

Queen's to study sexual health of Canadian youth

BY ANNE KERSHAW

Researchers from Queen's and three other universities are launching a Canada-wide study to investigate the sexual health of adolescents in relation to HIV prevention.

The *Canadian Youth, Sexual Health and HIV/AIDS Study*, which will entail a survey of more than 36,000 youth from every province and territory, is designed to determine the factors that are influencing youth sexual health, risk-taking, and the interpersonal and social aspects of sexual behaviour.

This national initiative is funded with \$500,000 from Health Canada and coordinated by the Council of Ministers of Education, Canada (CMEC). Queen's Social Program

Evaluation Group (SPEG) is acting as a coordinating centre for the study. The other principal investigators involved in the study are at Laval University, Acadia University and the University of Alberta.

"It's critical that we have the most up-to-date information possible about the sexual awareness and activity of today's youth," says Dr. Will Boyce, director of SPEG. "This research will help inform the development, refinement and implementation of sexual health and HIV prevention programs both in schools and in community health settings."

The study will survey students in Grades 7, 9, and 11 (generally ages 12, 14, and 16) to assess the changes that occur in *Sexual Health*, page 2



Religious Studies student Heather Coy peeks through her department's display at the recent March Break Open House academic fair in the Biosciences atrium. The open house attracted about 1,700 prospective students and their parents over a two-day period.

Celia R. Andersen

SSHRC funds two Queen's studies

Innovative projects look at role of civic involvement in community health and 'best practice' in treatment of chronic wounds

BY DAVID PULVER

A province-wide Queen's project will explore, for the first time, how civic involvement and social engagement may determine a community's health status.

The interdisciplinary team of researchers with Queen's Health Policy Unit, recently awarded \$93,950 by the Social Sciences and Humanities Research Council (SSHRC), will link and analyze data from a number of official surveys and databases related to voter turnout, election participation, newspaper readership, volunteer activity and charitable acts.

'Why are some communities healthy while others are not? This is one of the most intriguing questions in health research'

"Why are some communities healthy while others are not? This is one of the most intriguing questions in health research," says Dr. Sam Shortt, director of

Queen's Health Policy Unit.

The study will examine statistics for 42 Ontario counties to understand large variations in the health of communities that traditional approaches leave unexplained. The project is one of two spearheaded by Queen's to receive funding under the Society, Culture and Health of Canadians II program, sponsored by SSHRC, and Canadian Institutes of Health Research (CIHR). A total of \$8 million was awarded to 26 projects across the country.

The healthy communities project, in collaboration with Health Canada, the Ontario Ministry of Health and Long-term Care, and the Health Information Partnership Eastern Ontario Region, will employ a concept known as "social capital," a new analytical

approach in sociology, politics and economics.

"This refers to the social glue that binds a community. It is about connectedness," says Shortt.

"There are two components of social capital. One is civic engagement and involves examining citizen activity such as voting for a school board, running for office, reading the news and having political opinions. The other is social engagement, which refers to membership in clubs, volunteer activity and charitable giving."

The research team, which includes Dr. Heather Stuart, Community Health and Epidemiology, and Dr. Will Boyce and Boris Sobolev of the health policy unit, hope to determine whether there is a correlation between the health status of certain areas and the degree to which their citizens report social and political engagement.

"Such a correlation may suggest that we have been focusing our attention into some of the wrong areas and provide valuable information about how we can allocate our health-care resources in a more meaningful way."

SSHRC has also awarded \$221,000 to another multidisciplinary SSHRC, page 2

Queen's family medicine head is first chair of new provincial health agency

Dr. Ruth Wilson, head of Family Medicine, will chair a new provincial agency created to promote better and more comprehensive health care for families across the province.

Her appointment was announced last week by Ontario Premier Mike Harris.

The Ontario Family Health Network, the umbrella organization for the project, has been created to direct the expansion of family health networks – the government's new term for primary care – across the province beyond the 12 already established.

The agency will support the planning, implementation and management of family health networks in Ontario by developing program and operational policies and strategies related to enhancement of family health care.

The agency's mandate begins April 1, 2001 and will continue until March 31, 2004.

Community family health networks will be led by doctors, working with nurses and other health-care professionals, to provide access to care or advice, 24 hours a day, seven days a week.

Dr. Wilson, a board member of the Ontario Women's Health



Dr. Ruth Wilson

Council, has served in senior positions at the Sioux Lookout Zone Hospital and has clinical experience with northern and aboriginal people practising as a family physician in Newfoundland, British Columbia and Sioux Lookout.

She has conducted research projects in physician supply, education resources in women's health, and gender education. She has lectured on a wide range of topics including anti-racism in the health-care system, health-care reform, rural health, gender issues and medicine, and aboriginal health. □

In this issue...

