



Shirley Roth

Sally Ahn (left), Christine Paul and Halio Kwo take part in a recent performance of Queen's School of Music's ensemble series. The concerts highlight the artistry of Queen's music students and offer audiences something for every musical taste. Details, page 4.

Report urges changes to exams process

Shorter, less weighted exams among 19 recommendations by working group

BY MARY ANNE BEAUDETTE
Queen's must make both immediate and longer-term changes to its centralized examinations process to ensure that exams continue to be a fair, safe and effective evaluation process, says the Report of the Working Group on Examinations.

Released last week, the report is a broad-based response to a number of issues that arose after a string of bomb threats and malicious fire alarms disrupted final exams in April and December, 2000.

The report includes a half-dozen immediate changes to address security concerns relating to upcoming spring exams. It also includes 13 longer-term recommendations aimed at

reducing the motivation for disruption while accommodating increasing enrolment and fostering greater fairness and safety across the entire exams process, explains John Dixon, Associate Vice-Principal (Academic) and chair of the working group.

The working group was established by Suzanne Fortier, Vice-Principal (Academic) last year and comprised student, staff, faculty and administrative members. Advising the group were campus professionals with responsibilities in the areas of special needs, as well as staff members in the Exams Office, Campus Security and Physical Plant Services.

"We took the attitude of Exams Process, page 2

Queen's psychologist wins Killam

Expert in haptic touch is university's 33rd recipient of prestigious award

BY MARY ANNE BEAUDETTE
Susan J. Lederman, a Queen's University experimental psychologist specializing in how humans perceive the world through the sense of touch, has been awarded a Killam Research Fellowship from the Canada Council for the Arts. Dr. Lederman is Queen's 33rd Killam recipient in as many years and the 31st member of the Faculty of Arts and Science to win the prestigious award.

Killam Fellowships are awarded to scholars engaged in research projects of outstanding merit in the humanities, the social, natural and health sciences, engineering and interdisciplinary studies within these fields. Killam funding enables recipients to devote two years to full-time research and writing. Seventeen leading Canadian scholars across Canada were honoured with Killam Fellowships this year.

For Dr. Lederman, the award will allow her to pursue new

studies in remote haptic communications. Haptic touch refers to humans' ability to gather information (such as hardness, texture, temperature and shape) about objects through their sense of touch. Her Killam research will explore how people perceive the textures of real surfaces by "feeling" them remotely through a rigid stylus. These results will be used, in turn, to guide the creation of "virtual" textures. Dr. Lederman's work, which is being done in collaboration with an international multidisciplinary team, has applications in a number of areas including medical fields such as remote diagnosis and surgery and virtual systems for teaching complex surgical procedures to novice surgeons, as well as in e-commerce and computer resources for sighted and blind operators.

A graduate of University of Toronto (BA, PhD) and University of Wisconsin (MA), Dr. Lederman has been a professor in the Department of Psychology at Queen's since 1974. She was cross-appointed to the Department of Computing and Information Science in 1990. In the next academic year, she will be a visiting research scholar at both Harvard University and the Massachusetts Institute of Technology in Cambridge, Mass. Earlier this year she was recognized for her development, with her students, of a raised tactile feature on the new Canadian banknotes for denomination by



Susan Lederman:
'Distinguished researcher'

the blind and visually impaired. She is also a frequent consultant to international groups specializing in research and resources for the blind and visually impaired, and to industry.

"Throughout her career, Dr. Lederman has consistently mixed basic research with direct applications that address real-world problems such as tangible graphics displays for the blind, and robotics and telerobotics," says Bob Silverman, Dean of Arts and Science. "I'm delighted that Susan has received one of the coveted Killam awards as she is one of the faculty's most distinguished researchers."

The Canada Council has also announced Killam renewals for the coming year. Peter Davies (Biochemistry) and Victor Snieckus (Chemistry), two Queen's recipients of the 2000 Killam Fellowships, have had their fellowships renewed for a second year. □

<http://psyc.queensu.ca/faculty/lederman/lederman.html>

Survey targets equity issues

Principal Bill Leggett is asking the co-operation of all university staff and faculty members in identifying employment equity concerns and issues at Queen's via a brief survey in today's Gazette.

The survey, which appears on page 5, is a new initiative of Queen's Council on Employment Equity, and has been prepared in partnership with the Office of the University Advisor on Equity. The survey can also be obtained via email at reesr@educ.queensu.ca.

"I endorse this survey as well as council's obvious and persistent attempts to make Queen's a better place, not just for students

in which to learn, but for faculty, librarians and staff in which to work," says Principal Leggett. "Please take a few minutes to complete this survey. Your collective response will assist the council in its deliberations."

The council has asked the university community to submit responses by March 25. The results of the survey will be shared with the university later this spring, says Ruth Rees, chair of the council. "Our aim is to make sure we are responding to current concerns around equity," she says. "This survey will help us do that." □

Equity Survey, page 5

Education Equity insert in today's Gazette

Today's Gazette includes an insert on educational equity at Queen's. Prepared by the Senate Educational Equity Committee (SEEC), the Educational Equity Report and Policy Statement brings together for the first time a broad range of educational equity issues and recommendations in one document, explains Rebecca Luce-Kapler, chair of SEEC. "The report makes a clear distinction between employment equity, which is legislated, and educational equity," she says. "This policy was developed to encourage a broad and diverse educational environment for all members of the Queen's community."

The proposed policy statement includes definitions of equity, and identifies processes for fostering and monitoring educational equity at Queen's.

The committee now seeks the feedback of the Queen's community; faculty, staff and students are asked to direct their comments in writing to the Senate office, B400 Mackintosh-Corry Hall, or to Rebecca Luce-Kapler, McArthur Hall, or via email to luce-kar@educ.queensu.ca, by March 30. "We see this as very much a beginning document that will guide the direction of the SEEC in coming years," Dr. Luce-Kapler says.

In this issue...

More reflections on quality

see page 3



Letters

Questions for QUFA

What a curious letter from Barbara Kisilevsky, the current president of the Queen's University Faculty Association ("The flaws in QUEST," *Gazette*, Feb. 26).

After having gently chided Bob Malcomson (who has done sterling work raising sensitive issues in many numbers of this publication) for narrowly focusing on one aspect of the QUEST question, she proceeds to list a great number of other, very pertinent, concerns, only to conclude – curiously and curiously! – by saying that debating QUEST's worth or otherwise in the *Gazette* "would seem to be an unproductive means of solving the problem." Raising concerns is, however, acceptable and can only be productive, it would seem, for QUFA. If so, I would also like to raise concerns in the *Gazette*: First, why did QUFA sign the last collective agreement, which allows for the use of QUEST responses in the evaluation of faculty members' annual performance, when it had –

apparently – so many reservations about the process? Second, will it do the same next time around this spring?

P.A. Bly

Department of Spanish and Italian

The value of teaching dossiers

Recent discussions of QUEST in the *Gazette* remind us that, although almost all Canadian universities have systems for student evaluation of teaching, it is hard to devise a system that caters to the need of all stakeholders – teachers, students, heads and other administrators. Like most of the Queen's community, we believe it is appropriate and important to solicit student feedback about teaching. Unfortunately there is no perfect system for doing so. More than 30 years of educational research and experience concerning student evaluations in Canadian universities tells us that every system has its weaknesses, whether it is in the data collection instrument itself, the man-

agement of data collection and analysis, or the interpretation and application of the evaluation data in personnel decisions.

One lesson we have learned is the importance of not relying solely on student opinion and supplementing such data with evidence from a variety of sources, including colleagues. One excellent means of doing this is through a teaching dossier – an excellent means of documenting teaching that was devised by the Canadian Association of University Teachers more than 20 years ago, and which is now used in universities across the world.

To its credit, QUFA ensured that the collective agreement strongly encourages the use of dossiers for annual review, tenure and promotion. The deans have also supported use of dossiers. We urge faculty who have discovered that student evaluations tell only part of the story about their teaching effectiveness to provide a full picture through a well-documented

dossier. And we urge heads and PRTC committees to consider the evidence in dossiers fully and carefully, so that effective teaching is recognized and rewarded. We would like to see better preparation for members of such committees and the development of a wider range of instruments and approaches for collecting information about teaching effectiveness, including serious consideration of a system of peer review among faculty.

Finally, it is our feeling that the spirit of the Queen's community and the long-term interests of faculty and students are best served by collaborative and developmental, rather than punitive and confrontational, approaches to teaching evaluation and improvement. There is no doubt about it, the evaluation of teaching is here to stay and will remain a significant issue that demands and deserves the ongoing attention of us all. □

Christopher Knapper
and Susan Wilcox

Instruction Development Centre

Exams Process

continued from page 1

'question all assumptions,'" Dr. Dixon explains. "Last year's disruptions provided the impetus to deal with the immediate security problem, but this gives us the opportunity to examine broader issues, such as effective evaluation and space needs, as well."

