enhance their reputations as world-class scholars and researchers. We need additional caring staff members in support of both our teaching and research. And we need physical facilities and technology that measure up, including modern classrooms and laboratories.

On the other hand, it is clear that the Faculty of Arts and Science, the heart and soul of the university, is in distress. More than a decade of underfunding – by the governments of three different parties – has had a significant impact. To date, our students have been protected from much of the impact by faculty and staff who have worked harder and longer, larger classes aside. However, this spring saw a two-per-cent budget cut to all faculties.

The principal's message comes not a moment too soon. The quality of the education we offer our students is the single most important factor in our reputation as one of the very best Canadian universities.

The scope of the problem is not small. Budget cuts reduced our staff complement by a quarter. Improving our student-to-faculty ratio just to that of 1990/91

would require more than 130 additional faculty members in Arts and Science. These additions to our personnel, faculty and staff, would total more than \$10 million in additional funding annually.

All of this leads to the key question: where will we find the resources to make vitally needed improvements? We have wonderful people working for us in Advancement, and an aggressive new capital campaign which has already brought us most of the \$200 million goal. Such fundraising activities will be an important part of our future. Our

**'The quality of the education we offer our students is the single most important factor in our reputation as one of the very best Canadian universities'**

faculty members bring in the eighth-largest amount of research funding in the country, in spite of the fact that our faculty complement is 25th. These revenues form a significant portion of our budget, and speak to the outstanding accomplishments of our faculty.

In addition, many believe that

the federal government will provide for the indirect costs of research in the near future. We have a very good "commercialization" arm in PARTEQ, which will also bring significant revenue in the longer term. However, we all recognize that commercialization comes with risks. Our plans must be very carefully formulated so that these real and potential sources of funds will help us to take our place among the leading universities in the world.

Finally, faculties with deregulated tuition fees have seen significant improvements in quality. In addition to the other sources of revenue I've described above, the deregulation of tuition fees in Arts and Science would be a significant tool in realizing the vision put forward by the principal. Increases in tuition fees may well have an impact on the diversity of our student body. The extent of that impact is open to question, and our plans must be very carefully made, but, for me, the quality of the education that we offer is an overriding consideration. □

*Eddy Campbell is Associate Dean of Arts and Science and a professor in the Department of Mathematics and Statistics.*



steps necessary to realize those goals. And I expect the dialogue opened up by the principal will continue with considerable vigour for the foreseeable future, as we attempt to understand how to make his vision a reality. Indeed, our Dean Bob Silverman has established a Quality of Education Task Force, which will provide a detailed plan for improvement.

How can we deliver the best quality of education possible to the best students in Canada? We need smaller classes where they matter most and faculty with time to spend with students, and

*Opinions expressed in Forum are those of the author and do not necessarily reflect the opinions of the Gazette or Queen's University. The Gazette welcomes your opinions on the above or any other issue of interest to the Queen's community. Send your comments to the Gazette, 107 Fleming Hall; e-mail [gazette@post.queensu.ca](mailto:gazette@post.queensu.ca)*

*You can also express your views directly to the principal, at [principa@post.queensu.ca](mailto:principa@post.queensu.ca)*

## Teaching Issues

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



### Transdisciplinary teaching teams: A model

BY PEGGY A. PRITCHARD

At the heart of academic inquiry is the expectation that ideas will be communicated. The ability to do so effectively is important for all students, regardless of academic level or program. However, it is students in the sciences who seem least skilled in the art of communicating. The challenges they face become exacerbated in a graduate program. At the very least they are expected to give seminars and produce a thesis; some also publish papers and present their work at conferences. Most find these challenges daunting. For a few, they are immobilizing.

In response to their concerns about this problem for both the students and the university, members of the Department of Microbiology and Immunology recently introduced MICR 809\*/909\*, Communication Skills for the 21<sup>st</sup> Century. Developed and co-ordinated by Andrew M. Kropinski and Peggy A. Pritchard, this course exposes students in the first term of their graduate

work to the intellectual and technological skills they'll need to communicate effectively in their work at Queen's and beyond.

Students examine the larger philosophical, ethical and economic contexts of their studies, through lectures on the nature of science, critical thinking, ethics, issues relating to the business of science, and career management. They learn information literacy and data literacy skills that will enable them to retrieve, evaluate, analyse, organize, manage, disseminate and present information effectively. By the end of the course they will have produced a 20-page review of the literature that may form the basis of the introduction to their thesis, created a professional web page and CV, and delivered a seminar to an audience of peers.

All new Microbiology and Immunology graduate students are required to complete the course. Doing so establishes a baseline of skills, knowledge and experience, and sets realistic expectations for work in subsequent terms.

#### The transdisciplinary teaching team

What is unique about this initiative is the transdisciplinary nature of the teaching team; it truly crosses traditional departmental and faculty-staff boundaries. The 14 faculty, librarians, counsellors and staff members represent eight different departments, centres and units across campus. They have co-ordinated their efforts to ensure that the message delivered is consistent, and whenever possible, have used examples from microbiology and immunology. Their commitment to this initiative is remarkable, especially since their participation in this course is a voluntary addition to their regular duties in their respective units.

#### The larger context

Now, more than ever, universities are under tremendous pressure. Employers, parents and students are concerned about employment readiness; governmental agencies are demanding increasing accountability; a dou-

ble cohort will soon enter higher education; funding is not keeping pace. How will Queen's cope?

Communication Skills for the 21<sup>st</sup> Century clearly demonstrates that a high degree of co-operation and commitment already exists within the Queen's community to meet the needs of students and the demands of other stakeholders. But it is not a panacea. As a model for the delivery of curriculum across a larger student population, for example, it would present a few challenges, not the least of which involves addressing the issues of workload, remuneration and recognition for work done outside the traditional departmental bounds.