The ATOP advantage
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Letters

QUSA supports staff at McMaster

This letter is to update all Queen's staff on the involvement of its staff association, QUSA, in the Confederation of Ontario University Staff Associations (COUSA). Earlier this month, two delegates from QUSA, Olga Olienikow (Student Awards) and Carol Cain (Health, Counselling & Disability Services) attended the annual Confederation of Ontario University Staff Associations (COUSA) Spring conference in Toronto. During the conference, members voted unanimously to provide financial assistance (a line of credit up to \$30,000) to the 1,650 members of McMaster University Staff Association (MUSA), who began a legal strike on Friday, March 2. MUSA has been trying to reach a fair and reasonable first contract with McMaster University since last April. Many important issues such as grievance procedures and hours of work remain unresolved.

COUSA delegates decided to suspend the conference proceedings Saturday afternoon and travel to Hamilton to join the MUSA picket lines at McMaster. COUSA President, Cheryl Balacko of Lakehead University said, "It's important that COUSA demonstrate our solidarity with MUSA in view of the difficulties they are facing in negotiating a first contract with the univer-

sity." The conference resumed on Sunday morning.

COUSA is an umbrella group of unionized and non-unionized staff organizations at Ontario universities who meet to share information on activities or trends which can affect the employment of its members. Its membership comprises administrative, clerical, maintenance, professional and technical occupational groups from eight Ontario universities.

*Olga Oleinikow, Student Awards
Carol Cain, Health, Counselling
& Disability Services*

QUFA and deregulation

Variations on the word "American" appear at least seven times in the recent QUFA diatribe against tuition deregulation (QFACTS, March 9). In context, I find it surprising that the word is being used as a pejorative. What is it that QUFA doesn't like about American universities? It can't be the quality of the education or research - this is the best in the world in virtually every field of study. No, what QUFA seems to be saying is that there are qualified Americans who cannot afford an elite private school education. Therefore it would be better for American society that elite universities not exist at all.

This is nonsense. The creation

of intense, well-funded centres for the very best and brightest brings enormous external benefits through the knowledge created by those who work there and the increased potential of those who pass through. Smart, creative and well-trained people generate huge amounts of wealth for society. We may regret that they get to keep some of this wealth for themselves or that not everyone gets a fair chance to participate, but these issues are hardly decisive.

QUFA's argument also ignores the relationship among tuition rates, accessibility and the level of student aid. Let's suppose that there are 100 terrific students out there that would come to Queen's if only tuition rates were lowered by \$1,000. An across-the-board reduction in tuition would certainly attract these students and increase accessibility (but not for the 100 not-quite-so-terrific but richer students who would have to go elsewhere). But an increase in tuition of \$2,000 combined with a program that offered \$3,000 yearly fellowships to 100 (or more) entering students would have the same effect on accessibility. The second plan has the added benefit that we can offer all our students a much better experience once they get here.

QUFA's plan to keep tuition low and increase government funding does increase accessibility, of course. But in the process

it transfers an enormous amount of wealth to those students (and their families) who don't need it. It is simply not necessary for accessibility that we all be taxed to subsidize the rich. There are better ways to do it. Indeed this point is so clear and its implications so antithetical to (what I perceive as) QUFA's politics that I must admit their position against deregulation makes no sense to me at all.

*Lorne Carmichael
Department of Economics*

An impressive effort

I write to congratulate the Queen's women's basketball team for their courageous and fine showing in the CIAU finals in Edmonton. Two appearances on national television should make the point clear - the program is a class act; the coaches - Dave Wilson, Tim Orpin, Janet Sanderson and Sam Mills - have done a superb job - and the players, especially Jacqueline Beaudoin and Heather Box - hey, you can play on any team I coach, any time! And the rest of the team can, too! A job splendidly done. Thanks for the memories.

*Geoff Smith
Phys Ed and History and
Basketball Forever!*

Sexual Health

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sexual health behaviours and attitudes at critical stages of development. The last national study of youth sexuality, the *Canada Youth and AIDS Study* funded by Health Canada, was conducted by SPEG in 1988.

SPEG is a multidisciplinary group based jointly in Queen's Faculty of Education and Health Policy Research Unit. □

Designated group omitted from questionnaire

The equity questionnaire that appeared in the March 12 *Gazette* inadvertently omitted the designated group "women" from Question A. That question should have read:

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, women)?

All faculty and staff are encouraged to fill out the anonymous questionnaire and return it to the Office of the University Advisor on Equity, 215 Richardson Hall.

To obtain a copy of the questionnaire, see the March 12 *Gazette*, or contact Ruth Rees via email, at reesr@educ.queensu.ca

SSHRC

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plinary group led by a Queen's researcher to examine how health research conclusions find their way into everyday practical application for people with chronic wounds.

