



Adrienne Kinsella adds sculpting clay to a colourful goblet at a recent arts and crafts fair in the Biosciences Complex. Proceeds supported the Queen's Catholic Chaplaincy.

Queen's United Way is over the top!

CUPE 229 donation pushes campus campaign to \$222,000 goal

BY CELIA RUSSELL ANDERSEN

A \$500 donation from Queen's ACUPE Local 229 has pushed Queen's United Way campaign over the top.

The cheque, presented to the Queen's United Way committee by co-chair Sherri Ferris last Wednesday, brings Queen's United Way total so far to \$222,000.

"We're very, very happy to help push the United Way over its target," Ms. Ferris says. The donation was approved by the local's membership at its last general meeting, she says. The local comprises employees of Physical Plant Services and Queen's University Residences.

"This cheque was all we needed to reach last year's goal,"

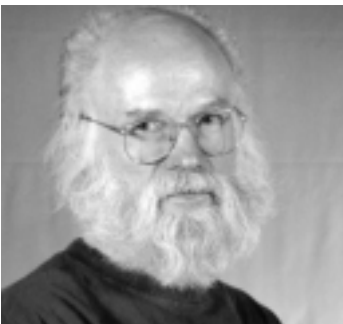
a jubilant co-chair Bill Miklas noted. "And with donations to the 'Gimme a Break' draw still coming in, we have every reason to expect we'll reach \$225,000 before our campaign ends."

Tickets for the draw, which offers the helping hand of Principal Bill Leggett for three hours to eligible staff, are available until Dec. 6. Winners will be drawn at the Principal's Holiday Reception this Thursday, at noon in Grant Hall.

Principal Bill Leggett is thrilled that Queen's has once again met its United Way target. "I am delighted to offer my personal thanks to faculty, staff, retirees and students for their United Way, page 2



Queen's educator wins OISE award



Glenn Eastabrook: International initiatives

Glenn Eastabrook of Queen's Faculty of Education has been recognized with a Distinguished Educator Award from the Ontario Institute for Studies in Education.

Professor Eastabrook was one of five educators from across Canada named recipient of this year's awards. Now in their 27th year, the OISE Distinguished Educator Awards celebrate

remarkable contributions to education across Canada.

Professor Eastabrook was honoured for his work in international, national and local community educational development projects, with a focus on the right of every person to study, learn and work in a safe, equitable and academically challenging environment. His recent research projects have included working with a United Nations-Crimean repatriation and resettlement project involving exiled ethnic groups in Crimea, and assisting the Carleton Board of Education and the Ministry of Education and Training in the credentialing of immigrant teachers. He is also involved in a funded collaborative project on violence intervention education.

A specialist in educational philosophies and strategies as well as a former school teacher and principal, Professor Eastabrook's research focuses on human rights and equity, anti-violence and safe space, and in particular on postcolonial deconstructivism and anti-racism. He received his BA and MA in Sociology at the University of Western Ontario, and a PhD in Sociology in Education from University of Toronto.

Professor Eastabrook will join fellow recipients at an awards ceremony Feb. 8 at the University of Toronto. □

Queen's-U of C partnership earns Synergy Award

Research offers improved methods of tapping into fossil fuel deposits

A Queen's-University of Calgary research partnership that helps energy companies drill for oil and gas more accurately has won a national University-Industry Synergy Award.

The Fold-Fault Research Project brings geology and geophysics researchers at the two universities together with 23 industry partners in the quest to pinpoint potential oil and gas reservoirs in faulted areas such as the Rocky Mountain foothills in Alberta and British Columbia.

"The foothills are rich in oil and gas, but the contorted geometry of the underground rock beds makes pinpointing these fuel deposits difficult," explains John Dixon, professor of structural geology and Associate Vice-Principal (Academic) at Queen's.

Dr. Dixon and U of C colleagues Don Lawton and Deborah Spratt founded the project six years ago. Pooling their expertise in geology and geophysics, and with the assistance of their students, the trio are looking for a better understanding of the processes that created these structures, and for more accurate ways of locating fuel deposits within their intricately folded and faulted layers.

One of these research initiatives is working to understand how seismic energy travels

through rock beds in fold and thrust belts, like the Rocky Mountain Foothills.

Traditionally, geologists and geophysicists thought seismic, or sound, waves travelled at the same velocity through a rock layer, regardless of its orientation. But Don Lawton and FRP researchers have discovered that when seismic energy travels through sloping rocks, it travels a different path than expected, leading to targets of interest being located incorrectly on processed seismic data.

"It's like the words in that old Paul Simon song: 'The closer you get to your destination, the more you're slip slidin' away'," says Dr. Lawton.

However, it's not enough to just get better seismic images, Deborah Spratt explains. "We also need an improved understanding of geological processes and the formation of thrust belts," says Dr. Spratt, who works with her students on

structural geology problems and in refining the interpretation of the seismic data. Her integration of surface geology mapping with seismic, well, radar, and aeromagnetic data, has resulted in a better understanding of how and why structures change shape in three dimensions and in the ability to predict where such changes occur in hydrocarbon exploration areas.

Meanwhile, at Queen's Experimental Tectonics Laboratory, Dr. Dixon constructs small-scale geological models out of thin layers of plasticine and silicone putty, mimicking layered sedimentary rocks such as limestone and shale that are commonly found in fold-thrust belts. The models are placed in a unique, high-speed centrifuge where the centrifugal force field simulates the Earth's gravitational field. Squeezing the models from the side simulates the crumpling of the Earth's crust that is caused by

Synergy, page 2

In this issue...

**Tuition:
Whose
burden
is it?**

see page 3



Special insert highlights new faculty

Wondering about those new faces you've been seeing on campus this fall? In this issue, the *Gazette* introduces New Faculty Profiles. To appear annually, this special insert introduces new tenure and tenure-track faculty to the larger Queen's community. You can find this pull-out section in the middle of today's *Gazette*.

United Way continued from page 1

great effort on this campaign and for their generous contributions to date," he says. "This year's campaign has gone exceptionally well. We have not only exceeded our target of \$222,000, but we're within striking distance of reaching \$225,000, which would be an all-time high for Queen's. The need is great, however, and I would urge you to think about participating if you haven't already done so – it's never too late. Thank you again to so many people at Queen's – especially our energetic organizing team of Bill Miklas, Rose Chan, and Sherri Ferris – who have made this drive so successful."

This year, 611 faculty and staff members have donated so far to the multi-agency charity, compared with 565 last year – an increase of about eight per cent, Mr. Miklas says. "Those who have given have been very generous."

Still to be tabulated are totals from Queen's retirees, a significant force in the campaign in past years, and student contributions from fund-raising projects and events, in addition to \$16,500 already raised in student activity

Synergy continued from page 1

plate tectonics.

"The centrifuge is like a time machine," explains Dr. Dixon. "A one-to-two-hour experiment represents 10 to 20 million years of deformation in nature. We can pause the experiment at any point to slice the model open and check its deformation. By comparing successive stages, we can show how gravitational and tectonic forces gradually cause the formation of structures such as these folds and faults." The structures developed in the models provide analogs that help industry geologists and geophysicists to interpret the geometry of natural structures studied by field mapping and seismic surveys.

A fourth member of the group, Larry Lines, joined FRP as an Associate Director in 1997 when he was appointed Professor and Chair in Exploration Geophysics at the U of C. His

fees.

Mr. Miklas praises the efforts of co-chair Sherri Ferris to encourage increased participation in her area of Physical Plant Services. "All the unions have done a great job," he says.

The United Way reaches those needing help in our area by supporting agencies that provide a wide range of human care services that assist children, young people, families and seniors. As a result of our donations, many of us in the Queen's community will receive assistance when we or our families or friends most need it, co-chairs say.

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

Those still wishing to make a one-time donation or join the payroll deduction plan should contact Mr. Miklas at bmiklas@business.queensu.ca or Co-chair Rose Chan at rose@post.queensu.ca. Any amount is welcome, Mr. Miklas says. □

expertise is in developing seismic data migration algorithms, vertical seismic profiling, cross-well tomography, and reservoir characterization. He works closely with Lawton and Spratt to improve seismic images of real and model fold-fault structures.