Immediate changes recommended by the group include the following:

- The establishment of Jock Harty Arena and Grant Hall as core exam halls, with overflow being accommodated in Dunning and Macdonald Halls;
- Altered seating in the arena and Grant Hall to maximize capacity;
- Upgraded fire alarms to help prevent malicious false alarms;
- Students, staff and faculty are to be informed by email and through the exam timetable website that the university is committed to investigating

security threats diligently and that building occupants will be notified if circumstances warrant a safety alert.

Work has already begun to upgrade the lighting in Grant Hall in preparation for spring exams, Dr. Dixon notes. Meanwhile, Campus Security is revising its University Examinations Security Plan to reflect the report's recommendations.

Other recommendations include:

- review of exam-hall policies to ensure they spell out the procedures to be followed in the event of disruption;
- that university rules on disrupted exams be revised to permit resuming or relocating disrupted exams;
- that faculties and schools revise their academic regulations to spell out the permitted options available to an instructor with regard to evaluating students in the event of a disrupted exam;
- that disrupting an exam be specified as an offense under the university's Code of Conduct.

Over the longer term, the university should consider a number of changes to current thinking and practice around exams, the report says.

Chief among these are recommendations that instructors review both weighting and length of exams. "As was highlighted in a recent *Gazette* article by Chris Knapper, Director of the Instructional Development Centre, there are sound academic reasons for placing less emphasis on major final examinations for evaluation purposes," says Dr. Dixon.

Placing greater weight on in-term assignments, mid-term exams and other methods of evaluation may reduce the motivation of an individual to disrupt an exam, while leveling the playing field for students with disabilities or special needs, the report notes.

Reducing exams to two hours from three offers similar positive outcomes, the report says, including greater scheduling flexibility and the recognition that special needs students often need fewer accommodations to cope with two-hour exams.

The report also highlights the issue of instructor attendance at exams. It recommends that the university seek agreement from the JCAA, the joint body that oversees the administration of the faculty collective agreement, that instructors be in attendance in the exam hall while their exam is being written. This would ensure that, in the event of a disruption, the instructor is on site and able to make a timely decision about resuming the exam and possibly relocating it to an alternate venue, thereby avoid-

ing the need to reschedule it.

(The Queen's University Faculty Association is currently surveying faculty members about the proposed practice and expects to report findings later this month.)

The Working Group also focused on the need to achieve greater flexibility in scheduling to reduce demand for exam-hall space, with recommendations including:

- that exams in small classes (with enrolment below some specified number of students) be administered by the instructor rather than the Exams Office;
- that examinations be scheduled seven days a week;
- that the exam day be modified to accommodate four sessions, up from the current three;
- that Senate committees review sessional dates to ensure they accommodate a flexible and academically sound exam schedule.

Suzanne Fortier, Vice-Principal (Academic), has referred the report to relevant university bodies, including the Senate Committee on Academic Procedures (SCAP), the Senate Committee on Academic Development (SCAD), the Senate Committee on Non-Academic Discipline (SONAD) and the Faculties and Schools, for consideration of the various recommendations. It has also been distributed to student government leaders. □

A full copy of the report can be accessed at: http://www.queensu.ca/vpac/VPA_Summary_Report_Examinations.htm

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Anti-Racism Advisory
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533-6631

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Paul Arney 533-6495

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533-6000 *74460

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533-6000 *74232

Anti-Racism Respondent Advisor:

Ellie Deir – Education
533-6218 *77673

Internal Dispute Resolution (Students & Staff):

Paul Arney
533-6495
PA1@post.queensu.ca

University Advisors – Students:

Bill Gekoski – Psychology
533-2891

Bart Simon – Sociology
533-6000 ext. 77152

Mel Wiebe – English
533-2153

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533-2186

Rector
Daniel Sahl
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

Editor: Mary Anne Beaudette
Editorial Assistant: Celia R. Andersen
Director: Richard P. Seres
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ENQUIRIES

Tel 533-6000 ext 74498
Fax 533-6652
E-mail gazette@post.queensu.ca

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Forum

Reflections on quality at Queen's

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. Following are the reflections of the discussion group on the quality characteristics of faculty and the broader learning environment at Queen's.

Reflections on faculty

BY EDDY CAMPBELL, JOHN DIXON AND KIM MCAULEY

There is a large and significant number of university faculty scheduled to retire over the next decade, internationally, nationally, within the province and here at Queen's. To give you some idea of the scope, here are some data. There are about 12,000 faculty in Ontario now. There are credible studies pointing to a need for some 12,000-15,000 additional faculty in the next decade in this province in response to the double cohort, increasing demand, and expected retirements. At Queen's, we have about 750 non-clinical faculty today, and we may need to appoint as many as 600 new faculty over the next decade. As a result, the environment for attracting new faculty will be highly competitive and retaining the best and the brightest will pose a significant challenge.

The two questions listed below are among those we addressed at the retreat. We have attempted to answer these with the following suggestions, some of which reflect initiatives already in place, and others which the university should consider implementing.

1 What are the advantages Queen's offers to new and current faculty?

The university is famous for the quality of its students and the quality of its faculty. These attributes will certainly be attractive to potential faculty members. Some will be attracted by the quality of life offered in Kingston. We enjoy an enviable reputation on the national scene, but we should strive to be better known internationally.

It is also clear that our facilities do not match the quality of our people. And while there are many new initiatives under way which will address this situation, the fact remains that many departments are currently housed in buildings for which necessary maintenance has been too long deferred, and that many of our classrooms do not permit instructors to use a wide variety of useful instructional technologies.

2 What strategies might Queen's employ in addressing the issues of faculty recruitment and retention?

The university has in place a number of thoughtful and useful tools for recruitment. There is the Queen's National Scholars Program and the new bridging program, as well as the federally funded Canada Research Chairs program. There is a well-established system of startup grants, which is nevertheless under pressure. We have competitions for internal research funds through the Advisory Research Council grants programs. There

is also the potential to help with mortgages and on-campus day-care facilities. However, it is clear that the competitive environment will put the university under pressure to find additional funds for faculty salaries.

There was one clearly promising proposal from our group, although much work will be needed to implement it. We see a definite need and opportunity to bring a new level of professionalism to our recruiting efforts. While there are many wonderful initiatives under way for recruiting faculty to Queen's, these efforts may not be consistent across the university. As a result, helpful information about Queen's and the Kingston community may not be getting communicated to candidates for faculty positions.

In recent years we have seen how the adoption of professional standards of practice have benefited the Office of Advancement. We feel that we should follow Advancement's example, and institute similar "best practices" in our efforts to recruit the highest quality faculty to Queen's. □

Eddy Campbell (Mathematics and Statistics) is Associate Dean, Arts and Science.
John Dixon (Geological Sciences) is Associate Vice-Principal (Academic).
Kim McAuley (Chemical Engineering) is Chair of Undergraduate Studies, Chemical Engineering.



Reflections on the broader learning environment

BY RYAN NAIDOO

I was one of the facilitators of the Broader Learning Environment discussion group. From a student perspective it was great to know that so many members of the faculty, administration and the board of trustees appreciate that Queen's broader learning environment is in large part unique because of the community atmosphere created by its students.

It came up in discussion that this environment was an accident of the evolution of the university, and that until now it was not in any way the result of a conscious effort on the part of the administration to promote student participation in the community. Our group agreed that it was time for this to change.

Queen's may support its student governments more than any other university, but there is still room for improvement. Fostering an appreciation of the student-created broader learning environment is the first step in creating institutional support for it. In many ways, student initiatives are the greatest recruiting force this university has, and if the university wishes to capitalize on this force, then it should make sure the avenues for future student initiatives are kept wide open. To me this was the most useful and inspiring thing to come out of our committee. Like everywhere else, more resources would greatly help, but there are many things that can be done without them, if only we shift our focus to ensuring student initiatives are appreciated for the contribution they make to the Queen's environment. □

Ryan Naidoo is president of the Arts and Science Undergraduate Society of Queen's.

Teaching Issues

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

Teaching with your mouth shut

BY MARK WEISBERG

Here's a question about your education: *Thinking back over your whole life, what were the two or three most significant learning experiences you ever had? That is, identify the moments or events in which you discovered something of lasting significance to your life.*

After you've identified these moments in which you've learned something that really mattered to you, ask yourself about each:

1. Did it take place in a classroom?
2. Did it take place in a school?
3. Was a professional teacher instrumental in making the learning experience happen?
4. Was a teacher-like figure instrumental in making the learning experience happen?