The research, which specifically addresses improved care for people with leg ulcers, will take place in four large health catchment areas in Ontario, including Kingston. The Kingston, Frontenac, Lennox and Addington Community Care Access Centre (formerly Home Care) will be actively involved in the project. The other areas are Kitchener-Waterloo, Ottawa-

Carleton and London.

Leg ulcers are a common and often recurring condition affecting about two per cent of people over 65 in Ontario, with recurrence rates of 45-60 per cent.

"We are extremely pleased that Queen's researchers were able to capture such a significant amount of funding under this very competitive process," says Dr. Kerry Rowe, Vice Principal (Research). "This is clearly an indication of the quality of research being undertaken at Queen's and its perceived value to Canadians at a time when new and innovative approaches to

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Gazette

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Reflections on quality: Diversity

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. Following are the reflections of the discussion group on the quality characteristics of diversity at Queen's.

Making the case for diversity

BY ROBERTA HAMILTON

Given the development of Canada into one of the world's most multicultural societies, we would expect, all other things being equal, that the various populations at Queen's would simply represent this diversity. More than that, from the time of Principal Grant, Queen's University has openly espoused the goal of becoming a "national" university. In socio-economic terms, until at least mid-century, Queen's was known as the 'poor man's university,' and the long-time registrar, Jean Royce, actively admitted students from all walks of life: Jewish students facing quotas elsewhere, French-speaking students, international students, and working-class students.

Yet, there are various good reasons to expect that, without key initiatives that deal with recruitment and retention, the university will remain more homogeneous than most other Canadian universities; that is, the population will consist primarily of white, upper middle-class Canadians, with the bulk drawn from Ontario. First, the university's location in a middle-sized

town means that most students need the financial resources to live away from home. Cities such as Toronto, Montreal and Vancouver provide their universities with a large and heterogeneous pool of applicants. Second, the history of racism in Canada – especially with regard to Aboriginal peoples and Afro Canadians – means that few from these populations can afford to leave home for university. Those who can – either through family or awards – are more likely to be drawn to universities where there is a critical mass of those who share their background. They are not interested in being tokens, or in the everyday racism that they find among white populations. Third, the fees for international students preclude all but the wealthy in most of the world's countries from considering a Canadian education. And, at the graduate level, there has been a cutback in the number of tuition bursaries.

There are three major reasons for universities wanting a diverse population. First, there are issues around fairness, accessibility, and the desire to reverse historic racism and other forms of social exclusion. Second, the university wants to attract the most able students who will make contributions in all aspects of society, here and abroad. But talents, interests, motivation and "brilliance" are not the monopolies of any one racialized, ethnic, or socioeconomic group, nor the monopoly of the physically "able" or those who learn easily

by traditional pedagogical methods. Third, a diverse student and faculty will raise a wider range of issues, questions and insights, with implications for curriculum and the broader learning environment. All these dimensions – and many others – affect the quality of the student body, the quality of the faculty and the quality of the educational climate.

The questions become: Do we want a diverse student body? Why? If we do, what measures might work? What are we prepared to do?

Many of the same issues apply to faculty and staff. We need to ask questions about recruitment and retention, both of which are crucial for increasing the diversity of staff and faculty. There is also reason to believe that the (lack of) diversity among the faculty influences student recruitment. □

Roberta Hamilton is head of the Department of Sociology.

A collective responsibility

BY JANINE COCKER

Frankly, I'm worried. Like Principal Leggett, I am worried about the future of Queen's University. I'm worried about the future students of this institution – about their comfort, access, and their ability to grow at Queen's. As a facilitator and participant of February's retreat, I was able to participate in a discussion about diversity at Queen's. Our group shared concerns about the future of Queen's and its ability to

attract and retain a diversity of students.

Regrettably, to many, Queen's is known as a white, upper-class institution. "Elitist" and "ethnocentric" are words that some use to describe Queen's students. Whether this is true or not is irrelevant to potential Queen's students because we've already lost them. Year after year, decline surveys indicate that a large reason for students not attending Queen's is the lack of multiculturalism and diversity of the Kingston and Queen's community. If Queen's is serious about being an international institution, it must be prepared to accept this dimension of its reputation as a very real obstacle to be overcome.

What is the reality that exists at Queen's? We are perceived as a "white washed" institution, but are we? The empirical answer is clear – we don't know. Queen's has no data regarding the composition of the Queen's student population. We don't know how many students have disabilities or how many visible minorities actually attend Queen's. We cannot expect to defend our "misconceptions" if we cannot identify our own student population.