Also working within the FRP are two research associates, Dr. Helen Isaac and Dr. Mazhar Qayyum, 14 graduate students and two support staff. Several other faculty members at U of C and Queen's participate as co-supervisors of some of the students.

The Synergy Awards are sponsored by NSERC and the Conference Board of Canada. They recognize Canada's top university-industry R&D collaborations. The Conference Board of Canada and NSERC, Canada's major funding council for science and engineering research, spon-

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Letter

Good-hearted students

As residents of Kingston, we hear and see a lot of Queen's students. This is especially true during football season and Orientation week. With Queen's student population exceeding 17,000 it is virtually impossible to venture encountering a few. The local media take delight in chronicling their exploits, not always in a complimentary fashion.

Recently I saw another side of Queen's students – the community service side.

On Sunday, Nov. 26, the Grand Events committee of the AMS hosted a Seniors' Dinner, complete with turkey, in the dining room at Ban Righ Hall. Despite the rain and the Grey Cup, more than 300 seniors attended, and were greeted by smiling volunteers, who took charge of our wet coats, presented us with tickets for prizes, and ushered us into the warmth of the Common Room, where eggnog punch was waiting. We were treated to a turkey dinner, and then Santa arrived, to present prizes.

As if this were not enough, following the dinner we pro-

sor the awards program.

Benefits from the consortium to the U of C and Queen's include \$300,000 a year in research funding, software donations (worth in excess of \$3 million)

ceeded to Grant Hall, where we were joined by many students, and where the Engineering society presented their 55th Annual Christmas Carol Service, in conjunction with the University Chaplain's Office. After the lighting of the Christmas tree there was a singalong to favourite Christmas carols and the reading of the Christmas story. There was quality music, featuring the Queen's Brass Quintet, and Queen's Polyhymnia choristers. There was no admission charge but donations of non-perishable foods for the Food Bank were gratefully accepted. This event also included refreshments and good cheer at Ban Righ following the sing-song.

I left the campus with a warm feeling for the goodwill expressed by these students, most of whom are now getting ready for exams.

I will remember this event and this "other side" and be proud of Queen's students, and not just for their academic achievements.

Jean MacLean
Board of Trustees

and opportunities for graduate students to work with sponsoring companies.

http://www.nserc.ca/programs/synerg/2000_fm_e.htm □



Geologist John Dixon displays clay model that he uses to explore the effects of plate tectonics on Rocky Mountain foothills. Centrifuge in the background acts like a time machine, helping researchers simulate the effects of gravity on the Earth's crust.

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.



Tuition deregulation: What about the obligations of government and the older generation?

BY MARVIN MCINNIS

In the on-going discussion of the proposal to shift Queen's to a higher tuition regime, should deregulation become possible, others have dealt with the university's dire need for more revenue and the importance of striving to enhance quality. I shall take those as given and go directly to the issue that concerns so many people: that higher tuition may be a severe burden for many families and make it infeasible for poorer students to attend Queen's. A broader consideration of the whole matter of student support and the financing of universities may be called for.

The general presumption in our society has long been that the older generation should pay for the education of the younger generation. For a long time that was regarded as essentially a family matter. Parents paid for

perceived "ability to pay" for tuition. When I hear of students graduating with \$30,000 or more in outstanding loans I am inclined immediately to wonder what items of parental consumption those loans paid for. Let's face it: subsidized student loans are, to a great extent, actually subsidies of the consumption of middle-class parents.

Systems of loans with income-contingent repayment seem to have great appeal to today's older generation. That is another way of saying that they wish to shift the burden of the cost of higher education onto the younger generation. This is, in effect, a rupture of the long-standing social contract I have alluded to. One does have to wonder whether today's adults realize that if social contracts are alterable, the other social contract whereby the younger generation provides pension support to the older generation may turn out to be as well.

People who argue that tuition fees should be held down to well below the cost per student of providing university education are in effect declaring that somebody else's parents should be paying, or even those who chose not to be parents because children are so burdensome.

Of course there is a long-standing and well-developed argument that spillover benefits to society at large justify the subsidization of higher education. The issue of contention is how much of the cost should be subsidized, or to put it in the context of Queen's today, should the subsidy be more than 50 percent? Those who argue for a larger subsidy should be prepared to articulate the nature of those spillovers and attempt to quantify them. I might add, however, that providing a skilled labour force for high-tech industries does not constitute an externality.

What we have to face up to is that some parents simply cannot afford to pay for the university education of their children. We live in a society in which wealth is unequally distributed. The university tuition question, however, should not be completely dissociated from the general issue of income redistribution. People who are poor cannot afford a lot of things beyond just the education of their children. Society's general provision for redistribution is a foundation upon which any further consideration of subsidization of higher education should be based.

When we see too many families unable reasonably to afford to send their children to university it is an indication that income is generally too unequally distributed.

It was once widely thought that directly providing for education made a desirable tool for redistribution. There are at least two reasons for that, and there is little basis for thinking that they should have lost force today. One is that providing for advanced

'The burden of education costs falls squarely on the older generation, and in recent years too many members of that generation have been shirking their responsibility'

education is a socially productive way of redistributing wealth. It augments the capabilities of the whole society. A second reason is that education provides the younger generation with a fresh start. At least some of the poor may be so for reasons of disadvantageous life choices, including failure to pursue education themselves when they had the opportunity, but also encompassing a range of both sins and misfortunes. We do not believe that the "sins" of the parents should be visited upon the children, and seeing to the education of the poorer members of the younger generation goes some distance towards leveling the playing field.

If we are serious about using university education to redistribute wealth, we should recognize that the most effective way to do so is through a system of need-based grants. In the United States the federal government has since 1972 provided grants that, even after some diminution over the years in their real worth, provided support, in the most recent year reported, to 24 percent of all students enrolled in both private and public four-year colleges and universities. For many years Canada had *no* system of grants.

It is too early to gauge the impact of the recently inaugurated Millennium bursary system, although it appears initially that it will accommodate only 17 percent of university students. It is hard to believe that the proportion of needy falls quite so low in this country. The \$3,000 average value of these bursaries appears to be pitched at about the national average level of tuition. If the Government of Ontario has

chosen to pursue a higher tuition policy, it would have been only appropriate for it to have supplemented the federal bursary system accordingly.

It is also a mistake to link grants to student loans. Systems of subsidized student loans have very little redistributive effect. They are primarily a vote-enticing sop to the middle class. Evidence from the United States, where there is lots of variability to observe, is that states with high tuition/high grant policies achieve substantially more redistribution than states with low tuition/low grant policies. Ontario's neighbour, Michigan, is an example of the former.

There, the state government provides grants over and above the federal Pell grants. The state also pays direct subsidies to private liberal arts colleges. Michigan moved to a high tuition policy in part because for several years the state government reduced the financial support of its public university system. Ontario did likewise but, under political pressure, Ontario also chose to restrict the increases in tuition it permitted its universities to charge. That would have shocked the people of Michigan, where the government is constitutionally prohibited from dictating tuition fees; so the state of Michigan saw to its redistributive obligations by instituting state grants to students.

Should Queen's, if it can free itself from government regulation, move towards a high tuition model? In my judgment it should do so only if there is an adequate system of government grants to students in place. We are not in that position at present, but should we be planning for a future move? That depends upon what we might expect governments to do. The federal government has taken at least a first step; it is one that could be augmented. The provincial government has failed flatly to live up to its obligation to the younger generation.

We face a major task of education to enlighten the older generation. The main thing that I would point to is the futility of hassling over the situation within the confines of this institution. Members of the Queen's community who are concerned over the distributive effects of higher tuition should direct their attention to their parents, to their friends and neighbours, to the fourth estate, and to their political representatives. □

Marvin McInnis is a professor of economics at Queen's University.

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

You can also express your views directly to the principal, at principa@post.queensu.ca



'One has to wonder whether today's adults realize that if social contracts are alterable, then the other social contract, whereby the younger generation provides pension support to the older generation, may turn out to be alterable as well'

the education of their children. That was what tuition fees were all about. That was also before the redistribution of income and wealth became a forefront issue of social policy.

