

Queen's reaps \$2.4 m for increased access

Queen's has received \$2.41 million in additional funding from the Ontario government for increasing access to high quality postsecondary education – one of nine universities to significantly expand student enrolment.

The province announced a \$16.4 million Accessibility Fund last March. To qualify for a share of the funding, universities were required to increase or match their fall 1999 first-year admissions in the fall of 2000.

Only one other Ontario university received more funding under the program than Queen's.

"We are committed to ensuring that the best and most deserving students can find a

home at Queen's," says Principal William Leggett. "This funding will help us to further improve our teaching and learning environment and meet the needs of the next generation of students."

The accessibility fund is one component of the Ontario government's plan to prepare colleges and universities to meet the expected increase in enrolment brought on by the introduction of the new high school program which will see Grade 13 eliminated in 2003. It builds on the \$1.8-billion SuperBuild commitment, announced in 2000, under which 73,000 new student spaces will be created on campuses across Ontario.

The eight other schools that

Increased Access, page 2



Pulley power

Young scientist discovers the power of pulleys as he hauls an automobile with the encouragement of Queen's teacher candidates Diz Glitheroe (centre) and Jonathan Varghese at the Faculty of Education's 11th annual Science Discovery Day.

Angela Solar

Theological College announces new principal

Queen's Theological College has a role in the "making and mending of a just world," says the new principal of Queen's Theological College.

Jean Stairs, professor, theologian, ordained minister and author, is the first woman to serve as principal since the college's creation by Parliament in 1912. Her appointment was announced by the Rev. Anne McDermaid, chair of the college's Board of Management. Dr. Stairs succeeds Hallett Llewellyn, who stepped down as principal last year to become minister of Trinity-St. Paul's United Church in Toronto.

"Never has there been a more creative and opportune time for Queen's Theological College to contribute to reflection on religion and faith in the public sphere, and to develop leaders



Jean Stairs: 'Ecumenical'

who can imagine the kinds of faith communities that will bless the future," Dr. Stairs says.

"My hope is that Queen's Theological College will become known as both a destination and a resource for conversations that participate in the making and mending of a just world."

Dr. MacDermaid paid tribute to the new principal as a dedicated, talented individual who will provide leadership at a time of renewed opportunity for the college.

"Dr. Stairs has the qualities of leadership, vision, awareness of the local and larger context, knowledge of both the United Church of Canada and of the secular scholarly world of religious education, and the practical skills and experience to work with and for Queen's Theological College in an exemplary way," she said.

"We believe that she will offer leadership consistent with the vision and the mission of

Queen's Theological College, and that she will both challenge and lead within the United Church of Canada context of the Theological College, while at the same time actively supporting the excellent work of the Department of Religious Studies at Queen's University."

Jean Stairs joined the Theological College in 1991 as an Assistant Professor of Practice of Ministry and Field Education. In 1996 she was appointed Head of Theological Studies, and in 1998 was promoted to Associate Professor. Her areas of teaching include field education, preaching, the relationship between pastoral care and spiritual direction, and feminist theology.

She has been active in numerous committees and projects of the Theological College and Queen's University. She has also served as President of the Association for Theological Field Education, 1997-99, and was Chair of the Canadian Affairs Committee, The Association of Theological Schools, 1998-00.

An ordained United Church of Canada minister, Dr. Stairs' most recent publication is *Listening for the Soul: Pastoral Care and Spiritual Direction* (Fortress Press). She is a graduate of McMaster University and McMaster Divinity College, *Theology Principal, page 2*

Sowing the seeds of equity

Grass-roots initiatives help make equity 'everyone's business'

BY MARY ANNE BEAUDETTE

Earlier this winter, Queen's Senate approved changes to a procedural rule governing resignations, after a member of the Queen's community pointed out that the Senate rule contravened the university's own policy on such leaves. The revised rule now ensures that Senators on parental, medical or other form of leave longer than six months no longer have to resign from Senate.

It seems a small thing, but the revised Senate regulation is just one small part of the broad, grass-roots approach to equity at Queen's, says Mary Margaret

Dauphinee, University Advisor on Equity.

Now entering its third year of existence, the Office of the University Advisor on Equity continues to work quietly with groups across campus to make equity everyone's business. "That's what's so great about working at the grass-roots level," says Ms. Dauphinee. "It ensures ownership, so that everyone views equity as their responsibility."

A key academic component of the equity effort at Queen's appears next month, when the Senate Educational Equity committee releases its Educational

Equity, page 2

New column highlights media issues

How do the media cover higher education? What does the media want from researchers? Who has time to talk to the media and why is it important, anyway?

These are just some of the issues that will be addressed in Media Matters, a new, occasional column by Queen's News and Media Services, formerly known as Queen's Media Relations. In this issue of the *Gazette*, Media Matters looks at the thorny issue of communicating complex sci-

entific discoveries to a non-scientifically educated public. See "From Holy Grail to Tin Cup," page 5.

We take this opportunity to also announce the new name for this division of the Department of Marketing and Communications, one that better reflects its mandate and activities, which include both identifying and promoting Queen's news and providing support to faculty and administration in their encounters with the media. □

In this issue...

The new art conservation

see page 4



Letters

The flaws in QUEST

It is unfortunate that Robert Malcolmson's Forum article, "Who should see the results of QUEST?" (*Gazette*, Feb. 12), was so narrowly focused, given that the issue of QUEST is an extremely complex one. Professor Malcolmson focused on only one issue, the distribution of the aggregate scores, confounding consumer reports and performance evaluations. This focus tends to direct attention away from more fundamental problems, such as the serious flaws in the QUEST process and instrument.

For clarification, I will outline three concerns, keeping in mind that there are others. First, the QUEST instrument has no established reliability or validity. This means that we do not know whether the students would answer the questions in the same way if they were given the test another time, and we do not know if the questions actually measure what they are supposed to be measuring.

Second, the questions ask for opinion without the need to provide evidence. Faculty provide evidence for their evaluation of students. Surely they should not be expected to accept less.

And third, the QUEST forms are completed anonymously,

which means that there is no responsibility or accountability on the part of the student. Anonymity makes it virtually impossible for a faculty member to respond to false or opprobrious allegations in a meaningful way.

As well as these issues, there are problems related to the conduct of the evaluations (e.g., response rates) and systemic biases currently inherent in student/faculty evaluations (for example, members of equity-seeking groups are systematically rated lower). Each component of the QUEST – conduct, distribution, instrument, bias – interacts with every other component resulting in a web of confusion about what the results mean. Debating QUEST's worth/worthlessness in the *Gazette* would seem to be an unproductive means of solving the problem. Rather, QUFA is committed to working collaboratively with students and the administration to establish a reliable and valid system which will enhance the quality of the learning environment.

Barbara Kisilevsky
President,
Queen's University Faculty
Association

Equity continued from page 1

Equity Policy and Implementation Plan. The report will be distributed widely on campus for feedback, with a final version expected to go to Senate later this spring.

Meanwhile, the university continues to make progress on a number of equity fronts. Information-gathering continues to be a priority of the Office of the University Advisor on Equity. So far the office has compiled equity profiles of 13 departments, with approximately 60 departments to go. It has assisted with educational equity audits of 11 academic units; and it continues to document the application patterns of designated groups via a census survey.

Other broad-based efforts include a review of women's safety policies and practices on campus, and the development of a five-year action plan with the eight units on campus that deal with equity and human rights issues. The aim of the plan is to coordinate the delivery of equity services across the university, says Ms. Dauphinee. "Our goal is to have a top-notch equity plan at Queen's."

A major undertaking on the employment front is a survey on equity issues at the university. The survey, prepared in collaboration with the Council on Employment Equity, will be distributed to faculty and staff by email and through the *Gazette*. The council will use the findings

as the basis of an action plan to address systemic inequalities.

The office also continues to provide equity training to faculty, librarians and archivists as well as equity-based human resources "best practices" to academic personnel committees.

An important underpinning of the equity efforts at Queen's is the availability of reliable, current data, something the university's information systems are not set up to do, Ms. Dauphinee points out. "Right now we're working with consultants to try and produce the workplace data profiles that the university so badly needs." □

You can find details about these and other equity initiatives in the annual report of the Office of the University Advisor, which can be found on-line via the links in the Jan. 25, 2001 Senate agenda: <http://www.queensu.ca/secretariat/senate/>

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qualified for funding are Guelph, Brock, McMaster, Ottawa, Wilfrid Laurier, Ryerson, Algoma University College and Hearst University College. □

Queen's researchers receive \$6.4 m from CIHR

Queen's-based national multidisciplinary project in autism among funded projects

A Queen's-based multi-institutional research project in autism spectrum disorders (ASD) has received more than \$4.2 million in funding from the Canadian Institutes of Health Research (CIHR).