For more information, visit the course website: [www.queensu.ca/micr/courses/micr909/](http://www.queensu.ca/micr/courses/micr909/) □

*Peggy A. Pritchard is co-developer and co-ordinator of MICR 809\*/909\*.*

*With thanks to the teaching team:*

*Doug Babington  
(The Writing Centre)*

*Perry Bamji  
(School of Business)*

*E.J. Bond  
(Philosophy)*

*Catrien Bouwman  
(Microbiology and Immunology)*

*Sandra Brooks  
(ITS)*

*Christine Fader and Jane Good  
(Career Services)*

*Suzanne Maranda  
(Health Sciences Library)*

*Brenda McQuat and  
Elizabeth Schumaker  
(Learning Strategies Group, Health,  
Counselling and Disability Services),*

*Jeffrey Moon  
(Stauffer Library Documents Unit)*

*Susan Wilcox  
(Instructional Development Centre  
and Faculty of Education).*

# JDUC renovations give higher profile to student governments

*\$1.3 million in improvements breathes new life into old spaces*

BY CELIA RUSSELL ANDERSEN

Queen's undergraduate student government has pitched in \$750,000 towards \$1.3 million in badly needed renovations to the John Deutsch University Centre (JDUC).

Student government officials are now seeing a return on their investment in improved room layout, greater visibility and more comfortable conditions for student clubs.

For years, the Alma Mater Society offices have been tucked down a long hallway off the ground floor at the rear of the JDUC. After extensive renovations this fall and early winter, they will move to the southwestern end, off the JDUC Ceilidh.

Although the JDUC has a daily traffic rate of 9,000 students, the poor layout of the building has hampered access to student government, says Paul Heisler, AMS president. "The vast majority of students can go their four years at Queen's never knowing where their student government is located," he says. "There are so many volunteer opportunities and basic services that they pay for and don't often know about. The AMS thinks it's important to

have increased visibility and greater access to the students they serve."

A broader concern is that the student life facilities are inadequate for a university of Queen's size, Mr. Heisler says. "There has been a growing awareness of this problem over the last few years. It is critical that we develop enough space for these activities."

The total price tag for the three renovation phases is \$1.3 million, says Jack Sinnott, JDUC Director. Funding comes from student activity fees, \$300,000 from the cold beverage exclusivity deal with Coca-Cola, and \$107,000 from the Millennium Fund (now known as the Campus Community Campaign). Work phased in last summer and is slated for completion early in the new year, he says.

"We're breathing some life into the place," says Mr. Sinnott. "We're looking at this as the first step in creating the student life centre, the ongoing revitalization of the JDUC."

Phase I, which included the opening up of the ground floor entrance off Union Street and the elevator lobbies, and renovations to the Society of Graduate and

Professional Student Association office, is now complete.

After a temporary move to the Polson Room on the first floor of the JDUC, the SGPS now has a higher, more visible profile in the JDUC.

"It's about time we pulled ourselves out of the corner," says SGPS President Kathleen Cowick. "The biggest benefit with the expansion is that our members will be able to find us more easily. We will also be able to offer the services they expect from us as their student government more efficiently. The air quality and lighting improvements, as well as the exposure of the reception area to the Lower Ceilidh will provide a safer environment for our staff and volunteers."

Phase I also included the relocation of the Earth Centre, Queen's Entertainment Agency along with the SGPS office from the lower southeast corner of the JDUC.

Work has now started on Phase II, which will include moving the AMS offices to the southwest corner of the JDUC, at the bottom of the stairs to the Ceilidh and renovations to the Rector and Chaplain's offices (the Chaplain's office

will move from the Physical Education Centre). Much-needed improvements to air circulation and electrical systems will also be made.

"I think it's tremendously exciting," says Mr. Sinnott. "The SGPS and the AMS will now have visibly accessible storefronts. The student governments will be much more in the students' faces, where they belong."

Contingent upon material delays, Phase II renovations should be completed by the end of December. Phase III involves the renovation of the current AMS offices and the second floor of the graduate residences, now part of the JDUC for student organizations and clubs. It should be completed early in 2001.

Renovations to the clubs area was badly needed, says Mr. Heisler. For example, the Queen's Muslim Association now has its own space and room for a prayer room after having to share space with another club.

"It's the biggest renovation project to this part of the JDUC in 23 years and it's about time," says Mr. Heisler. □



Workers remove 'Landscape', a tapestry by artist Helen Frances Gregor honouring the contributions of Queen's former principal John Deutsch, in preparation for renovations. The tapestry, currently being stored at the Art Centre, returns to the JDUC in January.



Raffaello Petracchi, Vice-President Internal, Society of Graduate and Professional Students, takes the helm at the SGPS's new storefront location in JDUC.

## \$6 million in renovations targets elevators, roofs, classrooms

Physical Plant Services spends about \$6 million annually to repair and renovate campus buildings, says Construction Manager Pat Caulfeild. This is nowhere near the 1 to 2 per cent value of the physical plant that maintenance experts recommend should be spent, he noted.

Future capital construction projects include the building of a new student residence as well as \$7 million to expand and improve Leonard Hall dining facilities in 2002.