Admittedly it was possible, in times when relatively few students attended university, for many of them to earn sufficient incomes in the summer months to pay for the cost of attending university the rest of the year, but today with masses of young people going to university there are nowhere near enough jobs for that supplement to be significant. The burden falls squarely on the older generation, and in recent years too many members of that generation have been shirking their responsibility.

Competing consumption demands – grander housing, fancier cars, winter vacations, and so forth – all detract from

Queen's hops aboard the Internet rideshare bandwagon



University joins free national university carpool program

BY CELIA RUSSELL ANDERSEN

It's a familiar, frustrating weekday morning scene. Cars slowly snake their way around crowded Queen's parking lots, drivers looking for a spot closest to their building. No luck. Then it's a search for a spot, any spot. Then it's a trek to another parking lot to start the hunt all over again.

"I get a lot of calls, all day long, from people complaining that there's no place to park," says Donna Stover, parking manager, Physical Plant Services. "It's always been a problem, even more as the years go on, and the university expands. People like convenience. They like having their car next to their building."

Queen's employees aren't alone. Parking at most Canadian universities is in high demand and short supply, says Ivan MacKeen, administrative support

manager, Physical Plant Services.

If the increasing price of fuel is eating away at your budget; if finding a parking spot is becoming more and more difficult or if you live in an area not well served by public transit, PPS offers a new, free Internet Rideshare Program, designed specifically for universities and colleges.



Donna Stover, Ivan MacKeen: Trying to change people's commuting habits

Details are at <http://www.carpool.ca>.

"We're hoping people will jump on board," says Ms. Stover.

She and Mr. MacKeen have formed a committee with university-wide representation to discuss program incentives and logistics.

Those forming carpools will not only save money and reduce emissions, but also may also be eligible to receive preferential parking, they say.

He and Ms. Stover are aware that Rideshare may not work for everyone – those who pick up children from daycare, or spouses at their workplaces, for example.

"It's all about changing people's ways and habits," says Mr. MacKeen. "Even if we could get 10 people to participate, that would free up 20 or 30 other

parking permits. If we can have fewer vehicles coming here daily, everyone benefits, from an economic and also an environmental standpoint."

Commuter Connections, a Victoria, B.C. non-profit firm, received a federal government grant to set up the Rideshare website. Since 1992, the firm has set up rideshare programs for large public and

'Even if we could get 10 people to participate, that would free up 20 or 30 other parking permits'

private sector clients in Canada and the U.S.

Between 1970 and 1985, increased automobile fuel efficiency and pollution control technology led to significant improvements in air quality. According to Commuter Connections, these improvements were eroded over the past decade, due to increasing numbers of vehicles and the trend toward larger sport utility vehicles, minivans and trucks. "Unhappy SOV-SUV (single occupancy vehicle-sport utility vehicle) owners will continue to grumble about the cost of a tank of gas until they realize they can cut their costs in half and benefit the environment by sharing the ride with just one other person."

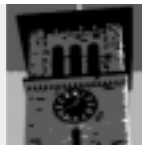
Transportation-demand management programs are necessary, says Mr. MacKeen.

As Commuter Connections notes, university planners faced with limited land resources and congestion turned to costly parking structures to accommodate more cars. "A shift in thinking is taking place as university leaders question whether the land and money used for parking structures could be better used for classroom and research facilities, or left as green space," the organization points out. <http://www.carpool.ca>

<http://www.gastips.com> □

Senate

Minutes from the Nov. 23 session of Queen's University Senate



Queen's University Senate approved the establishment of a Centre for Studies in Primary Care, in the Faculty of Health Sciences' Department of Family Medicine. The proposal was supported by the Senate Budget Review Committee, which noted that the centre would receive priority designation in the current Campaign for Queen's, and that its growth would be governed by the accumulation of endowment. The Senate Committee on Academic Development recommended approval, noting that the centre was needed to manage community-based research, and that the centre's focus on ambulatory, community-based medicine was gaining attention at both the federal and provincial levels. SCAD also requested, and received, agreement that the governing council of the new center be chaired by an external person. The approval is subject to ratification by the Board of Trustees.

Senate also approved the establishment of the Edith Eisenhauer Chair in Clinical

Cancer Research, funded through a \$2.5 million donation from Queen's cancer researcher Elizabeth Eisenhauer, in memory of her mother. The establishment of the chair was approved by the budget review committee and SCAD, which noted that the chair's appointee would also normally be the director of the university's Clinical Trials Group. The approval is subject to ratification by the Board of Trustees.

Senate approved internal academic review reports for the departments of Art and Computing and Information Science, and for the School of Environmental Studies. The reports can be viewed via the Senate website.

Senate approved the election of the following:

Advisory Research Council: Susan Lord (faculty, Film Studies). Senate Committee on Fine Arts and Public Lectures: Sandra Boyko (graduate student, Theology). Senate Orientation Activities Review Board:

Christina Adams (student, Biology); Kent Novakowski (faculty, Civil Engineering). University Promotions: Ruth Rees (faculty, Education).

Senate approved the revised membership of the Senate Orientation Activities Review Board. The Senate Operations Review Committee recommended that the composition of the committee be changed to include the AMS Campus Activities Commissioner ex officio as one of the six student members of the committee.

Senate received for information the report of the Senate Orientation Activities Review Board. The board described its report as preliminary, noting that a follow-up report would be submitted to Senate later in the year, pending the completion of data collection and analysis from its first-year survey of Orientation.

The next meeting of Senate takes place Wednesday, Dec. 13, at 3:30 pm in Room 202 Policy Studies. <http://www.queensu.ca/secretariat/> □

Books and Bytes

News from Queen's University Libraries



Libraries ring in New Year with Voyager

BY ELIZABETH GIBSON

In January 2001, the Queen's University community will enjoy the benefits of a web-based online catalogue. How does it differ from the old "QCAT"? Our future Voyager catalogue will have a new look – and many new powerful features. Read on to learn about its unique features.

The new catalogue is web based and therefore no special software is required. You can access it from your home or office or in the libraries using any web browser. You'll find it easy to navigate, with pull

down menus and hypertext links to our networked electronic resources.

The next generation of QCAT offers improved search options:

- Search the journal title field separately from the title field.
- Use relevance-keyword searching to focus results based on frequency counts.
- Limit searches by campus location, language, publication type and more.
- Check outstanding fines.
- Renew materials and place holds directly from within the catalogue.
- Verify online the status of your hold/recall requests.
- Mark records as you go and print, save, or email results.
- Import records into citation management software.
- Link directly to related call number, author, and subject fields.
- Direct link to Course Reserve with

easy-to-use pull-down menus for course name, instructor, and department.

Go to wolfe.library.queensu.ca and click on Local Catalogue for a preview.

Please use the comments link to send us your feedback!

Want to learn more? We will be offering drop-in sessions and hands-on sessions starting the week of Jan. 8. For more information, look for the flyers and posters in the libraries, check our Library Instruction web page, or contact the appropriate library.

URLS:
Preview catalogue: <http://wolfe.library.queensu.ca>
Library Instruction: <http://library.queensu.ca/instruction.htm>
Library Home: <http://library.queensu.ca> □

Elizabeth Gibson is a reference librarian at Stauffer Library.

Study offers insight into physical well-being

Research program sets women on new paths to physical fitness

BY MARY ANNE BEAUDETTE

A study of the effects of exercise on inactive post-menopausal women is earning rave reviews from its research subjects.

"I'd do it again in a moment," says Jane Good, a career counsellor with Queen's Career Services. It's a terrific thing, and I encourage other women to get involved."

The study is unique, says coordinator Tracy O'Sullivan, a third-year PhD candidate enrolled in a brand-new combined physiology-psychology doctoral program at Queen's. "My research focuses on both the physiological and psychological effects of exercise," she says. "Normally the two areas are compartmentalized. When you combine them, you get a bigger picture, and a better understanding of the changes people experience when they undertake an exercise program."