Dr. Jeannette Holden (Psychiatry) will lead a 23-institution, 43-member team that is investigating the genes involved in susceptibility to autism. Dr. Holden's was one of eight Queen's research projects awarded in excess of \$6.2 million by CIHR earlier this month.

While the causes of autism disorders are not clearly understood, research has shown that with intensive therapy in their preschool years, children with autism are indistinguishable from their peers on test scores by school age. However, the condition is difficult to diagnose in a child's early years, and treatment is less effective at school age. The researchers hope to define genetic subgroups responsible for autism, leading to diagnosis in infancy and early treatment, ultimately leading to the elimina-

tion of behavioural abnormalities associated with the condition.

Other researchers leading CIHR-funded projects include:

Tassos Anastassiades (Biochemistry/Rheumatology), three-year funding for research into glucosamine, a simple sugar used in cartilage repair;

John Fisher (Anesthesiology/Paediatrics/Physiology), five-year funding for study of the physiology of airway smooth muscle receptors in newborn infants;

Patti Groome (Oncology/

Community Health and Epidemiology), three-year funding for the study of treatment of patients with prostate cancer;

Frederick Kan (Anatomy and Cell Biology), three-year funding for research into the early cellular events in reproduction;

Kanji Nakatsu (Pharmacology and Toxicology), three-year funding for investigations into blood-vessel relaxation;

David Wilson (Mechanical Engineering), three-year funding for the study of knee pain generated in the kneecap;

Michael Kawaja (Anatomy and Cell Biology), equipment grant for neuroscience study of nerve regeneration.

<http://www.cihhr.ca>

Theology Principal continued from page 1

University of Toronto and the University of St. Michael's College, Toronto School of Theology.

Queen's Theological College was established as a separate and independent place of learning on Queen's campus in 1912. Prior to that, the teaching of theology at Queen's goes back to the original Queen's College, established in 1841 under a Royal Charter obtained by the Presbyterian Church. □

<http://info.queensu.ca/theology/index.html>

Correction

An article in the Feb. 12 *Gazette* mistakenly identified Alistair MacLean as head of the Department of Philosophy. His correct title is head, Department of Psychology.

Help Lines

Campus Security:
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Human Rights Office
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Sexual Harassment Advisory
Anti-Racism Advisory
Anti-Heterosexism Advisory

Sexual Harassment Complainant Advisors:

Margot Coulter, Coordinator
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Associate Secretary of the University
Paul Arney 533-6495

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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
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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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Director: Richard P. Seres
Design: Graphic Design Services

The *Gazette* is published fortnightly (except during the summer) by the Department of Marketing and Communications 107 Fleming Hall, Queen's University, Kingston, Ontario K7L 3N6

Submissions are welcome, but the *Gazette* reserves the right to edit and print contributions as space and staff time permit.

ENQUIRIES

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DEADLINES

Deadline date	Publishing date
6 March	12 March
20 March	26 March

QUEEN'S TODAY

HOME PAGE www.queensu.ca/today

ISSN 0319-2725



Quest for quality: Where do we go from here?

On Feb. 3, members of Queen's community met at the Donald Gordon Centre for a day-long retreat to define the essential quality characteristics of Queen's University. These characteristics were grouped under seven themes: admission standards and criteria; student diversity; the teaching and learning environment; faculty; graduate education; the research environment; and the broader learning environment. At day's end Principal Bill Leggett reiterated participants' request that the discussion of quality continue throughout the Queen's community. Here he shares his reflections on the day's discussions.

BY PRINCIPAL BILL LEGGETT

The "Queen's Retreat on Quality" held earlier this month was an inspiring event. To the best of my knowledge, this is the first time in the university's history that faculty, staff, students, trustees, alumni and administrators have come together to define the essential characteristics of quality at Queen's.

I am encouraged by the campus community's embrace of this discussion. Last fall, in my "Queen's at the Crossroads" article in the *Alumni Review*, I shared my vision and passion for Queen's and its future. The discussions at the retreat and my informal chats with many of you since have demonstrated that there is indeed a common vision for quality at Queen's and a shared sense of the level of excellence to which we should aspire. This has reinforced my commitment to working with, and for, the Queen's community to champion our common purpose.

What are the key elements of that collective vision of quality?

First, an inspiring consensus on the importance of diversity in our students, our faculty and our staff — geographic diversity, cultural diversity, ethnic diversity, and diversity of opinion and thought.

Second, a strong sense of the critical importance of scale — of ensuring that the university does not expand to a size such that the individual becomes subsumed by the collective. Indeed, there was a sense that we may now be too close to that state.

Third, an absolute commitment to the human dimension in our teaching and learning environment, and to the importance of the dynamic interaction between teacher and learner.

Fourth, a powerful recognition of the importance of research and scholarship — as a foundation for outstanding teaching and learning, as an attraction for exceptional faculty and graduate students, and as a vital element of our service to society.

Fifth, a strong commitment to the importance of Queen's "broader learning environment" to the character and the quality of the Queen's education, and of the Queen's graduate.

And finally, broad agreement that Queen's truly does have the potential to be ranked among the very best universities in the world. Indeed, as Bill McLatchie demonstrated through his effective comparison of Queen's with leading public and private universities in the U.S., Queen's already fares well in most cate-



'An absolute commitment to the human dimension in our teaching and learning environment'

gories examined. Where we fall dramatically short is in student-faculty ratio, class size, and endowment.

Closing the gap in class size and student-faculty ratio is critical to achieving our shared sense of quality. We should not be under the illusion that we can simply "grow our way to excellence." Achieving excellence will require discipline, sacrifice, and above all, enhanced resources.

Much of our focus in the months ahead must be on identifying and securing these resources. Without additional funding, our enthusiasm and dedication to this collective vision will amount to little more than great ideas that never happened, and what "could" have been.

For the last decade or longer, faced with forces beyond our control, we have been largely and necessarily focused on short-term challenges. However, we cannot plan for and achieve this new level of excellence as long as we remain in this current state, with imperfect knowledge of the resources available to us. Predictability is fundamental to effective planning and to accountability — to ourselves, to our students and to society.

The onus is on us, as individuals and as a community, to strive for the predictability and adequacy of resources that are fundamental to Queen's achieving this collective vision.

In this endeavour, I commit to you that no option will be left unpursued. We will continue to

press the government to restore funding to necessary levels. We will continue to encourage the government to look at new ways of providing Queen's with the flexibility to control its destiny and plan for the future. We will continue to build financial support through our many generous benefactors. We will look at better ways of doing the kinds of things that are expected from a quality leader.

I look forward to your continued input. □

A record of the Feb. 3 discussions can be found at www.queensu.ca/secretariat.

Coming up: Retreat groups share their findings.

Books and Bytes

News from Queen's University Libraries



How do students learn to do research?

BY SUZANNE MARANDA FOR THE INFORMATION SERVICES AND INSTRUCTIONAL FUNCTIONAL TEAM

For many librarians, it's an old story: A student opens a search engine, types in a word or two... and hours later, they're still clicking. If there's so much information out there, why can't students find it?

Students expect the research process to be quick and painless. Why is it always a surprise that learning to research effectively takes time and patience?

By the time students ask a librarian for help, most are confused and overwhelmed by the complexity or the amount of information sources. Their question begins with: "I don't know how to get information for my assignment on ..."

Librarians have offered group

sessions to demystify library resources for many years. Their experience has shown them that students learn about the research process most effectively when the library research is integrated with their curriculum.

This integration can happen in a number of ways. It starts when the librarian consults with the professor about course materials; this allows the librarian to teach resources that are appropriate for both the discipline and for the required assignment. Timing is also important: A paper to write by a certain date makes a student very motivated to learn. Similarly, students are much more likely to take a library research session seriously when it's scheduled in class time or is a marked assignment, and when the professor attends the

session. This kind of integration has clear results: students pay closer attention, they respond to the role modeling, and they begin to understand the long-term value of the skills they've learned.

The nature of the research assignment is also crucial. There is nothing more frustrating for a student than having a great topic, but no books or journals to read about it. Assignments work best if librarians have previously made sure that appropriate resources are in the library. Materials also have to be at the right level: undergraduate students in nursing do not have the same information needs as medical residents in anesthesiology. Librarians will be pleased to work with faculty members to design assignments geared to the

needs of their programs. See the web guide: "Effective Research Assignments: Library Guidelines for Instructors" at <http://library.queensu.ca/webisi/libguide.htm>.