5. If the answer to 3 or 4 is "yes," then what did the teacher actually do to help you learn?

6. In general, what factors were instrumental in bringing about the learning?

In asking these questions at the beginning of his remarkable and challenging book, *Teaching With Your Mouth Shut* (Boynton/Cook 2000), the late Don Finkel was betting that most of us will discover in our answers that in those important learning moments no teacher was present, or if present, s/he wasn't acting like the brilliant lecturer that forms our cultural model of great teaching. If he's right in his wager, and if significant, *lasting* learning is what we want for our students, what *will* help them

achieve it? That's the problem Finkel sets himself and us, and in responding to it he offers us the model of Mouth Shut Teaching.

Mouth Shut Teaching takes telling out of the centre of the teaching and learning experience and substitutes for it a conception of good teaching as "creating those circumstances that lead to significant learning in others... A teacher's job is to shape the environment in a manner conducive to learning," and that often can mean getting out of the way of students as they learn.

Shaping that environment means "providing experiences that teach" and "provoking reflection" on those experiences, and each chapter offers a meditation on doing one or both of those. Central to both are what

Finkel calls *Conceptual Workshops*, which describe a process that starts with a problem that captures our interest, adds people (other students) to talk to, continues with a sequence of questions designed to build on the original question, involves the teacher as a resource to call on, and provides an ending to the experience.

The sensible organizing idea behind these workshops is "to convert the products of knowledge into the processes that led to them," that is, to provide the experience and reflection that will help students to discover for themselves the knowledge we hope they will gain, precisely because we know that without discovering it for themselves they cannot really know it.

Recently a small group of colleagues at the IDC's Teachers' Reading Circle have been discussing this book, impressed with its insight and argument, wondering how to implement some of Finkel's challenging suggestions in the current environment of increasingly larger classes and demands on our time. If the idea of Mouth Shut Teaching intrigues you, look for the book in the Campus Bookstore, or in the IDC Library (it's currently on order), or order it from your favorite bookstore. Then let us know what you think. □

Mark Weisberg is a faculty associate at the Instructional Development Centre.

Getting kids hooked on math

Volunteer program to make math fun has fans as far away as Calgary

BY CELIA RUSSELL ANDERSEN

What do Nintendo games and building bridges have in common? The answer surprises a lot of the Kingston school children that Marc Busch and his Queen's student volunteers see each month.

Children often think of math as a task they have to do for their teacher or their parents, says Dr. Busch, a professor in Queen's School of Business. "We show them that math is all around us, that the code used to create video games is mathematical. We give them a peek behind the curtain to see what jobs use math. Whether it's a toy analyst on Bay Street, a bridge builder or a store owner, they all need to understand math."

Dr. Busch launched Math Bridge in Kingston-area schools last fall as a way to get children thinking early on that math is cool. As word has spread, he has been inundated with calls from parents, teachers and other school officials from as far away as Calgary, eager to learn more about the program. "I never imagined this would happen. The outpouring of emotion of parents has been overwhelming."

"The initiative has been met with incredible enthusiasm, from the city, the school board and especially parents," he says. "Everyone agrees that we need to inspire children to want to learn math, because it's so critical for their future success. Until now, the problem has been making math seem fun and relevant to them." He has received email messages from school boards in Toronto, Oakville and Calgary, where a school is now using the program's web resources.

While teaching at Harvard, Professor Busch helped with a program teaching web design to



Marc Busch: 'Overwhelming response'

inner-city kids. "It was a great program, but math is of more fundamental importance. I wanted to create something that would give kids a hook into math."

To do this, teams of two or three Queen's undergraduate and MBA students visit Grades 2 and 5 classes in the Limestone District School Board monthly through April. Using everything from music to paper airplanes, they show the children how they use math to solve interesting problems.

"The key is to see that it's cool for a university student to use math," he says. "It's great from a mentoring standpoint too. For the little girls, it's great for them to see women engineers and other students. We have an MBA student who used to fly on military transports. So she used her experience to create a project where the students explored aerodynamics using paper airplanes and measured speed with headwinds and tailwinds."

During reading week, a team of Queen's engineers and MBA students took the initiative to run a Math Bridge program of their own at a school in Toronto to great reviews, Dr. Busch says.

Everyone benefits from the program, he says. Along with the mentoring, the Queen's volunteers get to practise their presentation skills; teachers are given fresh ideas along with new education materials; and parents can reinforce the learning from the resources on the Math Bridge website: www.mathbridge.org.

The reason for the Math Bridge name is twofold, says Dr. Busch. It acts as a bridge to math, to make it more exciting and also as a bridge to the city. "It's a way for Queen's to contribute to the community."

"I would like to get the message out that Math Bridge was not hard to create. The transportation scheduling can be tricky but the concept is simple. The reality is that you can make a difference. You can affect the lives of a lot of little kids. We (Queen's) should have more programs like this."

Grades 2 and 5 were chosen for the Math Bridge presentations because the province tests Grades 3 and 6 students, and it would be a useful tool in measuring the program's impact. In the long term, Dr. Busch would like to see students running Math Bridge and volunteer numbers increased to cover more grades, and eventually include high school visits.

Math Bridge sponsors include Alcan, Kingston Economic Development Corporation, Maximus Designs and Fidelity Investments. "Transportation is the big expense. It costs between \$1,000 to \$1,500 to transport the teams to the board's 48 public schools each time we go out."

More volunteers are badly needed, Dr. Busch says. Interested students may contact him at marc@mathbridge.org. □ www.mathbridge.org

Ensemble concerts offer great music to Queen's, Kingston communities

BY CELIA RUSSELL ANDERSEN

Is the bleak mid-winter getting you down? Queen's School of Music has a sure-fire solution to put a spring in your step and a song in your heart.

The Winter Ensemble Concert Series, which highlights the work of Queen's music students, promises something for every musical taste. "Where else can you hear great music for just \$6?" says Shirley Roth, administrative assistant, School of Music.

Collegium Musicum, an early music ensemble directed by Olga E. Malyshko, performs Medieval and Renaissance vocal and instrumental music this Sunday, March 18 at St. James Church, 10 Union St., at 4 pm. Admission is \$6 for adults and \$3 for students and seniors. Many concerts are free.

The music spectrum ranges from contemporary to Renaissance, medieval and jazz, instrumental and vocal. Free advertising, courtesy of the Kingston *Whig-Standard*, is helping the school reach a larger and

wider audience, Ms. Roth says. "We would like to bring music to as many people as we can," she says. "One of our goals this year was to try to attract a much larger audience base, to make the evening much more exciting and to make the students feel better about all the sweat equity they put into the final performance."

The enthusiasm of the students is infectious, she says. "You can see just how much fun they have performing."

All Bachelor of Music students must perform in four large ensembles to graduate. Each ensemble concert is the result of many hours of both individual and group practice time. Ensemble members also include staff, faculty and other Queen's students, who must audition to participate. Non-music-degree students come from diverse backgrounds such as engineering, law and medicine, and welcome the opportunity to use music as a diversion from their area of study, Ms. Roth says. □

Queen's University School of Music/ Kingston *Whig-Standard* Ensemble Concert Series

Tuesday, March 13 Mosaic, a concert of contemporary music featuring compositions by music faculty and students. 120 Harrison-LeCaine Hall, 8:30 pm. Free.

Sunday, March 18 Collegium Musicum, Olga E. Malyshko, director. An early music ensemble performing vocal & instrumentally accompanied sacred and secular music of the mediaeval & Renaissance periods. St. James Anglican Church, 10 Union St., 4 pm. \$6 adults; \$3 students and seniors.

Tuesday, March 20 Symphonic Band and Clarinet Choir, Gordon Craig, director. Grant Hall, 7:30 pm. \$6 adults, \$3 students and seniors.

Friday, March 23 Wind Ensemble, Christina McElroy, director. Grant Hall, 7:30 pm \$6 adults; \$3 students and seniors.

Monday, March 26 Cello Ensemble, Wolf Tormann, director. Grant Hall, 7:30 pm. \$6 adults, \$3 students and seniors.

Friday, March 30 Symphony Orchestra, Gordon Craig, director. Grant Hall, 7:30 pm. \$6 adults, \$3 students and seniors.

Sunday, April 1 Polyhymnia concert cancelled.

Tuesday, April 17 Mosaic, a concert of contemporary music featuring compositions by music faculty and students. 120 Harrison-LeCaine Hall, 8:30 pm. Free.

