



Celia R. Andersen

Michele Chittenden, Coordinator, Special Reader Services, helps third-year Arts student Meighen Scowcroft navigate Voyager, Queen's new on-line catalogue, in Stauffer Library.

Queen's wins seven Canada Research Chairs

BY ANNE KERSHAW

Seven Queen's University researchers viewed as world leaders in their fields of study have been recognized through the federal government's new program aimed at strengthening research excellence in Canada.

Prime Minister Jean Chretien recently announced the first 195 recipients of the Canada Research Chairs Program, a \$900-million initiative to help Canadian universities attract and retain the best researchers and achieve research excellence in health, natural sciences, technology, social sciences and humanities. Over the next five years, 2,000 research chairs will be established across Canada.

"We are very gratified that the world-class, groundbreaking work of these researchers is being acknowledged through this exceptional initiative by the Canadian government," says Kerry Rowe, Vice-Principal (Research). "At a time of unprecedented international competition for faculty, this helps us tremendously in realizing our goal of attracting and retaining academic leaders and scholars of the highest quality."

The following chairs will receive \$200,000 annually in research funding over seven years.

- Dr. James Bergin (Economics), for his work in economic theory; *Research Chairs, page 2*

Bouquets for new QCAT

Voyager's web-based technology expands libraries' on-line services

Queen's University Libraries' web-based user system has been live only a week, but already the compliments are pouring in from delighted library patrons.

Students, staff and faculty are especially pleased with the on-line renewal option. "The new QCAT is miraculous for how easy it is to renew books," one faculty member noted in an email. A grad student emailed, "Bouquets for the new system — I just renewed over a dozen books and it was so quick and easy with the new 'tick-box' method ... great work."

"Students have also told circulation desk staff that they like the look of the new catalogue," says Liz Fox, Electronic Services Librarian.

Voyager, the new on-line system from Endeavor Information Systems, takes advantage of the latest technology, including Microsoft Windows™, Oracle database software, new inter-library loan protocols and the Web, providing users with a broad range of services and options.

"This is more than just a searchable catalogue," says Paul Wiens, University Librarian. "For the first time, QCAT allows library users to view their accounts, search reserve items, place search requests and renew books on-line — all on the same interface."

And that's just the beginning. Over the next few months, the system will become increasingly comprehensive, giving users the ability to use QCAT to search index and abstract databases as well as other institutions' catalogues.

"Voyager is an integrated system that meets international standards and protocols and has the potential to provide users with easy access to the resources of the networked world," he says.

Queen's is one of more than 800 academic QCAT, page 2

A sample of Voyager, page 2

Five faculty win Chancellor's Awards



Celia R. Andersen

Chancellor's Research Award winners (from left) Zongchao Jia, Lesly Wade-Woolley, Stephen Scott, Kevin Robbie, and Juliana Ramsay.

BY MARY ANNE BEAUDETTE

Novel research projects ranging from reading to robotic arms has earned five Queen's faculty members the 2001 Chancellor's Research Awards.

Recipients of the \$50,000 awards are Zongchao Jia (Biochemistry), Juliana Ramsay (Chemical Engineering), Kevin Robbie (Physics), Stephen Scott (Anatomy) and Lesly Wade-Woolley (Education).

Established in 1998, the Chancellor's Research Awards are the biggest single awards made by Queen's to its own researchers. The awards recognize the work of full-time faculty members in any discipline who have been appointed to their first full-time faculty position within eight years of application.

"I was extremely impressed with the research excellence and

the promise of this year's winners," says Kerry Rowe, Vice-Principal (Research). "The committee had an extremely tough job deciding on the finalists from the very strong pool of candidates. These individuals should be extremely proud of this well deserved recognition of their work. The Chancellor's Research Awards Program is an excellent vehicle for stimulating innovative young researchers and I am hopeful that it will continue to be a vehicle for advancing the careers of our young researchers."

Details of the recipients and their research appears below.

Zongchao Jia was recognized for his research into the molecular structures of newly discovered proteins through the use of X-ray crystallography. His investigations into the precise three-dimensional atomic structure of

these proteins continues to bring new insight to the understanding of biological processes, including health and disease conditions.

Juliana Ramsay's expertise focuses on biological processes for removing textile-dye effluent from water. Her study of the use of enzymes from white-rot fungi to decolorize a wide range of dyes in water holds promise for the development of large-scale, effective biological processes for treating organic pollutants in wastewater.

Kevin Robbie continues his investigations into super-thin porous materials and organic/inorganic hybrid materials capable of manipulating light signals much as semiconductors manipulate electronic signals. Possible applications

Chancellor's Awards, page 2

In this issue...

**TAs:
Students or
employees:
see page 3**





Photo by Stephen Demmings

Executive MBA comes to NASA

John Gordon, professor with Queen's National Executive MBA program, took distance learning seriously when he broadcast his Operations Management lecture from the John F. Kennedy NASA Space Centre in Florida, where he was a guest of astronaut Marc Garneau during last month's shuttle launch. Set up courtesy of NASA, the remote broadcast allowed the class, which is beamed to 17 sites simultaneously, proceed as scheduled.

QCAT

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libraries world wide to take advantage of Voyager's integrated information management system, joining such institutions as Cornell, the National Library, the National Library of Scotland, University of Victoria, the Tri-University Consortium of Guelph, Waterloo and Wilfrid Laurier universities, and the

University of Windsor.

Staff, students and faculty can test-drive the new system via <http://stauffer.queensu.ca/>. Queen's Libraries will also be offering workshops and additional help. For information, please see <http://library.queensu.ca/libguides>. □

Introducing A New Library Catalogue for Queen's

Go to Queen's Libraries at <http://library.queensu.ca>
Click Library Catalogue (QCAT) to get started



Look for these new features

- Course Reserve:** search reserve items by instructor, department, course
- Print/Save:** mark records as you go for printing and saving. Save records in MARC format for importing into citation managers
- Send:** email records to your mailbox
- View your Library Account:** view and renew items on loan, check status of requests
- Place Requests:** from your search results, login to place holds

For workshops and additional help with searching the new catalogue, go to <http://library.queensu.ca/libguides>.

Research Chairs

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- Dr. Ian D. Moore, of the University of Western Ontario who will be joining Queen's Department of Civil Engineering, for his work in geotechnical engineering and engineering mechanics;
 - Dr. Douglas R. Munoz (Physiology), for his work in brain function and dysfunction;
 - Dr. Almeria L. Natansohn (Chemistry), for her work in optoelectronic materials;
 - Dr. John P. Smol (Biology), for his work in environmental change.
- The following chairs will receive \$100,000 annually in research funding over five years.
- Dr. Zongchao Jia (Biochemistry), for his work in structural biology
 - Dr. Kevin Robbie (Physics), for his work in nanostructured materials.

The Canada Research Chairs Program, part of an overall plan to encourage Canada's innovation in universities, will promote leading-edge research and innovation in universities, provide exciting opportunities for Canadian researchers, and attract the best research minds in the world to Canadian universities.

Queen's is expected to receive 57 research chairs over the next five years through the federal government initiative. □

www.chairs.gc.ca

Is your office too hot or too cold?

PPS offers tips for keeping work spaces temperate

BY REBECCA SPAULDING

Physical Plant Services is receiving a number of calls concerning work space heating this winter. To help PPS use its time most effectively please try the following things before calling Fixit with your heating concerns. Of course, if the problem persists, Physical Plant Services is there to help. Please contact Fixit (ext. 77301) with your concerns.

Check your area's thermostat.

Heating in most areas on campus is controlled by a thermostat. If there is one for your area, it may not be located in your room, but somewhere nearby. Make sure that your thermostat is at the appropriate temperature setting. Most thermostats on campus control the temperature in more than one room or area. Please work with the people who are affected on a mutually agreeable thermostat setting.

Make sure the space around, on top and on the bottom of your radiator is clear.

Radiators need free-flowing air around them to properly

provide heat. Common ways that warm air is blocked from heating a room include books and other materials covering the top air vents, and bookcases, filing cabinets and other furniture positioned against radiators.

With the advent of the computer and increasingly complex work duties, the normal work space now houses more than twice as much furniture than it did in the past and can easily become congested. Campus Planning and Development (ext. 36827) recognizes the work space pressures faced by the campus community and is there to assist. At no charge, they can suggest redesign options to help improve access to heaters and windows.

Tightly close and latch all windows in your area.

Cold air entering an open window not only cools the adjacent spaces, but may cause overheating of distant rooms that are controlled by the same thermostat, as the heating system tries to warm up the cooler area. □

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

Chancellor's Awards

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include better sources and detectors for telecommunications, light switches for display applications and even all-optical computing.

Stephen Scott's research looks at how regions of the brain plan and control the complex movements of the shoulder and elbow in generating smooth and accurate hand action. He has developed a robotic device, called Kinarm, that allows, for the first time, comparison of the neuronal activity with multi-joint motion. His research holds potential for the development of

new tools for diagnosing and assessing motor function and dysfunction.