Curriculum integration also means that this kind of learning is not offered piecemeal. Do students really need to take information literacy sessions for each one of their undergraduate courses? The ultimate goal is a global approach, where sessions are integrated at the proper time and level, so students can apply their skills to all subsequent courses.

Successful examples of such programs already exist on campus. The Law Library, in close co-operation with first-year teaching faculty, offers research instruction to all incoming law students. The medical school

curriculum has included information literacy since 1991, with various levels of learning integrated throughout the four-year program. Faculty of Education students also receive curriculum-integrated instruction at the request of faculty members and through a credit course taught by a librarian.

For librarians, the real reward is when a student's question at the Reference Desk becomes: "Which database should I use for journal articles on ...?" or "I'm not sure which descriptor to use for..." □

For more information about Information literacy, go to [Http://library.queensu.ca/webisi/ILbrochure.htm](http://library.queensu.ca/webisi/ILbrochure.htm)

Macintosh Visitor combines expertise in sport, culture and literacy

Jim Riordan at Queen's until March 11

An internationally renowned scholar with interests in sport, literacy and East European culture is this year's Macintosh Visiting Scholar and international visitor to Queen's. Jim Riordan will give the Donald deFrayne Macintosh Memorial Lecture on Wednesday, March 7, in Room 205, Physical and Health Education Centre, 7:30 pm. He will speak on International Sport after the Demise of the Soviet Union: The Loss of a Symbolic Political Adversary.

Dr. Riordan begins his visit at Queen's on Thursday, March 1 with a lecture, Trafficking in women in Eastern Europe after the demise of the U.S.S.R., in Room E230 Mackintosh-Corry, 11:30 am. On Friday, March 2 he speaks on Reminiscing on a scholarly career in comparative sport studies, 205 Physical Education Centre, 11:30 am. On Friday afternoon he speaks on Youth, crime and sexuality in post-U.S.S.R. Russia. Fourth floor Sociology department lounge,



Jim Riordan: Russian scholar

1:30 pm. Dr. Riordan will also be working with Queen's Students for Literacy Reading for Fun program at local libraries, and visiting local elementary schools.

Dr. Riordan is the author of Sport in Soviet Society, considered the definitive work on sport in Communist society. A storyteller and translator of children's books, his first novel for children, *Sweet Clarinet*, was shortlisted for the Whitbread Prize in 1998. Dr. Riordan earned his doctorate in Russian studies from University of Birmingham. He is professor emeritus, University of Surrey, and honorary professor, University of Stirling, Scotland. His visit is sponsored by the Donald Macintosh Memorial Visiting Scholar Fund and the Principal's Development Fund International Visitor's Program. □

Note to Faculty:

This year's International Visitors' Program will make available \$140,000 to assist departments, faculties and schools in bringing outstanding scholars from outside of Canada to Queen's. Deadline for applications is April 6; see the Awards section of the Bulletin Board (page 7) for details.

PPS staff keep pace with icy winter

BY REBECCA SPAULDING

This year's icy winter has made ice control a priority for Physical Plant Services custodians and grounds crew. Cold temperatures and small but frequent amounts of snow and rain have made for prolonged slippery conditions on campus since early December, says Tom Morrow, Associate Vice-Principal (Operations and Facilities).

"Ice control is a priority for

Physical Plant Services custodians and grounds crew," Mr. Morrow says. Currently custodians are clearing snow and ice from building steps and entrances before starting their cleaning duties. "During severe winter weather, maintaining safe building access may take up a good part of their working day," Mr. Morrow says.

Grounds crew, meanwhile, have changed their work hours

to deal with the icy winter. Some are on campus by 6 am, clearing snow and applying sand and deicer to sidewalks and smaller roads, with the rest being available to deal with the slippery conditions later in the day.

If snow or ice is a concern in your area, call Fix-it (ext. 77301) and the staff from Physical Plant Services will be happy to attend to it. □

Conservators discuss world-famous restorations

Last Supper, Sistine Chapel among projects highlighted

The magic wrought by art conservators on some of the world's most famous artistic landmarks is the focus of a special public lecture at Queen's this month.

Four of Italy's foremost art conservation specialists will talk about their new approaches to the restoration of Leonardo's The Last Supper, the cleaning of Michelangelo's Sistine Chapel frescoes, and the restoration of Assisi's earthquake-torn Basilica di San Francesco and the façade of St. Peter's Basilica in Rome during a slide presentation Monday, March 12, 4:30 pm, in Dunning Auditorium. The talk is part of a three-day symposium, New Art Conservation in Italy, featuring individual lectures by conservators Pinin Brambilla Barcillon (The Last Supper), Gianluigi Colalucci (Sistine Chapel frescoes), on Monday,



Detail, Sistine Chapel

March 12, and Giorgio Croci (Basilica di San Francesco) and Giuseppe Giunta (St. Peter's) on Tuesday, March 13. The lectures will take place in Room 202, Policy Studies, 9 am - 1 pm. Tuesday's lectures will be followed by a panel discussion from 2:30-4:30 pm, in the same room.

The three-day symposium begins March 11 with a day-long workshop, The Future of Conservation in Canada, in cele-

bration of the 25th anniversary of the first graduation from Queen's Master of Art Conservation program. Organized by the Canadian Conservation Institute and hosted by the Department of Art, the workshops at the Donald Gordon Centre bring together conservation professionals from across North America. Information: Tammy King, Alumni Affairs, 1 800 267-7837, or ext. 74130. □

News Notes

Ban Righ Centre awards reminder

Are you a mature woman student at Queen's looking for support for your education? The Ban Righ Foundation for Continuing Education offers a variety of awards for mature women students. Information can be found on the Ban Righ website, and the Student Awards Office website (addresses below), or contact the Ban Righ Centre, 32 Queen's Cres., 533-2977, email brcentre@post.queensu.ca. Hurry - deadline for applications is 4 pm, March 15. The foundation expresses its appreciation to alumni, friends and community members whose generous donations have established awards in support of women learning. www.queensu.ca/dsao/ind/ban-righ/main.htm www.queensu.ca/registrar/awards

Krever to speak at Queen's

The chair of the Canadian Commission of Inquiry into

Blood Products visits Queen's tomorrow to give the 13th Annual Hannah Happening. Justice Horace Krever will speak on Law and Medicine: An Adversarial Relationship? His talk takes place in Etherington Auditorium, at 5 pm. Reception following at the University Club. Sponsored by The Queen's University Hannah Chair in the History of Medicine.



Lowell Komie: Award-winning author

Lawyer-novelist reads from newest work

Lowell Komie, Chicago lawyer and award-winning novelist, is at Queen's next week to read from his latest work, *The Last Jewish Shortstop in America*. Mr. Komie is the author of two short-

story collections and the winner of the Carl Sandburg fiction award. *The Last Jewish Shortstop in America* won the 1998 Small Press Fiction Award for Fiction from Independent Publisher Magazine. Mr. Komie's reading takes place Tuesday, March 6, 7:30 pm, in Room 202, Policy Studies. The reading is sponsored by the Program in Jewish Studies and the Faculty of Law.

Canada Council rep to visit

Artists, faculty and members of arts organizations are invited to an information session with the Canada Council's Lise Rochon on grants available to professional artists and arts organizations. The one-hour session will focus on types of grants available, application procedures and other aspects of Canada Council programs. There will be time for questions and one-on-one meetings. The event takes place Monday, March 5, in Room 202, Policy Studies, at 2 pm. To reserve a space, please call

Diane Bootsma, ext. 36081, db37@post.queensu.ca.

Acadian author is writer-in-residence

A distinguished Acadian writer is Visiting Scholar in the French Studies department. France Daigle will also be Visitor-in-Residence in Chown Hall, Monday, March 5 and Tuesday, March 6.

Ms. Daigle, hailed by many critics as the most important contemporary writer in Acadia today, has authored nine works of fiction, three plays and has participated in the production of three films. She has been awarded the Prix France-Acadie, the Prix Antonine-Maillet-Acadie Vie, the Prix Éloize for her most recent novel, *Pas pire* (1998), which in translation, under the title *Just Fine*, won the Governor General's Medal for translator Robert Majzels.

Ms. Daigle will take part in several class presentations, and she will lead a creative writing workshop on Monday evening.

She will be read from her works on Tuesday evening at the Centre francophone, 195 University Ave., at 5 pm, followed by a wine and cheese.