The following is a brief list of some of the non-capital repair and renovations projects Physical Plant Services carried out this year. Accessibility and safety improvements include:

- Elevator installed, University Club, \$180,000
- Elevator to be installed, Rideau Building, \$160,000 – \$180,000
- University building exterior signage, \$50,000
- Vertical stair lift replacement on the student street, Mackintosh-Corry Hall (to accommodate both wheelchairs and scooters), \$42,000

- Three emergency radio phones, poles and blue lights at Richardson Stadium, \$22,000
- Power door openers installed at accessible entrances in Louise D. Acton Building and Ontario Hall, \$11,000

Other major projects over the past year:

- Replacement windows, Victoria Hall, \$1.2 million
- Roof replacement, School of Policy Studies, \$700,000
- Servery enhancement by Sodexo-Marriott food services, Mackintosh-Corry Hall, \$602,000
- Goodwin Hall, floors 5, 6, 7, alterations and renovations to labs, \$570,000
- Alterations for Student Health services in the LaSalle Building, \$450,000
- Upgrades to the sloped lecture theatres in Jeffery Hall, \$431,000
- Retrofit 40-year-old mechanical system heating/domestic water, Morris Hall, \$390,000

- Partial roof replacement, Mackintosh-Corry Hall, \$300,000
- Registrar Admissions, Student Recruitment move from Victoria School to Richardson Hall and Stauffer Library, as a result of new School of Business construction, \$300,000 and \$100,000 respectively
- ResExpress Mart built in Victoria Hall, \$295,000
- Waldron Tower residence exterior repairs, \$274,000
- Daycare renovations to 184-186 Union St., (moved from Queen's Crescent as a result of Chemistry building construction) \$270,000
- Five network switches replaced, main campus, \$250,000
- Jean Royce Hall, West Campus reroofing, \$250,000
- Additional practice rooms in 220 Harrison-LeCaine Hall (former Music Library, now in Douglas, \$225,000
- Victoria Hall carpet and painting, \$180,000

- Goodwin Hall roof, \$150,000
- Theological Hall, slate roofwork, \$150,000
- Goodwin Hall room 737 conversion to lab, \$150,000
- Fuel unloading station at heating plant, \$135,000
- Carruthers Hall reroofing, \$130,000
- Common Ground Coffee House, second floor, John Deutsch University Centre, \$130,000
- Jean Royce Hall interior improvements, \$117,000
- Department moves precipitated by the new Chemistry building construction: Career Services to MacGillivray-Brown Hall, Barrie Street, \$100,000; Four Directions Aboriginal Centre to 146 Barrie St., \$40,000; McGill-Queen's University Press to 144 Barrie St., \$40,000
- Research labs moved preceding classroom alterations, Dupuis Hall, \$75,000 □



# Lecture, display, launch book devoted to 18th-century 'enigma'

*Mandeville essay collection continues run of publishing successes by Queen's history students*

BY MARY ANNE BEAUDETTE

A collection of essays compiled and edited by a Queen's PhD candidate in history is currently on standing order at 350 academic libraries around the world.

*Mandeville and Augustan Ideas: New Essays*, by Charles Prior, contains edited papers from a 1997 Queen's conference honouring Bernard Mandeville, the 18th-century philosopher, doctor, and poet. Organized by Mr. Prior, the conference attracted Mandeville scholars from three continents. Mr. Prior collected his Bachelor's degree the following weekend and went on to complete his Master's degree while editing the conference proceedings for his book, which came out this fall.

Mr. Prior's book brings to three the number of works published by graduate students in the history department in recent years. Michael Dawson's *The Mountie from Dime Novel to Disney* (Between the Lines Press) and Bay Ryley's *Gold Diggers of the Klondike* (Watson & Dwyer Publishing) were both published in 1998.

His book's acceptance by a scholarly press was doubly gratifying, Mr. Prior says, not only because few works by graduate students are accepted for publication by scholarly presses, but because it gives renewed prominence to a worthy subject. The last major collection of essays on Mandeville appeared in 1975, he says.

The book was peer-reviewed before being accepted for publication, and received "very, very positive reports" from its readers, Mr. Prior says. Published in the University of Victoria's English Literary Studies Monograph Series, the book will be launched this Friday, Nov. 24, with a lecture by Mr. Prior. He will speak on "Bernard Mandeville: An Augustan

Mind," in the W. D. Jordan Special Collections and Music Library (level 3, Douglas Library) at 5:30 pm, with a reception following at the Grad Club. Copies of the book will be on sale.

Mr. Prior also curated a display of rare books and political pamphlets from Queen's Libraries Special Collections relating to themes in the book, including religion, politics, society and Mandeville's sources and influences. The display continues until month's end in the W.D. Jordan Special Collections and Music Library.

A witty and wide-ranging author and social commentator as well as a medical man (one of his pamphlets was subtitled 'Entertaining Remarks on the Modern Practice of Physicians and Apothecaries, Very useful to all that have the Misfortune to stand in need of either'), Mandeville himself is something of an enigma, says Mr. Prior. "There are only two letters in existence written by him, and no likenesses," Mr. Prior explains. "He was immensely popular in his time, but Benjamin Franklin is the only person we know of who ever said he'd met him."

*The Fable of the Bees*, Mandeville's best-known work, reflected his basic belief that people were motivated by self-interest and greed, and set him against the conventional thinkers of his age, who saw society as intrinsically good. His writings, which explored subject matter ranging from political thought to human psychology, were reflected in the works of many of the great thinkers of the day, including Rousseau, Voltaire, Hume and Adam Smith.

"He's known for his ideas, rather than for himself," Mr. Prior explains. With so little known about the man behind the ideas, the only way for scholars to learn about him is to examine the social, politi-

cal and religious contexts of his time, he says. "By examining the subjects about which he wrote, you realize the depth and breadth of his thinking. He looked at society in all its complexities."

The book display also reflects Mr. Prior's doctoral research, which looks at religious influence on political thought in the 17th century. □



Charles Prior: Celebrating the ideas of a provocative 18th-century thinker.

Mary Anne Beaudette

## Libraries' catalogue migration means limited services

Queen's Libraries will ring in the new year with Endeavor's library management system, Voyager and a brand new look for its online public access catalogue (QCAT), scheduled to be unveiled on Jan. 2.

The new system offers a catalogue with more search options and search parameters and hypertext links to any available electronic journals with full-text

articles. An improved electronic request service will allow patrons to place holds and recalls and renew books electronically in real time.