Students 'test-drive' new residence room

Vic Hall mockup invites feedback on interior design, furnishings

BY CELIA RUSSELL ANDERSEN

This room may not have much of a view, but members of a task force on a proposed new student residence hope it will generate some foresight into what students want most in on-campus living.

The mock-up residence room, which features air conditioning, a double bed and a shared wash-room between two rooms, is on display in the lower level of Victoria Hall. Current students are enthusiastic about – and envious of – the new room, says Roger Prasad, a student member of the task force charged with room interior development and currently an educational programs intern with Queen's Residences. "A lot of students

have said they want to move in right away," he says with a smile. "Add running water and we'll be here tonight."

The room, which cost more than \$30,000 to produce, is on display for two more days: Wednesday, March 14 and Thursday, March 15, noon to 3 pm.

Queen's planner Marlene Mitchelmore says the mockup will pay for itself as it has already brought to light a number of design issues. "For example, some of the shelves need extra support, and several students have commented that the desks aren't deep enough. The mockup is an effective way of correcting errors, instead of making corrections 600 times over

after the building is constructed. The more feedback we get, the better."

The proposed residence room is based on extensive research on other university residence buildings and information from consulting architects as well as feedback from student information sessions the task force conducted about a year ago. Task force members learned that double beds were quite common at a number of other universities. There is some flexibility with layout so the furniture can fit in different configurations.

The main issue is comfort, says Mary Johnson, manager of Queen's Conference Services. "It's been more than 25 years since Jean Royce Hall, the last



Roger Prasad and Mary Johnson check out furniture in mockup room

Queen's residence, was constructed," she says. "One of the big changes is air conditioning," she says. This, plus double beds and the change from "group" washrooms to one shared between two rooms will also be a welcome attraction to summer conference-goers.

The proposed new residence will also feature seminar rooms and spacious reception areas. The consultants have hired acoustic specialists who will ensure that the building meets noise insulation standards, Ms. Mitchelmore says. □

News Notes



Feminist philosopher is Scholar-in-Residence

A prominent feminist philosopher is an International Visiting Scholar in the Institute of Women's Studies March 27 - 30. Elizabeth Grosz will also be Scholar-in-Residence in Chown Hall.

Dr. Grosz is recognized internationally for her work in philosophical aspects of corporeality and space/time. Her publications include *Jacques Lacan: A Feminist Introduction* (1990), *Volatile Bodies: Toward a Corporeal Feminism* (1994) and *Space, Time and Perversion* (1995). Dr. Grosz has also co-edited, with Elspeth Probyn, *Sexy Bodies: The Strange Carnalities of Feminism* (1995) and most recently *Architecture from the Outside: Essays on Virtual and Real Space* (forthcoming, MIT Press).

Dr. Grosz teaches English, Comparative Literature and Women's Studies. She recently left Australia to hold the Julian Park Chair in the Humanities at the State University of New York at Buffalo. Her work, which encompasses architecture, phi-

losophy, psychology, cultural studies, queer theory, feminism and critical theory, has been said to represent a "ground-breaking moment in the debates surrounding bodies."

On Tuesday, March 27, Dr. Grosz will speak on *Inhuman Forces*, D214 Mackintosh-Corry Hall, at 2:30 pm. She will speak on *Feminist Utopias* on Wednesday, March 28, 7 pm in 517 Watson Hall. On Thursday, March 29 at noon, she will take part in the Ban Righ Centre's Brown Bag Lunch Series, *Histories of a Feminist Future*. Details: Terrie Easter Sheen, 533-6318.

Gail Scott to speak at Queen's

Internationally acclaimed Montreal writer and Queen's grad Gail Scott (*Heroine*, *Main Brides*, *My Paris*) speaks at Queen's this week. A former journalist whose work breaks with traditional narrative tradition, Ms. Scott is the author of six books including *Main Brides*, published in 1993, which was named one of the 10 best Montreal novels of the cen-

tury. Ms. Scott will speak on *Patterns of Engagement* this Thursday, March 15, 7 pm in Policy Studies Room 202. The talk will include a reading from her recent work. On Friday, March 16, she leads an informal discussion on writing in the Robert Sutherland Room, JDUC, 11 am. Everyone welcome.

International philosophers visit

Queen's Department of Philosophy hosts two prominent international scholars this month. Dr. Quassim Cassam, Reader in Philosophy at Oxford, is at Queen's March 13-18. Author of *Self and World* (Oxford, 1997) and many articles on metaphysics, epistemology, and philosophical psychology, he will speak on *Can Transcendental Epistemology be Naturalized?* on Thursday, March 15, 7:30 p.m., Watson 517.

From March 26 until April 2, Dr. Hans-Johann Glock, Reader in Philosophy at Reading University, returns to the Philosophy Department, where he held a Visiting Professorship

in Fall 1997. Dr. Glock, an internationally renowned Wittgenstein scholar, is author of *The Wittgenstein Dictionary* (Blackwell, 1995) and numerous articles in the philosophy of mind and language. He will be speaking on "Does Ontology Exist?" on Thursday, March 29, 7:30 p.m., Watson 517. Both visits are made possible by the PDF International Visitors Fund.

Open House welcomes potential frosh

If students look a little younger this week, you're not imagining it. About 1,700 school students and their parents are on campus this Wednesday and Thursday to get a taste of university life, Queen's style, at March Break Open House.

Student Recruitment has invited all students who have applied to Queen's for study in the fall to spend a day experiencing Queen's. Arts and Commerce will be featured on Wednesday, with Science and Engineering featured on Thursday.

Each day kicks off at 10 am with a rousing welcoming ceremony in Grant Hall, featuring the Queen's Bands and a huge Oil Thigh by more than 200 student volunteers. Biology Professor Katherine Wynne-Edwards, student Ryan Naidoo and Nicholas Snider of Admission Services will also address the students.

Also on the agenda are campus, departmental and residence tours; an academic fair and departmental displays at the Biosciences Centre Atrium; information sessions on Commerce, Concurrent Education and International Study Centre and financial aid; Queen's information ceildh for groups and organizations and an optional charity lunch. For details, see: www.queensu.ca/liaison/march.htm

Last call for textbooks

Still planning to buy textbooks? Better act fast: The Campus Bookstore will be returning all unsold textbooks to publishers on March 19, to make room for spring/summer course texts. □

Employment Equity Survey

The mandate of the Council on Employment Equity includes promoting a climate favorable to equity with a focus on human resource matters; reviewing and recommending revision to existing policies or new policies and practices in relation to human resource matters; and monitoring the University's effectiveness in the administration and implementation of these policies and practices.

The purpose of this survey is to identify issues related to the goals of employment equity. The identity of the respondents will not be revealed.

An employment equity program has three basic goals:

- 1 To achieve a workforce that reflects the diversity of the available labor force.
- 2 To ensure employment systems, policies and practices support the workforce as a whole and support the recruitment, hiring, retention and promotion of designated group members. (At Queen's these groups are defined under federal regulation to include aboriginal peoples, persons with disabilities, members of visible minorities and women. The Queen's/QUFA collective agreement adds gay men and lesbians to the designated group member list.)

- 3 To ensure that all present and future employees have a fair and equitable opportunity to develop their abilities, realize their expectations and make the best contribution possible to the workplace.

Please answer the following three questions and fill out the voluntary questionnaire.

The Council on Employment Equity appreciates your input.

Thank you for your time and effort.

Please return the questionnaire to:
The Office of the University Advisor on Equity
Richardson Hall
Queen's University
by 25 March 2001.

A Do you have any concerns about any of the following employment equity issues as they relate to designated group members (aboriginal peoples, gay men and lesbians, persons with a disability, visible minorities)?

- | | |
|---|--|
| <input type="radio"/> Recruitment | <input type="radio"/> Discrimination |
| <input type="radio"/> Hiring | <input type="radio"/> Harassment |
| <input type="radio"/> Remuneration including pay equity | <input type="radio"/> Abuse of Power |
| <input type="radio"/> Access to training | <input type="radio"/> Retention issues |
| <input type="radio"/> Communication on equity issues | <input type="radio"/> Promotion |
| <input type="radio"/> Job Satisfaction | <input type="radio"/> Working Environment |
| <input type="radio"/> Accessibility | <input type="radio"/> other, please specify: |

B Please list the top three employment equity issues that you would like the Council to address and tell us why you believe Council should address them.

- 1 _____
- 2 _____
- 3 _____

C Do you have any suggestions on how to improve the areas you have identified or any additional comments that you would like to share with the Council on Employment Equity?

D We would appreciate it if you would also complete this voluntary questionnaire to assist us in our data collection and employment equity planning.