Lesly Wade-Woolley is an expert in reading acquisition, reading difficulties and reading processes in second-language populations. With this award she will continue her investigations into reading development and processing in children who are learning English as a second language (ESL), with applications in curriculum and instruction for children of diverse languages and children with learning difficulties. □

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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Six researchers receive PREA awards

BY DAVID PULVER

Queen's researcher's work on the development of reading skills in children learning English as a second language has received a \$100,000 boost with the announcement of the Premier's Research Excellence Awards.

Five other research areas, ranging from microscopic mitochondria to the mysteries of space and time in the universe, have also been named as PREA winners.

The winners and their projects are:

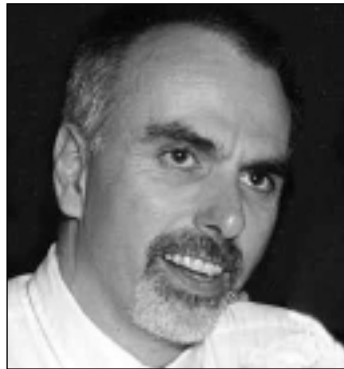
Lesley Wade-Woolley



(Education), "Cognitive and linguistic predictors of reading development in ESL children." Dr. Wade-Woolley will investigate reading acquisition and reading difficulties in ESL children, and the relation between reading and speech perception in first and second languages of ESL children who are poor readers. She will look at how literacy processes in children and adults reading a second language are affected by the characteristics of their native language. Her study of the reading skills in Canadian elementary school children whose native language is Punjabi

and Chinese will expand the largely U.S.-dominated field of research into ESL reading.

Mohamed Ibnkahla



(Electrical and Computer Engineering), "High-performance signal processing algorithms for wireless mobile communications." Dr. Ibnkahla has worked extensively in the fields of satellite communications, neural networks and global positioning system signal processing with the French Space Agency, European Space Agency and the European Advanced Communications Technologies and Services Program. His research will investigate new high-performance signal processing tools for the different areas of wireless communications. The project will allow the training of highly qualified researchers in the field of signal processing applied to wireless communications (there are very few people in the world who are specialists in both areas).

Christopher Moyes



(Biology), "Muscle mitochondrial structure and function." Dr. Moyes's research program uses many different models and experimental paradigms to study how cells regulate existing mitochondria, the source of energy in a cell; how cells sense and respond to energy stress; and how cells are modified to best meet energy demands. Mitochondrial defects accompany numerous cardiovascular and neurodegenerative diseases. Dr. Moyes's research will provide a better understanding of the fundamental rules of cell biology, examining the origins and consequences of variation in mitochondrial structure and function under normal and pathological conditions.

Roland Speicher



(Mathematics and Statistics), "Combinatorial and probabilistic aspects of free probability." Dr. Speicher's essential work in free probability theory has contributed greatly to two fields that are related to deep and mysterious questions about the nature of space and time: the theory of operator algebras, and the theory of random matrices. These theories/models are also very important for an understanding of quantum gravity, the combination of general relativity and quantum mechanics, which are the two most successful theories of modern physics, and that remain incompatible. PREA funding will be used for research into an understanding of free probability theory, and in particular of free entropy, which plays a central role in quantum physics.

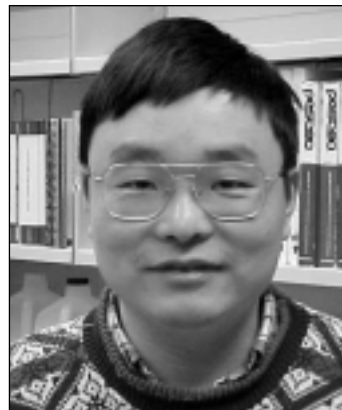
Wayne Snedden



(Biology) "Calcium signaling and stress response in plants." Dr. Snedden's laboratory at Queen's is currently studying plant responses to environmental stresses. Recent work with a research team at U of T produced plants that can flourish even when watered with concentrated salt solutions; now it is hoped to

apply this new technology to wheat and corn crops. Dr. Snedden will investigate novel plant proteins that participate in decoding intracellular calcium signals, using the latest technologies to establish the role of these novel proteins in plant stress response.

Yan-Fei Liu



(Electrical and Computer Engineering) "Research for next-generation telecom power technologies." Dr. Liu is recognized as a leading researcher in power electronics. New technology developed from Dr. Liu's research program will provide much-needed technologies to power the next generation of telecommunications equipment. Proposed research activities include high-power density DC to DC power modules; digital control of switching power converters; and technology transfer to industry, with applications including faster high-speed internet connections. □

Teaching Issues

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

Are TAs students or employees?

BY KATHERINE LAGRANDEUR

The *Chronicle of Higher Education* featured an article recently on the American National Labor Relations Board's ruling that Teaching Assistants at New York University (NYU) and other private universities in the United States are employees, and therefore have the right to bargain collectively. NYU's administration disagreed with the decision, insisting that TAs are primarily students — and therefore not employees — of the university. The article mentions that some labour experts believe that private universities in the United States may avoid future union campaigns by formalizing TA work as a mandatory requirement to obtain a graduate degree. However, another labour expert cited in the article did not think this would happen, suggesting that most universities will not want to pay for training programs

that would support this kind of professional development.

Supporting TA work

Whether we consider TAs to be employees or whether we consider them to be students, it seems to me that universities have a responsibility to support teaching assistants in their work. If TAs are employees, they should receive the training they need to carry out their duties effectively. Indeed, this is a reasonable expectation for any employee who is starting a new job, no matter what that position may be. If TA work is considered instead to be a component of a graduate student's education, then TAs should be given opportunities to learn from their teaching experiences and grow in their teaching positions. In the end, no matter which role we believe TAs play in particular institutions, universities need

to invest time and energy in preparing TAs for teaching.

Training or development?

Recent research at the Open University shows that there are two dominant trends with respect to preparation for teaching in higher education.

The first approach, favoured by most universities in the U.K., emphasises continuing professional development. Typically, it is faculty members who participate in these programs. The principal goal is to encourage teachers in higher education to become lifelong reflective practitioners.

The second approach, more prevalent in the United States, focuses instead on immediate skill development. These training programs are usually geared toward graduate students who are taught the skills they need to fulfil their responsibilities as TAs.

In short, they are trained for the work they are expected to do.

Perhaps in a typically Canadian way, our approach here at Queen's lies somewhere in the middle. At the Instructional Development Centre, we support both training and development initiatives for TAs. TAs who receive practical training on topics such as marking, presenting, facilitating, and running labs are better prepared to support Queen's undergraduates in their learning. TAs who are also encouraged to think reflectively about their work will undoubtedly value the work they do more, will continuously improve their practice, and will probably have the courage to try out new teaching strategies and innovations.

In Praise of Excellence

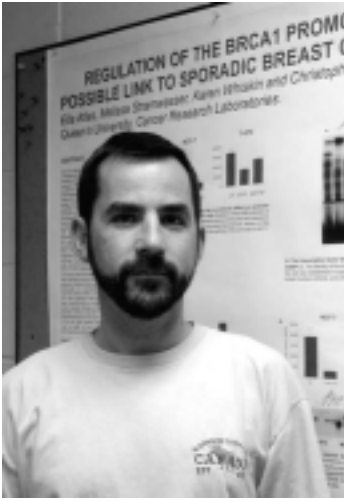
Many TAs at Queen's are devoted to their work and strive to

enhance their teaching. Some take workshops or courses on teaching and learning, others consult with peers or faculty to think of better ways to support undergraduate learning. Some departments recognize the value of these efforts by offering annual awards for teaching excellence to their TAs. In addition, the AMS has recently created an award for outstanding TAs. Along with these worthy initiatives, we should also consider offering a comprehensive training and development program for TAs at Queen's. In the end, such a program would benefit everyone, especially undergraduate students who ultimately have the most to gain from well-trained, reflective, enthusiastic TAs. □

Katherine Legrandeur is the Instructional Development Centre's Teaching Assistant Associate.

Queen's enlists U.S. Army to fund promising breast cancer research

\$700,000 grant supports study of non-hereditary form of disease



Dr. Chris Mueller: Seeking the key to sporadic breast cancer

BY ANNE KERSHAW

A team of researchers that studies the phenomenon causing most non-hereditary breast cancers has received funding from an unlikely source.

Chris Mueller turned to the U.S. Army for funding knowing it gives priority to promising medical research around the world. Few Canadian cancer researchers have received funding under the program.

His project received an injection of \$700,000, more than twice the amount expected, says the Queen's biochemist who works with Queen's Cancer Research

Labs. The money will come from the U.S. Dept. of Defence Congressionally Directed Medical Research Programs, which supervises the research projects.

Dr. Mueller views the generous funding, which will enable his team to continue its work for three more years, as a strong endorsement of the quality of the research. "I received everything I asked for, as opposed to about half of a grant application that I would normally expect from a Canadian source."

