

# Gazette

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Volume XXXII Number 3



Ken Wiwa, 2001 Robert Sutherland Visitor, talks with students and staff at a late morning tea in the John Deutsch University Centre Feb. 2. Author and son of martyred Nigerian political activist Ken Saro-Wiwa, Mr. Wiwa discussed his acclaimed biography of his father, *In the Shadow of a Saint*, at a public lecture while visiting Queen's.

## Search underway for 13 Canada Research Chairs

BY MARY ANNE BEAUDETTE  
The announcement of Queen's University's first seven Canada Research Chairs last month puts the spotlight on a brand-new program for attracting top scholars to Queen's.

Queen's is projected to receive a total of 57 research chairs over the next five years as part of a \$900-million federal

initiative to help universities strengthen their research excellence. Queen's expects to fill 20 of those chairs by 2002.

The race to recruit appointees has begun, and the university is searching for candidates who could be nominated for 13 Canada Research Chairs.

Candidates will be reviewed within Queen's by a process that

has been developed over the past couple of months. (For details about the application and selection process, see box, page 2.)

Candidates will be assessed on the basis of their research stature and potential, as well as their fit with the Strategic Research Plan. Selected candidates will be nominated to the Canada Research Chairs Program

by one of four nomination dates each year. Decisions are expected within three months. Successful candidates could take up their appointments as early as July 1, 2001.

"We are looking for researchers who are among the top people in their fields at a similar stage of their career," says Kerry Rowe, Vice-Principal (Research). "We

want the search to be as broad as possible, and we encourage people to come forward with suggestions of top-quality candidates."

The competition among Canada's universities for the best scholars is expected to be keen, as universities prepare for an unprecedented wave of faculty retirements over the coming  
*Research Chairs, page 2*

## Quest for quality

*Retreat launches dialogue about future of Queen's*

BY MARY ANNE BEAUDETTE  
How does Queen's define quality?

This was the question posed to more than 100 students, staff, faculty, administrators and trustees who gathered to discuss the future of Queen's at a retreat organized by the University Secretariat earlier this month.

Building on *Queen's at the Crossroads*, Principal Bill Leggett's ruminations on the future of Queen's in the fall issue of the *Alumni Review*, the all-day session was an important step in a longer-term dialogue with the university community, the principal said.

"The day was an attempt to find a collective sense of the future of Queen's — our aspirations for quality in teaching,

research, community service and the potential for personal growth on the part of all members of our community," he said. "I was under no illusions that we would settle the issues in a single day, but I am encouraged that we have made a beginning."

"In my article I argued that our success in the 21<sup>st</sup> century will have everything to do with the standards of excellence we set for ourselves in teaching, scholarship, and community service, and our commitment to finding the resources necessary to meet these standards," he said. "This retreat allowed a broad cross-section of the university community to talk about defining those standards."

For many who attended, the collective answers to the questions posed were surprisingly consistent, ranging from diversity and teaching excellence to student quality, smaller class sizes, and preservation of the university's trademark broader learning environment.

"It was remarkable how much agreement there was," says Alistair Maclean, a discussion group facilitator and head of the Philosophy department. "I was a little surprised and pleased how often the issue of diversity came up in the discussion groups,

even though it was not a specific part of their discussion plan."

Setting the tone for the all-day session, Bill McLatchie, special adviser to the principal, compared Queen's to nine top ranked U.S. universities, public and private. Comparative characteristics such as number of applicants per available space and six-year graduation rates showed Queen's to be "on the same page" as its U.S. counterparts, he said, although Queen's lags in areas such as class size, student/faculty ratio and size of endowment. (A summary of Dr. McLatchie's presentation appears on page 3.)

Most of the day was devoted to group discussions of key areas of the university: admission standards and criteria; diversity; teaching and learning environment (two groups); faculty quality; graduate education; research; and the broader learning environment. Each group was charged with the task of identifying six essential characteristics of quality in their area. Group facilitators guided the discussions and reported findings at a plenary session in the afternoon.

The synopsis of the day's discussions will be posted on the Secretariat website by Feb. 16.

*Quality, page 2*

## Senate approves Strategic Research Plan

BY MARY ANNE BEAUDETTE

Eight broad areas spanning the spectrum of research from basic science to public policy have been identified in Queen's University's new Strategic Research Plan. The plan will be used to guide nominations and applications to two major federal research funding programs, the Canada Research Chairs Program and the Canada Foundation for Innovation.

Unanimously approved by Queen's Senate at its Jan. 25 meeting, the plan is required under the conditions of CFI and the CRC programs, and builds on an earlier plan developed for the CFI program in 1998, Kerry Rowe, Vice-Principal (Research) told Senate. The current plan reflects discussions at the department and faculty levels, and was distributed to faculty boards, deans and the Senate Committee on Academic Development for discussion and feedback.

Describing the planning process as 'bottom-up,' Dr. Rowe told Senators that the plan is an evolving document that will allow the university to take advantage of the CRC and CFI programs to enhance areas of strength and ensure a critical mass of researchers and infrastructure in identified areas of strength.

This strengthening process has already begun, with the appointment last month of seven researchers to Canada Research Chairs in environmental change, advanced materials, economic theory, brain function and dysfunction, structural biology and geotechnical engineering. (See above.)

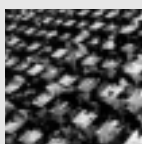
The plan groups the university's areas of research into eight multidisciplinary clusters. Within each cluster are internationally recognized scholars whose work has attracted significant funding from major funding agencies. The clusters are Democracy, Economy and Public Policy in a Global Era; Enhancement of Human Health; Environment and Sustainability; Foundations of Science; Information and Communications; Society, Culture and Human Behaviour; Materials Science and Manufacturing; and Advanced Technologies. □

Queen's Strategic Research Plan can be accessed on the web, via the V-P Research page, at: <http://www.queensu.ca/vpr/vproffice.html> and via the V-P Academic page, at: [http://www.queensu.ca/vpac/VPA\\_academic.htm](http://www.queensu.ca/vpac/VPA_academic.htm)

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**Let's examine exams**

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## Research Chairs *continued from page 1*

decade. To assist the hiring process, the usual immigration restrictions do not apply, allowing universities to advertise simultaneously in Canada and abroad. Part of the success of this program will be judged by how many people are brought back to Canada, Dr. Rowe says. "McGill University has led the way with all of their Round 1 nominations coming as new people to McGill."

The coming rounds of appointments will see Queen's seeking leading researchers in eight targeted areas, as identified in the university's newly approved Strategic Research Plan (see page 1). The areas are Democracy, Economy and Public Policy in a Global Era; Enhancement of Human Health; Environment and Sustainability; Foundations of Science; Information and Communications; Society, Culture and Human

### Canada Research Chairs – Queen's Process:

Details about the application and selection process can be found at: <http://www.queensu.ca/vpr/vproffice.html>

Information on the Strategic Research Plan can be found at: <http://www.queensu.ca/vpr/vproffice.html>

Deadlines for receipt of applications at Queen's are March 31, May 31, Aug. 31 and Nov. 30, 2001 and Feb. 28, 2002;

Applications should be sent to the head or dean of the respective department or faculty;

Nominations/applications should include a full CV and a statement of research objectives and teaching interests; also names and full contact information of three referees.

Behaviour; Materials Science and Manufacturing; and Advanced Technologies.

Each chair is a full-time faculty position. Tier-1 chairs recog-

nize established researchers with a record of outstanding achievement. They bring external support of \$200,000 per year for seven years and are renewable. Tier-2 chairs recognize emerging researchers with the potential to achieve international stature in five to 10 years. These chairs bring external support of \$100,000 per year for five years, and are renewable once.

The majority of Queen's remaining Tier-1 chairs will be filled by external candidates; the remaining Tier-2 chairs will normally be filled by external candidates.

"Searching broadly, across Canada and internationally, will bring leading scholars to Queen's and enhance strategic areas where we already have strength or where we need to build strength," says Suzanne Fortier, Vice-Principal (Academic).

The Canada Research Chairs

program allocates chairs based on an institution's total allocation of funding from the three major granting councils, the Natural Sciences and Engineering Research Council (NSERC), the Social Sciences and Humanities Research Council (SSHRC), and the Canadian Institutes of Health Research (CIHR). Nationally, the chairs are distributed 45 percent in NSERC disciplines, 35 percent in CIHR disciplines and 20 percent in SSHRC disciplines. The distribution of the 57 chairs notionally allocated to Queen's over the next five years is as follows: 31 in natural science and engineering; 10 in social sciences and humanities; and 16 in health areas. The allocation is subject to change based on the university's running three-year average of council funding. □

## Quality *continued from page 1*

For many participants, the day was a rare opportunity for representatives from all areas of the university – Senate, Board of Trustees, student government, staff and faculty associations and unions to meet, share ideas and exchange information.