In the study, which takes nine months, subjects combine regular fitness assessments with a walking routine in the first six months, logging distances and monitoring their heart rates. During the final three months the subjects pursue the walking routine on their own initiative, concluding with one last fitness assessment.

While the study won't be completed until next June, Ms. O'Sullivan says some surprising trends are emerging. "It appears that the psychological changes are happening faster than the physiological ones," she says. "While they may not notice a lot of physiological changes, such as weight loss, during the first couple of months, the women are reporting that they're sleeping better and feeling better – more confident and more energetic."

These findings may have some important bearing on how trainers and researchers approach fitness, Ms. O'Sullivan suggests. "In fitness, we're very results-oriented. We focus on weigh-scale numbers and percentage of body fat. Those



Researcher Tracey O'Sullivan: New, integrated approach to assessing the benefits of physical activity

things take a long time. But if we're seeing psychological benefits before physiological changes, then perhaps we should focus on that."

Many people drop out of fitness programs within the first few months because they don't see it making any physical difference, Ms. O'Sullivan explains. "However, if we focus on the mental improvements, on the fact that there are psychological benefits, then that may make the difference between people sticking with their regime or abandoning it."

For many of Ms. O'Sullivan's research subjects, the study has motivated them to extend their walking programs to other areas of physical activity. "The effects are contagious," Ms. O'Sullivan says. "The women report that their husbands and friends are starting to walk with them, and some of the women are pursuing new activities such as regular visits to a gym, bicycling, or weight-training."

Jane is one of those who has seen the study alter her life. "After I finished the study in August, I bought a treadmill and I now do 30 to 45 minutes a night on it, five nights a week, plus I continue to walk outdoors, particularly on weekends. I love it."

A former physical education graduate

from Queen's, Jane says she entered the study partly because she was looking for a way to incorporate physical activity into her day. "I was amazed at how easy it was to get back to feeling fit. It gave me a sense of wellbeing, of feeling vigorous. It felt like a privilege, not a punishment."

The study was a gift, she says. "Tracy made you feel so special. It was like having your own personal trainer, encouraging and mentoring you. And while our assessments were done individually, I'd meet women in the study

coming and going and it gave me a feeling of companionship. I felt good knowing there were other women out there doing the same thing."

The other benefit was being able to give something back, she adds. "It gave me an opportunity to help with some research, and to ultimately contribute to good practice for other women."

Ms. O'Sullivan is currently recruiting subjects for the final portion of her study. If you are post-menopausal, (45 to 65 years old), a non-smoker who is not on hormone replacement therapy and who exercises less than two hours per week, you may be eligible. You can contact her at ext. 75102, or via email at tracey.osullivan@sympatico.ca □

Is your electrical equipment certified safe?

University urges staff, faculty, to check equipment and installations

BY REBECCA SPAULDING

Does your electrical equipment bear one of the markings shown here? If not, it may be unsafe to use.

A recent notice from Ontario's Electrical Safety Authority (ESA) – formerly Ontario Hydro's Electrical Inspection division – reminds the Queen's community to be sure that all electrical equipment, including computers and university assembled equipment, is approved or certified electrically safe before plugging it in to a power source. Unapproved equipment poses a fire and electrical shock hazard.

These markings and labels, and some others not shown, are found on approved equipment usually near where the power cord is attached. They indicate that the equipment has been inspected, conforms to electrical safety standards and presents no hazard to persons or property. Unapproved equipment may have components such as insulation or wiring that are unable to carry the current safely and could cause electrocution or fire.

Unapproved equipment rarely appears at Queen's. "Purchasing Services is vigilant about ensuring that equipment bought for the university is certified electrically safe," says Mike Stefano, director of Purchasing Services. Confirmation of electrical safety is a standard part of Purchasing Services' tendering package and quote review process.

Manufacturing and safety standards vary among countries. Many countries are moving towards an international standard, but this has not happened yet. Only the American electrical standards conform to Canadian ones. "Fortunately, Canadian distributors must safeguard consumers by ensuring that the products they import and sell in Canada meet national electrical safety standards," Mr. Stefano says. If unapproved equipment does slip through the cracks, electricians will not install it until it is certified safe.

Researchers may be faced with the problem of obtaining uncertified equipment. Sometimes the specialized equipment essential for a particular research project can only be purchased unapproved, or has to be designed and con-

structed by the researcher. Approval given to individual equipment components does not mean that they are compatible and safe when interconnected. In those cases, the Electrical Safety Authority or other accredited agency must be contracted to inspect and certify the assembled equipment electrically safe.

For more information, please contact Mike Stefano in Purchasing Services, ext. 74232 or the Electrical Safety Authority at www.esa-inspection.net or call 1-800-369-7536. □



News Notes



Registrar Holds Open House

The Office of the University Registrar is celebrating the move of several of its operations to Richardson Hall and Stauffer Library with an open house, Wednesday, Dec. 20 at 1:30 pm, in Richardson Hall, main level. Members of the university community are warmly welcomed to come and see OUR's new spaces, which now accommodate the services of both Applicant Services and Student Awards. Both departments moved from Victoria School to their centralized quarters on the main floor of Richardson Hall earlier this fall. Staff, faculty and students are also invited to browse the new Student Recruitment and International Incentives offices, now located in the lower level of Stauffer Library, following the cake-cutting ceremony.

Phones are there for you!

Campus Security reminds members of the university community that most campus payphones have direct free line to Security –

just look for the Campus Security button. "The phones are there for people for many emergencies – if you're lost, or need someone to walk you home, for example – and not just for life-threatening situations," says Louise Fish, director of Campus Security.

Security offers after-hours checks

Working late? Campus security offers a Lone Worker Program for staff, faculty and students who work late or weekends on campus. If you are working after hours and are worried about personal security, you can check in with Campus Security at 533-6733. Tell them where you are, how long you'll be working, and the number of the nearest phone. The operator will ask you to call when you leave, and whether you'd like a security escort. If you don't call, Security will come and check on you. Staff, students and faculty can also request a security escort for times when Queen's Walkhome service is not available. □

<http://www.queensu.ca/security/indexhtml.html>

Dual prizes honour Queen's economist

Shouyong Shi is the inaugural winner of the Queen's Economics Department Research Prize. Funded by an anonymous



Shouyong Shi

donor, the QED Research Prize recognizes the faculty member who in the judgement of his or her colleagues has the most impressive research output over the previous

two years. This is the second prize awarded to Professor Shi this year. Earlier this year he became the youngest person ever to win the prestigious John Rae Prize, awarded by the Canadian Economics Association. Awarded every two years by the Canadian Economics Association, the prize recognizes the winner's accomplishments over the previous five years.

Professor Shi works mainly in the area of monetary economics, where he is recognized as one of the foremost theorists in the world. More recently his interests have broadened to include labour market search, international borrowing, exchange rates, IPO pricing, and the effects of technological change on wages.

Professor Shi is currently on leave at the University of Indiana. □



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, Dec. 12, 2000 at 4:30 pm**. Late applications will not be accepted. Please submit a letter of application indicating the specific position desired and a detailed resume including your employee number.

Resumes will be accepted from Queen's employees with Internal Status ONLY unless the position specifically invites External applications.

Queen's University has an employment equity programme, welcomes diversity in the workplace and encourages applications from all qualified candidates including women, aboriginal peoples, persons with disabilities and racial minorities.

Appointments

Computing Technician 2000-95
Information Technology Services
John Corrigan
(Information Technology Services)

Receptionist 2000-99
Physical Plant Services
Laurie Patterson
(Athletics and Administration)

Staff Vacancies

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

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

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

Parking By-Law Officer 2000-132 Physical Plant Services

This position involves working 37.5 hours per week.

Major Responsibilities: patrol Queen's University surface parking lots by vehicle and on foot; enforce the parking regulations; issue tickets and tow vehicles that violate the regulations; assist in erecting barricades and helping to direct traffic flow for special events; perform minor maintenance such as repainting lines and repairing signs.