- Are you? Full time Part time
 Are you? Staff Faculty Student
 Gender: Female Male

Do you consider yourself a member of a visible minority? No Yes

Do you consider yourself to be a person with a disability? No Yes

The Canadian Constitution defines Aboriginal as Indian (status or non-status), Metis, or Inuit. Do you self-identify with or have ancestry in one of the groups defined as Aboriginal?
 No Yes

Are you a gay man or lesbian? No Yes

Governance

Notes from the March 1 session of Queen's University Senate

Senate voted 24-3 in favor of a motion expressing concerns over proposed tuition increases. The motion, drafted by AMS senator Paul Heisler, reads: "That Senate is concerned that the recommended tuition increases may have an adverse effect on accessibility, and that such large tuition increases be undertaken with greatest reluctance; and in addition, that Senate recommend that the board's Finance Committee engage in the issue of what levels of tuition increases for deregulated programs is appropriate." The motion was

presented to Board of Trustees on March 2.

In other business, Senate approved a proposal for the introduction of a medial program in Geographic Information Management Studies in the Faculty of Arts and Science. Senate also approved the establishment of a co-ordinated Master's of Public Administration (MPA)/Bachelor of Laws (LLB) Co-operative Program. Finally, Senators approved the election of Dr. Arlene Stairs (Education), to the Senate Educational Equity Committee, from March 1, 2001 - Aug. 31, 2003, to fill a vacancy created by a resignation.

Notes from the March 2 meeting of Queen's Board of Trustees

Queen's University Board of Trustees approved the university's statement on tuition for 2001-2002. The vote was preceded by a lengthy discussion led by Principal Bill Leggett, who told trustees of students' anxiety that the increases posed a barrier to middle-income students, as well as their concerns about inequities resulting from revenue-sharing between unregulated and regulated programs. He also reiterated Senate debate regarding the need to maintain both quality and diversity at Queen's.

Following the discussion, trustees voted unanimously for tuition increases as follows:

Tuition for regulated programs (Arts and Science; Nursing, Rehab Therapy, first-year Commerce and Education) increases two per cent to \$4,111; tuition increases in deregulated programs are 23 per cent for Medicine (to \$12,500); 20 per cent for Commerce (to \$7,920) and Law (\$7,792) and 6.4 per cent for Applied Science (to \$5,850). Nurse practitioner fees increase two per cent to \$5,159. Graduate and international fees face no increase.

In other Board business: Trustees approved motions from the Finance committee ratifying the Alternative Funding Plan for the Faculty of Health Sciences; and the allocation of \$3.8 million in Parteq royalties to the Cancer Research Institute building fund, and up to \$5 million to the university's matching obligations under current and anticipated Canada Foundation for Innovation applications. Trustees also approved a motion regarding the disposition of capital gains from the university's Pooled Investment Fund. □



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. 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

Coordinator, Business Systems and Information 2000-113
Office of the University Registrar
Jane Wilkinson

Secretary/Receptionist 2000-138
International Centre
Julie Silva

Administrative Secretary 2001-11
Instructional Development Centre
Nicole Hunter

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 positions, apply in writing to **Patti Evaristo**, Human Resources.

Senior Secretary 2001-19 Faculty of Health Sciences

This is a maternity leave replacement working 50% time until April 30, 2002.

Major Responsibilities: process all elective applications from Queen's University medical students and visiting elective students; compile and report on elective applications data; provide secretarial support to the Manager and the Associate Dean of Undergraduate Medical Education; act as secretary to the Coordinator of Problem-Based Learning (PBL) which includes organizing PBL sessions and preparing the Student/Tutor Handbook; provide assistance in the undergraduate office, as required.

Requirements: one year of post-secondary education in a secretarial program (consideration will be given to the equivalent combination of education and experience); proven secretarial work experience or experience in a related area; working knowledge of Macintosh Word; a willingness to learn new software programs as required; excellent interpersonal and communication skills; ability to exercise tact, discretion, confidentiality and diplomacy while dealing with a wide variety of people; ability to work under pressure and to deal with constant demands and frequent interruptions.

Minimum Hiring Salary: \$28,338 Salary Grade 4 - ADMG4 (Salary will be adjusted to reflect working 50% time)

Assistant Manager, Grounds 2001-20

Physical Plant Services
This position involves working 37.5 hours per week and will require some shift work and after hours call-ins.

Major Responsibilities: direct and administer maintenance of hard and soft landscaping on the university campus; supervise the grounds work team; ensure that new construction and maintenance activities comply with the overall campus landscaping plan; prepare design solutions for landscaping problems; act as project manager for all grounds related projects; contribute to the preparation of the grounds maintenance budget and ensure the effective expenditure of money, labour and materials; administer safety programs and ensure that regulations and procedures are followed; maintain the Arboretum; serve as ex-officio member of the Campus Grounds Advisory Committee.

Requirements: two years of post-secondary school education in horticulture (consideration will be given to the equivalent combination of education and experience); supervisory training and experience in a supervisory position; skills in the technical and aesthetic aspects of landscaping; excellent communication skills, both verbal and written; proven interpersonal skills in order to deal with a variety of people within the Queen's community and outside agencies, such as the City of Kingston; excellent organizational ability to plan work for staff and self.

Minimum Hiring Salary: \$38,200 Salary Grade 7 - ADMCS7 (Salary will be adjusted to reflect working 37.5 hours per week)

Director, Environmental Health and Safety 2001-21

Environmental Health and Safety

Major Responsibilities: report to the Associate Vice-Principal (Human Resources); direct, plan and manage the delivery of services and programs to promote an internal responsibility system; ensure compliance with all legislation related to environmental health and safety including, environmental legislation surrounding the disposal of hazardous waste materials, the release of air emissions and effluents, biohazard safety, field research safety, fire safety, nuclear safety, laser safety and workplace health and safety; promote a safe working environment by developing and maintaining evaluation systems, communication strategies, work site monitoring programs and training programs; represent the university, both internally and externally, at forums relating to environmental health and safety and in dealings with government regulatory bodies; initiate the appropriate emergency response to hazardous material incidents through the development of policies and procedures and maintenance of the university's HAZMAT Team; oversee the preparation and updating of the university's Disaster Recovery Plan; anticipate and evaluate environmental health and safety risks at the university and provide advice to senior administrators regarding these risks; direct the human and financial resources of the department.

Requirements: a degree in physical or life sciences or related area, preferably at a master's level; substantial professional and administrative experience in the field of environmental health and safety at a university or comparable setting; proven management skills in directing human and financial resources; pro-active leadership ability to oversee the development and maintenance of staff competence in required areas and to promote an internal responsibility system for environmental health and safety at the university; excellent verbal and written communication skills; sound planning and analytical skills; ability to work constructively in a consultative environment; ability to handle sensitive, confidential matters or crises with discretion, sound judgement and leadership; awareness and familiarity with opportunities provided by technological developments.

Minimum Hiring Salary: \$70,041 Salary Grade 12

Parking By-Law Officer 2001-22 Physical Plant Services

This position involves working 37.5 hours per week.

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

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

the public and to handle confrontational situations in a polite and calm manner.

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

Hourly Rate: \$ 17.04

Computing Systems Technician 2001-23

Microcomputer Repair, 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 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 (A+ certification or an equivalent combination of education and experience); 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 change 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.

Branch Development Coordinator 2001-09

Department of Alumni Affairs (REPOST)

(This position has been reposted because of a change in the terms of the appointment. It is now available as a continuing appointment.)

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

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

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

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

Guest Services Clerk 2001-24 Conference Services

This is a continuing appointment working 35 hours per week. During the academic year, responsibilities will include regular shifts at the residence desks.

Major Responsibilities: report to the Conference Coordinator; provide administrative support and assistance to both the Conference and Services areas; accept and process all summer reservations including information on deposits and billing; liaise with housekeeping and front desk staff to ensure comfortable, accurate and efficient service for guests of the university; close conference files and prepare information for invoicing; serve as referral and resource person to students, staff and public; act as desk clerk during the academic year.

Requirements: one year of post-secondary education in office administration (or an equivalent combination of education and experience); experience in the hospitality industry an asset; must be service-oriented and have excellent organizational and time management skills with the ability to work well independently and in a team environment; excellent computer skills (word processing and spreadsheet applications) and the ability to learn new software; must be detailed-oriented with the ability to perform mathematical calculations; excellent interpersonal and communication skills to deal with individuals from Queen's, external companies and the general public; knowledge and understanding of university policies and procedures an asset; willingness to work evenings and weekends.