Information: Annette Hayward, French Studies (533-2085 or 533-2090, haywarda@qsilver.queensu.ca).

Residences room on display

A replica of a single room in the proposed new Queen's student residences will be on display in the Lower Common Room of Victoria Hall until March 15. The Queen's community is welcome to view the room between 4:30 and 7:30 pm most days, except Tuesday, Feb. 27, Wednesday, March 7 and Friday, March 9, when viewing will be 11:30 am - 1:30 pm, and Wednesday, March 14 and Thursday, March 15, when viewing will be noon-3 pm. On Friday, March 2, the room will be open 1 to 3 pm. Please call Victoria Hall, ext. 32531, to confirm viewing times. □

Media Matters

An occasional column from Queen's News and Media Services



From Holy Grail to Tin Cup: Communicating science in the media

BY ANNE KERSHAW

If I could figure out some way of explaining my research, it might be, someday in some way, publicizable."

So lamented a Queen's professor recently in conversation with a Media Relations writer. And his predicament is not uncommon, given the difficulty of communicating scientific, and sometimes esoteric, research to the non-scientifically educated public.

Media coverage of a recent discovery involving the immune system highlights some of the potential pitfalls associated with publicizing science news. The lead of the *Canadian Press* report summarized the breakthrough both dramatically and concisely: "A team of Toronto scientists says it has found the master switch that turns off hormones and proteins which control the body's defence system." The story went on to explain the significance of the finding, ultimately referring to the newly identified molecule as "the Holy Grail."

By the next day, the story had deflated like a punctured balloon. A follow-up report in *The Globe and Mail* put matters into perspective. The new headline: "Immune system find important but overblown"; The new lead: "Toronto scientists who reported yesterday that they had found the main switch of the human immune system now say they expect it is only one of many." The master switch had now become the "so-called" master switch. And the new protein was relegated to a position a smidgen

less elusive than Last Supper dinnerware.

What went wrong? How did an important scientific discovery become mired in overstatement?

Communicating science research to the public through the media can present a challenge to all involved – researchers, journalists and media relations departments.

Faced with a voracious media appetite for science and medical stories, universities and research institutes aggressively compete for a share of this news coverage. Reporters and editors, inundated with news releases and story pitches, routinely search for news with the widest public impact or most surprising take on an old problem. Confronted with a mass of promotional material, a limited news hole and unforgiving deadlines, journalists develop an uncanny instinct for quickly spotting genuine news. The challenge then becomes to construct a story that will both capture the meaning and significance of the finding and hold the attention of highly selective readers. Navigating the treacherous waters that divide academic sensibilities and popular appeal is a delicate exercise: the qualifiers and caveats so integral to scientific inquiry are inimical to the 15-inch news story or three-minute broadcast.

The best-case scenario for a researcher is to be interviewed by a writer who specializes in covering science. Science and medical writers are an elite group in journalistic circles, although only some have an academic background in science.

More importantly, they have excelled at the skills that define the best journalists. They know how to ask the questions that that will best unravel the meaning and value of a story for the average reader; they have finely tuned antennae for distinguishing between substance and hype; they have the rare ability to translate highly technical language and abstractions into understandable, compelling prose, and they are adept at exploiting metaphor to make an elusive point.

Canada's print and broadcast media boast only a few of these highly specialized beat reporters. A researcher whose work has news value is just as likely to encounter the general-assignment reporter, one who shifts gears on a daily basis, covering everything from highway fatalities and prison breaks to Supreme Court decisions and the latest discoveries in science and medicine. They simply cannot bring to every story the level of knowledge or capacity for context and nuance demanded by many complex science stories.

This reality of mainstream media is understandably a source of frustration and distrust for many academics. Putting one's life's work into the hands of any reporter can require a major leap of faith.

At the same time, university researchers are under increasing pressure to communicate the value and relevance of their research to the public. As competition for the public and private funds that support research and the infrastructure needs of



Biologist John Smol: "The general public wants to know what universities are doing, and they have a right to know"

researchers has intensified, granting councils and others charged with allocating taxpayers' dollars are putting more onus on applicants to articulate and demonstrate value to the public. Savvy researchers know that gaining a public profile for their research can be a factor in ensuring continued funding.

Inaccurate presentation in the media is minimized when the news release has already translated difficult concepts into accessible language. It's not uncommon for Queen's News and Media staff to enter into a kind of negotiation with researchers, a process aimed at finding the words to best promote the news without compromising the accuracy or integrity of the research or alienating the layperson.

John Smol, a Queen's biologist whose research in climate change and the effect on salmon stocks recently received exten-

sive national coverage, says his media experiences have generally been positive. "Dealing with the media can, at times, be time-consuming, difficult and frustrating. But, in my experience, that is the exception rather than the rule." And, he says, there is much to be gained in strengthening our ties with the larger community. "The general public wants to know what universities are doing, and they have a right to know – in most cases, we are spending their money. If we want to shed our ivory tower image, then we have to start explaining to the public what we are doing, and why this work is important." □

Anne Kershaw is manager of News and Media Services at Queen's.

Need media advice? Call Anne Kershaw, ext. 74038, or Nancy Marrello, ext. 74040.

Pan-American championship to launch Queen's rugby centre

BY CELIA RUSSELL ANDERSEN

Pan-American championship rugby will kick off the establishment of Queen's newly established Centre for Rugby Excellence, announced at Queen's earlier this month. A partnership of Queen's and Rugby Canada, with the support

of Rugby Ontario and the National Sports Centre (Ontario), the centre will help promising young Canadian athletes develop their rugby skills to the level of representing Canada at international competitions.

The establishment of the cen-

tre reflects Queen's long association with the sport, says John McFarlane, chair of Queen's Athletics and Recreation. "Rugby and Queen's are synonymous," he says. "We've had a successful program since 1962. Queen's has dominated the provincial scene,

winning 12 of the last 16 Ontario Universities Athletics championships. We're also proud of the fact that we were integral in developing the sport of women's rugby at this level (four years ago). We also have a strong community base in Kingston for rugby."

A Rugby Canada selection committee will identify players from across Canada for entry to the centre. Players will arrive May 1, 2001 for the centre's official opening and the start of a training program that includes competing in Rugby Ontario's elite league. The centre will receive support and advice from an Advisory Committee, comprising members from the rugby community.

"Rugby Canada welcomes the partnership with Queen's, and looks forward to a long and mutually beneficial relationship between Rugby Canada and the

University," says Barry Giffen, President of Rugby Canada.

To celebrate the centre's launch, Rugby Canada has scheduled two Pan-American Championship matches at Richardson Stadium, Saturday May 19. Uruguay, South America's second ranked team, faces Rugby World Cup 1999 quarter-finalists Argentina at 1 pm. The second match will be the annual Canada vs U.S.A. "CanAm" match that kicks off at 3 pm. Aside from the importance of beating the U.S.A. to win the CanAm trophy and a leg up in the tournament, there will be more on the line for Canada on this day. If Canada wins, the National Team will qualify to represent North America at the 2001 Pacific Rim Championship finals set for Tokyo, Japan, July 4-8, 2001. □

<http://qlink.queensu.ca/~7jsm/rugby/home.html>



Queen's takes possession of the ball in rugby match with University of Western Ontario

People with disabilities still excluded from community mainstream, says Queen's study

BY DAVID PULVER

Despite the movement of people with developmental disabilities from institutions to community residences over the past decade, many remain largely segregated from the community and unable to fully benefit from basic services, says a Queen's study.

Involvement in education, employment and even religious services remains limited despite 10-year-old government recommendations to integrate these individuals into the community.

"This is a very disappointing finding," says psychologist Dr. Patricia Minnes. "It's disconcerting that these individuals' needs are not being supported in a way that allows them to be more involved in the community."

"We have certainly come a long way in emptying most of our big institutions and many

people remain intensely committed to putting in place the community supports necessary to more fully integrate people with disabilities. But we still have a long way to go and considerable effort is required to ensure the community can meet its goals in this area."

The study is based on a model used in cross-cultural psychology and adapted to the field of disability by Dr. Katherine Buell (Psychology and Ongwanada). Community integration is measured by evaluating how successfully the unique needs of individuals with disabilities are identified and supported in a way that facilitates community involvement.

The Queen's study, *Supporting Persons with Developmental Disabilities in the Community: A Canadian Perspective*, was conducted by Drs. Patricia Minnes,

Katherine Buell and Maurice Feldman (Psychology and Psychiatry and Ongwanada); Dr. Mary Ann McColl (Rehabilitation Therapy); and Dr. Bruce McCreary (Developmental Disabilities Division, Department of Psychiatry).