"It was a good sharing of people's views," said Olga Oleinikow of Student Awards and QUSA representative. "It was really good to have staff there, reminding people that we all contribute to the students, and that we all have a bearing on these topics."

"I was pleased so many of the board members were there," said

Mary Fraser, staff trustee. "We don't realize how interested the board is, and how very much they want to take part in this sort of thing."

Kim McAuley, group facilitator and a professor of Chemical Engineering, welcomed the trustees' input. "It was an exceptional opportunity for them to exchange ideas and input. I think they learned a lot from faculty, staff and students. The trustees in my discussion group had wonderful ideas."

The day signalled the recognition of a new era of opportunity, Dr. McAuley said. "Right now we have a rare chance to reshape

the university. I was pleased by the forward thinking about why we need to chart our own course, and I was delighted by that — it shows a lot of courage and passion."

For Paul Heisler, Alma Mater Society president, the day was an opportunity to focus on the university's primary mission: teaching and learning. "It made me realize that schools like Princeton and Harvard are successful not just because of tremendous resources but because they put emphasis on innovative curriculum and valuing the learning experience," he said.

Janine Cocker, AMS Vice-

President (University Affairs), said she valued the retreat for its scope, and for its inclusiveness. "It was a good start in determining the future of Queen's. I don't think it's all about funding. I think it's about our attitudes and beliefs, and the reallocation of resources to those things we recognize as quality indicators."

Mary Fraser agrees. "There will be all sorts of obstacles, but there was such a general optimism and willingness to work together, it does give one hope." □

For further discussion on the Feb. 3 retreat, please see page 3.

## Senate

### Notes from the January 25 session of Queen's University Senate

BY MARY ANNE BEAUDETTE

Senate has approved changes to its procedural rules ensuring that Senators on leaves of absence of six months or more no longer have to resign from Senate. The Senate Operations Review Committee recommended changes to the rule governing resignation and leave to more

accurately reflect the university's policies on maternity and parental leaves. The revisions allow senators taking family, medical or some other leave of absence longer than six months to make arrangements to remain on Senate or Senate committee.

Queen's should provide internal funding to support educa-

tional equity initiatives by groups such as the Aboriginal Council, the Senate Education Equity committee says. Responding to the council's annual report to Senate, the committee noted that the Aboriginal Council's current reliance on external funding makes long-term planning difficult. The committee also noted that detailed data on aboriginal student enrolments are not yet available from the registrar's office, and recommended that the Office of the University Registrar and all equity service providers at the university continue to develop process for tracking data relating to applications, admissions, retention and graduation patterns of Queen's students.

#### In other Senate business:

Senate approved changes to the constitution of the Centre for Automotive Materials and Manufacturing. The Senate Committee on Academic Develop-

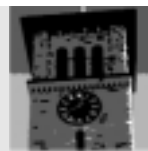
ment (SCAD) told senators that the changes were mainly editorial in nature, and reflected the centre's evolving administrative needs.

Senate approved the renaming of the Centre for Studies in Molecular Neuroscience to the Centre for Neuroscience Studies. The name change reflects the broader scope and mandate of the centre, the SCAD motion noted.

Senate approved the Internal Academic Review reports of the Department of History and Program in Medieval Studies; and of the Department of Sociology. The review reports and recommendations are available on the web, via the Jan. 25 agenda link on the Senate page (see below). □

For details of Senate proceedings, click on:

[http://www.queensu.ca/secretariat/senate/agendas/jan25\\_01.html](http://www.queensu.ca/secretariat/senate/agendas/jan25_01.html)



## Gazette

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## Putting quality in a broader perspective

BY BILL McLATCHIE

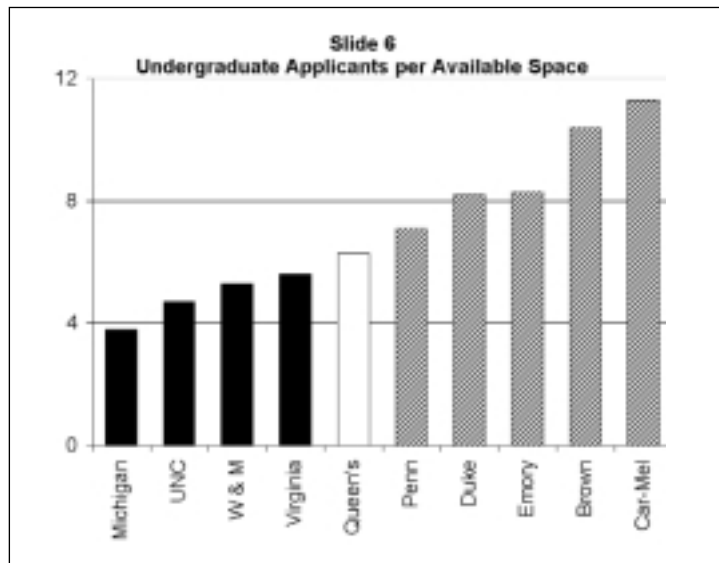
*Editor's note: The following is a summary of a presentation by Dr. Bill McLatchie at Saturday's retreat on the future of Queen's.*

In Canada, the *Maclean's* survey has become one of the main benchmarks for measuring ourselves against other universities. However, we must be aware that the performance indicators used in such exercises fail to capture the *essence* of our quality. It does not measure, for example, how well we teach students critical thinking and analysis, or the close interactions between students, faculty and others.

That being said, we have done well in *Maclean's*, consistently ranking among Canada's top three medical-doctoral institutions

But where are we outside Canada? For comparison, I have identified nine American universities. Four are public: the universities of Michigan (Ann Arbor), Virginia and North Carolina (Chapel Hill) and the College of William and Mary. The remaining five are private: Brown, Emory, Carnegie-Mellon, Duke and Pennsylvania.

Chosen in part for the availability of data, and on market similarity, the institutions chosen are "national universities" under the Carnegie Foundation criteria,



Charts place Queen's ranking for applicant demand and graduation rates in context of similar U.S. institutions

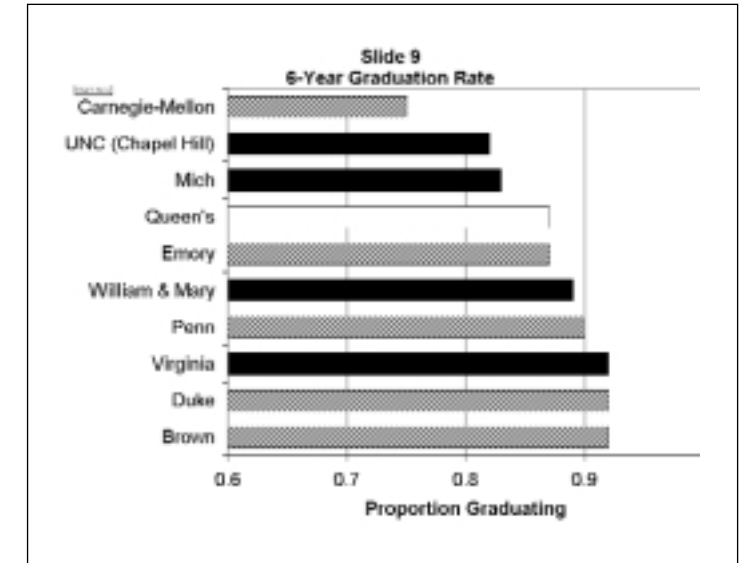
offering a full range of undergraduate majors and master's and doctoral degrees.

The four public institutions rank among the top 10 public universities in the *U.S. News and World Report* annual survey. All of the institutions are ranked among the top 30 national universities, private and public. The institutions span our size, have similar academic program mixes and are generally recognized for teaching and research. Their characteristics could represent the range of futures available to Queen's, depending on the enrolment model adopted and the funding climate.

What is most striking about

these comparisons is that Queen's is "on the same page" as these well-known institutions. The public funding per student for Michigan, Virginia, William and Mary and UNC (Chapel Hill) greatly exceeds ours. The private institutions inhabit a different financial planet. Yet when we look at such comparators as number of applicants per available space, six-year graduation rates (see accompanying charts) and percentage of needs-based student aid versus merit-based aid, we see that we are indeed "comparable."

The comparison suggests areas which we should examine more closely: enrolment, under-



graduate/graduate mix, student support (need-based versus merit-based), residence life, accessibility, endowment. But it suggests that more resources, perhaps even modestly increased resources, could make us truly competitive with institutions of this calibre.