The migration from Notis to Endeavor over the next six weeks will result in some down time. Queen's Libraries will be offering limited services as noted below from today until the catalogue launch on Jan. 2. □

### Temporary service limitations

#### Circulation Services:

As of Dec. 15, NOTIS circulation activity will be restricted to charge, discharge and renew functions. It will not be possible to process holds or recalls.

Last day for fine payments is Dec. 13. However, between Dec. 13-Jan. 2, patrons will not be blocked (nor reported to the Registrar's Office) from borrowing materials if they have outstanding fines.

#### Reserve Services:

Reserve processing continues on NOTIS until the end of exams.

#### Rush Cataloguing Services:

Personal rush requests will continue to be catalogued in NOTIS until Dec. 5. Rush cataloguing services will NOT be available from Dec. 6 to Jan. 2. Patrons may continue to submit requests through the existing webforms, and items will be available at circulation services desks on Jan. 2, when Queen's Libraries "goes live" with Voyager circulation.

#### Newly Catalogued Material:

As of Dec. 6, items catalogued on Voyager will not be available for circulation until Jan. 2.

#### Current Serial Issues:

After Nov. 20, new journal issues will be received and processed, and sent to their library destinations for immediate shelving. Although NOTIS will not reflect accurately the receipts and status of these issues, the material will be available to patrons for browsing and in-library use. A note will be added to the catalogue to indicate that the record is not completely up to date.

#### Bound Journal Volumes:

From now until Jan. 2, bound journals being returned from the bindery will be processed and shelved in those locations where bound journals do not circulate. Although NOTIS will not reflect the status accurately, the volumes will be available to patrons for in-house use.

For information, or to text-drive the new catalogue, please see:

library.queensu.ca/webopac or contact Jane Philipps, Ext. 36846, Phillipj@post.queensu.ca

## News Notes

### Queen's presents A Christmas Carol



Queen's volunteers are once again hosting the annual CBC reading of Charles Dickens' *A Christmas Carol*. A fund-raising event for local feed the hungry programs, this year's reading features CBC commentators Rob Clipperton and Erika Ritter, along with Kingstonians Heather Bonham and Don Dawson, and David Rankine of Queen's Bands. The event takes place Saturday, Dec. 2, 7:30 pm, in Chalmers United Church. Tickets are \$12.50 and are available from Liz Gorman (ext. 32060) gormane@post.queensu.ca, or Doug Puffer (ext. 75501), pufferd@post.queensu.ca. The audience is asked to bring a canned food contribution for the Partners in Mission Food Bank.

### Philosopher probes space/time

An internationally renowned philosopher who is International Visiting Scholar in the Institute of Women's Studies will also be Scholar-in-Residence. Elizabeth Grosz is recognized for her work in philosophical aspects of corporeality and space/time. Her publications include *Jacques Lacan: A Feminist Introduction* (1990), and *Volatile Bodies: Toward a Corporeal Feminism* (1994) and *Space, Time and Perversion* (1995). Dr. Grosz has also co-edited, with Elspeth Probyn, *Sexy Bodies: The Strange Carnalities of Feminism* (1995); her most recent work is *Virtual Architectures* (MIT Press).

Dr. Grosz recently left Australia to hold the Julian Park Chair in the Humanities in the Department of Comparative Literature, State University of New York at Buffalo. Her work, which

transcends disciplinary boundaries to encompass architecture, philosophy, psychology, cultural studies, queer theory, feminism and critical theory, has been said to represent a "ground-breaking moment in the debates surrounding bodies."

Tomorrow, Dr. Grosz speaks at noon at the Ban Righ Centre's Brown Bag Lunch series on Histories of a Feminist Future. She presents a public lecture on Wednesday, Nov. 22, on Feminist Utopias, at 7 pm in the Robert Sutherland Room, JDUC, and on Thursday, Nov. 23, she addresses a Women's Studies seminar on Inhuman Forces, 1-2:30 pm in Room D211 Mackintosh-Corry Hall.

For information, contact Terrie Easter Sheen, Institute of Women's Studies, 533-6318.

### Teaching forum focuses on technology

The Future of Educational Technology at Queen's is the focus of this year's Cross-Faculty Teaching Forum, to be held Monday, Dec. 4. Historically, forum has provided faculty from across the university with the opportunity to discuss broad-based teaching and learning issues. This year's keynote speaker is Tony Bates, Director of Distance Education and Technology, Continuing Studies, University of British Columbia.

The university's Learning Technology Faculty Associates are holding the event with the aim of developing guidelines that can help set the direction for future use of technology to enhance teaching and learning at Queen's.

For information and registration, view the program at: <http://www.its.queensu.ca/ltu/CFTF/> □



## Please Note:

- Departments requiring casual hourly paid secretarial or clerical assistance should contact Patti Evaristo in Human Resources, 533-2070.
- Requisitions for staff replacement, with appropriate approvals, must reach the Human Resources Department by noon of the Monday one week prior to the date of issue.
- Applications received from internal candidates will be acknowledged by the Department of Human Resources. The results of each competition will be posted under the *Gazette* heading "Appointments" as soon as possible after the conclusion of the recruitment and selection process.
- Closing date for the following positions is **Tuesday, Nov. 28, 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

Student Services Assistant and Projects Coordinator 2000-96  
Faculty of Applied Science  
**Karen Merrill** (Principal's Office)

Secretary/Receptionist 2000-100  
Microbiology and Immunology  
**Laurie Dodd** (Department of Medicine)

Intermediate Clerk 2000-101  
Microbiology and Immunology  
**Susan Reynolds**  
(Advancement Business Office)

Student Services Coordinator 2000-105  
Faculty of Arts and Science  
**Norma St. John** (History Department)

Console Attendant 2000-110  
Information Technology Services  
(Telecommunications)  
**Jim Petrunka**

Communications Assistant 2000-111  
School of Physical and Health Education  
**Henk Pardoel**  
(School of Physical and Health Education)

## Staff Vacancies

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

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

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

### Graduate Program Assistant 2000-127 Department of Chemical Engineering

This is a continuing appointment available Jan. 2, 2001.