The researchers are investigating the causes of sporadic breast cancer, the type that makes up

approximately 90 per cent of breast cancer cases where there is no family history of the disease. It's known that mutations in the genes BRCA1 and BRCA2 cause familial breast cancer, but not sporadic breast cancer.

"We thought that in sporadic breast cancer, BRCA1 and 2 had also mutated, but it turned out not to be so. The theory that we're following is that it's not the BRCA gene that's affected by mutation, it's the genes that control whether the BRCA genes are turned on or off. The result is the same: you lose the function of the BRCA1 gene either because of

mutation in the case of the familial cancer or being turned off in the case of the sporadic cancer."

Dr. Mueller says that his first priority in his current research is to identify exactly what is responsible for turning off the BRCA1 gene, and then to develop therapies based on that knowledge. □



Firm footing: Work on the foundation of the new Chemistry building, Chernoff Hall, on Queen's Crescent continues in the snow. The building is slated to open in spring, 2002.

Investigations continue into exam disruptions at Queen's

BY MARY ANNE BEAUDETTE

Queen's University is continuing to work with Kingston Police to apprehend the perpetrators of a number of bomb threats that disrupted December exams.

One exam in Jock Harty Arena was delayed by two hours and two others were rescheduled. However, the majority of exams proceeded as scheduled. No exams were cancelled because of the threats.

The university took a number of measures to ensure students' safety, says Louise Fish, Director of Campus Security at Queen's, including extra security patrols and lockdown of certain exam venues between exam sessions.

Every phone threat is taken seriously, and measures taken as deemed appropriate for each situation, Ms. Fish says. "The safety of students, staff and faculty is our primary concern in dealing with these occurrences." Following the exam delay in Jock Harty Arena on Dec. 13, students writing exams in the arena were offered the option of relocating to alternative venues. None requested relocation.

In commenting on the disruptions, Principal Bill Leggett says, "These selfish acts have caused tremendous anxiety and stress for students at a time when they were already under pressure. I want to assure students, as well as staff and faculty, that the university is doing its utmost to identify the individuals responsible and is co-operating fully with the police in their investigations into these incidents. We intend to ensure that when apprehended, the individuals responsible are held fully accountable. We will also co-operate in and fully support the criminal prosecution of those responsible."

"We are all very aware of the significant intellectual and emotional investment that students

put into preparing for exams, and we intend to do everything possible to ensure that students do not feel they have been penalized academically because of the disruptions," he adds. "Students are reminded that there is an academic appeal process in place to address any concerns they may have about their exam results following these disruptions. They should feel free to use this process."

Following a number of disruptions during last year's final exams, this year's fall exam scheduling included contingency plans in the event of exam disruptions, including possible relocation and exam termination or cancellation.

The university has also struck an Exams Working Group, chaired by John Dixon, Associate Vice-Principal (Academic), in response to a number of critical issues facing the university resulting from larger enrolments, space considerations and recent concerns about exam disruptions. The Working Group's terms of reference are to review all aspects of the conduct of official university examinations, including scheduling and exam-hall assignment, attendance/availability of instructors, safety and security issues, and the effects of increased enrolment, and to make recommendations to the appropriate university bodies.

The working group is expected to bring forward some preliminary recommendations within the next six weeks. In the meantime, anyone with information about the malicious phone calls is encouraged to contact Campus Security (533-6733), the Student Rector, Dan Sahl (533-2733), the Dean of Student Affairs (533-6000 ext. 75664), the Queen's Journal (533-2800) or Crime Stoppers (634-8477). □

Continued, slower growth this year, panel predicts

Business forecasters foresee 'quite decent' 2001

Canada will enjoy continued economic growth in 2001, though not as rapid as in the year 2000, Queen's School of Business professors predict. "The economy will experience a year of continued, but weaker growth of about 3.3 per cent in 2001 over 2000," says Merv Daub. "This is above the average annual growth rate for the last 15 years, but below the historical average for Canada for the past two years (four per cent)."

He and colleagues Bill Cannon, Don Macnamara and Ken Wong delivered their predictions at the Business Forecast 2001 luncheon at the Holiday Inn last month.

Professor Daub repeated his warning from the last several years that Canada is essentially in unknown economic territory, that is, the longest expansion in business activity on record, war or peace time for which statistics are available (circa 1850s). "Recession has always followed in the past, and it will again,"

he says.

Group members dramatically underestimated the economic growth for 2000, as they did for 1999. But the rest of their forecasts were very close to reality.

The group underestimated growth in the Canadian economy as measured by the change in the Gross Domestic Product. The group predicted a 2.9-per cent increase versus an actual increase (based on preliminary figures of 4.8 per cent). Like many other forecasters, the Queen's panel underestimated the continued strength of the United States economy and the extent to which the Canadian economy would catch fire, Professor Daub says.

For 2000, the group predicted prices would rise 2.5 per cent (2.7 actual); that the unemployment rate would decrease 7.1 per cent (6.9 actual); the prime rate would increase to 7.2 per cent (7.0 actual) and the Canadian dollar would increase to 68 cents US (decrease to 66 cents actual).

These results show that 2000 was an excellent year, with the Canadian economy being sustained by the continued strength of the U.S. economy and the arrival of the Canadian economy at a nearly full employment yearly rate of growth.

For 2001, the panel agreed that prices and interest rates would likely fall due to the continued but weaker growth. With generally weaker labour markets, unemployment will rise. The panel also forecasts the Canadian dollar to rise modestly in 2001 to about 68 cents U.S. Canadian stocks will likely rise between eight and 12 per cent on average, and U.S. markets will be up six to nine per cent by the end of the year.

In the long term, the economy should be quite decent through the first decade of the new century even if there is a small downturn this year or next, Professor Daub notes, as he did last year. □

Researchers lend expertise to Kingston environmental committee

Rural water quality, biodiversity among town-gown group's priorities



David Turcke: 'A lot of work to do'

BY CELIA RUSSELL ANDERSEN

Queen's experts figure prominently on a city committee responsible for developing an environmental strategy for Kingston.

"It's a wonderful town and gown group," says David Turcke, chair of the 21-member Kingston Environmental Advisory Forum (KEAF) and head of Civil Engineering at Queen's. "There is a mix of people with health, medicine, engineering and science backgrounds. It really involves an interdisciplinary group."

The committee is composed of 12 public representatives, appointed by Kingston City Council; three council members, including the mayor and six technical/professional representatives nominated by Queen's, Royal Military College, St. Lawrence College, Cataraqui Region Conservation Authority and the Kingston, Frontenac, Lennox and Addington Health Unit.

Along with Dr. Turcke, Queen's members include Stewart Fyfe, who has taught local government and public policy courses; Peter Hodson, Director of the School of Environmental Studies and a Biology professor, and Dr. Doris Terry, a research associate in the Department of Medicine. Former Queen's analytical chemist and now private consultant Robert Foster also serves on the committee.

KEAF was created as a result of long-term concerns that Kingston needed a group to identify environmental issues and priorities in Kingston and to assist the city to prepare an envi-

ronmental strategy. KEAF has some power in that it has a budget that has allowed the hiring of a few consultants. It also reports directly to city council. Since its inception in January 2000, the committee has met at least 45 times and has held 12 information meetings. It has now identified four pollution prevention priorities that should receive council's attention: the inner harbour, sewers, urban drinking water and air quality protection. "The city is working on some good improvements to our sewer system and water quality right now," says Dr. Turcke. The group also determined three conservation priorities: rural water quality and quantity, biodiversity and protected areas and outdoor recreation opportunities.

"Now that these priorities have been determined and approved by council, our group now has a lot of work to do," Dr. Turcke says. "We need to develop strategies to deal with each of these and in turn, tie a budget to each of them." □

Queen's researcher heads study of male menopause

A Queen's University researcher is looking for aging males for a research study into male menopause, or 'andropause'.

Men between the ages of 40 and 50 experiencing fatigue, depression and a lowered sex drive are needed for the international study, led by Dr. Alvaro Morales, of the Department of Urology at Queen's. The multi-centre research project includes Kingston General Hospital as well as researchers in Quebec and at Rochester's Mayo Clinic.

"Research into how men age is still about 25 years behind similar studies in women," says Dr. Morales. "Estimates are that one-third of Canadian men over the age of 45 experience these symptoms."

Eighty men are needed for the study's first phase, which involves an assessment of symptoms using blood tests and a questionnaire.

Advancing age is associated with a decrease in production of several hormones. The most prominent are related to sex steroids but others, such as

growth hormone and melatonin, are also affected.

"In our lifetimes, the number of elderly persons will triple. The earth is hosting a rapidly aging population and we need to find answers to a decline in hormonal production that we find in aging men," says Dr. Morales.

Men experiencing symptoms of andropause who would like to take part in this study are asked to contact their family doctor.