Let's look at another comparator: Queen's, 15 years ago. At that time, aggressive bridging appointments from the Queen's National Scholars program, the NSERC University Research Fellow Program and a similar SSHRC program led to double occupancy of many faculty positions which, combined with 2,000 fewer students, produced

student faculty ratios in the 12-13 range, rather than the 19-20 range we now have. Queen's reputation for high quality undergraduate programs was built carefully over a long time. We must honour this legacy of quality as we look to the future. □

*Bill McLatchie is a professor of Physics and Special Advisor to the Principal. Data for Dr. McLatchie's presentation was compiled by Chris Conway, Director of Institutional Planning and Research.*

## Who should see the results of QUEST?

*Editor's note: "The Teaching and Learning Environment" was the focus of two discussion groups at Saturday's retreat of students, staff, faculty and trustees. One discussion topic that arose was that of QUEST, the undergraduate course and instructor evaluation system at Queen's. Robert Malcolmson, a professor of history at Queen's and a faculty trustee who attended the retreat, offers the following thoughts.*

BY ROBERT MALCOLMSON

For centuries students have evaluated their professors. Only recently, however, have these evaluations been systemat-

ically carried out. In the 1960s and 1970s students began routinely to assess their professors and to publish the results. These results were sometimes alarming, especially to certain professors.

We now rely primarily on QUEST to conduct these evaluations. And while QUEST has many virtues, it does adopt a remarkably restrictive policy. In particular, it deprives students of the right to know the aggregate results of their own course evaluations. Professors are entitled to prevent the release of evaluation data concerning their courses, and some 35 to 40 per cent do so.

As a result of this policy, students are unable to discover - at least with any thoroughness - how previous students regarded the courses Queen's offers. They have no right to find out which courses were thought to be good or bad or mediocre, or which were thought to be good in certain respects but not so good in others. Students, then, are often unable to benefit from evidence that they themselves provide.

Moreover, since almost none of us (department heads and deans excepted) may learn about courses that have flopped, community pressure to improve

teaching is greatly reduced. Failure and mediocrity are (at least sometimes) kept under wraps. Such secrecy limits the incentives to do better.

One rationale that has been offered in support of this policy is that just as professors' grading of students is in some respects confidential, so too should be students' grading of professors (if the latter wish it). Privacy, it is argued, ought to be respected on both sides. But professors in their teaching are occupying public roles. They are performing a public service. Much of what they do as teachers is observable

and open to scrutiny. And most of their salary comes from tax revenue and students' tuition fees. Why should they not be held to public account by those they teach?

Queen's is said to attach great importance to the quality of the learning environment. As often happens, practice falls short of rhetoric. One way to narrow the gap between the two would be to ensure a better transparency of what students think of us, even at the cost of a little pain and embarrassment. □

## Teaching Issues

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



### Examining exams

BY CHRISTOPHER KNAPPER

The last year has seen major disruptions to final exams at Queen's that have caused something of a crisis for the way we test students and assign grades, especially in large courses. Fire alarms and bomb threats have caused exams to be cancelled or postponed, and often prevented further exams taking place for

the rest of the day. The remedies are expensive (for example, posting security guards at all fire alarms) and not foolproof. The situation is serious enough for the university to have established a task force to look for causes and possible solutions. Let's hope the group's deliberations go beyond the matters of security, and that it spends some

time looking at the exam process itself — why we set large-scale, end-of-term formal examinations, and whether they really are the best way of measuring student learning.

#### What drives student learning?

When we think of our courses, we tend to focus on what takes place in class: lectures, discus-

sions, and other activities. But from the point of view of students, the most important thing about a course is usually the tests, assignments, and exams that will be used to set their grade.

Think of that first class where you explain your lofty aims for the course and ask for questions, only to be met by very down-to-

earth queries about what students are "responsible for" and exactly what will be on the final. Eavesdrop on students in the cafeteria when they are talking about courses, and see how often they are talking about marking and grades ("but what does she really want?").

In contrast, for many faculty, *Please see exams, page 4*

# Canada's brain drain misunderstood, says Queen's policy expert

*'Blunt instrument' of tax cuts does not address losses in key areas*

BY ANNE KERSHAW

Common misconceptions about the nature and extent of Canada's brain drain could lead to misguided government policies that have little effect, while taking a serious toll on the public purse, says a Queen's policy analyst.

Rates of workers migrating to the U.S. and other countries are at historical lows, and while emigration of Canadian workers has increased over the 1990s, there was no increase in the share of Canadian emigrants going south, says Ross Finnie, a research fellow and adjunct professor in Queen's School of Policy Studies. "However, Canada has been suffering a net loss of workers with the U.S. in key knowledge occupations including health, post-secondary education, research and development, high tech, and high-income individuals in general, and this is what constitutes the essence of the real 'brain drain,'" Dr. Finnie says.

There are a variety of reasons for the increased flow to the U.S. Dr. Finnie says, including more globalized labour markets and

free-trade agreements.

As well, he says, strong economic expansion in the U.S. through the late 1990s pushed unemployment rates to historical lows and boosted earnings, thus creating a strong "pull factor" for Canadians. "In Canada, meanwhile, substantial cutbacks in some key public sector areas (e.g. health, post-secondary education), and performance shortcomings in certain key private-sector areas (R&D, high tech) created additional "push" factors for those looking for higher earnings and the opportunity to practice and further develop their professional skills."

The Queen's policy expert examines the effects of tax cuts on government revenues and the associated "cost per brain" in *The Brain Drain: Myth and Reality - What it is and What Should be Done*, one of a series of working papers issued by Queen's School of Policy Studies.

While there has been an increase in Canadian workers moving to the U.S., our neighbor to the south is not the magnet



Health care is among the key areas that constitutes the essence of the real "brain drain"

some might think.

"Putting the U.S. numbers into an international perspective yields a bit of a surprise," Finnie says. "Despite the integration, and pull and push factors, the share of all Canadians emigrants going to the U.S. remained fairly constant. Moving to the U.S. does not, therefore, appear to have gained any special attraction for Canadians of late. There is a larger, global-wide trend at work."

This challenges the notion that Canada necessarily needs to become more like the U.S. to reduce the recent increase in outflows, Finnie says. Policymakers must devise a uniquely Canadian approach to addressing the brain drain rather than

"simply following the American lead in a race to the bottom in terms of taxes and, of necessity, public spending," says Finnie.

It's important to understand that to a large degree the brain drain reflects Canada's economic and social policies, Finnie says.

He proposes targeting the so-called 'brain drain' groups, addressing the general, deeper problems where these workers are found, and focusing on specific workers, particularly the 'best and brightest,' whose loss is most costly for the country.

"The often-proposed idea of general personal income tax cuts to combat the brain drain is seriously misguided," he says.

"Tax cuts would be an extremely blunt policy instru-

ment applying to all individuals when most are not at even the slightest risk of leaving the country. This would be extremely costly for Canadian taxpayers in terms of both revenue losses and the required reductions in public spending for highly valued social programs."

"Even optimistically, the cost per brain would be high, on the order of half a million dollars and perhaps even several times amount, all on an ongoing, unlimited basis... This would be a seriously misguided approach when other more efficient and effective policies are available." □

Dr. Finnie's paper can be found at <http://www.SPSPapers.net> (paper No. 13)

## Exams

*continued from page 1*



setting and marking exams is a necessary evil – an undesirable chore that has to be done because the system demands it.

Yet, our methods of assessment are a major determinate of what and how students learn in our courses. Moreover, assessment can serve multiple ends, including:

- Giving feedback to students on their progress;
- Giving feedback to instructors on how well they are teaching;
- Motivating student learning;
- Screening students for entry into other courses and programs;
- Providing for of institutional accountability.

How many of these functions can final exams fulfil? For example, feedback generally comes too late and is often confined to a global mark, with no reasons provided as to how the mark was arrived at. And even the feedback to the teacher on how well the students have done comes too late to be of much use.

Of course, final exams do

measure learning, but even here there is often a poor fit between the learning tested on a large-scale final and the instructional goals appropriate for many courses. Finals often focus unduly on memorization, may impose artificial time restrictions — which could be especially problematic for students with

**'There is often a poor fit between the learning tested on a large-scale final and the instructional goals appropriate for many courses'**

disabilities, and cause high levels of stress for some students (perhaps inducing some to go as far as causing disruptions). The bottom-line question for any exam should be: is the task set and the circumstances in which it has to be done a full and fair test of the type of learning we wish to achieve? If not, there is a strong rationale for seeking alternatives.

I suspect that many instructors who set large-scale final exams do so reluctantly, and feel they are forced into it by the very size of their class and a general lack of resources, especially teaching assistants who might help with marking. This is fair comment, but it is also true that setting tests that have little meaning either for students or their teachers will only serve to erode the quality of education and breed frustration and cynicism.