**Major Responsibilities:** report to the Administrative Assistant and the Coordinator of Graduate Studies; daily administration and operation of the graduate studies program and graduate admissions to the program; design, implement and maintain a graduate student database system; administer salary contracts for all graduate students; advise students on graduate studies matters ensuring the adherence to university policies and procedures and regulations of the School of Graduate

Studies; compile and process the application packages for the major external scholarship competitions (NSERC, OGS, OGSST); web-site management for the department's graduate program and faculty research areas; provide administrative support to the Department Head and to the Departmental, Promotion, Renewal and Tenure Committee.

**Requirements:** two years of post secondary education in business administration (or the equivalent combination of education and experience); previous experience working in a responsible administrative position with minimal supervision; sound knowledge of graduate admissions, academic regulations, policies and procedures; ability to take initiative and work independently; proven organizational and time-management skills to effectively and efficiently meet deadlines from internal and external sources; excellent analytical and problem-solving skills; communication and interpersonal skills are essential to deal with a wide variety of individuals and especially when dealing with international students; comprehensive knowledge of a variety of computer programs including MS Office (Word, Excel, PowerPoint), WordPerfect, FrontPage; ability to navigate the Web; and working knowledge of GQL and PCICS.

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

### Employee Relations Assistant 2000-128 Human Resources Department

This is a one-year term appointment.

**Major Responsibilities:** report to the Employee Relations Specialist; provide administrative support to the Employee Relations Specialist and the Manager, Staff Relations in day to day activities relating to the development, negotiation and administration of policies, programs and procedures affecting unionized and non-unionized staff; prepare agendas and schedule meetings for the Employee Relations Specialist and the Manager, Staff Relations; take notes/minutes at meetings; assist in the preparation of grievances and arbitrations by gathering information from departments and researching relevant case law; organize, conduct and produce reports and surveys to support employee relations activities; respond to inquiries from employees or supervisors about general policy items referring more complex issues to the Employee Relations Specialist.

**Requirements:** completion of a three-year community college diploma in Human Resource Management (consideration will be given to the equivalent combination of education and experience); knowledge and understanding of labour relations procedures including collective bargaining gained through direct work related experience; demonstrated proficiency in computer applications including word processing, database and spreadsheet packages, minute taking experience; knowledge of Corporate Time is an asset; excellent research skills including the ability to access relevant case law and perform web-based research; excellent organizational skills; strong verbal and written communication skills; ability to work with and maintain highly confidential material.

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

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

### Coordinator (Admissions and Applicant Services) 2000-129 University Residences

**Major Responsibilities:** report to the Associate Director (Residences Services); oversee the admissions process for residences; implement policy decisions, manage daily operations, supervise staff related to the admissions and ResTel functions; ongoing interaction with both internal and external areas; maintain an accurate database of information related to rooms, assignments; produce a variety of reports and documents for use by senior management; recommend changes concerning the admissions process; ongoing management of the Housing Information System.

**Requirements:** three-year post-secondary program combined with related experience (or an equivalent combination of education and experience); demonstrated technical proficiency and/or understanding of a wide variety of computer software

applications including proficiency with various databases; understanding of the Web and HTML; ability to adapt to changing technology; ability to develop reports and statistical data; proven supervisory skills and the ability to promote a positive team environment; excellent communication, organizational and time-management skills; proven record of suggesting and implementing changes to processes based on emerging trends and issues.

**Minimum Hiring Salary:** \$38,200 Salary Grade 7 - ADMSF7

### Facilities Supervisor 2000-130 University Residences

**Major Responsibilities:** report to the Facilities and Maintenance Coordinator; coordinate the administration of attendance management (develop vacation schedules for cleaning staff and supervisory personnel, develop and manage rosters and shift schedules, arrange and coordinate overtime, support in the management of work order processes); assist in the hiring process of new maintenance staff; work in close liaison with Environmental Health and Safety; supervise six building supervisors and other staff as required; assist with management and administration of key control; assist in the administration of special projects and purchasing/procurement and inventories.

**Requirements:** two-year post-secondary program in facilities maintenance/management with several years of related experience (or an equivalent combination of education and experience); extensive supervisory experience preferably within a conference and hospitality field; proven ability to work in a sensitive social environment; knowledge of general policies and procedures at Queen's; knowledge of building codes and general safety procedures; ability to work independently while demonstrating strong leadership qualities; high degree of organizational and problem-solving skills; effective communication skills (written and oral); ability to work in an environment subjected to change and interruption; excellent customer service skills; sound comprehension of procedures, chemicals and equipment related to the cleaning industry; sound computer skills with proficiency in word processing and spreadsheets.

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

### Policy Analyst 2000-131 Office of the University Advisor on Equity

This is a term appointment working 100% time until Jan. 15, 2003.

**Major Responsibilities:** report to the University Advisor on Equity; administer and coordinate policy review and development; responsible for planning and implementing special projects with university-wide implications including employment equity training and the advancement of equity climate initiatives; represent the Office and participate in decision making on senior committees; provide equity analysis for academic reviews; provide leadership on a broad range of campus/community projects.

**Requirements:** post-secondary diploma in a related field; knowledge of human resources, human rights, diversity and/or equity including applicable legislation and case law; high level of competency in data analysis and information systems; (consideration will be given to an equivalent combination of education and experience); excellent communication, interpersonal, organization and planning skills; proven analytical, interpretive and problem-solving skills; advanced administrative skills including the use of computers for data analysis and information distribution/reporting; proven level of competency in Word, Access and Excel; knowledge of PINQ an asset; broad knowledge of the university's structure, policies, regulations and administrative systems preferred.

**Minimum Hiring Salary:** \$43,319 Salary Grade 8

## Other Positions

### Research Assistant Division of Respiratory and Critical Care Medicine Department of Medicine

Full-time position available immediately.