Requirements: secondary school diploma; previous work experience in a similar environment; must be bondable; possess a valid Ontario driver's licence and have a good driving record; excellent interpersonal and communication skills to deal tactfully with the public and to handle confrontational situations in a polite and calm manner.

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

Hourly Rate: \$ 17.04

Laboratory Technologist 2000-133 Department of Pathology

This is a three-year term appointment.

Major Responsibilities: coordinate the pathology retrieval service for the N.C.I.C Clinical Trials Group; prepare plastinated specimens for the teaching museum and coordinate the operation of the museum; develop the use of image analysis and future novel techniques for clinical and research projects; print and mount photographs for publication and poster display; perform small animal surgery; establish standard protocol for the integration of new procedures into routine service.

Requirements: four year Bachelor of Science degree with major concentration in Life Sciences along with four years experience or a three year community college diploma in Medical Laboratory Technology along with five years experience; knowledge of plastination of tissue techniques; initiative and ability to develop new techniques as required by researchers/teachers; continued upgrading of pertinent changes in laboratory techniques is essential; ability to use word processing, spreadsheet and database programs; excellent written and verbal communication skills to interact with individuals within all levels of the medical field; flexibility and the ability to improvise are considered assets. This position falls under the jurisdiction of the Canadian Union of Public Employees, Local 254.

Tentative Hiring Range: \$39,677 - \$46,819, 353 points

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

Policy Analyst 2000-131 Office of the University Advisor on Equity (REPOST)

This position is being reposted because of a change in the terms of the appointment. Please note that this is a term appointment until Jan. 15, 2003, **working 80% time**.

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 - ADMSF8 (Salary will be adjusted to reflect actual time worked.)

Other Positions

Faculty Projects Assistant Office of Advancement

The Office of Advancement is accepting applications for a contract position to support campaign activities. The successful candidate will work 100% time until April 30, 2002. Any potential renewal would be subject to budgetary approval.

The incumbent will work with the Faculty Development Officers (FDOs) in the Faculty of Applied Science to provide administrative support in executing their annual and long-term fund-raising objectives in the faculties. The incumbent reports to the Senior Development Officer, Faculty of Applied Science.

Major responsibilities will include scheduling meetings, distributing documentation, recording minutes, liaising with volunteers, suppliers, prospects, donors, faculty and staff, assisting FDOs in the planning of special events associated with campaigns and annual fundraising objectives, working with special event staff in

development, alumni affairs, donor relations, and stewardship and communications departments when planning events, performing data compilation from Advance software application between Advance data and general ledger data, as well as preparing mail merges for various purposes.

The successful candidate will have two years of post-secondary training or an equivalent combination of education and experience, training in office administration, experience in a service-oriented administrative office in a coordinating role, basic bookkeeping skills, superior knowledge of word-processing software, spreadsheets and graphics, demonstrated experience in a demanding work environment with multiple sources of work assignments requiring attention to details, resources, quality and efficiency as well as the ability to work independently as a member of a coordinated team, proven ability to deal with clients and suppliers, and knowledge of Queen's history, administration, governance and fund-raising techniques.

Minimum Hiring Salary: \$29,706 Salary Grade 5.

Candidates should submit a letter of application, resume and the names, addresses and telephone numbers of three references to: Sharon Weiler, Administrative Assistant, Office of Advancement, Department of Development, Phone: 533-6000 ext.77447, Fax: (613) 533-6599, e-mail: weilers@post.queensu.ca.

Deadline: Tuesday, Dec. 12, 2000.

Research Assistant Department of Biochemistry

A full-time position is available in the laboratory of Dr. Alan Mak in the Department of Biochemistry.

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

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

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

Research Technician Cancer Research Laboratories

A full-time contract position supported by a Terry Fox Program Project Grant from the National Cancer Institute of Canada is available in the Cancer Research Laboratories. The successful candidate will be responsible for establishment and maintenance of tissue culture stocks for several laboratories. Additional duties will include large scale preparation of sterile media, serum testing, mycoplasma testing, and ordering of supplies and reagents. Expert knowledge and demonstrated skill in sterile tissue culture techniques is essential and excellent organization and interpersonal skills are required. Previous experience in a cellular biology laboratory is a major asset, although some training opportunities exist. A BSc or equivalent in a life science is preferred. Salary will be commensurate with experience. Send résumé and names and contact addresses of three references to: John Singleton, Administrative Assistant, Cancer Research Laboratories, 3rd Floor, Botterell Hall, Queen's University, Kingston, Ontario, K7L 3N6. E-mail: Fax: 533-6830.

Research Associate Radiation Oncology Research Unit

The Radiation Oncology Research Unit at Queen's University is a multidisciplinary research group, engaged in health services research in oncology. The research associate will be involved in a variety of research projects designed to enhance the involvement of cancer patients in their care.

Qualifications: Honours BA/BSc in psychology (with thesis), or MA/MSc in social or life sciences. Experience in interviewing required. Apply in writing to: Dr. M. Brundage, Radiation Oncology Research Unit, Apps Level 4, Kingston General Hospital, Kingston Ontario K7L 2V7. Applications should be accompanied by a

curriculum vitae, transcripts in the case of recent graduates, and names of three referees. Applications should be received by **Dec. 8, 2000**.

Queen's Residences positions 2001 - 2002 academic year

If you are committed to the educational ideals of the university, are able to work cooperatively and energetically as a member of a house team, and wish to devote yourself to the academic and personal welfare of students with varied backgrounds and beliefs, we may have a role for you!

We are recruiting for Dons, Floor Seniors and House Representatives. If you are a Queen's senior student, graduate student, faculty or staff member who would like to live in residence and provide leadership for the academic, social and educational aspects of residence living, then please contact us.

We welcome applicants from a wide variety of lifestyles, ethnic and cultural backgrounds and persons with special needs. Permanent residents and international students holding a student authorization are eligible to apply. Dons must have at least three years of post-secondary experience. Applicants for all positions must have university residence experience; a demonstrated aptitude for and commitment to forming mentoring relationships with young adults; support and openness to persons of diverse backgrounds and beliefs; and demonstrated ability to work as a team player.

Applications and job descriptions are available at the front desks of Victoria Hall, Gordon Brockington, Waldron Tower and Jean Royce Hall and at the Residence Life Office, C110, Victoria Hall.

Forward application, resume and references to the Residence Life Office, Room C110, Victoria Hall, Queen's University, Kingston, Ontario, K7L 3N8. Telephone (613)533-6790, fax (613) 533-2919, brierlej@post.queensu.ca.

Deadlines: Monday Jan. 22, 2001 for Dons; Friday Jan. 19, 2001 for Floor Senior/House Representatives.

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.

Lunchtime Leadership Series

If you would like to pick up some pointers on effective leadership, join us for these informal video-assisted discussions. Dates and topics:

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
12:05 - 12:55 pm

Communicating Assertively

This two session program is for non-supervisory staff who want to learn and practice the skills needed to be an effective communicator. Learn and practice techniques to:

- 1 deal assertively with others
- 2 handle conflict in constructive ways
- 3 improve your listening and empathy skills

Facilitator: Judith Wilson, The Training Consortium

Thursday, Dec. 14 and Wednesday, Dec. 20, 9 am - noon.

December holiday closing

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

Faculty of Education

Outdoor and Experiential Education, tenure-track position

The Faculty of Education, Queen's University (www.educ.queensu.ca), invites qualified applications for a tenure-track position in Outdoor and Experiential Education (OEE). Salary and rank will be commensurate with qualifications. The position, subject to final budgetary approval, will begin July 1, 2001. Over the past two decades, the OEE program at Queen's has achieved international recognition, and attracts a wide variety of highly talented students. Applicants should have academic qualifications in Outdoor and Experiential Education and a corresponding record of research. Successful teaching in elementary, secondary, post-secondary or other educational settings and knowledge of the Canadian school system are required, as is an ability to provide curriculum leadership. Expertise in a second area including, but not limited to, environmental education, curriculum studies, physical and health education, cultural/critical studies, or educational psychology is desirable.

Requirements for the position include a completed doctoral degree or equivalent, a well-defined research program, relevant work and/or teaching experience, leadership experience, and a record of scholarly and/or professional publications.