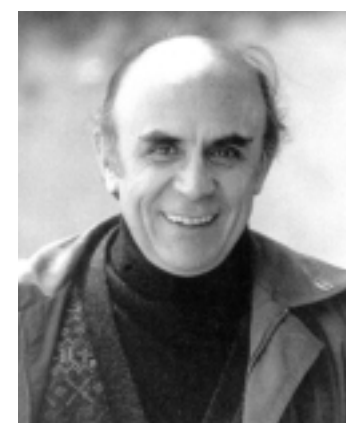
Final exams will be with us yet for many years, and may indeed be appropriate for certain courses. But I would urge that we do not see the current exam disruption problems simply as a matter for better security, but rather use the issue as an opportunity to examine underlying causes and to focus attention on the assessment process itself. □

*The IDC library has a wide variety of books and articles about tests, exams and other ways of assessing student learning. The library may be accessed on-line by going to: <http://130.15.161.15/idc/webqbe.htm>*

## Latin American scholar focuses on development alternatives

Gustavo Esteva, one of Latin America's leading critics of western models of development, will be on campus as an International Visiting Scholar from Monday, Feb. 12 to Wednesday, Feb. 14. Described as a "deprofessionalized intellectual and nomadic storyteller," and widely known for his support for development and its alternatives within traditional cultures and environments, Mr. Esteva is a consultant to the Zapatista Army for National Liberation in Chiapas and co-author of *Grassroots Post-Modernism: Remaking the Soil of Cultures* and *Escaping Education: Living as Learning Within Grassroots Cultures*. He is also the narrator of the documentary video *Disrobing The Emperor: The New Commons in Mexico*, by Queen's film professor Clarke Mackey.

Mr. Esteva will give a free public lecture, *The Political Transition in Mexico: A View From the Grassroots in Mexico* this Wednesday, Feb. 14, 7:30 pm in Room 202 Policy Studies. Earlier in the day he presents a seminar on *Alternative Views on Development and Underdevelopment*, in Room 200 Kingston Hall, 1-2:30 pm. This event is sponsored by Studies



Gustavo Esteva:  
*Valuing underdevelopment*

in National and International Development.

Today he attends a video presentation of *Disrobing The Emperor: The New Commons in Mexico*, where he will take questions after the viewing. The presentation takes place in Room 202 Policy Studies, 5-7 pm.

Mr. Esteva's visit is sponsored by the Principal's Development Fund International Visitors' Program, the departments of Film Studies, Geography, History, Politics, Spanish and Italian and the Faculty of Education, the as well as Studies in National and International Development, Queen's Aboriginal Council, QPID and OPIRG. □



# News Notes



## Biéler film premieres



André Biéler and student

A film exploring the life and work of beloved Kingston artist André Biéler (1896-1989) premieres Sunday, Feb. 25 at 2 pm, at the Agnes Etherington Art Centre. This is the first public screening of the English language version of *The Art of Time*, by his grandson, Montreal filmmaker Philippe Baylaucq.

Mr. Baylaucq's film examines Mr. Biéler's life and work, and his own relationship with his grandfather. Mr. Baylaucq will introduce the film and be available to answer questions afterwards. A reception follows. All events are free and open to the public.

Mr. Biéler was already well known as a Canadian painter

when he came from Montreal to teach art at Queen's University in 1936. He organized the first national conference of Canadian artists in 1941 at Queen's University, Kingston, and became the first president of the Federation of Canadian Artists. Mr. Biéler taught at Queen's University until his retirement in 1964 and was the founding director of the Agnes Etherington Art Centre (1957-64). Throughout his life, André Biéler pursued his career as an artist, working as a painter, printmaker and sculptor.

For details on the event, contact Michelle Hynes or Dorothy Farr at 533-2190.

## Parteq head wins Champion Award

John Molloy, President and CEO of Parteq Innovations, the technology transfer arm of Queen's University, is the inaugural winner of the Kingston Technology Council's Champion Award.

The award was announced at the council's first Awards of Excellence gala, held Jan. 27. The Champion Award recognizes leadership in promoting knowledge-based industries and in advocating for the Kingston area both locally and beyond. Parteq has fostered the formation of 16 Canadian companies, many of them active in Kingston, and it has licensed technology leading to the formation of nine others. Together these firms employ more than 200 people and have raised more than \$200 million in support of technology development and licensing. Parteq also manages a \$7 million venture capital fund, from which 11 investments have been made, most in Kingston-based companies.

[www.kingstontechnology.net](http://www.kingstontechnology.net)  
[www.parteq.queensu.ca](http://www.parteq.queensu.ca)

## February power outages permit electrical repairs

Power outages will take place at several campus buildings later this month to accommodate electrical upgrades. The outages are as follows: Watson Hall, 6:30 am, Feb. 17- 5 pm, Feb. 20; Jeffery Hall, 6:30 am, Feb. 17 - 5 pm, Feb. 18; Agnes Etherington Art Centre and Harrison LeCaine, Feb. 17, 6:30 am-noon. Buildings will not be accessible during outages. For details, call Mike Finn, Physical Plant Services, ext. 32004.

## Dupuis Hall power outage

A power outage scheduled for Dupuis Hall on Feb. 22 will affect most Queen's internet and database services. Power for equipment in the building's computer room will be off for six to eight hours to allow connection of a supply circuit for new equip-

ment says Andy Hooper, an ITServices manager. The timing has not been finalized, but ITServices is working with the electrical contractor to minimize the impact (i.e. complete by 9 am).

No central email or web server services will be available during this time. Email should be queued at remote sites and delivered after Queen's service resumes.

Affected services are:

Post Faculty/Staff E-Mail and Web server

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

to111 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

## Libraries search tool earns provincial award

An innovative web interface that radically simplifies searching and extracting Statistics Canada and other data files has garnered an award for two Queen's staff members. The Ontario Library Association has honoured Jeff Moon, Head, Documents Unit,

Stauffer Library, and Bob Burge, Applications Specialist, ITServices with the Award for Technical Innovation from the Ontario Library and Information Technology Association. For more, see <http://library.queensu.ca/webdoc/ssdc/key.htm> and click on "Survey Files". Also see the StatsCan pdf file <http://www.statcan.ca/english/Dli/Document/updatev41>

## Good books needed



Celia R. Andersen

Amma Bonsu with some donations

The Alma Mater Society's Social Issues Commission is seeking the Queen's community's help in rebuilding literacy resources in two developing countries. Operation Read will be sending books to Pakistan to support a local library recently built in a rural community, and to the University of Hargeisa in Somalia, which requires new resources to help it rebuild after years of civil war in that country.

"We're looking for books in good condition, preferably textbooks published after 1985," says Amma Bonsu, Social Issues Commissioner.

While shipping costs to Pakistan are being covered by a private organization, the Somalia project is a collaborative effort between Queen's and the University of Calgary. The AMS is accepting donations to cover the costs of shipping books to the main container in Calgary. Books can be dropped off at the AMS front desk. Deadline is March 1. For details, contact Amma Bonsu at [siccom@ams.queensu.ca](mailto:siccom@ams.queensu.ca) or 533-6000 ext. 74816. □

## AIDS expert to speak at Queen's

One of the world's leading immunologists and an outspoken critic of so-called AIDS dissidents is at Queen's next week to deliver a public lecture on the AIDS crisis in South Africa.

Dr. William Makgoba, president of the South African Medical Research Council and a Fellow of the Royal College of Physicians in London, is a leading international authority on human immunology. He has published extensively in journals such as *Nature*, *The Lancet* and *Immunology Today*.

His visit to Queen's is part of a cross-Canada speaking tour sponsored by the South African High Commission in Ottawa. While at Queen's he will consult with experts in the medical faculty and at the new Southern African Research Centre at Queen's.

Dr Makgoba received his medical training in South Africa and his PhD from Oxford University. He has published extensively in the area of human immunology and more recently has written two books on transformation in post-apartheid South Africa. Dr. Makgoba has



Dr. William Makgoba

been particularly outspoken on the HIV/AIDS issue in South Africa. He recently served on the controversial Presidential Aids Panel in South Africa to investigate the causes of AIDS where he was particularly critical of the so-called "AIDS dissidents." He was recently awarded the research Gold Medal at Wits University for outstanding research contributions and what the University Council called his "courageous and important stand" on HIV/AIDS.

Dr. Makgoba's talk takes place this Friday, Feb. 16, in Theatre 127, Jeffery Hall, 2 p.m. □

<http://www.mrc.ac.za/>

## New Queen's phone books coming soon

*New features in 2001 directory include email addresses*

The long-awaited 2001 University Directory is slated to arrive at office doorsteps by late February or early March.