**Responsibilities:** Conduct physiology studies, epidemiology research and clinical trials in asthma; coordinate subject recruitment; perform lung function tests; administer questionnaires; perform chart abstractions; data entry and statistical analysis; 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; statistics experience; 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](mailto:mdl@post.queensu.ca).

### Secretary, Department of Medicine

This is a six-month renewable contract position, available **Dec. 1, 2000**.

A half-time position (0.5) is available to provide secretarial support for clinical and research activities. Duties include dictating, booking clinic appointments, filing, telephone answering, and general office organization. Requirements include good computer skills (including MS-Word), previous secretarial experience, and some knowledge of medical terminology. Experience in manuscript preparation and rudimentary web page maintenance is desirable but not essential.

Please submit resume and the names of three references to: Dr. E. A. Iliescu, Department of Medicine, 2058 Ethington Hall, Queen's University, Kingston, Ontario, K7L 3N6.

**Salary:** Grade 3.

## Employee Development

Please call the Human Resources at 32070 to register. Details and registration are also available through the website at: [www.hr.queensu.ca/News&Notes/seminars.htm](http://www.hr.queensu.ca/News&Notes/seminars.htm).

### Meetings That Matter Tuesday, Dec. 5, 9 am - noon

This program is for those who are responsible for leading meetings. It focuses on both the organizational and communications skills needed to ensure productive meetings. Participants will learn

- 1 the phases to conducting meetings
- 2 the role of the meeting leader during each of those phases
- 3 techniques for handling non-productive behaviours in meetings

Facilitator: Wendy Rayner, Human Resources

### Lunchtime Leadership Series 12:05 - 12:55 pm

For pointers on effective leadership, join us for these informal video-assisted discussions.

**Dec. 5**  
The Credibility Factor - What Followers Expect from Leaders

**Dec. 12**  
The Genius of Sitting Bull

**Dec. 19**  
Leadership Secrets of Attila the Hun

Facilitator: Wendy Rayner, Human Resources Department

### Free flu shot clinic

A free flu shot clinic takes place Thursday, Nov. 23, 10 am - 2 pm in Mackintosh-Corry Hall outside the cafeteria. Staff from the Kingston, Frontenac, Lennox and Addington Health Unit will administer the vaccine. **You must have your OHIP/UHIP (health card) with you.**

Staff Appreciation Day officially recognizes the contributions staff make to Queen's reputation of excellence.

## Staff Appreciation Day 7 December 2000

Principal Bill Leggett is highly supportive of this initiative. In addition to the official events below, departments are encouraged to show their appreciation of staff in some tangible way on Dec. 7.



♥ Start your day with a complimentary medium cup of coffee or tea, courtesy of Queen's administration. Until 10:45 am, just show your staff card at JDUC, Mac-Corry, Botterell, Biosciences or West Campus cafeterias.

• Participate in a professional development workshop, Management Skills for Non-Managerial Staff, 9 am - 4 pm. Even if your title isn't "manager," you can still harness the skills. Facilitator Ann Mossop presents a fun and engaging workshop for staff who want to increase their professional credibility and effectiveness. Preregister with Human Resources, 32070, email [hadmin@post.queensu.ca](mailto:hadmin@post.queensu.ca).

• Attend the Principal's Reception in Grant Hall and applaud your colleagues who receive the Staff Recognition Awards from the Principal at 12:30 pm.

Watch for your flyer in campus mail. It means your name is automatically entered in the Staff Appreciation Day draw. Prizes have been donated by senior administration, and names will be drawn that afternoon. Winners' names will appear in the *Gazette*.

We hope you'll participate in as many events as possible. Questions? Call Human Resources, ext. 32070.

# Human Resources *continued*

## December holiday closing

This year, normal university operations for most (but not all) departments will close beginning **Monday, Dec. 25, 2000**. Regular university operations resume **Tuesday, Jan. 2, 2001**.

## December pay date (bank deposits)

The December pay date for monthly paid employees will be Friday, Dec. 29, 2000. Salaries deposited to bank accounts will be available at the banks by 10 am, Dec. 29. Salary advice statements will be mailed to the departments on Dec. 15. Cheques will be dated Dec. 29, 2000 and should not be cashed before that date. The cut-off date for changes to regular monthly payroll is Friday, Dec. 1, 2000.

## 2001 observed holidays

Jan. 1	New Year's Day
Feb. 19	Heritage Day/Monday of Reading Week
April 13	Good Friday
May 21	Victoria Day
July 1	Canada Day (observed July 2)
Aug. 6	Civic Holiday
Sept. 3	Labour Day
Oct. 8	Thanksgiving Day
Dec. 25	Christmas Day
Dec. 26	Boxing Day

## Employee Assistance Program

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

## Milestones

*Compiled by Faye Baudoux*

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

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

**30 years:** Janie Haig, Education Library; Dennis Hannah, Chemistry; Bonnie Lawrie, International Centre; Linda Thomas, Queen's Health Policy.

**25 years:** Lee Boudreau, Pathology; Candy Randall, Continuing and Distance Studies.

**20 years:** Elaine Bevens Caird, Apartment and Housing; Angelo D'Alessandro, PPS; Roger Healey, Institutional Research and Planning; Reginald Manual, Biochemistry; Onno Oosten, Mechanical Engineering.

**15 years:** Terry Burns, PPS; Gordon Crawley, PPS; Leonel De Matos, PPS; Darlene Gaffney, Civil Engineering;

Stephen Graham, PPS; Henry Lee, Physics; Wayde McMachen, PPS; Ronald Oomen, PPS; Barbara Saunders, Pathology; Reinolde Van Weringh, Cataloguing/Technical Services.