Responsibilities will include teaching courses at the undergraduate and graduate levels, supervising MEd and PhD students and pre-service teachers, coordinating the Outdoor and Experiential program, developing and maintaining relationships within the profession, and maintaining an active program of research and publication.

Applicants must include a letter of application, a curriculum vitae, one sample of recent scholarly or professional work, sample course or teaching evaluations, and the names and addresses (including fax and email) of at least three referees.

Assistant Professor Positions

The Faculty of Education, Queen's University (www.educ.queensu.ca), invites qualified applications for two tenure-track positions, at the rank of Assistant Professor. The positions, subject to final budgetary approval, will begin July 1, 2001.

Educational Policy Studies

Applicants should have academic qualifications in Educational Policy or Leadership/Administration and a corresponding record of research and policy-related work experience. Demonstrated ability to teach in the area is important. Successful teaching experience at elementary, secondary and/or post-secondary levels is essential. Expertise in a second area including, but not limited to, equity and inclusion, environmental education, curriculum studies, physical and health education, cultural/critical studies, or educational psychology is desirable.

Elementary Social Studies

Applicants should have academic qualifications in Social Studies and a corresponding record of research. Successful teaching at the elementary or secondary level and knowledge of the Canadian school system are required, as is an ability to provide curriculum leadership.

Requirements for both positions include a completed doctoral degree or equivalent, a well-defined research program, relevant work and/or teaching experience, and a record of scholarly and/or professional publications.

Responsibilities will include teaching courses at the undergraduate and graduate levels, supervising MEd and PhD students and pre-service teachers, developing and maintaining relationships within the profession, and maintaining an active program of research and publication.

Applicants must include a letter of application, a curriculum vitae, one sample of recent scholarly or professional work, sample course or teaching evaluations (if available), and the names and addresses (including fax and email) of at least three referees.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity program and is committed to diversity in the workplace. Queen's University welcomes applications from all qualified women and men, including Aboriginal people, people with disabilities, visible minorities, gay men and lesbians.

Deadline for all positions: Jan. 8, 2001.

Apply to: Rosa Bruno-Jofré, Dean, Faculty of Education, Queen's University, Kingston, Ontario K7L 3N6. Phone: 533-6210, fax: 533-6307.

Human Resources *continued*

H.R. to close early Dec. 15

Human Resources will be closed 2 - 4:30 pm on Dec. 15 for its annual holiday lunch.

Holiday greetings

The staff of Human Resources extend best wishes for the holiday season and the New Year.

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.

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

Obituaries

The following employees have recently passed away:

Maurice French (Oct. 22, 2000)
Member of Queen's community since July 3, 1967.

H. Morris Love (Oct. 26, 2000)
Member of Queen's community since Sept. 1, 1952.

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 December 2000.

35 years

Amy Wang, Cataloguing, Technical Services.

15 years

Connie Moss, School of Business.

10 years

Meave McLatchie, Industrial Relations Centre; Lauren Sharpe, The Principal's Office.

Five years

Shirley Roth, School of Music.

Bulletin Board

Appointments

Timo Hytonen named Associate Vice-Principal (Administration); Tom Morrow named Associate Vice-Principal (Operations and Facilities)

David Anderson, Vice-Principal (Operations and Finance), is pleased to announce the following reorganization of units within his portfolio. Effective Dec. 1, 2000, Timo Hytonen assumes responsibility for Information Technology Services, in addition to the departments of Environmental Health and Safety and Human Resources. Mr. Hytonen's position will be renamed Associate Vice-Principal (Administration) to better reflect the responsibilities within his area. Mr. Hytonen will also continue to act as Director, Human Resources.

In addition, effective Dec. 1, 2000, Tom Morrow, formerly Director of Physical Resources, is Associate Vice-Principal (Operations and Facilities). The departments of Campus Planning and Development, Campus Security, Physical Plant Services, and Printing and Materials Distribution, will report directly to the Associate Vice-Principal (Operations and Facilities).

The reorganization, in both the areas of Administration and Operations/Facilities, will facilitate the development of synergies and improved effectiveness between related functions and will provide further opportunities to enhance efficiencies in these areas. The restructuring will allow Vice-Principal Anderson and his management team to address a broad range of administrative and financial issues and challenges facing the university.

Pamela Dickey Young reappointed Head, Department of Religious Studies

Daniel Fraikin, Acting Principal at Queen's Theological College, is pleased to announce the re-appointment of Pamela Dickey Young as Head of the Department of Religious Studies for a second term of six years, beginning July 1, 2001.

Dr. Dickey Young received her PhD in Religious Studies from Southern Methodist University in 1983. She came to Queen's Theological College as Assistant Professor in 1985 and was promoted to Professor in 1995. She was appointed Head of the Department of Religious Studies in July 1996. It is during her first term as Head that the Department obtained the creation of a MA in Religious Studies to begin in 2001. In addition to the MA, the department has just completed a revision of the undergraduate curriculum to be instituted in the Fall of 2001. Dr. Dickey Young has just published her third monograph: *Re-Creating the Church: Communities of Eros* (Harrisburg, PA: Trinity Press International, 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>.

Committees

Working Group on Examinations

Suzanne Fortier, Vice-Principal (Academic), has established a Working Group on Examinations, to be chaired by Associate Vice-Principal (Academic), John Dixon. The working group's terms of reference are to review all aspects of the conduct of official university examinations, including scheduling and exam-hall assignments, attendance/availability of instructors, safety and security issues, and the effects of increased enrolment, and to make recommendations to the appropriate university bodies.

Members are: Rob Beamish, Associate Dean (Studies), Arts and Science; Amma Bonsu, Social Issues Commissioner, Alma Mater Society; Hart Cantelon, Physical and Health Education (representing QUFA); John Dixon, Associate Vice-Principal (Academic) (Chair); Bettyanne Gargaro, Associate University Registrar (Records and Services); Leo Jonker, Mathematics and Statistics; Elaine McDougall, Executive Assistant to the Vice-Principal (Operations and Finance); Daniel Sahl, Rector.

Members of the university community who wish to comment on the issues being addressed by this working group may do so by **Friday, Dec. 22, 2000**. Letters should be submitted to John Dixon, Associate Vice-Principal (Academic) and respondents should indicate whether they wish to have their letters shown, in confidence, to the members of the working group.

Advisory Committee, Director of Information Technology Services

Stan Yagi's term as Director of Information Technology Services ends June 30, 2001. Mr. Yagi has indicated that he is willing to be considered for reappointment for a second term should it be the wish of the university community. Dr. David Anderson, Vice-Principal (Operations and Finance) has established a committee to advise him on the present state and future prospects of the Department of Information Technology Services and on the selection of the Director.

Members are: David Anderson, Vice-Principal (Operations and Finance), Chair; Eddy Campbell, Associate Dean, Arts and Science; Roxy Denniston-Stewart, Associate Dean, Student Affairs; Bettyanne Gargaro, Associate University Registrar (Services), Office of the University Registrar; Paul Heisler, President, Alma Mater Society; Andy Hooper, Information Technology Services; Timo Hytonen, Associate Vice-Principal (Administration); Glenda Kaye, Associate Director, Financial Services; Greg Lessard, French Studies; Elaine McDougall, Office of the Vice-Principal (Operations and Finance), Secretary; Rick Palmer, Information Technology Services; Myron Szweczk, Chair, Senate Information Technology Committee; Paul Wiens, Chief Librarian, University Library System.

Members of the university community are invited to offer comments on the present state and future prospects of Information Technology Services and its leadership. These comments should be submitted in writing by **Jan. 10, 2001** to Vice-Principal Anderson. Respondents are asked to state whether they wish to have their letters shown, in confidence, to the members of the advisory committee.

Competitions

The Department of Drama announces the 2001 Herman Voaden National Playwriting Competition. First prize, \$3,000; second prize, \$2,000, third prize \$1,000. First- and second-prize winners will be offered a one-week workshop and public reading with a professional director and cast. Third-prize winner will be offered a one day workshop. Full-length plays not produced or published professionally are eligible. Final round of judging by Daniel David Moses, playwright, and Richard Rose, Artistic Director of Necessary Angel Theatre. **Deadline: Jan. 31, 2001**. Competition guidelines and submission procedures: hannaca@post.queensu.ca, 533-2104, www.queensu.ca/drama.