New features include email listings for all active faculty and staff, says Diane Dumbleton of Voice and Data Connections, ITServices. A continually updated email address listing can also be found on the web at <http://www.queensu.ca/cgi-bin/ph/>

[info.queensu.ca](http://info.queensu.ca).

The directory also features a section on what to do in the event of a bomb threat, and a new look to the Voice Mail User guide, to make it more informative and useful.

The University Government section has also been streamlined. In accordance with university policy on protection of privacy, listings of members of

Senate, Senate committees, Board of Trustees and University Council will no longer be included. Up to date information on these bodies can be found on the University Secretariat website <http://www.queensu.ca/secretariat>. The listing of emeritus professors can still be found in the directory.

The last directory was published nearly two years ago. □

# Renovations put high-profile face on student government

*Student services, opportunities are front and centre in new storefront location*

BY CELIA RUSSELL ANDERSEN

Queen's student leaders are celebrating a move to brand new, higher profile digs in one of the busiest student streets on campus.

"It's great," says Amma Bonsu, Social Issues Commissioner for the Alma Mater Society of the student governments' Jan. 29 migration from a long dark corridor on the first

floor of the John Deutsch University Centre (JDUC) to a prominent storefront opening onto the Ceilidh. She raved about the spacious offices, and brand-new furniture as well

as a coveted window onto University Avenue.

Student life at Queen's and particularly in the JDUC keeps getting better and better, says Jack Sinnott, JDUC Director. "It's come alive. There is a completely different feel to the place this year. We see this as a first step, small as it may be, to the creation of a Student Life Centre. It bodes well for exciting developments in the future."

The improved visibility and easier access will help the AMS better serve their constituents, AMS President Paul Heisler says. "There are so many volunteer opportunities and basic services that they pay for and don't often know about."

The JDUC has a daily traffic rate of 9,000 students.

The AMS Walkhome Service will relocate from the InfoBank to under the Ceilidh stairs. The InfoBank office will be torn down and its services absorbed by the new AMS offices, Mr. Sinnott says. "Blowing open the InfoBank area will really open the lower Ceilidh. I love what Ray Zaback (of architects Shoalts

and Zaback) has done to the space."

The former AMS government space will be opened up to create a clear circulation route and accommodate AMS services such as the Tricolour Yearbook, Queen's Entertainment Agency and Studio Q. "Right now, it's a real rabbit warren of dark, dreary hallways," Mr. Sinnott says.

Minor work is also being done on the second floor of the Graduate Residence to convert it to student club space and restoring the Robert Sutherland Room to its original dimensions. The Chaplain's Office, currently in the Physical Education Centre, is slated to move to the JDUC later this year.

The \$1.3-million in renovations (including about \$400,000 from the cold beverage exclusivity deal with Coca-Cola) began late last summer with the expansion of the lower southeast corner of the JDUC where the Society of Professional and Graduate Students office is located. □



Celia R. Andersen

Raili Giguere surveys her new surroundings while workers put finishing touches on the new AMS offices off the JDUC Ceilidh. The AMS moved from a dark, dreary hallway to a bright new storefront late last month.



## Human Resources

www

www.hr.queensu.ca

### 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, Feb. 20 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

Associate University Registrar (Admission Services) 2000-08  
Office of the University Registrar  
**Rick Palmer**  
(University Information Systems)

Technical Secretary 2000-88  
School of Physical and Health Education  
**Withdrawn**

Coordinator, Queen's Undergraduate Internship Program 2000-92  
Career Services  
**Withdrawn**

Coordinator (Admissions and Applicant Services) 2000-129  
University Residences  
**Brenda Shantz** (School of Physical and Health Education)

Parking By-Law Officer 2000-132  
Physical Plant Services  
**Withdrawn**

Carpenter 2001-01  
Physical Plant Services  
**Neal Hill**

### 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](http://www.hr.queensu.ca).

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

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

### Computing Systems Technician, Microcomputer Repair 2001-13 Information Technology Services

This is a continuing appointment.

**Major Responsibilities:** the primary focus of this position involves working at the Front Desk of Microcomputer Repair; compile all daily and weekly financial statements; handle the input/output of computer systems at the Micro Repair/On-site Counter; log all items in for repair/maintenance into the online database; maintain the Microcomputer database including ensuring that the database

information corresponds with what is on hand for repair/maintenance and documenting all work performed into the database; perform daily financial transactions at the counter such as processing payments by credit card, cash, cheque or account code; loan laptops/monitors to customers; handle incoming calls and provide first line support; repair/maintain computer systems, associated peripherals, and printers; re-image loaner laptops; install upgrades and associated software; test new systems and upgrades for functionality; process all paperwork associated with warranty work performed on equipment.

**Requirements:** Ontario College of Applied Arts and Technology two-year graduation diploma in Electronics Technology (or an equivalent combination of education and experience); A+ certification; proven experience in a customer service environment; ability to handle customers in a professional manner by phone, email and in person; ability to prioritize workload to ensure that all work is completed in a timely manner; knowledge of commonly used software at Queen's is essential in order to determine problems and assist users; ability to determine priorities for maintenance activities; continued upgrading of skills by attending seminars and manufacturer's courses in order to remain knowledgeable in a rapidly changing field.

This position falls under the jurisdiction of the Canadian Union of Public Employees, Local 254.

**Tentative Hiring Range:** \$33,895 - \$39,997  
Points: 252

### Computing Systems Technician, Microcomputer Repair 2001-14 Information Technology Services

This is a one-year term appointment.

**Major Responsibilities:** the primary focus of this position involves working at the Back Shop of Microcomputer Repair; repair/maintain computer systems, associated peripherals, and printers; re-image loaner laptops; install upgrades and associated software; test new systems and upgrades for functionality; process all paperwork associated with warranty work performed on equipment; handle the

input/output of computer systems at the Micro Repair/On-site Counter; log all items in for repair/maintenance into the online database; maintain the Microcomputer database including ensuring that the database information corresponds with what is on hand for repair/maintenance and documenting all work performed into the database; perform daily financial transactions at the counter such as processing payments by credit card, cash, cheque or account code; loan and laptops/monitors to customers; handle incoming calls and provide first line support.

**Requirements:** Ontario College of Applied Arts and Technology two-year graduation diploma in Electronics Technology (or an equivalent combination of education and experience); A+ certification; proven experience in a customer service environment; ability to handle customers in a professional manner by phone, email and in person; ability to prioritize workload to ensure that all work is completed in a timely manner; knowledge of commonly used software at Queen's is essential in order to determine problems and assist users; ability to determine priorities for maintenance activities; continued upgrading of skills by attending seminars and manufacturer's courses in order to remain knowledgeable in a rapidly changing field.

This position falls under the jurisdiction of the Canadian Union of Public Employees, Local 254.

**Tentative Hiring Range:** \$33,895 - \$39,997  
Points: 252

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

### Coordinator of Admissions and Recruitment 2001-15 Faculty of Law

This is a term appointment from March 1, 2001 until Nov. 5, 2001 resulting from a maternity leave.

**Major Responsibilities:** report to the Registrar of Law; assist in developing and implementing effective law school admissions policies and procedures and enrolment planning strategies; represent

Queen's Law at recruiting events; prepare survey instruments, oversee data compilation and prepare statistical reports; assist with counselling and advising both prospective and in-program students; assist in the daily operations of the office which may include file processing, applicant interviews, telephone counselling, planning and organizing special events.

**Requirements:** honours degree or an equivalent combination of education and experience; LL.B. and law school or other admissions/student services experience preferred; extensive administrative experience in a highly confidential environment; experience developing and implementing policies and procedures; ability to maintain collaborative working relationships with administrative staff, faculty, students and the public; excellent interpersonal, analytical, interpretive and problem-solving skills; proven organizational skills with the ability to handle multiple projects and priorities; demonstrated computing experience with the ability to use database management programs such as MS Access; proven ability to utilize statistical programs such as SAS and SPSS and the ability to adapt to and implement new technologies; experience with web publishing tools and maintenance an asset.

**Minimum Hiring Salary:** \$43,319 Salary Grade 8 - ADM5F8

### Other Positions

#### Special Events Assistant The Campaign for Queen's Office of Advancement

This is a contract position until Oct. 31, 2002.

The incumbent will report to the Special Events Manager and provide support in executing the events plan for the Campaign for Queen's.

**Major Responsibilities:** assisting with the organizing and coordinating of all logistical details of campaign events both locally and nationally including regional campaign launches, dinners, receptions, gift

*continued*

# Human Resources *continued*

announcements, ground-breaking ceremonies and the like; (concept development, database management, venue and menu selection, critical path development, event execution and post event follow up); organize local events, including the Community Breakfast Program; work with faculty based development staff in the organization of local and regional events; maintain a master events calendar and provide some administrative support to the Special Events Manager.