Research participants included 66 adults with developmental disabilities who were all living in the Greater Kingston community. Ten aspects of integration were rated: community involvement, access to medical, specialty medical and dental services, educational services, employment opportunities, and social, housing, spiritual needs, and volunteering.

People with disabilities were found to be well integrated in the areas of medical and dental services, social activities, housing and community involvement. However, the results indicate

that many were marginalized in education, volunteer activity and employment. Statistics Canada estimates that about 250,000 people with moderate to severe disabilities in Ontario remain unemployed.

The study also found that a large number of participants were marginalized in the area of spiritual needs and participation in religious service.

"Spirituality in general has been overlooked," says Dr. Minnes. "In the institutional setting in the past there was often a chaplain present, so it was easier for individuals to attend church services. In the community, however, it may be more difficult for persons with disabilities to become involved in a religious activity. Some congregations in the community welcome the involvement of persons with disabilities but what happens if the



Mary Anne Beaudette

Patricia Minnes: 'Disappointing finding'

caregiver is not interested in church services – how does the person with developmental disability get to a church or other place of worship?"

The study was funded by a Strategic Grant from the Social Sciences and Humanities Research Council of Canada, and conducted with the assistance of Ongwanada and the Kingston and District Association for Community Living. □



Human Resources

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, Mar. 6 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

Degree Audit Coordinator 2000-123
Office of the University Registrar

Withdrawn

Laboratory Technologist 2000-133
Department of Pathology
Troy Feener

Business Assistant 2000-135
Department of Pharmacology and Toxicology
Sheri Foster
(Cancer Research Laboratories)

Research and Planning Analyst 2000-136
Office of Institutional Research and Planning

Sara Montgomery

Receptionist/Clerk 2001-03
Office of the Principal
Sera Sheridan (Stauffer Library)

Staff Vacancies

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

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

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

Computing Systems Technologist 2001-16

Department of Civil Engineering

Major Responsibilities: report to the Technical Supervisor; administer the day-to-day operations of a 100+ node computer network including the semi-public computing site, various PCs and workstations, the network servers and special graphics producing equipment; ensure that the computers, workstations and peripheral equipment are in good working order and have current department and faculty supported software including special software used in Civil Engineering course work; act as the webmaster; provide technical support and advice to faculty, staff and students on all computing matters to support the teaching, research and administrative functions of the department; assist users in purchasing equipment, installing software and solving routine software problems; act as the Departmental Computing Representative.

Requirements: successful completion of a three-year program in Computing Systems Technology or equivalent training and at least two years of relevant work experience; extensive knowledge of the hardware and software used in microcomputer systems and workstations; strong background in troubleshooting and maintenance of computing systems and operating system software; thorough knowledge of computer peripherals and interfacing techniques; experience in web page design; must be completely conversant with WINDOWS/NT, UNIX/AIX and LINUX operating software to administer networked systems and the departmental web pages; proficiency in a major programming language (e.g. Java, C, Pascal, Fortran); working knowledge of common Windows-

based software (e.g. Microsoft Office); MCSE certification or willingness to complete this training; excellent interpersonal, communication and time-management skills; must be willing to become familiar with other engineering software used in Civil Engineering undergraduate courses.

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

Tentative Hiring Range: \$38,475 - \$45,400
Points: 332

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

Secretary/Clerk 2001-17 Queen's University Libraries (Administration Office)

This is a term appointment until April 30, 2002, working 40 percent time.

Major Responsibilities: report to the Administrative Assistant; provide reception and secretarial support (greeting callers and visitors, scheduling, word processing, mail distribution); perform clerical tasks (filing, data entry, bookkeeping); administrative support to several individuals; update/maintain monthly calendars.

Requirements: secondary school diploma with previous office experience, or a one-year post-secondary program in office administration (consideration will be given to an equivalent combination of education and experience); knowledge of word processing and spreadsheet applications for data input; ability to learn new software packages; knowledge of bookkeeping/accounting practices; proven ability to work effectively in a service-oriented environment; excellent interpersonal, communication, organization and time-management skills; ability to maintain focus despite frequent interruptions; ability to work independently and as a member of a team.

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

Desk Clerk 2001-18 Queen's University Residences

Major Responsibilities: report to the Administrative Coordinator; act as main reception to the residence and serve as a referral and resource person to students, staff and public; issue and monitor keys; provide administrative support to Residence Services; sort mail/parcels for distribution; follow emergency university procedures.

Requirements: secondary school diploma (or an equivalent combination of education and experience); excellent interpersonal and communication skills; proven ability to maintain a service-oriented perspective in a busy atmosphere; attention to detail and accuracy; strong organization skills with the ability to work with interruptions; ability to follow emergency procedures; basic computer skills (knowledge of Word and Excel software packages preferred); knowledge of the university an asset.

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

Other Positions

Research Nurse, Anesthesiology

This is a one-year term position (renewable if funding available) reporting to the Coordinator of Research. The preferred candidate will hold a diploma or degree in Nursing with current registration with experience working in clinical research and collection of data. Working knowledge of word processing, spreadsheet, database, graphics, presentation and statistical software would be an asset. In addition the candidate will possess excellent communication and interpersonal skills. For details and/or a job description, contact Debbie Tod at todd@kgh.kari.net. Resumes may be sent to Ms. Tod, Department of Anesthesiology, Kingston General Hospital, 76 Stuart St., Kingston, ON K7L 2V7.

Postdoctoral fellow, Departments of Biochemistry and Medicine

A position is available for a postdoctoral fellow in the Department of Medicine to study apoptosis and inflammation, as related to the pathology of arthritis. The research will involve the study of apoptosis, effects of cytokines on cell cultures, expression and purification of recombinant glycoproteins, the role of glycosylation in apoptosis, and enzymology.

Qualifications: PhD in the biological sciences

Apply to: Dr. Inka Brockhausen, 533-6110; fax (613) 533-3081, e-mail: brockhau@post.queensu.ca.

Business Assistant Cancer Research Laboratories

This is a full time renewable contract position (100%)

Major Responsibilities: Performing general reception duties including booking appointments, answering telephone inquiries and assisting visitors to the floor. Providing secretarial support to the group through the processing of all correspondence (if rou-

time, initiate correspondence) and through the preparation of research grants. Administer employment contracts. Reconciling, on a monthly basis, all departmental research accounts (approximately 30), Visa Statements. Preparing cheque requisitions, journal entries (such as basic internal cost recovery transfers) and other financial documents that may be required on an as needed basis. Provide ongoing duties related to graduate and undergraduate course material. Making travel arrangements, processing and tracking travel expenses, registration and professional fees, as required.

Requirements: Secondary School Graduation Diploma plus two year post secondary training in business administration. Previous relevant experience. A clear understanding of basic accounting principles.

continued

Milestones

Compiled by Faye Baudoux

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

Congratulations to those who reached the following milestones in February, 2001.

35 years
Gary Racine, Telecommunications, Audio and Video.

30 years
Rita Foley, Office of the University Registrar; Kathleen Hartley, Stauffer Library; Heather Jackson, Biology.

20 years
Robert Campbell, Chemistry; Danny Wainman, Surgery.

15 years
Karen Merrill, Faculty of Applied Science; Carol Noel, Biology.

10 years
Annette Brick, Continuing and Distance Studies; Kevin Jackson, Printing and Materials Distribution; Nidhi Jain, Oncology; Susan Jezerak, Office of the University Registrar; Jane Rogers, Financial Services.

Five years
Djenana Jalovcic, ICACBR; Patricia Storey, Animal Care Service; Sheri Wilson, School of Music.

Human Resources *continued*

ples with a proven degree of confidentiality and accuracy. Knowledge of the university's Financial Services systems is preferred (FINS, GQL, etc). Proficiency with a variety of computer programs (Wordperfect, Excel, Word, etc). Consideration will be given to an equivalent combination of education and experience.

Minimum Hiring Salary: \$27,975 Salary Grade 4

Send a resume and covering letter to John Singleton, Cancer Research Laboratories, Rm# 315, Botterell Hall, Queen's University.

Deadline: March 12.

Animal Technologist Department of Physiology

The incumbent will work full-time in the research team of Drs. Paré and Munoz.

Responsibilities: Handling and behavioural training of research animals, including routine animal care and basic surgeries. Maintain equipment and monitor laboratory safety. Prepare animals and set-up laboratory for experiments. Use computer for data analysis and presentation. Perform administrative functions in support of the laboratories, including database maintenance and ordering of laboratory supplies and equipment.