The study is funded by the Canadian Andropause Society and various pharmaceutical companies. □

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News Notes

Lecture links molecules, music

How is an electron like a symphony? Dr. Axel Becke (Chemistry) explores the mechanics of electron behaviour in atoms, molecules and materials and their similarity to the mechanics of musical instruments in a free public lecture, *Electrons in Atoms and Molecules: Notes, Chords and Symphonies*. The talk takes place Thursday, Jan. 25, in 215 Dupuis Hall, 7 pm. The lecture, which is suitable for a general audience, celebrates Dr. Becke's recent 1999 Prize for Excellence in Research at Queen's. Dr. Becke is a theoretical chemist whose new approaches to understanding atomic and molecular structure has allowed scientists to predict the energy of molecules and chemical reactions with unprecedented precision.

<http://www.chem.queensu.ca/people/faculty/becke/>

Queen's speakers needed

Queen's Alumni Association is looking for speakers from the Queen's community who would be willing to address alumni branches during their travels regionally, nationally and abroad. Branch events are planned this spring for Winnipeg, London, Calgary and Guelph. Interested persons

should contact Tanya Balmer, Branches Development Co-ordinator, ext. 77903.

Art Centre wins \$10,000 Jackman-Bickell Award

The Agnes Etherington Art Centre is one of 20 Ontario arts organizations to win Lieutenant Governor's Awards for the Arts (Jackman-Bickell Awards). The awards recognizes the centre's demonstration of exceptional private sector and community support. Created in 1995 by the Honorable Henry N.R. Jackman, the program has awarded \$1.6 million to more than 70 arts organizations.

Film Studies takes over film/video loans

Films and video loans have now shifted to the Department of Film Studies. Films/videos are to be picked up and delivered to Film Studies, 160 Stuart St. between 8:30-4:30 and will no longer be delivered to the department offices. Films can be ordered at <http://www.film.queensu.ca/Interfilm.html>. From this link you can go directly to the WatMedia database for films: <http://media.uwaterloo.ca/htbin/wwform/082/wk770>.

Borrowers have three days to pick up, screen and return films

and videos — no exceptions! For information, contact Linda Graham film@post.queensu.ca or call ext. 32178.

Educator focuses on science teaching

Science educator Garry Hoban of University of Wollongong, Australia will be International Visitor at Queen's Faculty of Education Jan. 18-26. Dr. Hoban will highlight award-winning educational CDs produced by Wollongong researchers at a seminar Friday, Jan. 19, in the Vernon Ready Room, McArthur Hall, 2 pm. On Jan. 22 he will present an alternative analysis unit for children's learning, with implications for classroom teaching, in the Vernon Ready Room, 11:30 am. Teaching-learning relationships in teaching elementary science will be the topic of a seminar on Tuesday, Jan. 23 in A343 McArthur Hall, 11:30 am; and on Wednesday, Jan. 24, Dr. Hoban will discuss the nature of long-term professional learning and how to make schools learning environments for teachers. A343 McArthur Hall, 11:30 am.

Province funds summer jobs

The Ontario Ministry of Training, Colleges & Universities (MCTU) invites members of the university community to submit pro-

posals for the funding of summer positions on campus, under the Summer Experience Program (SEP). This program is part of the larger Government of Ontario initiative on summer youth hiring. For more information, visit the Career Services web site at <http://careers.queensu.ca>. Click on Faculty & Staff and then choose SEP. Deadline for submissions is Jan. 22.

The resulting web page will provide an extract of the program guidelines as well as instructions on how to submit a job proposal. Deadline for submissions is Jan. 22.

<http://careers.queensu.ca/>

Choreographer is Scholar-in-Residence



Denise Clarke

One of Canada's most respected conceptual and performance artists will be Scholar-in-

Residence at Queen's as well as Visiting Scholar, Department of Drama, Jan. 17-21. Denise Clarke is a choreographer, performer, director and creator of innovative performance pieces blending dance, theatre and text. Ms. Clarke trained at the Royal Winnipeg School of Ballet with exploration of dance forms and independent choreography, which took her to major world stages. Winner of two Dora Mavor Moore Awards and three firsts from the Edinburgh Fringe Festival, she has worked with Calgary's internationally recognized One Yellow Rabbit Performance Theatre, where she is associate artist, resident choreographer and performing ensemble member. She has also initiated the respected Summer Training Intensive where she teaches cross-discipline performance with playwright John Murrell and visual artist Chris Cran. The university community is invited to Ms. Clarke's Lecture-Demonstration in the Rotunda Theatre, room 118 Theological Hall, Saturday Jan. 20, 3.30 pm. □



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, Jan. 23 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

Research and Planning Assistant 2000-102
Institutional Research and Planning
Kim Akerblom

Senior Secretary, Educational Resources
2000-108
Faculty of Health Sciences
Hanna Stanbury

Associate Director, Commerce Program
2000-112
School of Business
George Boland

Departmental Assistant 2000-114
Otolaryngology
Elvira Miranda

Receptionist 2000-118
University Residences
Suzanne de Sousa
(Department of Economics)

Receptionist 2000-119
University Residences
Lynn Gilmour

Facilities and Purchasing Clerk 2000-120
University Residences
Janice Mitton (Human Resources)

Employee Relations Assistant 2000-128
Human Resources
Jacqueline Cleary

Secretary 2000-137
Economics
Rachael Cullick

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 position, apply in writing to Patti Evaristo, Human Resources.

Business Assistant 2000-135 Department of Pharmacology and Toxicology (REPOST)

This is a three-year term appointment until Jan. 31, 2004

Major Responsibilities: under the direction of the Department Head administer departmental, trust and research accounts; prepare and reconcile monthly statements; administer employment contracts and casual salary requisitions; prepare purchase orders, cheque requisitions

and travel expense reports; perform ongoing duties related to graduate and undergraduate courses; provide timetable consultation and exam coordination; take and produce departmental meeting minutes; make travel arrangements and assist with itinerary for visiting speakers; provide financial, administrative and secretarial support to the Department Head and academic staff members as required.

Requirements: two years of post secondary education (consideration will be given to the equivalent combination of education and experience); relevant work experience in an academic setting; proven organizational and time management skills; the ability to work in an environment with minimal supervision and direction; sound knowledge and understanding of Queen's accounting practices; proficiency with a variety of computer programs (WordPerfect, Quattro Pro, FINS, SISA, GQL, etc.); minute-taking ability; demonstrated ability to get along with others and to be a productive and cooperative member of the department.

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

Carpenter 2001-01 Physical Plant Services

This position involves working 37.5 hours per week. The successful candidate must be willing to work overtime, to respond to call-ins outside normal working hours and to work afternoon/evening shifts as required.

Major Responsibilities: perform construction and maintenance on the architectural components of university buildings.

Requirements: must have Province of Ontario Certification as a carpenter; several years of experience in building maintenance for institutional or commercial building; experience in interpreting plans and sketches, estimating work and ordering materials; a good understanding of rough and finished carpentry and building hardware; ability to work efficiently and effectively with the carpentry team and other trades; good communication and customer service skills; a valid Ontario Driver's Licence; ability to work within the Physical Plant Services operational and safety policies.

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

Hourly Rate: \$22.35

Controls Mechanic 2001-02 Physical Plant Services

This position involves working 37.5 hours per week. The successful candidate must be willing to work overtime, to respond to call-ins outside normal working hours and to work afternoon/evening shifts as required.

Major Responsibilities: install, repair and/or troubleshoot pneumatic and DDC control systems; utilize computers and computer-controlled systems including energy management control systems; perform preventative maintenance routines on building control systems.

Requirements: must have an Accredited Instrumentation Engineering Technology diploma from a community college; several years of relevant trades experience in a construction/industrial setting; conversant with computers and computer controlled systems, including energy management control systems; air balancing experience would be an asset; knowledge of steam heating systems and control valve repair/replacement; ability to work effectively and efficiently with the mechanical team and other trades; a valid Ontario Driver's Licence; ability to work within the Physical Plant Services operational and safety policies.

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

Hourly Rate: \$22.35

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

Photo-Id Clerk/Receptionist 2000-139 Office of the University Registrar (Records and Services) (REPOST)

Major Responsibilities: report to the Coordinator, Registrar (Services); provide a variety of student services related to general reception, photo-identification student card production and registration as well as clerical duties; perform backup receptionist duties to support the transcript, fee and registration functions; perform daily deposit; maintain indexing and backup of database.

Requirements: one year post-secondary training in business administration practices (or an equivalent combination of education and experience); previous telephone/reception experience in an office environment (experience in a related area an asset); knowledge of the university and the operations of the University Registrar and related computer systems assets; excellent interpersonal, communication and organizational skills; ability to maintain a service-oriented perspective; excellent word processing and database reporting skills; proven ability to handle stress.

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

Receptionist/Clerk 2001-03 Office of the Principal

This is a term appointment working 60% time from Feb. 1 until June 30, 2001, and again from Sept. 1, 2001 to June 30, 2002.