Notices

Holiday shopping at the Agnes

Buying a gift for a special friend, staff member or guest lecturer is as easy as a visit or phone call to the Agnes Etherington Gallery Shop on University Avenue at Queen's Crescent. From trendy to traditional, the shop caters to every taste. Books, prints, posters, eye catching pewter, silver and gold jewelry, silk ties from the Metropolitan collection, Robert Held art glass, V&A Museum reproduction pewter, journals, lanterns, toys, to name a few. Hours: Tuesday - Friday, 10 am - 5 pm, Saturday and Sunday, 1 - 5 pm. 533-6913. Internal departmental charges are welcome.

PhD examinations

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

Tuesday, Dec. 19

Horn-Chern Lin, Economics. Funding Government Services Under Incomplete Information. Supervisor: R. Boadway. B204 Mackintosh-Corry Hall, 1:30 pm.

Wednesday, Dec. 20

Kathleen Wilson, Geography. The Role of Mother Earth in Shaping the Health of Anishinabek: A Geographical Exploration of Culture, Health and Place. Supervisor: E. Peters. E310 Mackintosh-Corry Hall, 9 am.

Thursday, Dec. 21

Anne-Caroline Dupont, Physiology. Therapeutic Electrical Stimulation: Reversal of Disuse Atrophy and Clinical Outcome Measures. Supervisors: G.E. Loeb and F.J.R. Richmond. 245 Botterell Hall, 1 pm.

Physical Education Centre

December building hours

Mon. Dec. 4 - Fri. Dec. 8	7 am - 10 pm
Saturday, Dec. 9	8 am - 10 pm
Sunday, Dec. 10	noon - 10 pm
Mon. Dec. 11 - Fri. Dec. 15	7 am - 10 pm
Saturday, Dec. 16	8 am - 10 pm

Sunday, Dec. 17	1 pm - 8 pm
Mon. Dec. 18, -	8 am - 4:30 pm
Thurs. Dec. 21	
Friday, Dec. 22	8 am - noon
Sat. Dec. 23 to Mon. Jan. 1	CLOSED

The Jock Harty arena will be closed Dec. 4 through Jan. 7, 2001. The arena running track is open noon - 2 pm and 5 - 7 pm to Thursday, Dec. 21. Regular building hours resume Tuesday, Jan. 2, 2001

Sexual Health Resource Centre

The Joy of Cybersex...one of the new titles in our library. Check us out! Sexual Health Resource Centre, 533-2959, 51 Queen's Cres.

Surplus items for sale

Queen's University Libraries offers for sale: Film Readers

- 1 Dukane - MDP (Manual Direct Projection) - side panel is loose (does not affect the machine).
- 2 Xerox University microfilms 1212 - cooling fan is noisy

Fiche Readers

- 1 Vantage Com IV - Plante glass doesn't lift on its own. Other than that, it is in good shape.
- 2 Readex - Reader/Printer (printer not tested) cord needs replacing.
- 3 Bell & Howell File Search - Reader/Printer (printer not tested)
- 4 Bell & Howell ABR 610 - Reader/Printer (printer not tested) Hold tray down to function.

Machines are about 15 years old. For information or to view call Nancy Petri at 32518. Submit sealed bids marked "Queen's University Libraries" to Fran Lanovaz, Purchasing Services by 4 pm on the Monday after this issue. Please mark bids "Confidential."

The Office of the University Registrar offers for sale:

- 1 Fax Machine Panafax UF-170
- 2 Fax Machine Panasonic KX-F90
- 3 Plotter, Roland Digital Group
- 4 Overhead Projector and Screen

All items are in working order. For information or to view, call Maureen, ext. 74085.

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

Queen's University is not responsible in any way for the condition of any item(s) it has made available nor for any damage or injury that may occur due to use or removal of the item(s). Queen's University reserves the right to reject any or all of the bids. **Only successful bidders will be notified.**

Volunteers Needed

Pregnancy and work study

The Clinical Mechanics Group at Queen's University is looking for volunteers to participate in a study on back pain in working pregnant women (you do not have to have back pain to participate). You will be asked to attend two sessions (at approximately 20 and 34 weeks) to fill out a questionnaire and have front and side photographs taken. Contact Heather Lockett, Clinical Mechanics Group, Queen's University at 548-2356, email pregnancyandwork@hotmail.com.

PRINCIPAL'S DEVELOPMENT FUND - CATEGORY A - INTERNATIONAL VISITORS' PROGRAM

Principal William C. Leggett and the members of the selection committee (Vice-Principal (Academic) Suzanne Fortier, Vice-Principal (Research) Kerry Rowe, Associate Vice-Principal (Academic) John Dixon and Special Advisor to the Principal William McLatchie are pleased to announce the following international visitors to Queen's for 2001-2002 supported under the Principal's Development Fund, Category A:

Faculty	Applicant	Department	Visitor	Affiliation
Arts and Science	Emily M. Hill	History	Wang Licheng	Fudan University, PRC
Arts and Science	Emily M. Hill	History	Wu Jingping	Fudan University, PRC
Arts and Science	David Bakhurst	Philosophy	Quassim Cassam	University of Oxford, England
Arts and Science	Rosemary Jolly	English	Miriam Tlali	Independent Author, Johannesburg, South Africa
Arts and Science	Frank Burke	Film Studies	Sandra Lischi	University of Pisa, Italy
Arts and Science	Hart Cantelon	Physical and Health Education	James Riordan	University of Stirling, England
Arts and Science	Janice Helland	Women's Studies and Art	Deborah Cherry	University of Sussex, England
Arts and Science	Susan Babbitt	Philosophy	Nkiru Nzegwu	Binghamton University, USA
Applied Science	Robin A. Hutchinson	Chemical Engineering	Sabine Beuermann	Institute for Physical Chemistry, Georg-August-Universitat, Germany
Health Sciences	David P. Strum	Anesthesiology and Critical Care Medicine	Jerrold H. May	University of Pittsburgh, USA
Law	Kathleen A. Lahey	Women's Studies and Law	Luo Hiulan	Women's College of China, PRC
Law and Arts and Science	Mark Walters Paul Stevens	Law English	Vaughan Lowe	University of Oxford, England

The International Visitors' Program provides funds to assist departments and faculties/schools in bringing to Queen's outstanding scholars from outside Canada. Visitors supported by the fund must spend no less than a week on campus, must contribute to teaching and interact with students and faculty in their area of scholarly activity. Funds from this program will be used to support travel and living expenses, and in some cases, a modest honorarium.

Calendar

Art

The Agnes Etherington Art Centre, University Avenue.

To Dec. 23: Holiday shopping at the Gallery Shop. Free gift wrapping, refreshments. Tuesday - Friday, 10 am - 4:30 pm, Saturday and Sunday, 1 - 5 pm.

The Constable/Lucas Collaboration, Frances K. Smith Gallery, Dec. 10 - March 25.

Touchstone: 200 Years of Artists' Lithographs, Samuel J. Zacks, Historical Feature and Fraser Elliott Galleries, to Dec. 10. Robert Houle's Zero Hour, Davies Foundation Gallery, to March 18. <http://www.queensu.ca/ageth/>

Union Gallery, First floor, Stauffer Library. Core. Recent work by Deirdre Kirkwood, Donna-Marie Romeo and Kate McBurney. Dec. 5 - Jan. 16. Reception: Jan. 12, 6 - 8 pm.

Union Gallery Annex beat, by various Queen's artists. Victoria Hall Common Room. To Jan. 31, 2001.

Music

Saturday, Dec. 9

A Christmas Celebration! 2000

Kingston Youth Orchestra, Gordon Craig, director and Junior Strings, Doug Rooks, conductor. Grant Hall, 7:30 pm. Tickets: \$8, \$5 children 12 and under, from orchestra members and at the door.