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

Senior Clerk 2001-25 University Residences

Major Responsibilities: report to the Coordinator (Admissions); provide clerical support and process a variety of paper and electronic transactions; respond to queries via telephone, email and in person; enter and access data from the residence database; maintain an accurate filing and information retrieval system; utilize data to synthesize reports in response to requests for information.

Human Resources *continued*

Requirements: one year post-secondary program in business administration practices with previous related experience in an office/service environment (or an equivalent combination of education and experience); proficiency with office skills and computers including the use of a variety of software packages; ability to adapt to changing technology; highly-developed interpersonal and communication skills with a service-oriented perspective; excellent organizational skills with the ability to maintain focus under pressure; good writing, editing and proofreading skills with attention to accuracy and detail.

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

Other Positions

Junior Development Officer Office of Advancement

This is a contract position ending April 30, 2002.

Major Responsibilities: As part of a fund raising team, you will be responsible for meeting the major annual capital needs of the Faculty of Education. This will involve reporting to the Department of Development. Duties include liaising with the Dean of Education or designate to formulate and implement strategies compatible with a diverse fund raising environment. Your key responsibility will be identifying, evaluating, cultivating and soliciting appropriate prospective donors, including individuals, corporations and foundations. The successful candidate will serve as a liaison between the Advancement Office, donors, volunteers and administrators of the assigned faculty, to maximize private funding for the top priorities of that faculty. In consultation with the Director of Development (Faculty Development and Major Gifts), will develop an annual plan of goals and strategies, with precise deadlines, to maximize private funding for the assigned faculty's priorities to coincide with the goals of the university and the Queen's Development Office.

Requirements: Bachelor's degree (Queen's degree preferred), some fund raising experience, including volunteer work, the ability to communicate in both oral and written forms in a concise yet creative manner, the

ability to fulfill the needs of the faculty, school or department while working as a team with the rest of Development to ensure that the best interests of the university are served, experience in both mainframe and PC environments, ability to provide an analysis of large amounts of data on prospects and donors.

Queen's Salary Grade 7.

Submit a letter of application and a resume to Sharon Weiler, Administrative Assistant, Department of Development, Summerhill 217, Queen's University, Kingston, ON K7L 3N6. For complete job description, call ext. 77447. **Deadline: March 19, 2001.**

Electron Microscopy Technician (Level 3 - NAS3) Department of Anatomy and Cell Biology

This position is available in the Electron Microscopy Suite, Department of Anatomy and Cell Biology. The person in this job will work (under supervision) for departmental faculty members requiring the services of an electron microscopy technician.

This is a half-time (50%) position.

Major Responsibilities: Preparation of samples for electron microscopy: cutting of samples using ultramicrotome, cutting of paraffin sections and darkroom printing. Other duties in support of the electron microscopy unit.

Requirements: Laboratory technician's course or on-the-job training. A suitable candidate without previous experience could be trained.

Minimum full-time hiring salary: \$26,934 and is commensurate with experience. (Queen's Salary grade 3. Salary will be adjusted to reflect actual time worked).

Apply to: Dr. F.W.K. Kan, Department of Anatomy and Cell Biology, Queen's University, Kingston, Ontario K7L 3N6. No telephone calls or email inquires please.

Postdoctoral fellowship Cancer Research Laboratories

A Postdoctoral (Research Associate) position is currently available in our breast cancer metastasis program. Research projects focus on targeting scatter factor/HGF autocrine loops and aberrant cell adhesion-based signalling pathways in invasive breast cancer. Candidates should have expertise in one or more of the following: gene transcription,

site-specific mutagenesis and protein biochemistry, and a demonstrated interest in cancer cell biology. This position is supported by the Canadian Breast Cancer Research Initiative, the Canadian Institutes of Health Research, and the US Army Materiel Command Breast Cancer Research Program.

Apply with a curriculum vitae, a summary of research interests, and the names of three referees to: Dr. Bruce Elliott, Cancer Research Laboratories, Botterell Hall, Rm. A307, Queen's University, Kingston, Ontario, K7L 3N6. Tel: 533-2825. Fax: 533-6830. e-mail: Elliottb@post.queensu.ca Web site: http://meds.queensu.ca/medicine/crl/ri_bee.htm.

Term Adjunct Lecturer Department of Computing and Information Science

This is an eight-month, renewable position starting Sept. 1, 2001.

The successful applicant will be expected to teach four half courses in Computing Science and will serve as the course coordinator for one of these. Candidates should have experience teaching Computing Science and hold at least a master's degree. Salary: \$40,000. In accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be considered first for this position. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. Submit a letter of application and a curriculum vitae and arrange for two letters of reference to be sent by **March 23, 2001** to Professor Henk Meijer, Associate Head, Department of Computing and Information Science, Queen's University, Kingston, Ontario K7L 3N6.

Research Technicians (2) Cytochroma

1. Assay Development

As a research technician at Cytochroma you will be responsible for performing biochemical techniques related to the identification and characterization of substrates of novel P450s. The successful candidate will be competent in mammalian cell culture techniques. Strong communication skills are essential. A BSc in one of the Life Sciences with previous HPLC experience would be advantageous.

2. Molecular Biology

As a research technician at Cytochroma you will be responsible for performing biochemical techniques related to the identification and characterization of substrates of novel P450s. The successful candidate will be competent in routine procedures including PCR, cDNA library screening and gene sequence database analysis. Strong communication skills are essential. A BSc in one of the Life Sciences with previous molecular biology experience would be advantageous.

Cytochroma Inc. offers competitive salaries, a full array of benefits and flexible working hours. Apply to: susanne@cytochroma.com or to Susanne Whittaker, Cytochroma Inc., Biosciences Complex, Suite 2424, Kingston, Ont., K7L 3N6. Fax: 613-531-6580.

Project Coordinator Epidemiology/Psychiatry

Research Project: Unravelling the Mystery of Autism: From Genotyping and Phenotyping to Prospective Identification and Prevention. Principal Investigator: Jeanette Holden, Psychiatry. This is a one year full-time contract with possibility of renewal.

Major Responsibilities: Report to the Epidemiology Project Lead (Hélène Ouellette-Kuntz); design, test and implement survey protocols under guidance; ensure compliance with ethical guidelines; coordinate the efforts of research assistants at regional sites across the country; organize and process information, and produce information reports; perform agency liaison functions within Eastern Ontario (providing advice, information, feedback and support to community agencies and groups and research team members regarding data collection); administer mail-out and telephone surveys; organize and maintain regional and central project files; supervise junior staff and students.

Requirements: A Masters or PhD degree in a relevant field with some project management experience. Consideration will be given to an equivalent combination of education and experience. Computer and office skills, including advanced database management, spreadsheet analysis and word processing skills. Ability to adapt to emerging technology. Familiarity with the Internet. Analytical, interpretive, and problem-solving skills. Interpersonal and communication skills (verbal and written) to deal with community agencies and team members.

Salary: \$38,200 Salary Grade: 7 (NAS7)

Details: Hélène Ouellette-Kuntz, oulette@post.queensu.ca.

Apply via email or mail to: Hélène Ouellette-Kuntz, BScN, MSc, Assistant Professor, Dept. of Community Health & Epidemiology, Queen's University, c/o Ongwanada, 191 Portsmouth Avenue, Kingston, Ontario, K7M 8A6.

Technician Rheumatic Diseases Unit Lab

Position available for an individual with a BSc, or higher, in biology, biochemistry or related area. Tissue culture and small animal experience highly desirable. Previous handling of low level radioisotopes essential. HPLC experience an advantage. Starting date April 1, 2001. Salary commensurate with job description and Queen's guidelines.

Apply to Prof. T. Anastasiades, Rm 2050, Etherington Hall. Tel: 533-2971.

Employee Development

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

Computer Work: Reduce the Strain and Pain

Thursday, March 29, 10:30 am - noon. Facilitator: Karen Mangan, Registered Physiotherapist from the Kingston Injury Management Centre. Registration deadline: March 23.

The Effective Manager Series: Discipline in the Workplace

Friday, March 30, 9 am - noon. For supervisors and managers who wish to enhance their ability to handle progressive discipline. Facilitator: Lorna Baxter, Human Resources.

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. Further information is now available on the following website: www.queensu.ca/eap/

Bulletin Board

Appointments

John L. Osborne appointed Head, Department of Art

Principal William Leggett is pleased to announce the appointment of John Lawrence Osborne as Head of the Department of Art, for a five-year term starting July 1, 2001.

Dr. Osborne holds a BA from Carleton University, an MA from University of Toronto and a PhD from the University of London. He taught briefly at Mount Allison University before going to the University of Victoria in 1979, where he served as Chair and Acting Chair of the Department of History in Art, and Director of Medieval Studies.