Major Responsibilities: receptionist duties (respond to main telephone line and greet visitors); sort and distribute incoming mail and prepare outgoing mail; photocopy/fax, maintain supply inventory, book conference rooms; distribute large mailings; update and maintain filing system; secretarial support as required.

Requirements: secondary school graduation diploma with knowledge of office practices; previous office experience with excellent secretarial skills; proficiency with Word and other software applications; proven interpersonal skills and experience within a customer-oriented environment; ability to work as a member of a team; proven attention to detail and the ability to maintain focus despite interruptions.

Minimum Hiring Salary: \$26,934 Salary Grade 3 - ADMG3 (Salary will be adjusted to reflect actual time worked.)

Residence Life Coordinators (5) 2001-04, 2001-05, 2001-06, 2001-07, 2001-08 Queen's University Residences

These positions are available June 1, 2001, and are 'live-in' appointments working 100% time for a period of one year.

Major Responsibilities: report to the Associate Director (Residence Life); coordinate, oversee, support and promote residence life; ensure the effective and cooperative functioning of the residence dons, floor seniors/house representatives and house councils as collaborative teams; support student self-government by advising the house councils in all areas; facilitate and respond to crises and disciplinary situations as required; attend and co-chair specific meetings; plan and implement orientation events and welcoming for assigned residences; provide administrative support including documenting incidents and assisting with room assignments and changes; participate in the residence-wide on-call system; conduct building tours and meet regularly with building supervisors; advise on safety and security matters, monitor building damages and develop appropriate responses; provide, attend and lead training sessions and professional development for student staff and council.

Requirements: undergraduate degree with university residence experience; demonstrated supervisory ability; an understanding of the collegial administrative structure of Queen's; a graduate degree would be an asset (consideration will be given to the equivalent combination of education and experience); knowledge of the rules, regulations, procedures, resources and administration of Queen's University Residences and those of the university; demonstrated aptitude for and commitment to forming mentoring relationships with young adults; supportive experience with persons of diverse backgrounds and beliefs; demonstrated ability to provide a positive team environment; proven advising skills and an ability to deal with confidential material and sensitive situations on a regular basis; ability to maintain composure in a stressful situation.

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

Branch Development Coordinator 2001-09 Department of Alumni Affairs

This is a term appointment working 100% time for a period of two years.

Major Responsibilities: report to the Senior Branch Development Coordinator; act as a liaison between the university via the Department of Alumni Affairs with alumni branch volunteers around the world including 'alumni at large'; help to manage and develop alumni branches in con-

junction with other coordinators; participate as a member of the Branch Development Unit to create, implement and manage branch programming in specified areas such as Alumni/Student Interaction, Lifelong Learning, and other areas as directed.

Requirements: university degree (Queen's desirable); proven experience with event development and coordination; excellent interpersonal and communication skills with the ability to speak in public; experience working with volunteers an asset; excellent organization and project management skills and experience working within an established budget; proven computing capabilities (mainframe, Microsoft Office and other software applications); graphic design, desktop publishing and/or web maintenance experience an asset; ability to develop needs assessments and demographic profiles; driver's licence and willingness to travel extensively including weekends and evenings.

Minimum Hiring Salary: \$38,200 Salary Grade 7 - CCR7

Other Positions

Research Assistant Clinical Immunology Outpatient Clinic

Responsibilities: Qualitative data analysis and coding of interview data.

Qualifications: Computer skills required. NUDIST/Nvivo experience preferable.

Start date: ASAP.

Salary commensurate with qualifications and experience.

Apply to: T.Stevenson, 548-6078, Monday - Friday, 8:30 am - 4:30 pm.

Administrative Assistant Learning Through the Arts Faculty of Education

The incumbent will work for Rena Uptitis, Professor, Faculty of Education, and her research team, based at Queen's, with sites across Canada. This is a part-time (70%) term position supported by a research contract with the Royal Conservatory of Music. The successful candidate will work until June 30, 2002.

Major Responsibilities: Serve as secretary, office coordinator, and research coordinator for several research projects on arts education. This includes correspondence with research coordinators at the various sites, project managers, and stakeholders (e.g., teachers, principals, parents); scheduling of meetings, appointments, travel; maintenance of office supplies and equipment; maintenance of research databases; supervision of work study students; preparation of documentation for research reports (e.g., overheads, tables, graphs), and other duties as assigned.

Qualifications: Strong interpersonal skills, strong oral and written abilities, ability to work both independently and as part of a team, ability to produce accurate work and to meet deadlines, strong keyboarding and computer skills, knowledge of Mac and IBM platforms, experience in data entry and statistical analysis, willingness to learn new skills. Two-year post-secondary program in business administration or equivalent experience is desirable.

Minimum Hiring Salary: \$33,686 Salary Grade 6 - ADMG6 (Salary will be adjusted to reflect actual time worked.)

Apply to: Dr. Rena Uptitis, Stone House, Faculty of Education, Queen's University, K7L 3N6 (613-533-6212 or uptisr@educ.queensu.ca) by January 22, 2001, with a Feb. 12, 2001 start date.

Residence Coordinator School of English

Queen's School of English welcomes applications from graduates interested in the position of Residence Coordinator in the spring/summer session. The Residence Coordinator manages student life in residence and is responsible for supervising Queen's students who live in residence and organize socio-cultural activities for international students. We are looking for mature, energetic and enthusiastic applicants who have excellent speaking and writing skills and interest in living and working with monitors and students from a variety of cultural backgrounds. Application forms are available at Career Services in MacGillivray-Brown Hall or the School of English office at 96 Albert St. Completed forms may be returned to either office.

Deadline: Friday, Feb. 9, 4 pm.

Secretary Faculty of Health Sciences (Postgraduate Medical Education)

This is an annual contract appointment working 80% time, contingent on continued funding.

Major Responsibilities: provide secretarial support to the Community Development Officer (type correspondence and reports, maintain daily calendar, act as front line assistance, maintain accounting records, data entry and retrieval, arrange meetings, maintain office files).

Requirements: secondary school graduation diploma plus one year post-secondary training in business administration practices (or equivalent); ability to operate a variety of office machines including a personal computer and dictaphone; fast, accurate keyboarding with a minimum of 60 words per minute using various word processing packages (Microsoft Word preferred, and spreadsheet packages); good organizational, interpersonal and communication skills with attention to detail essential; ability to communicate in Canada's two official languages (verbal and written) essential.

Forward letter of application and resume by **Monday, Jan. 22, 2001**, to: Dr. Sarita Verma, Associate Dean, Postgraduate Medical Education, Faculty of Health Sciences, Room 229 Botterell Hall, Kingston, Ontario K7L 3N6; Fax: (613) 533-6884.

Web Developer/User Support High Performance Computing Virtual Laboratory (HPCVL)

The HPCVL is the result of the efforts of a consortium of four universities located in Eastern Ontario - Carleton, Ottawa, Queen's and the Royal Military College. HPCVL is dedicated to providing researchers at member institutions and selected researchers elsewhere in Ontario with the High Performance Computing resources they need to conduct innovative research in a broad spectrum of disciplines. See: www.hpcvl.org

Position Summary: Provide a variety of duties related to the development and maintenance of HPCVL web interfaces and data collection tools. Work with security and operational personnel to ensure compatibility of web interfaces across platforms. Provide technical support to researchers utilizing HPCVL facilities. This may include developing new or enhancing existing programs and help in the porting of computer codes. The position may include working with outside agencies in order to share information, organize training and collaborating programs. May participate in other special projects such as the organization of workshops and symposia.

This position is located at Queen's University.

Required Background: An undergraduate degree in a relevant field of the computational sciences with experience in a research computing environment. Technical/scientific writing skills, and communication skills in order to facilitate information sharing. The ability to communicate fruitfully and effectively with researchers from a wide range of backgrounds and temperament. Knowledge of scientific computer programming languages, such as, FORTRAN, C, and C++ and parallel programming protocols such as MPI. The ability to develop and maintain web interfaces.

Salary: Queen's Salary Grade 7.

Term: Contract position until Dec. 31, 2001 with the possibility of renewal.

Apply To: Dr. Ken Edgecombe, Interim Executive Director, HPCVL, 141 Collingwood St., Queen's University, Kingston, Ontario, K7L 3N6. Email: edgcomk@post.queensu.ca

GFT Secretary (Research) Family Medicine

OPSEU 443, full-time, \$16.95-\$19.31/hr. This position supports two-part-time GFT physicians in their clinical and academic activities, and the Director of Research in the effective functioning of the Queen's Department of Family Medicine Research Unit; is secretarial partner to the FMC Network Administrator.