Meetings & Colloquia

Monday, Dec. 4

Physiology

Susan Gunst, Indiana University. Regulation of airway smooth muscle contraction by cytoskeletal proteins. 449 Physiology Library, Botterell Hall, 11:30 am.

Tuesday, Dec. 5

School of Business Research Forum

Carol McKeen and Nailin Bu. Work and Family Expectations of the Future Managers and Professionals of China and Canada, 12 Dunning Hall, 2:30 pm.

Chemical Engineering

Mike Francis, NOVA Research and Technology Centre, NOVA Chemicals Corporation. Environmental research from the benchtop to application - An industrial experience. 215 Dupuis Hall, 9:30 am.

Pathology

Dr. Moira Glerum, University of Alberta. Understanding the link between hypertrophic cardiomyopathy and mitochondrial copper metabolism. Richardson Amphitheatre, 4 pm.

Wednesday, Dec. 6

Biochemistry

Dr. Miguel Valvano, University of Western Ontario. Genetics of lipopolysaccharide assembly in *Escherichia coli*. B139 Botterell Hall, 2:30 pm.

Physics

Carlos R. Stroud, Jr., University of Rochester. Designer atoms: Shaping atomic electron wave packets for fun and profit. Theatre A, Stirling Hall, 1:30 pm.

Thursday, Dec. 7

School of Urban and Regional Planning

Urbanization and Water Quality, a public lecture based on a case study in Shanghai. 7 p.m. room 202, Policy Studies Bldg. Information: Hok-Lin Leung, 77062.

Tuesday, Dec. 12

Pathology

Glenn MacLean, Queen's. P450 RAI2, A novel retinoic acid metabolizing cytochrome: cloning and embryonic expression. Richardson Amphitheatre, 4 pm.

Wednesday, Dec. 13

Anatomy and Cell Biology

Dr. K. Sandy Pang, University of Toronto.

Transport and metabolic heterogeneity and liver drug processing. 920 Botterell Hall, 11:30 am.

Biochemistry

Chris Hosfield, Queen's. Regulating proteolysis by calcium: Structure and activation of Calpain. B139 Botterell Hall, 2:30 pm.

Neuroscience

Dr. Kerrie Delaney, Simon Fraser University. When its deep and scattering its good to touch the laser": Ca2+ imaging in intact olfactory bulb. B139 Botterell Hall, 4:30 pm.

Other

Wednesday, Dec. 13

Kingston Alumni branch breakfast lecture

Lorna Jean Edmonds, International Centre for the Advancement of Community Based Rehabilitation. Queen's International Role in Health and Social Sector Reform in Countries in Transition: the ICACBR Experience". Donald Gordon Centre, 7:15 - 8:30 am. \$10/person. RSVP: Margaret Hickling, 533-6000, ext. 77835, hickling@post.queensu.ca.

Feminist Reading Group

First Tuesday of each month (Dec. 5), Ban Righ Centre (32 Queen's Cres.) noon - 1 pm. All welcome. Details: Theresa Mahasneh, ms.theresa@usa.net.

Great Catholic Book Club

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

Medieval Latin Reading Group

Students, staff and faculty welcome. Wednesdays 5 - 6 pm, Grad Club, 3rd floor north. Authors chosen by participants. All levels welcome. Details: Monica Sandor, History, ext. 74362 or sandorm@qsiver.queensu.ca.

Wednesday, Dec. 20

Holiday open house

The Office of the University Registrar invites the university community to an open house, Richardson Hall, main floor, 1:30 pm. Cake cutting at 2:15 pm and tours afterwards, including Student Recruitment and International Initiatives, now in Stauffer Library.

Courses and Workshops

Ban Righ Centre (32 Queen's Cres.)

Dec. 7

Almeria Natansohn, Queen's. Tai Chi demonstration/workshop. All welcome. Wear comfortable clothes and shoes. Noon. Register early. kk9@post.queensu.ca.

TESL Certificate Course

Tuesdays and Thursdays, 7-9 pm, Jan. 30-March 15, 2001 (excluding Feb. 19-23).

Optional practicum week: March 6-12, 2001.

\$375 including materials, on Queen's campus, room to be announced.

Contact School of English, 533-2472, soe@post.queensu.ca, <http://www.queensu.ca/soe/TESL.html>.

Did you know that you can post calendar submissions on the web for all the Queen's community and the rest of the world to see? It's fast, free and easy. All you need is an account on Queen's University Web Events Calendar, your one-stop source for Queen's events. For details, email infogaz@post.queensu.ca. <http://advancement.queensu.ca/calendar/>

ITS network computing service outage

Power will be off in Dupuis Hall, Wednesday, Dec. 27 from 8 am to 8 pm. This will allow work on the building transformer and power control equipment. If unforeseen problems arise, a similar outage may take place Thursday, Dec. 28. No alternate power source is available in Dupuis for this extended outage. You will not be able to read or send e-mail during the outage, nor use any of the other services mentioned below. E-mail should be queued automatically at remote sites and delivered after service resumes.

Unavailable services during this time are:

Post	Faculty/Staff E-Mail, Web server, and Listserv
QLink	Student E-Mail and Web server
Jeff-Lab	Sun Teaching and Research Computing
knot	Netnews, World Wide Web, and FTP service
webct	Webct server
toll1	28.8 Toll dialin
QSilver	Humanities/Law/Business Server
Notes	Campus Lotus Notes Server
NotesMTA	Lotus Notes Mail Gateway
NotesWWW	Lotus Notes World Wide Web
NotesAIS	Advancement Lotus Notes Server
solar1	ITS Domain server
ADSM	PC/Mac disk backup server
CCS-backup	Unix system backup server
HPCVL	Parallel numerical computing facility
MVS CICS	Administrative transaction system
QCARD	Student registration
QLine	Notis Library catalog
sdb	Photold database
alexander	Telecomm. database
aisdb	Advancement database
warehouse	Oracle data warehouse
notis	Library catalog TAG interface
wolfe	Voyager Library catalog
SunSite	Sun public access Web server
Packman	PC software distribution
Extmail	Incoming mail relay
Webproxy	Web Proxy Server
vpntest	VPN Admin Access

Special Events

Monday, Dec. 4

Grad Club holiday open house

The Grad Club (corner of Barrie and Union Streets) hosts a holiday open house, 4:30 - 8 pm. Everyone welcome.

Wednesday, Dec. 6

Dec. 6 memorial remembering 14 women slain at Ecole Polytechnique, Montreal. Memorial Service, Grant Hall, 10 am; Candlelighting at Stauffer Library, 5 pm; Speak out at Grad Club, 7 pm.

Thursday, Dec. 7

Staff Appreciation Day

Start your day with a complimentary medium cup of coffee or tea, courtesy of Queen's administration, until 10:45 am. Show your staff card at JDUC, Mackintosh-Corry, Botterell, Biosciences or West Campus cafeterias. Professional development workshop for non-managerial staff, 9 am - 4 pm. Preregister with Human Resources, ext. 32070, hradmin@post.queensu.ca. Attend the Principal's Reception, Grant Hall, noon - 1:30 pm. Staff award presentations at 12:30 pm.

Friday, Dec. 8

Fundraising sterling silver sale

Front lobby, Kingston General Hospital, 9 am - 3 pm. Sponsored by KGH Women's Auxiliary.

Wednesday, Dec. 13

Kingston Branch- Alumni Association

Breakfast Lecture by Lorna Jean Edmonds of the International Centre for the Advancement of Community Based Rehabilitation (ICACBR), Donald Gordon Centre. \$10/person. Tickets: Margaret Hickling at 533-6000 ext 77835, hickling@post.queensu.ca.

Principal William C. Leggett
and
Mrs. Claire Leggett
invite you to celebrate the season with them at the



Principal's Holiday Reception

and

Presentation of Staff Awards to

Susan Bedell (Faculty of Arts and Science)
Ellen Hawman (Israeli Project - English)
Heather Potts (Faculty of Education)
Mike Smith (Information Technology Services)

Thursday, 7 December 2000

in Grant Hall

12-1:30 pm