Dr. Osborne is the author of four books and numerous articles and reviews. His recent books include *The Paper Museum of Cassiano dal Pozzo, Series A, Part II. Early Christian and Medieval Antiquities* co-written with Amanda Claridge. Volume 1: *Mosaics and Wallpaintings in Roman Churches* appeared in 1996, and Volume 2: *Other Mosaics, Paintings, Sarcophagi, and Small Objects* in 1998. Dr. Osborne's research focuses on the material culture of early medieval Europe and Byzantium, with a special interest in Rome and Venice.

In making this announcement, Principal Leggett wishes to express his appreciation to Pierre du Prey for his service as Acting Head of the Department of Art since April, 2000.

Faculty of Arts and Science

Arts and Science is pleased to announce the following appointments: Art, John Osborne, Head; Biology, Yuxiang Wang and Stephen Loughheed; Drama, Sara Graefe; Psychology, Jill Jacobson and Li-Jun Ji; Sociology, Richard Day.

Awards and Grants

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 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>

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

Value \$605. Open to any student enrolled at Queen's; play should be at least 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.**

The George Taylor Richardson Memorial Fund

This fund provides grants for the stimulation of the arts at Queen's University. In accordance with the wishes of the benefactor, Agnes Etherington, who was instrumental in the establishment of the Department of Art, the Department (now School) of Music and the Agnes Etherington Art Centre, the grants are specifically intended to support public performances and exhibitions for the benefit of the Queen's and broader Kingston communities. Applications are welcome from all members of the Queen's community. Course-related activities and projects that focus on research or on the creation of a work of art do not qualify for support. Guidelines and applications: John O'Shea, ext. 32794, e-mail oshea@post.queensu.ca or Cathy Nelson, ext. 32025, e-mail nelsonc@post.queensu.ca at the Information and Visitor Centre, John Deutsch University Centre, room 144. For electronic copies in Word 2000 or more details, contact: Jack Sinnott, secretary of the George Taylor Richardson Memorial Fund Subcommittee, ext. 74848, e-mail sinnottj@post.queensu.ca.

Deadline: Monday, April 30, 4:30 pm. Successful applicants will be notified in writing by May 15.

Competitions

Andrina McCulloch Public Speaking Competition

A Queen's tradition continues with the 60th annual Andrina McCulloch Public Speaking Competition held under the auspices of the Senate Committee on Fine Arts and Public Lectures. Open to all Queen's

students, the competition offers an excellent opportunity to hone one's oratorical skills and, this year, features over \$2,500 in prize money. Faculty and staff are asked to encourage students to participate in this wonderful event. The competition will take place evenings during the week of March 26. Details and registration: Myrna Raymond, JDUC room 144, 533-2558, raymondm@post.queensu.ca.

Deadline: March 21, 4:30 pm.

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.

Governance

Preliminary notice of Senate meeting

Senate Meeting: Thursday, March 29, 2001, 3:30 pm, 202 Policy Studies
Reports of committees, notices of motion, and questions for the agenda, should be in the hands of the Secretary no later than noon, Thursday, March 15 in order that they may be considered by the Agenda Committee. Reports that are more than five

pages or more should be accompanied by an abstract or summary of one page or less. Please do not backprint 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 toward 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. Agenda submissions may be sent via email to senate@post.queensu.ca, or single-spaced in original hard copy accompanied by the disk.

Georgina Moore, Secretary of Senate

Call for nominations: Staff position on the Board of Trustees

An election for one staff member to fill a four-year term on the Board of Trustees (until 2005) will take place over the next few weeks. Nominations close March 19 at 4 pm. Balloting takes place March 26 to April 6. Polls close April 6 at 4 pm; results will be announced on the University Secretariat website by April 13. Nomination forms are available from deans, department heads, directors and managers, from the University Secretariat at B400 Mackintosh-Corry Hall or via the website: www.queensu.ca/secretariat/index.html.

Board of Trustees Election (Faculty)

These candidates have been nominated for election to fill two faculty trustee vacancies: One four-year term 2001-2005, and one two-year term, 2001-2003. Iain Munro (Education), Diana H. Hopkins-Rosseel (School of Rehabilitation Therapy) and Joan M. Stevenson (School of Physical and

Bulletin Board *continued*

Health Education). Ballots and biographical information were distributed at the beginning of March by campus mail. Completed ballots must be returned by March 15. Staff members who are eligible to vote but who have not received a mail ballot should contact the University Secretariat at 533-6095. Additional information on the Senate election process is available on the web at: www.queensu.ca/secretariat/. Results will be published on the web by March 22.

Notices

The Education Dean's Memorial Journey: A Voyageur Tribute to Pierre Trudeau

Come explore northeastern Georgian Bay, part of French River Provincial Park in a tra-

ditional Voyageur Peace canoe, July 23 - 29, 2001. For registration and information, contact Bill Peruniak, 389-7670.

SPUNC needs your used sports equipment

SPUNC (Sporting Partnership of Universities and Northern Communities) is a non-profit organization that donates used sports equipment to children in northern communities. Queen's is paired with Sachs Harbour and Fort McPherson, NWT. These communities need all kinds of indoor and outdoor sports equipment, including hockey helmets and baseball chest protectors, soccer nets and balls, etc. Drop off new or used items at the Phys. Ed. Centre equipment counter until March 16. Queen's collected 136 kgs of used equipment last year. Help us surpass that amount! Sponsored by: Sport North, Kidsport, Matco

Inc, Canadian North Airlines, PHESA, and Queen's Athletics. Details: Audrey Giles, 531-4178, 7ag9@qmlink.queensu.ca.

Summer Career Placements

SCP is a wage subsidy program enabling private, public and not-for-profit employers to create career-related summer jobs for students. SCP proposals are assessed on how well the proposed jobs prepare students for the labour market and the quality of supervision learning and work experience offered. Employers gain by hiring high-school, college or university students for six to 16 weeks. Students benefit by gaining work experience in their chosen fields. Applications are available at the local Human Resources Development Canada (HRDC) office.

Deadline: March 30, 2001. Details: Janet Coe - 545-8976 at the Kingston Area HRDC.

PhD examinations

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

Tuesday, March 20

Christopher Hosfield, Biochemistry. Crystal Structure and Regulatory Mechanism of Calpain: Insights into Calcium-Dependent Proteolysis. Supervisor: Z. Jia. 660 Botterell Hall, 1:30 pm.

Anne Sherman, Geological Sciences and Geological Engineering. Sedimentology, Sea-level History, and Tectonic Context of a Mesoproterozoic Carbonate Ramp, Baffin Island, Nunavut. Supervisors: N.P. James and G.M. Narbonne. 100A Miller Hall, 2 pm.

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 IBS, 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.

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. www.queensu.ca/ageth/.

Union Gallery, first floor, Stauffer Library Alexandra Bartosik, Vanessa Hall-Patch and Erin Munro. Ambrosia, to March 13. Upcoming exhibit: BFA Class of 2004. Shattered. March 20 - April 10. library.queensu.ca/webugall/

Drama

Shakespeare's "Two Gentlemen of Verona" Tim Fort, director. Wednesday, March 14 through Saturday to March 17, Convocation Hall, Theological Hall, 8 pm. \$10 non-students; \$8 students and seniors. Information: 533-2104.

Music

Tuesday, March 13

Ensemble concert series

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

Friday, March 16

Queen's Grad Club, 162-164 Barrie St.

St. Patrick's Day celebration. Live music with Cadfael Circus, 5 - 8:30 pm.

Sunday, March 18

Ensemble concert series

Collegium Musicum, Olga E. Malyshko, director. An early music ensemble performing vocal and instrumentally accompanied sacred and secular music of the Medieval and Renaissance periods. St. James Anglican Church, 10 Union St., 4 pm.

Tuesday, March 20

Ensemble concert series

Symphonic Band and Clarinet Choir, Gordon Craig, director. Grant Hall, 7:30 pm. \$6 adults, \$3 students and seniors.

Friday, March 23

Ensemble concert series

Wind Ensemble, Christina McElroy, director. Grant Hall, 7:30 pm \$6 adults; \$3 students and seniors.

Queen's Grad Club, 162-164 Barrie St.

Obsidian, a Queen's band, plays.

Saturday, March 24

Queen's Grad Club, 162-164 Barrie St.

Ultra Violet CD release party. Two floors of music.

Monday, March 26

Ensemble concert series

Cello Ensemble, Wolf Tormann, director. Grant Hall, 7:30 pm. \$6 adults, \$3 students and seniors.