**Requirements:** two-year post secondary program with experience in the special events field. Proven experience and success in organizing and implementing events; proficiency with word-processing and spreadsheets; strong oral and written communications skills, excellent interpersonal skills, ability to work independently and as a member of a coordinated team, excellent organizational skills and attention to detail, ability to multi-task and work effectively in a fast-paced environment. Queen's Salary Grade 5.

Send resume and cover letter to Sharon Weiler, Administrative Assistant, Department of Development, Summerhill, Queen's University, Kingston, Ontario K7L 3N6.

**Deadline:** Tuesday Feb. 20, 2001.

## Program Assistant Division of Continuing and Distance Studies

Contract position ending Aug. 31, 2001 with the possibility of renewal

**Major Responsibilities:** provide secretarial and clerical support such as word processing, copying, ordering or scheduling of AV and computer equipment, room bookings etc. Provide daily support, advice, information and feedback to instructors, departments and facilities regarding scheduled meetings and survey results. Maintain Instructor/Course database and ensure that information regarding instructors and courses is accurate and readily available on the website. Contact with returning instructors to confirm participation for all non-credit programs. Data entry of registration forms for all non-credit programs. Undertake other duties as delegated in support of Continuing and Distance Studies.

**Required:** one year post secondary training in business administration practices with experience working in a customer service environment. Excellent computer and organizational skills. Consideration will be given to an equivalent combination of education and experience. Computer skills including proficiency with a variety of word processing and database applications, as

well as an ability to learn new software. Demonstrated communication skills (includes oral, written), ability to deal effectively, tactfully and diplomatically with a variety of individuals. Ability to manage multiple tasks, with attention to detail and the ability to work independently and as part of a team. Sound analytical and problem-solving skills.

**Salary:** Grade 4

**Apply to:** Susan Collier, Division of Continuing and Distance Studies, F100 Mackintosh Corry Hall, Queen's University, Kingston, ON, K7L 3N6

**Deadline:** Feb. 20, 2001.

## Post Doctoral Scientists (2 positions) Cytochroma

### 1. Novel Cytochrome P450 Discovery

Cytochroma is seeking to hire a recent doctoral graduate through the Natural Sciences and Engineering Research Council's Industrial Research Fellowships Program. You will contribute to a project in a key area of research, the identification and characterization of novel cytochrome P450 enzymes which constitute important therapeutic targets. The successful candidate will be competent in most areas of molecular biology and cell culture techniques with a strong background in cDNA cloning and gene expression analyses.

### 2. Functional Characterization of Novel Cytochrome P450s

Cytochroma is seeking to hire a recent doctoral graduate through the Natural Sciences and Engineering Research Council's Industrial Research Fellowships Program. You will contribute to a project in a key area of research, the characterization of novel cytochrome P450 enzymes and their functions. The successful candidate will be competent in enzymology and protein characterization. Knowledge and experience using HPLC and GC-MS would be an asset.

### For both positions:

You must be a Canadian citizen or permanent resident of Canada, you must hold or expect to hold a doctoral degree by the proposed date of appointment and this must be your first post doctoral employment in Canadian industry. Strong communication and computer skills are essential. Cytochroma Inc. offers competitive salaries and a full array of benefits. For consideration we encourage individuals to apply by sending their curriculum vitae and three letters of reference. susanne@cytochroma.com or Susanne Whittaker, Cytochroma Inc., 116 Barrie St., Suite 2424, Queen's University, Biosciences Complex, Kingston, Ontario K7L 3N6.

## E.S.L. teaching positions School of English

Interviews for spring and summer positions take place Saturday, March 3, 2001, 1 - 4 pm. Details: see [www.queensu.ca/soe/](http://www.queensu.ca/soe/) or contact The School of English, 96 Albert St. Kingston, ON, K7L 3N6. 533-2472, fax: 533-6809. **Deadline:** Feb. 23, 4 pm.

## Three positions Human Mobility Research Centre

The Human Mobility Research Centre (HMRC) is the focal point for collaborative, interdisciplinary research to improve human mobility through the development of innovative and cost-effective treatment strategies for bone and joint disorders. These positions support the broader HMRC research environment and to directly support a unique operating room at Kingston General Hospital, known as OR 2010. When completed this fall, the new OR 2010 operating suite will provide a pioneering opportunity for research that integrates information technology into the practices of surgery and interventional radiology.

**Systems Administrator:** Provides technical computer leadership to the faculty, students, and support staff of HMRC and ensures uninterrupted support of the computer network and operating systems. Required minimum: Computer Science degree and supervisory experience with several years of related experience.

**Research Scientist:** Responsible for the utilization and ensures the availability of all computer resources that are required for the overall operation of the research project, especially resources related to medical diagnosis and investigational systems for patient care. Required minimum: MSc or BSc in Computing Science or a related field.

**Systems Specialist:** Responsible for the administration of computer resources used for research in computer-enhanced medicine. Required minimum: B.Sc. in Computing Science or a related field required.

For more information on these positions and for instructions on how to apply, please refer to our web site at: [www.queensu.ca/hmrc](http://www.queensu.ca/hmrc)

Please submit CV and the names, addresses and telephone numbers of three of references to: Marg Alden, Director of Operations, Human Mobility Research Centre, Syl and Molly Apps Centre, Kingston, General Hospital, Kingston, ON, K7L 2V7.

## Director, Undergraduate Clinical Skills Program School of Medicine Faculty of Health Sciences

This position is one-half time starting July 1, 2001 and is open to clinical faculty at the Associate or Full Professor level in the School of Medicine. There is potential for the Director to become the first Chair of Clinical Skills when this has been established.

The Director will be expected to develop and administer the clinical skills program for undergraduate medical students and the standardized patient program and establish a scholarly program related to clinical skills education. Opportunities for collaboration with other schools in the Faculty of Health Science also exist.

The Clinical Skills Program is the centre-piece of the Queen's undergraduate curriculum. The program objectives include the teaching of clinical skills (communication, interviewing, physical examination and clinical reasoning) to medical students as well as to foster professional behaviour.

The Director should be a MD with experience in any area of clinical medicine and have an interest in education. He/she will work closely with and report to the Associate Dean, Undergraduate Medical Education.

Submit letters of application and CV to Dr. Richard Birtwhistle, Associate Dean of Undergraduate Medical Education, School of Medicine.

**Deadline:** March 2, 2001.

## Part-time research position School of Rehabilitation Therapy

2.5 days per week, flexible. Involvement in a WSIB funded project in the area of distal upper extremity cumulative trauma disorders. The individual must have good communication skills and some technical expertise. The job would involve recruitment of subjects, scheduling of testing sessions, data collection and other related duties. Some previous research experience would be an asset. For more information about the position please contact Dr. Brenda Brouwer, School of Rehabilitation Therapy, 533-6087 or [brouwerb@post.queensu.ca](mailto:brouwerb@post.queensu.ca).

## Employee Development

To register or for details call Human Resources at ext. 32070 or visit the website: [www.hr.queensu.ca/News&Notes/seminars.htm](http://www.hr.queensu.ca/News&Notes/seminars.htm).

## Lunch & Learn Series:

### Living the Low Fat Life ... and Loving it!

**Facilitator:** a Health Educator with the KFLA Health Unit. Tuesday, Feb. 13 and 20, 12:05 - 12:55 pm.

During this two-session program, you will have the opportunity to learn:

- how to set low-fat goals and stick to them
- facts about fat and cholesterol
- how to shop, snack, and eat out the low-fat way

## Learning To Listen

**Facilitator:** Wendy Rayner, Human Resources

Thursday, Feb. 15, 9 am - noon.

This workshop focuses on listening skills rather than listening styles. As a participant, you will have the opportunity to identify the extent to which you practice behaviours that are associated with effective listening, as well as the extent to which you practice behaviours that contribute to a breakdown in listening.

Through group interaction, exercises, and discussion, you will gain insights into how to be a more effective listener. Improved listening skills can benefit all of us, both in our personal and professional lives.

## The Effective Manager Series: Coaching and Giving Feedback

**Facilitator:** Wendy Rayner, Human Resources

Thursday, Feb. 22, 9 am - noon.

This workshop will introduce you to the concept of coaching within a business environment and the use of feedback as a tool to help your staff grow and develop. Through the use of video, group discussion and activities, you will have the opportunity to:

- gain a better understanding of the characteristics and skills of an effective coach
- learn to adapt your coaching style to the situation and the individual
- learn the whys, whens and hows of using constructive feedback

## Heritage Day

The university will be closed Monday Feb. 19, 2001 in observance of Heritage Day/Monday of Reading Week.