Minimum qualifications: secondary school diploma; certificate in medical/legal secretarial services; solid knowledge of Microsoft WP, Excel, and Powerpoint; internet email; dictatyping and wordprocessing (60 wpm); medical terminology; computerized scheduling and OHIP billing; at least two years' experience in a fast-paced highly-computerized academic clinical setting with a strong research focus; excellent interpersonal, communi-

Human Resources *continued*

Other Positions *continued*

cations, and organizational skills. Candidates should send a current resume and a letter outlining how qualifications and experience match position requirements. Description is available from Hotel Dieu Human Resources (email leachj@hdh.kari.net).

Apply to: Human Resources, Hotel Dieu Hospital, 166 Brock Street, Kingston, ON K7L 5G2. Refer to Competition No. 2000-194.

Deadline: Jan. 31, 2001.

Start date: Feb. 1, 2001.

Research Nurse (part-time) Respiratory Investigation Unit Department of Medicine

A phase II study is being conducted in a population of stable, ambulatory patients with chronic obstructive pulmonary disease (COPD). A nurse is needed to work mornings for a nine-month period, starting mid-late January 2001. The study will require travelling to patient's homes to administer daily subcutaneous injections and perform venipuncture. The nurse will also aid in the recruitment of study patients.

Hiring range: Queen's University grade 6 salary (commensurate with experience). Travel expenses will be provided.

Apply to: Dr. Denis O'Donnell, Richardson House, 102 Stuart Street, c/o Kingston General Hospital, Kingston, Ontario, K7L 2V7. 548-2339.

**Clinical Research Manager
Human Mobility Research Centre**
HMRC brings together a world-class team of researchers to improve human mobility

through the development of innovative and cost effective treatment strategies for bone and joint disorders caused by arthritis, osteoporosis, and injury.

Self-starting and results oriented, the Clinical Research Manager will play an integral role in expanding/managing and supervising a clinical research group focusing on human mobility. In collaboration with orthopaedic surgeons and other members of the HMRC research team, the Clinical Research Manager will be involved in all aspects of the research program including: planning and implementation, funding acquisition, data analysis, and publication production. Requirements: excellent interpersonal skills, work well in a team, Masters or PhD in a relevant field. Clinical experience is a definite asset. Consideration will be given to an equivalent combination of education and experience.

Salary for the position is competitive and commensurate with experience. Submit a letter of application, curriculum vitae and the names and phone numbers of three references by **Jan. 22, 2001** to: Margaret Alden, Director of Operations, Human Mobility Research Centre, Kingston General Hospital, Kingston, Ontario K7L 2V7. Phone: 548-2430, Fax: 549-2529. hmrc@post.queensu.ca

Queen's Residences positions, 2001 - 2002 academic year

If you are committed to the educational ideals of the university, are able to work co-operatively 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 currently 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

For details or to register, call Human Resources at 32070 or visit the website: www.hr.queensu.ca/News&Notes/semnars.htm

It's About Time

A time management program for staff who want to achieve better results at work and at home.

Time management is a process of constantly asking what is more important and arranging priorities to reflect each choice. As a participant in this three-hour workshop, you will have the following opportunities:

- to increase your awareness of your attitude toward time
- to identify your procrastination patterns
- to learn to plan time by setting priorities and developing action plans

Facilitator: Wendy Rayner, Human Resources Department
Tuesday, Jan. 23, 9 am to noon.

Information Session: Your role in the performance review process

This session is for all staff who would like an overview of the performance review system which is used at Queen's. The discussion will focus on understanding the various forms and how they are used in the performance review process. How to prepare for and participate in the performance review interview will also be reviewed.

Facilitator: Wendy Rayner, Human Resources Department
Thursday, Jan. 25, 10:30 am to noon.

The Effective Manager Series: Managing Management Stress

This program is for managers and supervisors who want to understand the fundamental causes of stress, identify their stressors, and learn several strategies for effective stress management. The focus of the session will be stress as it relates to the supervision and direction of others at work.

Participants will have the opportunity to learn the effects of stress on physical and mental health through the use of various measurement tools, identify their current level of stress and coping strategies com-

plete a strategic plan for dealing with their identified stressors learn and practice proven approaches to stress management

Facilitator: Judith Wilson, The Training Consortium
Friday, Jan. 26, 9 am to noon.

Business Writing Basics

This five-session refresher program will appeal to staff who wish to improve their basic writing skills and brush up on grammar, punctuation, and spelling. The learning environment of these two-hour sessions is informal and supportive.

Through in-class exercises and quizzes, you will have the opportunity to learn: how to improve sentence meaning and tone; to use active, not passive verbs; to write effective business letters and memos; when to use commas, semicolons, and colons; tips to help you become a better speller; and more!

Facilitator: Wendy Rayner, Human Resources Department
Jan. 30, Feb. 6, 13, 20 and 27, 9 to 11 am.

Attention students: T4 mailing address

Payroll will be updating the T4 address database from the 'Mail Address' field on QCARD. This update will take place Feb. 01, 2001. Any address changes after Feb. 1, must be made in writing and submitted to the Human Resources department by Feb. 8, 2001, in order to have the correct mailing address reflected on the 2000 T4 slip. **T4's will be mailed on Feb. 28, 2001.**

Bulletin Board

Appointments

James D. McCowan appointed Associate Dean (Integrated Learning), Faculty of Applied Science

Principal William C. Leggett is pleased to announce that James D. McCowan has been appointed Associate Dean (Integrated Learning) in the Faculty of Applied Science for a three year term beginning Jan. 1, 2001. Dr. McCowan has been Associate Dean (Academic) in Applied Science since July 1, 1997 and prior to that was Associate Dean from July 1, 1990.

Dr. McCowan holds a bachelor's degree in Physics and Chemistry from Toronto, a PhD in Chemistry from Toronto, and a PhD in Physics from Cambridge. He is a registered professional engineer in Ontario.

He spent five years in the Research Centre of DuPont Canada, during which time he was instrumental in creating the Catarqui Region Conservation Authority. He served for five years at the first Chair of the Authority and oversaw much of its land acquisition program. His longstanding interest in the environment included participation in environmental bodies at the provincial level and activities related to the environmental impact of energy conversion.

He holds appointments in the departments of Chemistry and Chemical Engineering. Prior to assuming his administrative roles, his research centred on thermal decomposition in solids, especially in organotitanium compounds. He was closely associated at the undergraduate level with the Engineering Chemistry program. His publications include a textbook, written jointly with Professors W.G. Breck and R.J.C. Brown.

During his time in the Applied Science Office, Dr. McCowan has been active in developing and refining the Faculty's admission program, and in developing the concept of Integrated Learning. This latter initiative will be the focus of his activity during the next three years.

In making this announcement, Principal Leggett also wishes to express his appreciation to Dr. McCowan for his strong contributions as Associate Dean (Academic) over the past 11 years.

Sandra Crocker appointed Director, Research Services

On the unanimous recommendation of the Advisory Committee for the Director of Research Services, Dr. Kerry Rowe, Vice-Principal (Research) is pleased to announce the appointment of Sandra Crocker as Director of Research Services effective Dec. 18, 2000 to Dec. 31, 2005.

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

In making this announcement, Dr. Rowe wishes to express his appreciation to Dr. Bruce Hutchinson for his excellent contributions during his term as Director of Research Services.

Roberta Hamilton appointed Head, Department of Sociology

Principal Bill Leggett is pleased to announce the appointment of Roberta Hamilton as Head of the Department of Sociology for the period Jan. 1, 2001 to June 30, 2004.

Dr. Hamilton has a BA from Carleton University and an MA and PhD from Concordia University. She came to Queen's in 1984 as a Webster Fellow in the Department of History. In 1986, she was appointed Queen's National Scholar in the Department of Sociology where she is now a full professor. Dr. Hamilton's scholarly contributions are in feminist studies and Quebec Society. Her major publications include *The Liberation of Women: A Study of Patriarchy and Capitalism*, *The Politics of Diversity: Feminism, Marxism and Nationalism* (with Michèle Barrett), *Gendering the Vertical Mosaic: Feminist Perspectives on Canadian Society, Feudal Society and Colonization: The Historiography of New France*; and *Tradition, Modernity and Nationhood: Essays on Quebec Society: The Sociology of Hubert Guindon* (co-edited with John McMullan). She is currently writing a biography of Jean Royce, Queen's Registrar from 1933-68. Dr. Hamilton helped found the Institute of Women's Studies, and served as the program's first coordinator. She has served on

the Arts and Science Development Subcommittee, the Library of the 21st Century Committee, and the Chancellor Dunning Trust Committee. Before and after a term as Associate Dean in the Faculty of Arts and Science (1995-99), she served as Coordinator of Graduate Studies in the Department of Sociology. For many years she has taught an undergraduate course in introductory sociology and a graduate course in feminist theory.

In making this announcement, Principal Leggett wishes to express his thanks to Carl Keane for his service as head for the past two and a half years.