Public Lectures

Monday, March 12

Art

Pinin Brambilla Barcillon, Gianluigi Colalucci, Giorgio Croci and Guiseppe Giunta. New Art Conservation in Italy. Dunning Auditorium, 4:30 pm. Sponsored by Art/Italian and Spanish/Medieval and Renaissance Society.

Wednesday, March 14

Mathematics and Statistics

Coleman-Ellis Lecture

Ole Neilsen, Queen's. The Axiom of Choice: What is it, where did it come from and why is it important? 118 Jeffery Hall, 7:30 pm

German

Visiting Scholar Dagmar C.G. Lorenz, University of Illinois at Chicago. Perspectives on Jewish Intellectual Life in Austria at the Beginning of a New Millennium. 327 Ellis Hall, 2:30 pm.

Thursday, March 15

Film Studies

Montreal writer, Queen's alumna, Gail Scott. Patterns of Engagement. 202 Policy Studies, 7 pm. She will read from her recent work.

Tuesday, March 27

Peter L. Davies, Queen's. Surviving Winter with the help of Antifreeze Proteins. Frederick P. Lock, Queen's. The Trial of Warren Hastings. 1101 Biosciences Complex, 7 pm. These lectures are associated with the awards to Dr. Lock and Dr. Davies for the 2000 Prize for Excellence in Research at Queen's University.

Wednesday, March 28

Women's Studies

International Visiting Scholar Elizabeth Grosz, SUNY Buffalo. Feminist Utopias. 517 Watson Hall, 7 pm.

Meetings & Colloquia

Monday, March 12

Art

Pinin Brambilla Barcillon, Gianluigi Colalucci. New Art Conservation in Italy. 202 Policy Studies, 9:30 am. Sponsored by Art/Italian and Spanish/Medieval and Renaissance Society.

Physiology

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

Tuesday, March 13

Art

Giorgio Croci and Guiseppe Giunta. New Art Conservation in Italy. 202 Policy

Studies, 9 am. Panel discussion with four visiting conservators, 2:30 pm. Sponsored by Art/Italian and Spanish/Medieval and Renaissance Society.

Pathology

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

Wednesday, March 14

Biochemistry

Nathalie Dourdin, Queen's. Calpain and transgenic mice. B139 Botterell Hall, 2:30 pm.

Chemistry

Richard Eisenberg, University of Rochester. Luminescent platinum diimine complexes and building molecular photochemical devices based on them. FG15 Frost Wing, 11:30 am.

Neuroscience

Jon Geiger, University of Manitoba. Do we sleep to replenish cerebral energy stores? B139 Botterell Hall, 4:30 pm.

Religion/Theology

RELS-451 presentations. Katie Hay. Religious art at the National Gallery. 3:30 pm. Christine Etherington. Spiritual medicine. 4:30 pm. Elias Andrews Room, Queen's Theological College.

Thursday, March 15

German

Visiting Scholar Dagmar C.G. Lorenz, University of Illinois at Chicago. The Memory of the Holocaust in a Culture of Amnesia: Jewish Writers in Post-Shoa Austria. Film: Theresienstadt sah aus wie ein Curort (Theresienstadt looks like a spa resort) by Nadja Seelich and Bernd Neuburger (English Subtitles) 324 Ellis Hall, 2:30 pm.

Philosophy

International Visitor Quassim Cassam, Oxford University. Can transcendental epistemology be naturalized? 517 Watson Hall, 7:30 pm. Funded by the Principal's Development Fund.

Friday, March 16

Biology

Jeff Barclay, Queen's. Environmentally-induced thermoprotection of insect motor control, 1102 Biosciences Complex, 12:30 pm.

Chemical Engineering

Kunal Karan, DB Robinson Research Ltd., Edmonton AB. Reaction kinetics study tackles sulfur emissions from Claus plants. 217 Dupuis Hall, 10:30 am.

Monday, March 19

Physiology

Shady Ashamalla, Queen's. Heterogeneity of ionic currents and contractility in rat ventricular myocytes: physiological implications. 449 Physiology Library, Botterell Hall, 11:30 am.

Tuesday, March 20

Pathology

Adina Vultur, Queen's. Effects of SVLT on the STATs pathway. Richardson Amphitheatre, 4 pm.

Wednesday, March 21

Biochemistry

Michael James, University of Alberta. Inhibition of Aspartic Proteinases: 1.

Porcine Pepsin complexed with an inhibitor from *Ascaris suum*. 2. The role of entropy in enhancing an association constant. B139 Botterell Hall, 2:30 pm.

Chemical Engineering

International Visitor Sabine Beuermann, Institute of Physical Chemistry, University of Goettingen, Germany. Supercritical carbon dioxide as an alternate solvent for free-radical Polymerization. 217 Dupuis Hall Rm. 217, 2:30 pm. Funded by the Principal's Development Fund. To meet Dr. Beuermann or to learn more about her March 19 - 30 visit, contact Robin Hutchinson, 533-3097, hutchra@chee.queensu.ca.

Chemistry

Jeff Davis, University of Maryland. Self-assembled ionophores from lipophilic nucleosides: New ion carriers and channels. FG15 Frost Wing, 11:30 am.

Friends of the History of Medicine, Science and Technology

Geoff Hudson, Social Historian of Medicine. Surviving war, negotiating with the state: Disabled English veterans, 1600-1800. B143 Botterell Hall, 12.30 pm. Graduate students welcome.

Microbiology & Immunology

Claude Gallant, Queen's. Characterization of the regulation of dsbA in *Salmonella typhimurium*. B139 Botterell Hall, 1:30 pm.

Thursday, March 22

Philosophy

Sue Campbell, Dalhousie University. Emotion, memory and political identification. 517 Watson Hall, 7:30 pm.

Friday, March 23

Biology

Gordon Chua, Queen's. Nutritional modulation of mitotic control in *Schizosaccharomyces pombe*. 1102 Biosciences Complex, 12:30 pm.

Physical and Health Education

Diane St. Marie, University of Ottawa. Gymnastic judging: Investigating memory biases. 205 Physical Education Centre, 11:30 am.

Monday, March 26

Physiology

Jason McDonough, Queen's. Myofibrillar protein modifications in cardiac disease: from physiological function to proteomic analysis. 449 Physiology Library, Botterell Hall, 11:30 am.

Tuesday, March 27

Women's Studies

International Visiting Scholar Elizabeth Grosz, SUNY Buffalo. Inhuman Forces, D214 Mackintosh-Corry Hall, 2:30 pm.

Other

Friday, March 16

Film Studies

Montreal writer, Queen's alumna, Gail Scott. Informal discussion about writing, Robert Sutherland Room, JDUC, 11 am. All welcome.

Wednesday, March 28

SGPS Annual General Meeting

Robert Sutherland Room, JDUC 5:30 -

Special Events

Saturday, March 17

Queen's Theological College Open House

Explore learning opportunities the annual open house at the college (between Summerhill and Kingston Hall). Discuss courses, certificates, and degree programs. 9:30 am. Details: 533-2110.

Saturday, March 24

Spring Excuse Tulip Sale

Presented by the Kingston Branch of the Queen's Alumni Association. Tickets, \$15 are available from board members. Deadline: March 19. For tickets or to volunteer, contact Fred Siemonsen, 548-3256 or kingston_queens@hotmail.com. Proceeds (75 percent) go to a new Kingston Branch student bursary.

Thursday, April 19

Padre Laverty Dinner

Presented by the Kingston Branch of the Queen's Alumni Association. Day's Inn. Award winners include Dr. Donald J. Delahaye (M.D. '50) and the Queen's Solar Vehicle Team. Tickets, \$45, are available from Margaret Hickling, 533-6000, ext. 77835, hickling@post.queensu.ca. Details: Judith Martin (634-7467) or jjm@kos.net.

Courses and Workshops

Ban Righ Centre, 32 Queen's Cres.

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

March 13: Visiting Scholar Deborah Cherry, University of Sussex, England. Pioneer in research on Victorian women artists, artists of colour, and the relationship between contemporary art and the senses.

March 14: Mary-Lou Nolte, Homestay Coordinator, School of English. Panel discussion and potluck supper. 6 pm.

March 15: Deadline for turning in Ban Righ Award applications is 3:30 pm. Details: 533-2977 or see the website, www.queensu.ca/dsao/ind/banrigh/main.htm.

March 20: Sandra Crocker, Director, Research Services. Strategies to locate funding for research. Noon. Graduate students and advisors are especially encouraged to attend.

March 21: Evelyn King, Low-Income Needs Coalition, Tara Kainer, Housing Help Centre. Down and Out in Kingston: What are we doing to fight Poverty? 6 pm.

Continuing Medical Education

March 22-23 TIPS (for faculty only), Donald Gordon Centre. meds.queensu.ca/ce/