# Bulletin Board

## Appointments

### Associate Dean, Life Sciences School of Medicine Faculty of Health Sciences

Dr. Madan Joneja will step down as Associate Dean, Life Sciences in the School of Medicine of the Faculty of Health Sciences effective Aug. 31, 2001.

Nominations and letters of application from individuals interested in being considered for this position are currently being accepted. Applications, which must be accompanied by a curriculum vitae and the names of three referees, should be directed by Friday, March 9, 2001 to Dean David Walker, c/o Gail Knutson, Staffing Officer, Faculty of Health Sciences, 2nd Floor, Botterell Hall. The terms of reference for this position are available on the Faculty of Health Sciences home page at <http://meds.queensu.ca>.

## Awards

### Awards for mature women students

The Ban Righ Foundation for Continuing University Education invites mature women students to apply for various awards which support their education at Queen's. Descriptions are on the Ban Righ Foundation website ([www.queensu.ca/](http://www.queensu.ca/)

[dsao/ind/banrigh/main.htm](http://dsao/ind/banrigh/main.htm)) and on the Student Awards Office website ([www.queensu.ca/registrar/awards/](http://www.queensu.ca/registrar/awards/)). Hard copy descriptions are available at the Ban Righ Centre. You may apply for all awards for which you are eligible. Recipients will be notified by April 15, and awards will be presented at a ceremony in Grant Hall on May 2. Applications are due at the Ban Righ Centre (32 Queen's Crescent) by **4 pm, March 15**.

A complete application packet shall contain:

1. An up-to-date transcript (may be printed from QCard).
2. A bursary form to indicate financial need (available at the Ban Righ Centre).
3. One brief letter of self-nomination per award (i.e. if you apply for three awards, three such letters). In your self-nomination, please explain why you are applying, how you fit the description of the award and any circumstances, such as special needs or obstacles which you have had to overcome in the course of your education.
4. One brief letter of support from anyone who knows you. As the same letter will be read for all of the awards for which you apply (if you are applying for more than one), you might wish to be sure that the information in this letter cover the specifications of all the awards. Note: in the case of any award that requires letters of support

in plural, two or three letters will suffice. All application information will be kept confidential. Details: email [brcentre@post.queensu.ca](mailto:brcentre@post.queensu.ca) or call 533-2977.

## The 12th Annual J. C. W. Saxton Playwriting Prize

Value \$605. Open to any student enrolled at Queen's; play should be at 30 minutes long; the play may have been previously submitted for class work; the play must not have received prior public performance (Studio 102 productions are exempt); the play must not have been previously published. Submit scripts with name, address and phone number to: J.C. W. Saxton Playwriting Contest, Queen's University, Department of Drama, Theological Hall, Kingston, Ontario K7L 3N6. **Deadline: March 31, 2001.**

## Committees

### Advisory Committee, Dean of the Faculty of Arts and Science

Robert Silverman's term as dean of the Faculty of Arts & Science ends June 30, 2001. At the request of the search committee, Dr. Silverman has reconsidered and agreed to stand for a second term as Dean, should this be the wish of the university community. The principal confirms the membership of the committee to advise him

on the present state and future prospects of the Faculty of Arts and Science and on the selection of the Dean as follows:

Blaine Allan, Film Studies; Rob Beamish, Associate Dean, Arts and Science; Sue Bedell, Arts and Science, Mary Margaret Dauphinee, University Advisor on Equity; Martin Duncan, Physics; Anne Godlewska, Associate Dean, Arts and Science; Roxanne Harde, graduate student, English; Sue Hendler, Institute of Women's Studies; Madan Joneja, Associate Dean, Health Sciences; Jim Mason, Associate Dean, Applied Science; Alistair MacLean, Psychology; Les Monkman, English; Ram Murty, Mathematics and Statistics; Ryan Naidoo, Arts and Science Undergraduate Society; Carlos Prado, Philosophy; David Walker, Dean, Health Sciences; Katherine Wynne-Edwards, Biology; Merrilees Muir (Secretary), Office of Vice-Principal (Academic); Suzanne Fortier (Chair) Vice-Principal (Academic).

Members of the university community who still wish to comment on the present state and future prospects of the Faculty of Arts and Sciences and on its leadership may do so by **Friday, March 2, 2001**. Letters should be submitted to Suzanne Fortier, Vice-Principal (Academic) and respondents should indicate whether they wish to have their letters shown, in confidence, to the members of the advisory committee.

## Committee on Corporate Involvement at Queen's

Dr. Suzanne Fortier, Vice-Principal (Academic), is pleased to announce the appointment of the Committee on Corporate Involvement at Queen's. This ad hoc committee will examine issues and recommendations set out in the AMS working paper Corporate Involvement at Queen's University: Checks and Balances for the New Millennium (<http://www.queensu.ca/secretariat/senate/AMS0400.html>). The purpose of this committee will be to report to the Vice-Principal (Academic) any deficiencies the committee may identify in current practices, and to recommend appropriate policies and procedures that will define and clarify the university's relationship with the corporate sector.

The Queen's community is invited to submit their views to the committee c/o the Office of the Principal, at [bergac@post.queensu.ca](mailto:bergac@post.queensu.ca).

Members are: James Archibald, Mining Engineering; Judith Brown, Director of Development, Donor Relations and Stewardship; Robert Crawford, Dean, Student Affairs; Sandra Crocker, Director, Research Services; Paul Heisler, President, Alma Mater Society; Madan Joneja, Anatomy & Cell Biology; Robert Kisilevsky, Pathology; Merle Koven, member, Board of Trustees; Robert Malcolmson, History;

*continued*

# Bulletin Board *continued*

Eleanor MacDonald, Political Studies; Kerry Rowe, Vice-Principal (Research); Christine Sypnowich, Philosophy; Margaret Thompson, Society of Graduate & Professional Students; Kathy Wood, member, Queen's University Council; Mark Rosenberg (Chair), Geography.

## Internal Academic Review Committee

### Reports to Senate

At the November 2000 and January 2001 meetings of Senate, reports were received from the Internal Academic Review Committee on the following units reviewed during 1999/2000: Art, Computing and Information Science, Environmental Studies, History and Mediaeval Studies and Sociology.

The reports are available at the following internally-accessible websites:

<http://www.queensu.ca/secretariat/internal/IAR/Art.html>

<http://www.queensu.ca/secretariat/internal/IAR/cisc.html>

<http://www.queensu.ca/secretariat/internal/IAR/Envs.html>

<http://www.queensu.ca/secretariat/internal/IAR/History.html>

<http://www.queensu.ca/secretariat/internal/IAR/Sociology.html>

## Conferences

### Interdisciplinary Peace Research Conference

Queen's University, May 31 - June 3, 2001. Canadian Peace Research & Education Association's annual conference seeks submissions from academics, students, and representatives from NGOs, government and the military. Proposals are welcome from CPREA members and non-members, especially students. Deadline: **March 1**. Details: Floyd Rudmin, Psychology Department, University of Tromsø, [frudmin@psyk.uit.no](mailto:frudmin@psyk.uit.no), fax: (+47) 77 64 52 91.

## 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: \$3,680. **Deadline: Feb. 28, 2001.** [www.museumofhealthcare.on.ca](http://www.museumofhealthcare.on.ca).

## Governance

### Senate meeting

**Thursday, March 1, 2001 3:30 pm 202 Policy Studies.**

To: Senators; Chairs and Secretaries, Senate Committees; Secretaries, Faculty Boards

Reports of committees, notices of motion, and questions for the agenda, should be in the hands of the Secretary by **noon, Thursday, Feb. 15** in order that they may be considered by the Agenda Committee. Reports five or more pages long should be accompanied by an abstract or summary of one page or less. Please do not back print submissions. In the case of long reports, only the summary will be circulated with the full report available on request. To avoid having your report deferred to another meeting, please include the summary with the report. We are working

towards making all agenda material available from our web site and your cooperation in submitting your material in a compatible file format would be appreciated. The Senate uses Win 95/Office 97. Submissions for the agenda may be sent via email to [senate@post.queensu.ca](mailto:senate@post.queensu.ca), or single-spaced in original hard copy accompanied by the disk.

Georgina Moore  
Secretary of the Senate

### Faculty and staff openings on the Board of Trustees and Senate

Queen's University Secretariat has openings for staff and faculty members on Senate and Board of Trustees. Deadline for nominations is **Feb. 21, 4 pm**. Positions available:

Staff: Senate, one three-year term (to 2004).

Board of Trustees, one four-year term (to 2005).

Faculty: Board of Trustees, one four-year term (to 2005);

Board of Trustees, one two-year term (to 2003).