Qualifications: Strong interpersonal skills, strong oral and written abilities, ability to work both independently and as part of a team, willingness and ability to work with computers and learn new skills. Three-year post-secondary veterinary technologist diploma or equivalent. Experience will be considered an asset. On-the-job training will provide the incumbent with specific knowledge required for the position.

Salary: Grade 5

Apply to: Dr. M. Paré, Botterell Hall, Room 438, Queen's University, Kingston, Ontario K7L 3N6. Application letters should be accompanied by a curriculum vitae or resume.

Employee Development

To register or for details call Human Resources, ext. 32070 or visit the website: www.hr.queensu.ca/News&Notes/seminars.htm

Lunch & Learn Series:

Time Out! Relaxation Program

Instructor: Jane Forrington - Burke
The Yoga & Relaxation Centre
March 6, 13, 20 and 27, 12:15 - 12:45 pm.

The Time Out! Program was developed to provide a way for people with busy lives to incorporate this therapeutic relaxation into their day. Practice on a regular basis helps to improve concentration, decrease anxiety, calm nerves and relax muscles, lower blood pressure, lower heart rate, increase energy, and reduce fatigue.

Stress Management

Facilitator: Wendy Rayner, Human Resources, Friday, March 9, 9 am - noon.

For staff who wish to increase their stress awareness and learn techniques to become "stress hardy".

Effective Presentation Skills

Facilitator: Wendy Rayner, Human Resources, Thursdays, March 15 and 22, 9 - noon.

This two-session program provides practical techniques for giving more effective presentations. Topics include: planning and organizing your presentation, effective delivery methods, visual aids, overcoming nervousness.

As one of 12 participants, you will have the opportunity to practice these skills and receive supportive feedback in a non-threatening environment.

Employee Assistance Program

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

Bulletin Board

Appointments

David Wardlaw appointed Acting Head, Department of Chemistry

Principal William C. Leggett is pleased to announce that David Wardlaw has been appointed acting Head of the Department of Chemistry from July 1, 2001 to Dec. 31, 2001 while Dr. Stan Brown is on leave.

Dr. Wardlaw obtained a BSc and PhD from the University of Toronto, and was a post-doctoral research fellow at the California Institute of Technology prior to coming to Queen's in 1984 as assistant professor. He was promoted to associate in 1989 and professor in 1994.

Dr. Wardlaw's research contributions are in the areas of theoretical chemistry and chemical physics. He has published more than 45 articles, co-authored a scientific software package, presented papers at numerous conferences, and has been a visiting scientist at University of California (Berkeley), at Argonne National Laboratory (Chicago), Emory University (Atlanta), and the National Research Council (Ottawa).

Dr. Wardlaw has served on various committees at Queen's. He is currently chair of the Chemistry Curriculum Committee and the Chemistry Instructional Assignment Committee. In 1995 he was the Coordinator for the Department of Chemistry's Self-Review and its Academic Development Plan, and subsequently chaired the Chemistry Staffing Committee. He has previously served as Acting Head of the Department of Chemistry from July 1, 2000 to Dec. 31, 2000.

Marsha A. Singh appointed Associate Dean, School of Graduate Studies

Principal William C. Leggett is pleased to announce that Marsha A. Singh, Associate Professor of Physics, has been appointed Associate Dean of the School of Graduate Studies and Research for a five year term beginning Jan. 1, 2001.

Dr. Singh holds a bachelor's degree in Chemical Physics from the University of Guelph, a Master of Science degree in Experimental Condensed Matter Physics, and a Ph.D. from the University of Toronto. Her doctoral research dealt with the study of nuclear quadrupole resonance phenomena. During a postdoctoral research posting at the University of Florida, Dr. Singh developed new research interests involving x-ray characterization of phase transformations in polymer materials. She has continued in the area of Experimental Polymer Physics since joining the Department of Physics at Queen's in 1989 as a Queen's National Scholar.

Dr. Singh's current research interests involve the use of Small Angle X-ray Scattering techniques in the study of annealing effects in semicrystalline polymers, and the development of highly ordered, thin diblock copolymer films. She is also involved in active collaborations with members of Queen's Chemistry department and the Institute of Microstructural Sciences at NRC. Much of her experimental work is performed at off-site

synchrotron x-ray facilities including the National Synchrotron Light Source of Brookhaven National Laboratory, the Brazilian Synchrotron Source, and the European Synchrotron Radiation Facility in Grenoble. Dr. Singh will be an active user of the new Canadian Light Source, currently under construction in Saskatoon.

Michael Fox appointed Acting Head, Department of Philosophy

Principal William C. Leggett is pleased to announce that Michael A. Fox has been appointed acting Head of the Department of Philosophy from July 1, 2001 to June 30, 2002.

Dr. Fox holds a BA from Cornell University, and MA and PhD degrees from the University of Toronto, where he also taught before coming to Queen's in 1966. He was promoted to Professor in 1985, and in the department of Philosophy has served a term as graduate coordinator and is currently undergraduate chair.

Dr. Fox specializes in environmental ethics, ethics and animals, philosophical vegetarianism, nineteenth-century European philosophy, existentialism, and philosophy of peace. A former editor and co-editor of Queen's Quarterly for ten years, he has published numerous articles and four books, most recently *The Case for Animal Experimentation: an Evolutionary and Ethical Perspective* (1985) and *Deep Vegetarianism* (1999).

Dr. Fox has served on numerous committees at Queen's, most recently on the curriculum committee for the School of Environmental Studies (1996-9), the appointments committee of the Department of Art (1997), and is presently on the departmental renewal, tenure/continuing appointments and promotion committee as well as its nominating committee.

Awards

Nominations invited for Basmajian Award

Nominations are invited for the 2000/2001 Basmajian Award, made annually to a Faculty of Health Sciences full-time faculty member or two members working as a team. As of Dec. 31, 1999, the nominee must have a maximum of six years of independent research experience and must have made the most meritorious contribution to health research during the previous year or several years. Nominations may be made by any department head or Faculty of Health Sciences member. It is recommended that the nomination come with the knowledge and support of the department head. Closing date for nominations is **April 1, 2001**. Address nominations to Dr. T.G. Flynn, c/o Bonnie Stewart, Office of Research Services. Terms of reference and the "Adjudication Criteria for the Basmajian Award" are available in the Office of Research Services or at <http://www.queensu.ca/vpr/basmajian.htm>.

Committees

Principal's Advisory Committee, Director, School of Industrial Relations and the Industrial Relations Centre

Carol Beatty's term as Director of the School of Industrial Relations and the Industrial Relations Centre ends June 30, 2001. Dr. Beatty has indicated her willingness to be considered for a second term.

Principal William C. Leggett has established an advisory committee, to be chaired by Ulrich Scheck, to advise him on the directorship and on the current state and future prospects of the school and centre.

Elected Members: Charles Beach, Economics, Karen Bentham, School of Industrial Relations, Don Carter, Law, Richard Chaykowski, School of Industrial Relations, Caroline Weber, School of Industrial Relations.

Appointed Members: David Arrowsmith, Industrial Relations Centre; Brenda Barker, School of Industrial Relations; Natalina Lindia, Graduate Student, School of Industrial Relations.

Chair: Ulrich Scheck, School of Graduate Studies and Research.

Members of the university community are invited to submit their views on the present state and future prospects of the school, centre and potential candidates for the position of Director. Please indicate whether you wish to have your letter shown, in confidence to the members of the advisory committee. Letters should be submitted to Ulrich Scheck, School of Graduate Studies and Research by **March 16, 2001**.

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, fax: (+47) 77 64 52 91.

Grants

Ontario Thoracic Society/Ontario Lung Association

The Respiratory Group at Queen's University invites applications for respiratory research in both basic and clinical fields. The funds are mainly intended for use as SEED money, pilot projects, but are also available for interim funding. **Deadline: Monday, March 19, 2001.** The maximum research grant would generally not exceed \$10,000. Details: Dr. D.E. O'Donnell, 102 Stuart Street. Phone: 548-2339.

Notices

George Henderson retirement reception

Queen's University Archives cordially invites you to a reception Thursday, March 8 in honour of George Henderson, MA, BLS on the occasion of his retirement. The Frederick W. Gibson Reading Room, Kathleen Ryan Hall, Old Medical Quadrangle, 2:30 - 5:30 pm. RSVP by **Friday, March 2.** Contact Archives staff, 533 2378 if you wish to contribute retirement gift. E-mail: archives@post.queensu.ca.

Physical Education Centre ISS Spring Golf Clinics

Sharpen your skills or learn from scratch.