**10 years:** Mary Lou Chapman, Industrial Relations Centre; Kathie Granger, Office of the University Registrar; Brenda Johnston, Urology; David Lynch, PPS; Janet MacDonald, Postgraduate Medical Education; Angela Phelan, School of Business; Lisa Rodrigues, School of Business; David White, PPS.

**Five years:** Bogumil Mekarski, PPS.

# Bulletin Board

## Appointments

### Nominations for Director, International Programs Office, Faculty of Arts and Science

The previous Director, Uli Scheck has been appointed Dean of Graduate Studies and Research, and Bill James is Acting Director of the International Programs Office until June 30, 2001. 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 Director of the International Programs Office. Nominations should be sent to Dean Robert Silverman, ras6@post.queensu.ca by **Friday, Dec. 1, 2000**.

## Awards

### Call for nominations, 2001 Prizes for Excellence in Research

Nominators should submit the curriculum vitae of the nominee, a covering letter and a maximum of five letters of reference. Nominations should address the nominee's achievements in research, and the importance of their contributions to the discipline. Members of the Queen's community are invited to submit nominations to the Director, Office of Research Services by **Feb. 5, 2001**. Terms are available at <http://www.queensu.ca/vpr/excguide.htm>.

### Chancellor Richardson Memorial Fund

The Advisory Committee of the Chancellor Richardson Memorial Fund invites departments and other university agencies involved in Canadian studies to submit proposals for the purchase of Canadiana teaching and research materials. Under the terms of the university's agreement with the Richardson Company, the fund shall be used for the following purposes:

- 1 The acquisition by and for the university, and the maintenance, of teaching and research material in the field of Canadian studies and within the following categories:
  - a Literary, political, historical and other published works of older out-of-print vintage: monographs, local histories, reports of companies, societies and other voluntary associations, bibliographical aids and specialized reference works, biographical studies, almanacs and Yearbooks.
  - b Documentary Materials: National and provincial Royal Commission reports and papers, newspapers, (preferably microfilm), periodicals, political and literary manuscripts and papers (in cases where these can only be obtained by purchase), broadsides and political manifestos.
  - c French-Canadian Material: books, documents, poetry, broadsides and pamphlets, fiction and non-fiction.
  - d Old, rare and, in some cases, unique items; early explorations and travels, maps and atlases, fine editions and expensive sets.
- 2 The acquisition of library resources for the university, in the form of books, aids to study or research, and information storage and retrieval systems and services.

All proposals submitted for consideration by the Advisory Committee should include the following information:

- 1 a clear indication whether the proposal has been considered by a departmental committee or an informal group or whether it is the submission of one individual,
- 2 as clear and specific a description as possible of the materials proposed for acquisition,
- 3 a clear statement of the gap in the Canadian collection which the proposed acquisition would fill, relating this to existing holdings and to current collecting policies,
- 4 an indication of any research projects which would be facilitated by the proposed acquisition,
- 5 the probable costs of acquiring the proposed acquisition,
- 6 an indication of the probable costs of preserving and protecting the proposed acquisition,
- 7 an indication whether the desired materials are currently available for purchase, and an indication of whether part or all of the desired material is available in other than original form, e.g., microfilm, reprint or xerox copy,
- 8 an indication whether the purchase of the desired materials might be financed in whole or in part from sources outside the university, e.g., Canada Council or other research foundations.

During the past few years the fund has supported the purchase of a variety of materials including specific research material, and acquisition projects to develop Canadiana collections. These purchases have included:

- 1 microfilm copy of newspapers from all provinces
- 2 family papers of representative Canadians
- 3 monograph material illustrating the social and cultural development of Canada
- 4 original drawings and photographs of buildings in the Kingston area
- 5 sets of data relating to Canadian studies
- 6 records and scores by Canadian composers
- 7 Canadian art, particularly items which have local interest or complement drawings or paintings held in the art centre.

For details contact Brian Osborne, or Deborah Shea, ext. 74008, shea@post.queensu.ca.

Submit proposals to: Deborah C. Shea, Department of Alumni Affairs by **Jan. 14, 2001**.

### Alumni Award for Excellence in Teaching

The Alumni Teaching Award Committee invites students, faculty and alumni to submit nominations for the Alumni Award for Excellence in Teaching. It is maintained by the Queen's Alumni Association and was instituted twenty years ago to promote superior teaching at Queen's. A candidate must be a teacher at Queen's University who has the primary responsibility for organizing and presenting the material for a course offered to registered Queen's students. Previous award winners are not eligible.

Nomination forms must be signed by five students, faculty or alumni and submitted to the Assistant to the Director of Alumni Affairs, Queen's University, by **Jan. 26, 2001**. For details, contact: Deborah C. Shea, Department of Alumni Affairs 533-6000, ext. 74008, shea@post.queensu.ca.

## Committees

### Advisory Committee, Director of the Agnes Etherington Art Centre

David McTavish's term as Director of the Agnes Etherington Art Centre ends Aug. 31, 2001. Dr. McTavish has indicated that he does not wish to consider another term as director.

A committee chaired by Suzanne Fortier, Vice-Principal (Academic), will be established to advise the principal on the present state and future prospects of the art centre and on the selection of the director. Suggestions for membership on the advisory committee are requested and should be submitted in writing to the Office of the Vice-Principal (Academic) by **Dec. 4, 2000**.

Members of the university community are also invited to offer comments on the present state and future prospects of the Agnes Etherington Art Centre and its leadership. These comments should be submitted in writing by **Dec. 20, 2000** to Suzanne Fortier, Vice-Principal (Academic) and respondents are asked to state whether they wish to have their letters shown, in confidence, to the members of the advisory committee.

### Advisory Committee, Director, School of Industrial Relations

Carol Beatty's term as Director of the School of Industrial Relations and the Industrial Relations Centre ends June 30, 2001.

In accordance with the terms of the Collective Agreement between Queen's University and the Queen's University Faculty Association, a selection committee will be formed to consider the present state and future prospects of the school and centre. Members of the School of Industrial Relations will elect five faculty members from the school to serve on the selection committee.