Balloting takes place March 2-15, polls close March 15, 4 pm. Results announced on the Secretariat website by March 22. Nomination forms available from deans, department heads, directors and managers, or from the University Secretariat, B400 Mac-Corry, or via the website <http://www.queensu.ca/secretariat/index.html>.

## Grants

### Alumni Affairs offers Special Projects Funding

Queen's Alumni Association has set aside a small fund to help groups from Queen's introduce innovative programs. Awards normally are for a few hundred dollars. Application forms may be picked up at the Department of Alumni Affairs in the West Wing of Summerhill. Applications are reviewed twice each year. Deadline for next round of applications is **Feb. 16**. Information: Deborah Shea, Summerhill, phone 533-6000 ext. 74008, or 1-800-267-7837 (toll free), or email [shea@post.queensu.ca](mailto:shea@post.queensu.ca).

## Notices

### Farewell Reception for Timo Hytonen

David L. Anderson, Vice-Principal (Operations and Finance) invites you to a farewell reception to honour Timo Hytonen Associate Vice-Principal (Administration), Tuesday, Feb. 27, 5 - 6:30 pm. University Club (Main Dining Room).

### Sexual Health Resource Centre

"Choose the Sex of your Child Naturally"...just one of the titles in Sexual Health Resource Centre library, open six days a week, 533-2959, 51 Queen's Cres. The centre is open to Queen's and the community at large, and gives information and referrals in all areas of sexual health. It also sells a variety of non-prescription safer sex products at cost.

### Used skates for new skaters

The School of English is desperately seeking used skates for international students. If you have a pair of skates - men's or women's, any size - that you would be willing to donate please call Pam at 533-6000, extension 75123.

## Surplus Items

### The Coordinator of Facility Maintenance & Stores Operations, Stauffer Library

offers for sale:

22 used DAC Universal Contour Anti-Glare

Screen covers for 14-15" monitors

7 new DAC Premium Stretch Contour Monitor Filters for 14-15" monitors

1 new DAC Universal Eye protection monitor filter for 14-15" monitor

For information or to view call Janet White, ext. 32513.

Submit sealed bids marked "Stauffer Library" to Fran Lanovaz, Purchasing Services by 4 pm on the Monday after this issue. 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

### 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 [wolfel@post.queensu.ca](mailto:wolfel@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 [wolfel@post.queensu.ca](mailto:wolfel@post.queensu.ca).

# Calendar

## Art

**The Agnes Etherington Art Centre,** University Avenue.

The Constable/Lucas Collaboration, Frances K. Smith Gallery, to March 25. Laurel Woodcock, take me I'm yours, Contemporary Feature Gallery, to April 22. In a Cold Climate: A Selection from the Heritage Quilt Collection. Historical Feature and R. Fraser Elliott galleries, to May 13. Resistance, Samuel J. Zacks Gallery, to April 29. Robert Houle's Zero Hour, Davies Foundation Gallery, to March 18.

**Sunday, Feb. 25.** The Art of Time, a film exploring the life of André Biéler, Ellis Hall Auditorium, 2 pm. Reception follows in the art centre Atrium. Researched, written, directed by Philippe Baylaucq, <http://www.queensu.ca/ageth/>.

**Union Gallery,** first floor, Stauffer Library. Cyril Frederick Chu and Michael Robertson. Up Close and Personal, to Feb. 13. <http://stauffer.queensu.ca>.

## Drama

**Feb. 13 - 15**

The German Department Theatre Group presents the play *Herkules und der Stall der Augia* at Theological Hall, 7:30 pm. \$7, Adults, \$5 with student card.

## Music

**Tuesday, Feb. 27**

**Mosaic,** a concert of contemporary music featuring compositions by Queen's faculty and students. 120 Harrison-LeCaine Hall, 8:30 pm, free.

## Public Lectures

**Tuesday, Feb. 13**

**Classics**  
Frederic Schroeder. Lawren Harris: The Platonism of the Group of Seven. 517 Watson Hall, 8 pm.

**Wednesday, Feb. 14**

**Art**  
Ernst Van de Wetering, University of Amsterdam. The Rembrandt Research Project, A Balance Between Science and Connoisseurship. B143 Botterell Hall, 4:30 pm.

### Film Studies

International Scholar Gustavo Esteva, Latin American activist and writer. The Political Transition in Mexico: A View From the Grassroots. 202 Policy Studies, 7:30 pm.

## Meetings & Colloquia

**Monday, Feb. 12**

**Education**  
International Scholar Gustavo Esteva, Latin American activist and writer. Beyond Education: Questioning the Sacred Cow. Vernon Ready Room, McArthur Hall, 11:30 am.

### Film Studies

International Scholar Gustavo Esteva. Disrobing the Emperor: The New Commons in Mexico. Video by Clarke Mackey (Film Studies), followed by a question and answer session with Mr. Esteva. 202 Policy Studies, 5 pm.

**Tuesday, Feb. 13**

**Development Studies/SNID Seminar**  
International Scholar Gustavo Esteva. Alternative Views on Development and Underdevelopment. 200 Kingston Hall, 1 pm.

### Pathology

Deborah Greer, Graduate Student. DNA damage response of G2 checkpoint protein hRad9. Richardson Amphitheatre, 4 pm.

**Wednesday, Feb. 14**

**Art**  
Ernst Van de Wetering, University of Amsterdam. The Rembrandt Research Project: A balance between science and connoisseurship. B143 Botterell Hall, 4:30 pm.

### Chemistry

Jacek Lipkowski, University of Guelph. Surface electrochemistry - surface science with a joystick. FG15 Frost Wing, 11:30 am.

### Neuroscience

Yong Rao, McGill University. Control of axon targeting in the fly visual system. B139 Botterell Hall, 4:30 pm.

### Physics

**Condensed Matter Seminar Series**  
M.J. Stott, Queen's. Melting of clusters. 501 Stirling Hall, 10:30 am.

### Religion/Theology

Allison White, student RELS 451 presentation. The Devil in Films. Elias Andrews Room, Theological Hall, 3:30 pm. Everyone welcome!

**Thursday, Feb. 15**

**Anatomy and Cell Biology**  
Greg Ross, Queen's. Environmental toxins and neurodegenerative disease. Can we establish molecular mechanisms? 920 Botterell Hall, 11:30 am.

### Philosophy

Enad Miscevic, University of Maribor, Croatia. Empirical concepts and a priori knowledge. 517 Watson 7:30 pm.

**Friday, Feb. 16**

**Biology**  
Susan Wood, Queen's. Alterations in seed development of transgenic Nicotiana add to our understanding of the function of the mysterious glycolytic enzyme PFP. 1102 Biosciences Complex, 12:30 pm.

**Wednesday, Feb 21**

**Human Mobility Research Centre**  
Dr. Ilene Gipson, Harvard Medical School. Mucin gene expression by the ocular surface epithelium in response to dry eye syndrome, allergens and trauma. 306 McLaughlin Hall, 1:30 pm.

### Neuroscience

Michael Fehlings, University of Toronto. Advances in the pathophysiology and treatment of acute spinal cord injury: From bench to bedside. B139 Botterell Hall, 4:30 pm.

**Monday, Feb. 26**

**Physiology**  
Jonathan Lytton, University of Calgary. Na/Ca-exchange: molecular diversity and physiological function. 449 Physiology Library, Botterell Hall, 11:30 am.

## Other

### 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.

**Feb. 13:** China, Japan, and Southeast Asia

**Feb. 27:** Western Europe

**March 5:** Australia and the Pacific

## Special Events

**Friday, Feb. 16**

**Film screening**  
The Brother From Another Planet, Ellis Auditorium, 7 pm. Sponsored by the Afro-Caribe Community Foundation of Kingston and District. Free; donations to the foundation accepted. Part of Black History Month events. Event listings: [www.web.net/~opirgkin/blackhistory/bhm2001.html](http://www.web.net/~opirgkin/blackhistory/bhm2001.html).

## Courses and Workshops

**Ban Righ Centre, 32 Queen's Cres.**

**Feb. 12:** Black History Month panel discussion. Amma Bonsu, AMS Social Issues Commissioner and a panel of students, Etobiosse Wako, Tanya Denny and Sarah Abliwano discuss their experiences at Queen's. Noon.

**Feb. 15:** The Children's Hour. Stop in after school with your kids for stories and snacks. In honour of Black History Month, bring along a favourite story that fosters acceptance of diversity of all children, or come and listen. 3:30 - 6 pm. RSVP: Robin Cameron, 533-6000 ext. 75363.

**Feb. 26:** Video screening and discussion, Black Mother, Black Daughter. Noon. Free.

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

**Continuing Medical Education**  
Feb. 22-23 TIPS (for residents only)  
Donald Gordon Centre.