Awards

Distinguished Service Award

Alumni and members of the Queen's University Council (which includes Senators and Trustees) are invited to submit nominations for the University Council's Distinguished Service Award for 2001. Inaugurated in 1974, these prestigious awards honour up to six people per year. Eligible candidates include faculty, staff or alumni who have made outstanding contributions to the university over a number of years. The Executive Committee of Queen's University Council chooses recipients. Awards are presented at the Council's annual meeting in May. Winners of the award also become Honorary Life Members of the Council, welcome at all annual sessions. Nomination forms are available from the University Secretariat, B 400 Mackintosh-Corry Hall, Queen's University, Kingston, Ontario, K7L 3N6, 533-6095 or at <http://www.queensu.ca/secretariat/DSAnom.html>. Nominations must be signed by at least five Council or alumni nominators. Deadline: **Feb. 12, 2001.**

Principal's Development Fund 2001/2002

CATEGORY A Support for Visitors to Queen's

A1 - \$140,000 - International Visitors' Program
The International Visitors' Program provides funds to enrich the international dimensions of the university, both within our classrooms and within our research environment. Funds are intended to assist departments, faculties and schools in bringing to Queen's outstand-

ing scholars from outside of Canada. Visitors supported by the fund will spend no less than a week on campus, must contribute to undergraduate teaching and will be expected to interact with graduate students and faculty in their area of scholarly activity. Applications to this program are accepted in November and April each year. The next round of applications will be announced in the *Gazette* in late February.

A2 - \$50,000 - Visiting Scholars Program

Applications for support of Visiting Scholars may be made to a fund of up to \$50,000 apportioned to and administered by the Deans of Schools and Faculties to encourage academic visits by women, visible minorities, aboriginal peoples and people with disabilities. Apply directly to the Dean of your Faculty or School.

CATEGORY B Support for Research

B1 A sum of \$190,000 is allocated to the Advisory Research Committee from the Principal's Development Fund in addition to the General Research Grant from SSHRC to fund the following three objectives:

- To provide support to new faculty members to assist them in beginning their research programs and in obtaining external funding.
- To provide seed funding in support of new research initiatives for established faculty members.

Applications under sections i and ii of Category B1 will be submitted on ARC forms by **Jan. 31, 2001** for the 2001/2002 competition.

iii. To provide funding for SSHRC applicants whose individual grant applications received an adjudication of approved but not funded (category 4A), in the most recent competition.

B2 A sum of \$100,000 is allocated to the Office of Research Services to provide conference travel support for new and established researchers.

Applications are accepted on Sept. 15, Jan 15 and April 15. Application forms are available from the Office of Research Services.

CATEGORY C Support for Artistic Production

The Fund to Support Artistic Production is administered as Category C of the Principal's Development Fund. The sum of \$25,000 has

been allocated to assist Queen's faculty artists in the production of artistic work such as: the creation of visual art, the writing of a novel, poem, play or screen play, the composition of music, the production of a motion picture, the performance of a play, a musical composition, a piece of performance art or the production of a master recording of the same. The production or performance does not have to take place at Queen's. Only Faculty Artists may apply. Applications are available from The Office of Research Services, Fleming Hall, Jemmett 301. Deadline: **Feb. 15, 2001.**

Contact Bonnie Stewart, Office of Research Services, ext: 74686 regarding eligibility or procedure.

For details on categories B and C, see <http://www.queensu.ca/vpr/>.

Committees

Faculty and staff committee vacancies

Faculty and staff positions are open for the coming academic year on the following Arts and Science Standing Committees.

- Academic Orientation Committee (1 member)
- Admissions (3 members)
- Board of Studies (2 members)
- Committee on Computing (3 members)
- Curriculum Committee (3 members)
- Nominating Committee (2 members)

Terms of office start Sept. 1, 2001 and range from one to three years. Details: Natalie Forknall, ext. 77172. Those interested in serving on a Faculty committee should contact Ms Forknall in writing (c/o Faculty Office, F-300 Mackintosh-Corry Hall) by **Jan. 31, 2001** indicating which position(s) are of interest and pertinent experience they may have.

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.

continued

Bulletin Board *continued*

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.

Fellowships

Dr. Margaret Angus Research Fellowship

The Museum of Health Care invites proposals for a summer fellowship in the history of health care related to its collection and/or programs. Fellowship goals are to develop an appreciation of the value of the history of health care, to become familiar with research methodology in the history of health care, to understand the role of health care museums in the history of health care, to become familiar with the goals, policies and operation of a health care museum and to make a contribution towards understanding the artifacts in the museum's collection. For details, contact Dr. Lynn Kirkwood (613) 272-3081, or museum manager Dr. James Low, 548-2419. Apply to: Dr. Lynn Kirkwood, Program Committee, Museum of Health Care, Ann Baillie Building, George Street, Kingston, ON K7L 2V7. Include a brief plan description (300-350 words) and two letters of reference. Value: \$3680. **Deadline: Feb. 28, 2001.** www.museumofhealthcare.on.ca.

Governance

Senate committees need members

Committees include Academic Develop-

ment, Educational Equity, Fine Arts & Public Lectures, Student Aid and more. Terms for faculty, students and staff start Sept. 1. Apply now! **Deadline: Monday Feb. 12.** www.queensu.ca/secretariat/senate/vacancy. 533-6095 or visit B400 Mackintosh-Corry.

Notices

Radiation Therapy Career Opportunities

Focus your future in health care with radiation sciences. For information about the radiation therapy career program, call S. McArdle at the Kingston Regional Cancer Centre, 544-2631 ext. 4141, siobhan.mcardle@krcc.on.ca

S.O.A.R. with us this summer

Needed: 10 highly motivated, outgoing and enthusiastic Arts and Science students to work as Peer Advisers for our Summer Orientation to Academe and Registration (S.O.A.R.) Program. Applicants must be entering third or fourth year of an Arts and Science program in September 2001, in good academic standing and committed to helping new students. Details including application packages will be available starting Jan. 26, 2001 at Career Services. **Deadline is Friday, Feb. 16.** Late applications will not be accepted.

Physical Education Centre

Family Swim cancellations
Saturday, Jan. 20 10 - 11:30 am
Sunday, Jan. 21 3 - 4:15 pm

Family Skate cancellations
Saturday, Jan. 20 9 - 10:50 am

Recreation Skate cancellations
Friday, Jan. 19 4:30 - 5:20 pm
Saturday, Jan. 20 4:30 - 5:20 pm
Saturday, Jan. 27 4:30 - 5:20 pm

Recreation Swim cancellations
Friday, Jan. 19 4:30 - 6:30 pm & 10:30 - 11:30 pm
Saturday, Jan. 20 4:30 - 6 pm

Recreation Jogging cancellations
Saturday, Jan. 20 6:30 - 10:30 pm
Sunday, Jan. 21 1:30 - 6 pm
Saturday, Jan. 27 2 - 6 pm
Sunday, Jan. 28 2 - 6 pm

PhD examinations

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

Wednesday, Jan. 17

Kobena Hanson, Geography. Landscapes of Survival and Escape: Household Enterprise in Confronting Change in Matrilineal Urban Ghana. Supervisor: J.B. Riddell. E310 Mackintosh-Corry Hall, 11 am.

Yuting Jia, Mathematics and Statistics. Infinite Dimensional Simple Lie Algebras of Cartan Type. Supervisor: A.J. Coleman. 521 Jeffery Hall, 1:30 pm.

Friday, Jan. 19

ChinHeng Choo, Physics. Critical Properties of As-doped TbVO₄, a Structural Random-field Ising System. Supervisor: D.R. Taylor. 201 Stirling Hall, 1:30 pm.

Wednesday, Jan. 24

Qixun Zhao, Microbiology and Immunology. Mutational and Functional Studies of the Energy-Coupling TonB Protein in Iron Acquisition and Efflux-Mediated Multidrug Resistance in *Pseudomonas aeruginosa*. Supervisor: K. Poole. 660 Botterell Hall, 9 am.

Thursday, Jan. 25

Bruce Minaker, Mechanical Engineering. Active Geometry Suspension for Road Vehicles. Supervisor: R.J. Anderson. 312 McLaughlin Hall, 1:30 pm.

Friday, Jan. 26

Peter Arthur, Political Studies. Promoting Small-scale Industries in Ghana: Development Institutions, Culture and Politics. Supervisor: B. Berman. C326 Mackintosh-Corry Hall, 2 pm.

Volunteers needed

Conversation partners for international students

Learn about other cultures and help ESL students improve their English conversation skills. Two-hour weekly commitment. Drop by the School of English, 96 Albert Street (across from Victoria Hall) or call 533-2472.

Diabetic neuropathy pain study

Queen's researchers are looking for volunteers for a study of the treatment of pain in people with diabetic neuropathy (nerve damage). To qualify, you must have pain caused by neuropathy and have no serious heart problems or kidney disease. Details: Joan Bailey, Anesthesiology, Kingston General Hospital, 549-6666 ext. 2146.