Faculty members, staff and students are invited to nominate staff and students from the School of Industrial Relations and the Industrial Relations Centre and faculty members from cognate disciplines for membership on the advisory committee. Send nominations to the Chair of the Committee, Eric Moore, Acting Dean of Graduate Studies and Research by **Dec. 20, 2000**.

### Principal's Advisory Committee for the Queen's National Scholars – January 2001

Principal William C. Leggett is pleased to announce the composition of the Principal's Advisory Committee for the Queen's National Scholars. Members are: Michael Adams, Pharmacology & Toxicology; Yolande Chan, Business; Kathleen Cowick, Society of Graduate & Professional Students (SGPS); Mary Margaret Dauphinee, University Advisor on Equity; Janice Deakin, Physical & Health Education; Paul Heisler, Alma Mater Society (AMS); Larry Miller, Education; Leila Notash, Mechanical Engineering; Christine Synowich, Philosophy; William McLatchie, (Secretary), Special Advisor to the Principal; David Mullan (Chair), Professor, Faculty of Law. The committee will review and provide advice on the applications received by the principal. Faculty Offices will be notified of the principal's decisions no later than **Jan. 31, 2001**.

### Rosen Lecture sub-committee seeks suggestions

The Irving and Regina Rosen Public Lecture Series sub-committee seeks suggestions for distinguished visitors to participate in the Jewish Studies program by giving a public lecture and meeting with students, faculty, staff and community members. The visitor should be a noted figure in the field of Jewish thought and tradition, or a related area, who can present a lively public lecture of interest to members of the Queen's and greater Kingston communities. Suggestions for up to two visitors for the 2001-2002 academic year are welcome. Contact Allan Manson, Faculty of Law, Queen's University, mansona@qsilver.queensu.ca. by **Nov. 30, 2000**.

## Governance

### Senate meeting

Thursday, Nov. 23, 2000  
202 Policy Studies, 3:30 pm

### AGENDA

- I Adoption of Agenda
- II Adoption of the Minutes of the Meeting of Sept. 28, 2000
- III Business Arising from the Minutes
- IV Principal's Report
  - 1 Final Report on Admissions and Enrolment
  - 2 COU Report, Oct. 6, 2000 – Report by the Academic Colleague
  - 3 Research Report
  - 4 Board of Trustees Meeting, Oct. 13/14, 2000
  - 5 Campus Planning and Development Committee – Update
  - 6 Other
- V Question Period  
From Neil Thompson, Senate Observer, concerning timeline on deregulation decision and response by Principal Leggett
- VI Reports of Committees
  - 1 Academic Development
    - (1) 1999-00 Omnibus Report
    - 2 Academic Development/Budget Review
      - (1) Centre for Studies in Primary Care (CSPC)
      - (2) Edith Eisenhower Chair in Clinical Cancer Research
    - 3 Academic Procedures  
Degrees, Diplomas and Certificates  
2000 Convocations
    - 4 Advisory Research  
2000 Annual Report
    - 5 Internal Academic Review
      - (1) Consolidated Schedule of Reviews  
2001-2008
      - (2) Internal Academic Review Reports
        - a Department of Art
        - b Department of Computing and Information Science
        - c School of Environmental Studies
      - 6 Nominating – Elections to Committees
      - 7 Operations Review  
Revised Membership Composition of SOARB
      - 8 Orientation Activities Review Board  
Report on Orientation 2000 – including "Queen's Orientation – Looking at the Future"

### 9 University Council on Athletics

Annual Report, 1999-2000

### VII Reports of Faculties and Affiliated Colleges

- Orientation Reports
- 1 Education
- 2 Graduate Studies
- 3 Law
- 4 Medicine

### VIII Motions – (none received)

### IX Communications – (none received)

### X Matters Referred to Standing Committees

- 1 Proposal to change Convocation Program [referred to Senate Committee on Academic Procedures (SCAP)]
- 2 Enhanced Accessibility for Students with Disability Funding Annual Report 1999-2000 [referred to Senate Committee on Education Equity (SEEC)]
- 3 Proposal for name change for the Centre for Studies in Molecular Neuroscience [referred to Senate Committee on Academic Development (SCAD)]

### XI Other Business

- (1) Annual Report of the Dean of Student Affairs
- (2) Mission and Goal

### CLOSED SESSION

### Report of the Honorary Degrees Committee

Faculty, students and staff who wish to attend the Senate meeting may obtain a visitor's ticket from the University Secretariat, Mackintosh-Corry Hall B-400. Minutes of the Sept. 28, 2000, Senate meeting are on the University Secretariat website: <http://www.queensu.ca/secretariat/senate/index.html> or call 533-6095.

## Notices

### Campus Bookstore text orders due

To those teaching courses in the Winter 2001 term: To date the store has only received 56% of expected textbook orders. If you have not placed your order please do so as soon as possible.

### PhD examinations

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

### Wednesday, Nov. 22

**Paul Tschirky**, Civil Engineering. Waves and Wetlands: An investigation of wave attenuation by emergent, freshwater, wetland vegetation. Supervisors: K. Hall and D. Turcke. 212 Ellis Hall, 9:30 am.

### Friday, Nov. 24

**Ruediger Mueller**, German. Prostitution and the Prostitute (1892-1912) in Arthur Schnitzler's "Reigen", Frank Wedekind's "Die B(chse der Pandora)" and Ludwig Thoma's "Moral" and "Magdalena". Supervisor: U. Scheck. 406 Kingston Hall, 9 am.

### Monday, Nov. 27

**Daniel Doucet**, Biology. Antifreeze proteins from the spruce budworm, *Choristoneura fumiferana*: characterization of isoform diversity, gene structure and expression. Supervisors: V. Walker and P. Davies. 3110 Biosciences Complex, 10:30 am.