*WG-1 - Tuesdays 4:35 pm and Saturdays 10 am

*WG-2 - Tuesdays 5:35 pm and Saturdays 11 am

*WG-3 - Tuesdays 6:35 pm and Saturdays noon

**WG-4 - Thursdays 4:35 pm and Saturdays 1 pm

**WG-5 - Thursdays 5:35 pm and Saturdays 2 pm

**WG-6 - Thursdays 6:35 pm and Saturdays 3 pm

*WG-8 - Tuesdays 1:05 pm and Thursdays 1 pm

* Beginner classes

** General improvement

Five-week courses start tomorrow so register today! Phys Ed. Centre wickets open 10 am to 5 pm. Details: Brenda Willis, ext. 36289.

Recreation jogging cancellations

Saturday, March 10 1 - 10 pm
Sunday, March 11 1 - 5 pm

Recreation skate cancellations

Friday, March 9 12:30 - 1:20 pm
& 4:30 - 5:20 pm
Saturday, March 10 4:30 - 5:20 pm

Family skating cancellation

Sunday, March 11 1 - 1:20 pm
(20 minutes only)

PhD examinations

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

Wednesday, Feb. 14

Alexandra Lai, Economics. Three Papers in Applied Microeconomic Theory. Supervisor: R. Boadway. B204 Mackintosh-Corry Hall, 1:30 pm.

Thursday, Feb. 15

Michael Wischniewsky, German. "Wenn ich deinen Wink verstehe, ewige Vorsicht [...]": The Concept of Providence in Schiller's Early Dramas. Supervisor: D. Pugh. 310 Kingston Hall, 2:30 pm.

Thursday, March 1

Claire Crooks, Psychology. The five-factor model of academic readiness: Evaluating Underlying Assumptions and Exploring the use of Person-oriented Analyses. Supervisor: R. DeV. Peters. 228 Humphrey Hall, 1 pm.

Friday, March 2

Christopher Page, Political Studies. What do Canadian Governments do with Public Opinion Research? Supervisor: G. Perlin. C326 Mackintosh-Corry Hall, 2:30 pm.

Friday, March 9

Baqun Ding, Mining Engineering. Examining the Planning Stages in Underground Metal Mines. Supervisor: C.W. Pelley. 350 Goodwin Hall, 1:30 pm.

Surplus Items

The Department of Geological Sciences offers for sale:

- 1 - Darius 14" monitor
- 1 - Apple 16" display
- 1 - Apple HiRes 14" display
- 1 - Apple Mac II CPU
- 1 - Apple IISI CPU
- 1 - HP LaserJet III S/N 3043JD7310
- 1 - HP LaserJet III S/N 3052J97268
- 1 - Apple LaserWriter II NTX
- 1 - Apple LaserWriter LS
- 1 - Pacific Page PostScript cartridge for HP Series II
- 1 - HP Postscript cartridge for series III, IIP & IID

continued over

Principal's Development Fund 2001/2002

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

The International Visitors' Program provides funds to enrich the international dimensions of the university, both within our classrooms and within our research environment. Funds are intended to assist departments, faculties and schools in bringing to Queen's outstanding scholars from outside of Canada. Visitors supported by the fund will spend at least a week on campus, must contribute to undergraduate teaching and will be expected to interact with graduate students and faculty in their area of scholarly activity.

Individuals/academic units interested in sponsoring such a visitor should submit an application and budget to the dean of their faculty by **April 6, 2001**. Application forms (including budget forms) are available in the deans' offices of each faculty and school or at the principal's office website www.queensu.ca/principal/news.html. Allowable expenses for visitors may include: return economy airfare, accommodation and meals not to exceed those specified in Queen's travel and subsistence guidelines, and a modest honorarium. In this round, applications will be considered for visits that will occur during the academic year 2001/2002.

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

Bulletin Board *continued*

1 - 1083MB Toshiba 2.5" notebook HD
 1 - 1443 MB Toshiba 2.5" notebook HD
 1 - 2116 MB Toshiba 2.5" notebook HD
 6 - AMD K6-233 processors to be sold separately.
 1 - Panasonic 1090i printer
 1 - Panasonic LQ 1050 printer
 1 - Panasonic 1092 printer
 2 - Panasonic 1092i printers to be sold separately
 1 - Panasonic 1090 printer
 1 - Epson Fx-80
 1 - Calcomp Drawingboard II Mac Digitizing Tablet
 1 - Pioneer DRM 600 CDROM changer
 1 - HP DraftPro 7570A large format plotter

Open bid. For information or to view, please call Rob at ext. 36173. Submit

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

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

Volunteers needed

Irritable bowel syndrome

Patients with IBS are needed for a research study to examine the use of acupuncture as

a treatment. If you have been diagnosed with Irritable Bowel Syndrome, have active symptoms and have never had acupuncture you may be eligible. Details: Jackie McKay at 544-3400 ext. 2440.

Heartburn sufferers

You may be eligible to participate in a clinical trial examining the safety and effectiveness of a new heartburn medication. Requirements: Age 18 to 65 years, had heartburn for at least 12 weeks in the last year, have heartburn that is sometimes accompanied by abdominal discomfort or bloating, able to visit Hotel Dieu Hospital for outpatient procedures and clinic visits over a three-month period. Details: Jackie McKay at 544-3400 ext. 2440.

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.

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.

March Break Program: Patch it Up! March 13, 14, 15, 10 am - 3 pm. Young and old can learn more about the quilt collection. Free with admission.
<http://www.queensu.ca/ageth/>

Union Gallery, first floor, Stauffer Library
 Alexandra Bartosik, Vanessa Hall-Patch and Erin Munro. Ambrosia, to March 13.
 Opening reception: March 3, 6 - 8 pm.
<http://library.queensu.ca/webugall/>

Drama

Shakespeare's Two Gentlemen of Verona. Tim Fort, director. Opens Wednesday, March 7 and runs Wednesday through Saturday to March 17, Convocation Hall, Theological Hall, 8 pm. \$10 non-students; \$8 students and seniors. Information: 533-2104.

Music

Tuesday, Feb. 27 School of Music
 Mosaic, a concert of contemporary music featuring compositions by music faculty and students. 120 Harrison-LeCaine Hall, 8:30 pm. Free.

Friday, March 2
 Kingston Symphony featuring Dr. F.R.C. Clarke's Symphony No. 1 and Gordon Craig performing Finzi's Clarinet Concerto. Grand Theatre. Tickets: 530-2050.

Saturday, March 3
 Louis Lortie in a solo piano performance including works by Bach and Kurtal. Grant Hall, 8 pm. \$22, \$20 seniors, \$10 students. Performing Arts Box Office, 533-2558.

Tuesday, March 6, Wednesday, March 7 School of Music
 A Tribute to Broadway, Bruce Kelly and Gordon Craig, directors. Grant Hall, 7:30 pm. \$6 adults, \$3, students and seniors.

Friday, March 9 School of Music
 Jazz Ensemble, Greg Runions, director. Grant Hall, 7:30 pm. \$6 adults, \$3 students and seniors.

Public Lectures

Tuesday, Feb. 27 The 13th Annual Hannah Happening
 Justice Horace Krever, Chair of the Commission of Inquiry into Blood

Products. Law and Medicine: An Adversarial Relationship? Etherington Auditorium, 5 pm. Reception follows at the University Club.

Thursday, March 1 Political Studies and Women's Studies

Jim Riordan, Macintosh Visiting Scholar and Principal's Development Fund International Visitor. Trafficking in Women in Eastern Europe after the Demise of the USSR. E230 Mackintosh-Corry, 11:30 am.

Monday March 5 Msgr. Hanley Memorial Lecture
 Joe Gunn, Co-Director, Social Affairs Commission, Canadian Conference of Catholic Bishops (CCCCB). Fifty Years of Catholic Social Teaching: Reflections on the Social Teaching of the Canadian Bishops since 1950. McLaughlin Room, JDUC, 7 pm. Refreshments, question period follow.

Tuesday, March 6 Jewish Studies/Law
 Lowell Komie, lawyer and novelist. The Last Jewish Shortstop in North America. 202 Policy Studies, 7:30 pm.

Wednesday, March 7 Donald deFrayne Macintosh Memorial Lecture Physical and Health Education
 Jim Riordan, Macintosh Visiting Scholar and Principal's Development Fund International Visitor. International Sport after the Demise of the Soviet Union: The Loss of a Symbolic Political Adversary. 205 Physical Education Centre, 7:30 pm.