Active women planning a pregnancy

Nonsmoking, physically active women planning a pregnancy in the next six months are needed for a study of the regulation of breathing in early pregnancy. The study is

funded by the Ontario Thoracic Society and is being conducted by the Clinical Exercise Physiology Laboratory (L.A. Wolfe, PhD, Supervisor), in cooperation with Obstetrics and Gynaecology. Participants will take part in laboratory exercise test sessions involving stationary cycling before conception and at three times during the first pregnancy trimester. All sessions are supervised by an experienced exercise scientist and nurse specialist. For details, call 533-6284 or email wolfe@post.queensu.ca.

Pregnant subjects

Non-smoking pregnant women who are already physically active or interested in starting a prenatal fitness program are needed for a study of the effects of prolonged exercise on blood acidity and breathing in late pregnancy. The study is funded by the Canadian Forces Personnel Support Agency and is being conducted by the Clinical Exercise Physiology Laboratory (L.A. Wolfe, PhD, Supervisor) in cooperation with Obstetrics and Gynaecology. Participants will take part in two laboratory exercise test sessions involving stationary cycling between 34 and 38 weeks gestation. All tests will be supervised by an experienced exercise scientist and a nurse specialist. For details, call 533-6284 or email wolfe@post.queensu.ca.

Weight loss study for women

Queen's researchers are looking for overweight, female volunteers to study the effects of weight loss through diet or exercise on the reduction of body fat and cardiovascular risk factors in women. Volunteers must be premenopausal, not taking oral contraceptives, non-smokers, non-diabetic, sedentary and overweight. Contact Jody Dawson, 533-6000 ext. 75118.

Calendar

Art

The Agnes Etherington Art Centre, University Avenue.
Jan. 21: Artist Laurel Woodcock, reception and talk, 2 pm. Exhibition details: <http://www.queensu.ca/ageth/>.

Union Gallery, first floor, Stauffer Library. Core. Recent work by Deirdre Kirkwood, Donna-Marie Romeo and Kate McBurney, to Jan. 16. Cyril Frederick Chu and Michael Robertson.
Up Close and Personal, Jan. 23 - Feb. 13. Feb. 10: Cezanne's Closet, annual gala fundraiser. <http://stauffer.queensu.ca>.

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

Public Lectures

Monday, Jan. 15
Art History
John Osborne, University of Victoria. Decoding the Dado: Marginal Images as Textual Commentary in Italian Romanesque Painting. B143 Botterell Hall, 4:30 pm.

Saturday, Jan. 20
Drama
Visiting Scholar Denise Clarke, artist, choreographer. Lecture demonstration. Rotunda Theatre, 118 Theological Hall, 3:30 pm.

Thursday, Jan. 25
Axel Becke, Queen's. Electrons in Atoms and Molecules: Notes, Chords and Symphonies. 215 Dupuis Hall, 7 pm. This lecture is associated with Dr. Becke's 1999 Prize for Excellence in Research at Queen's University.

Monday, Jan. 29
Irving and Regina Rosen Public Lecture Series
William Dever, University of Arizona, Barry Levy, McGill University. Is the Bible Historical? 202 Policy Studies, 8 pm.

Meetings & Colloquia

Tuesday, Jan. 16
Pathology
Joint seminar. Brandy Hyndman, Queen's. Identification and characterization of E2a-interactive proteins. Melissa Carter, Queen's.

Of mice and men: Comparative genomic mapping of RET and its 3' splice variants. Richardson Amphitheatre, 4 pm.

Wednesday, Jan 17
Biochemistry
Melanie Tomczak, Biochemistry, Queen's. The interaction of antifreeze proteins with model membranes at low temperatures. B139 Botterell Hall, 2:30 pm.

Chemistry
John Hepburn, UBC. Threshold photoionization spectroscopy: Molecular energetics at ppm accuracy. FG15 Frost Wing, 11:30 am.

Neuroscience
Khem Jhamandas, Queen's. Development of opioid drug tolerance and physical dependence: Role of sensory transmitters and their messengers. B139 Botterell Hall, 4:30 pm.

Thursday, Jan. 18
Anatomy and Cell Biology
Robert Viger, University of Laval, Quebec. Role of the GATA family of transcription factors in gonadal function and mammalian sex differentiation. 920 Botterell Hall, 11:30 am.

Friday, Jan. 19
Education
Visiting Scholar Gary Hoban, University of Wollongong, Australia. Interactive Multimedia: Designs for student learning. Vernon Ready Room, McArthur Hall, 2 pm.

Physical and Health Education
Dr. Michael J. Joyner, Mayo Clinic and Foundation, Department of Anesthesia Research. Nitric oxide and vasodilation in human limbs. 205 Physical Education Centre Room, 11:30 am.

Monday, Jan. 22
Education
Visiting Scholar Gary Hoban, University of Wollongong, Australia. Beyond the learning dualism: Towards a systems unit of analysis for children's learning. Vernon Ready Room, McArthur Hall, 11:30 am.

Physiology
Sabah Hussain, McGill University. The nitric oxide pathway in skeletal muscles. 449 Physiology Library, Botterell Hall, 11:30 am.

Tuesday, Jan. 23
Education
Visiting Scholar Gary Hoban, University of Wollongong, Australia. Studying teaching-learning relationships when teaching elementary science. A343 McArthur Hall, 11:30 am.

Pathology
Doug Munoz, Queen's. Using eye movements to probe brain function and dysfunction. Richardson Amphitheatre, 4 pm.

Wednesday, Jan. 24
Art History and Women's Studies
David Grattan, Conservation Processes and Materials Research Division, Canadian Conservation Institute. The International Council of Museums: Committee for Conservation. B143 Botterell Hall, noon.

Biochemistry
Wayne Snedden, Queen's. Calcium and calmodulin signalling in plants: Unique perspectives. B139 Botterell Hall, 2:30 pm.

Chemistry
John Gillard, Biochempharma. TBA. FG15 Frost Wing, 11:30 am.

Education
Visiting Scholar Gary Hoban, University of Wollongong, Australia. Long-term professional learning as a teacher. A343 McArthur Hall, 11:30 am.

Thursday, Jan. 25
Anatomy and Cell Biology
Ken Rose, Queen's. Input/output properties of motoneurons: insights gained from simulations of the behaviour of anatomically realistic models. 920 Botterell Hall, 11:30 am.

Monday, Jan. 29
Pharmacology and Toxicology
John Elce, Queen's. Calpain: Crystallography, structure-function, and transgenic mice. B139 Botterell Hall, 3:30 pm.

Tuesday, Jan. 30
Irving and Regina Rosen colloquium
William Dever, University of Arizona, Barry Levy, McGill University, Jackie Davies and William Morrow, Queen's. Is the Bible Historical? 202 Policy Studies, 10 am.

Other

Tuesday, Jan. 16
Fitness and Lifestyle Centre
Healthy Lifestyles Weight Loss Program
Information session. 205 Physical Education Centre, 5:45 pm. Registration for program to follow. Information and to confirm attendance: fitlife@post.queensu.ca, 533-2821.

International Centre
Winter Semester Speaker Series
Informative glimpses into regions of the world. Country representatives or those who

have returned to Canada from an education abroad experience, share stories and advice. All sessions, 5:30-7:00 pm in the Music Listening Room, JDUC.

Jan. 18: Eastern Europe and the CIS

Jan. 23: Indian Subcontinent and the Middle East

Jan. 30: Latin America and the Caribbean

Courses and Workshops

Ban Righ Centre, 32 Queen's Cres.
Jan. 16: Almeria Natansohn, Tai Chi demonstration. Noon. Free. To register, call 533-2976.

Jan. 17, 18: Voyageur library navigation workshop. Lisa DiBarbora, 007 Stauffer, 11:30 am - 1 pm. Preregister: 533-2976.

Jan. 22: Dr. Cathy Vakil and Dr. Chris Milburn. Why physicians choose the Green Party. Noon.

Jan. 23: Robyn Wiltshire and Zelo E. Soyalp, Anorexia and Bulimia Association, Kingston. Trash the Diet! Noon.

Jan. 25: lehnhotonkwaw Bonnie Jane Maracle. Rejuvenating our Nations through language and culture in the classroom. Noon.

Jan. 29: Sky Dancer Louise Bernice Halfe. Meet the author. Noon.

To Feb. 16: Barb Carr's artwork on display in the lounge.

Conversational French

Conversational French
Non-credit courses at the French Centre (195 University Ave.) starting the week of Jan. 22: Beginner, Beginner/Intermediate, Intermediate and Advanced. Two hours of instruction a week for nine weeks, \$150. Details: 533-2534 or frenchcentre@cgocable.net.

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



Thanks...

to the many, many faculty, staff and students who made a gift to Queen's in 2000.

During the past year, many of you also provided important service to Queen's and its people as volunteers. Your support, in dollars and in kind, enriches the University every day.

I thank you most sincerely for this generosity.

With best wishes for 2001.

William C. Leggett
Principal and Vice-Chancellor