Monday, March 12 Art
 Pinin Brambilla Barcillon, Gianluigi Colalucci, Giorgio Croci and Giuseppe Giunta. New Art Conservation in Italy. Dunning Auditorium, 4:30 pm.

Meetings & Colloquia

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.

Tuesday, Feb. 27 Pathology
 Lee O'Brien, Queen's. Investigation of the molecular pathogenesis of Type IIA Von Willebrand Disease. Richardson Amphitheatre, 4 pm.

Wednesday, Feb. 28 Chemistry
 Julian Zhu, University of Montreal. New hydrogels and degradable polymers made from natural compounds. FG15 Frost Wing, 11:30 am.

Human Mobility Research Centre
 Jaro Sodek, University of Toronto & Director of the CIHR Group in Periodontal Physiology. Bone sialoproteins in bone remodelling, inflammatory diseases and cancer. 306 McLaughlin Hall, 1:30 pm.

Human Mobility Research Centre
 Christine MacKenzie, Simon Fraser University, School of Kinesiology Human Motor Systems Laboratory. Human factors

in laparoscopic surgery. 306 McLaughlin Hall, 2:30 pm.

Microbiology & Immunology
 Ramakrishnan Srikumar, Queen's. Multiple drug resistance in pseudomonas aeruginosa. B139 Botterell Hall, 1:30 pm.

Neuroscience
 Martin Pare, Queen's. Neural basis of inhibition of action. B139 Botterell Hall, 4:30 pm.

Physics CAP Lecture
 Peter Grutter, McGill University. Nanotechnology: Assembling matter atom by atom with a scanning tunneling microscope. Theatre A, Stirling Hall, 1:30 pm.

Religion/Theology
 RELS 451 presentations. Azusa, Kijima, Queen's. Eastern religions in Western films. Ashleigh Jeffery, Queen's. Drama as ritual and religion. Elias Andrews Room, Queen's Theological College, 3:30 pm.

Thursday, March 1 Anatomy and Cell Biology
 Nicola Matthews, Queen's. Mechanism and Hypoxia-induced Drug Resistance in Cancer Cells. 920 Botterell Hall, 11:30 am.

Friday, March 2 Biology
 Joffre Mercier, Brock University. Crayfish neuropeptides: Functions and mechanisms of action. 1102 Biosciences Complex, 12:30 pm.

Physical and Health Education
 Jim Riordan, Macintosh Visiting Scholar and Principal's Development Fund International Visitor, University of Stirling, Scotland. Reminiscing on a scholarly career in comparative sport studies. 205 Physical Education Centre, 11:30 am.

Sociology
 Jim Riordan, Macintosh Visiting Scholar and Principal's Development Fund International Visitor. Youth, crime and sexuality in post-USSR Russia. 4th floor Sociology department lounge, 1:30 pm.

Monday, March 5 Physiology
 Wally Bartfay, Queen's. Antioxidants, oxygen free radicals and heart failure: Cause or consequence? 449 Physiology Library, Botterell Hall, 11:30 am.

Tuesday, March 6 School of Business
 Research Forum. XiaoFung Di. Artificial intelligence methods for business research. 12 Dunning Hall, 2:30 pm.

Pathology
 Diana Naumovski, Queen's. Transcriptional regulation of the GFR alpha-1 gene and its role in human disease. Sarah Kinkley, Queen's. Title TBA. Richardson Amphitheatre, 4 pm.

Wednesday, March 7 Chemistry
 R. K. Boeckmann, Jr., University of Rochester. New developments in asymmetric synthesis methodology with application to compel molecule synthesis. FG15 Frost Wing, 11:30 am.

Microbiology & Immunology
 Geoffrey McKay, Queen's. Structural and enzymological studies of APH(3)-IIIa, an aminoglycoside modifying enzyme. B139 Botterell Hall, 1:30 pm.

Physics
 John Schreiner, Queen's. Conformal radiation therapy by Cobalt-60 tomotherapy. Theatre A, Stirling Hall, 1:30 pm.

Physics Condensed Matter Seminar Series
 Brian Jackson, Queen's. Vortices and superfluidity in Bose-Einstein condensed gases. 501 Stirling Hall, 10:30 am. (Postponed from Wednesday, Feb. 28.)

Friday, March 9 Biology
 Jules Blais, University of Ottawa. The fate of persistent pollutants in the alpine and the arctic: the ultimate depositories for many industrial and agricultural toxins. 1102 Biosciences Complex, 12:30 pm.

Physical and Health Education
 Geoff Smith, Queen's. Babe Didrikson Zaharias and Cold War gender politics. 205 Physical Education Centre, 11:30 am.

Monday, March 12 Physiology
 Cathy Ferri and Sheana Desson, Queen's. Effects of interleukin-1B on the sub-fornical organ and paraventricular nucleus. 449 Physiology Library, Botterell Hall, 11:30 am.

Tuesday, March 13 Pathology
 Suzy Abu-Abed, Queen's. Analyzing the Cyp26A1 null mutant mouse. Richardson Amphitheatre, 4 pm.

Other

Friday, March 9 Friday Book Group
Songs in Ordinary Time by Mary McGarry Morris. Ban Righ Centre, 32 Queen's Crescent, 7 pm. Details: Marlo, ext. 74734, e-mail: whitehem@ncic.ctg.queensu.ca. All welcome.

Wednesday, March 28 SGPS Annual General Meeting
 Robert Sutherland Room, JDUC 5:30 - 7:30 pm. For all on-campus (full- or part-time) graduate, law and theology students. All members eligible to vote. Agenda items include constitution and bylaw amendments. Agendas available at the office of the Society of Graduate and Professional Students, 021 JDUC, from Friday, March 23. Details: 533-2924; sgps@qsilver.queensu.ca.

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. 27: Western Europe
March 5: Australia and the Pacific

Special Events

Wednesday, Feb. 28
 Esther, Baby and Me: A Black History Month film screening and discussion with filmmaker Louis Taylor. 1102 Biosciences Complex, 7 pm. Presented by the African

and Caribbean Students Association and the Modern Fuel Gallery.

Tuesday, March 6 French Centre, 195 University Ave.
 Wine and cheese reception with readings by Acadian Scholar/Writer in Residence France Daigle, 5 - 7 pm. Sponsored by the Chancellor Michener Fund.

Spend Easter weekend in New York City
 Start spreading the news. Ban Righ Centre's latest fundraiser is only \$399. Includes luxury coach transportation and double occupancy accommodation at The Habitat, 130 E. 57th St. Leave: Friday, April 13, 6 am. Return: Monday, April 16, departing NYC at noon. Walking distance to major attractions including the Museum of Modern Art, Lincoln Centre, United Nations, St. Patrick's Cathedral, Hard Rock Cafe, NBC and CBS Studios, theatres, shopping. Book by Feb. 26. Details: Karen Knight, 533-2976.

Courses and Workshops

Ban Righ Centre, 32 Queen's Cres. Feb. 26: Black History Month video screening, Black Mother, Black Daughter. Noon, free.

March 5: Teresa Alm, Student Awards and Angie Dunphy, OSAP/Part-time Programs discuss financial assistance. Noon.

March 8: Allison Goebel, Women's Studies and Environmental Studies. Professor Goebel will lead a panel discussion recognizing International Women's Day. Noon.

March 12: Meet the artists, Shirley Margaret Adamson and Linda Wilson. Art on display in the lounge to April 13.

Monday, March 5 The French Centre, 195 University Ave.
 Creative writing workshop with Acadian Scholar/Writer in Residence France Daigle, 7 -10 pm. Sponsored by the Chancellor Michener Fund.

Learning Technology Unit Winter Institute Workshops for Faculty Using Technology in Your Teaching
 Register on-line at <http://noteswww.queensu.ca/ITS/Ituclasses.nsf> or e-mail your registration request to g13-l@post.queensu.ca.

- * From Research Assignment to Learning Assignment, March 5, 1:30-3:30 pm, Douglas Electronic Training Room.
- * WebCT for Beginners, March 6, 1:30-4, Jeffery 156
- * Digital Photography and Scanning, March 13, 1:30-4 pm, Stauffer 007
- * Using WebCT to Present Course Materials, March 15, 9:30-noon, Jeffery 156
- * Using PowerPoint2000 for Beginners, March 21, 9:30-noon, Jeffery 156
- * Adding Quizzes to your WebCT Pages, March 22, 9:30-noon, Jeffery 156
- * PowerPoint 2000: Beyond the Basics, March 28, 9:30-noon, Jeffery 156
- * Creating Videos and CD-Roms for your Courses, March 30, 9:30-11:30 am, Stauffer 121