Things are changing. Currently Queen's is tracking all students who apply to Queen's; it has also begun to track those who accept Queen's offer. These are important steps in identifying the systemic and perceived problems that affect Queen's each year.

The leaders and citizens of a

global society are not all white, able-bodied people. They are the diverse population that characterizes the Canadian culture. They are Aboriginal; they are visible minorities; they are disabled; they come from a low-income background; and they are gay. If Queen's wants to be a leading institution, we must ensure that we recruit *and* retain every top student within this country – not just those individuals who are white and upper class.

Remedies do not lie only in the offices of the University Advisor on Equity, Human Rights or the Social Issues Commission. Too often it seems that these offices have been given the sole responsibility of solving the problem. To many, this serves to ensure that no one else has to think of diversity.

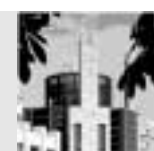
It is our collective responsibility to work to ensure this university reflects and welcomes the society in which it exists. It is the challenge of the staff, students and faculty of the university and it is the challenge of the principal. Consideration of diversity should be ubiquitous through all decisions made by the university. We must include equity and diversity in dialogues about deregulation, teaching quality and the broader learning environment. Until encouraging and welcoming diversity becomes an objective for *every* unit of this university, I will remain worried. □

Janine Cocker is Social Issues Commissioner of the AMS.

www.queensu.ca/secretariat/retreat/index.html

Books and Bytes

News from Queen's University Libraries



Libraries bring "what's new in academic publishing?" to your desktop

BY JILL BAKER AND SANDRA HALLIDAY

Whether you are working on grant proposals, writing papers for academic journals or preparing class lectures, having convenient access to current information is vital. Queen's University Libraries offer numerous electronic Current Awareness services accessible from your desktop.

Current Awareness options

Current awareness services provide access to recently published information. They are generally provided by either a publisher or database host. There are several types, including tables of contents (TOCs) for selected journals; new articles on specified topics or by particular authors; or lists of newly published books. Some services will email the details to you – these are usually referred to as Alerts or SDIs

(selective dissemination of information). Others simply allow you to browse their updated information or to run a saved search strategy.

Academic Press's "IDEALAlert" provides email TOCs selected from almost 200 electronic journals, as well as daily or weekly Alerts of new articles in chosen subject areas. Queen's Libraries subscribe to many other electronic journals whose publishers offer similar Alert services. These include but are not limited to the American Chemical Society, Oxford Journals online, the Institute of Physics, and SpringerLINK.

Some databases are designed specifically to be used as current awareness tools. "Current Contents," updated weekly, contains the TOCs and full citations of over 7,000 scholarly publica-

tions. It can be accessed through the WebSPIRS platform. You can search by subject and/or author, or search only the latest TOC page from a specific journal. "CISTI Source" is a TOC database of new research articles being published in approximately 14,000 journals. It also is updated weekly and can be searched by author, title keyword, or journal issue; it allows you to order articles from journals not held at Queen's.

Several database hosts allow to create and run current awareness searches. In the health and life sciences disciplines, OVIDWEB and PubMed let you create and save search strategies that you may then run yourself at a later date. In PubMed this is the "cubby" option. OVIDWEB's AutoAlert service can run your saved search strategies every

time the database is updated and email you the results. Similarly, using Cambridge Scientific databases (ERIC, METADEX, PsycInfo, Sociological Abstracts) you may save and recall search strategies or save them as Alerts, which will run automatically and send you weekly email.

Finally, BOOKNews is a British website that lists newly published scientific, technical and medical books. Many publishers will email you lists of new books in your field, and Amazon.com will email you notices of new books by authors or on topics you specify.

How can I make the Current Awareness options work for me?

If you require more information about any of these e-journals or databases, or about setting up your specific TOC and Alert Services, please contact a refer-

ence librarian in your library, or email Jill Baker (bakerj@post.queensu.ca) or Sandra Halliday (halliday@post.queensu.ca). □

Jill Baker is Public Services Librarian, Engineering and Science Library.

Sandra Halliday is Public Services Librarian, Bracken Health Sciences Library.

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Students applaud ATOP improvements

Targeted funding brings industry-standard technology to the classrooms, laboratories

BY CELIA RUSSELL ANDERSEN

Scott Hare did a double take when he walked into his first Electrical Engineering lab of the year last September. "It was a nice surprise when I came back," says the fourth-year student, who spent 1999-2000 interning at Nortel in Ottawa. The new equipment is a much better simulation of industry, and a vast improvement over what students had to contend with before the summer of 1999. "We used to have to rush to some labs to get there first to get the best equipment."

Queen's students from all disciplines continue to benefit from an improved learning environment, thanks to the Ontario government's Access to Opportunities Program (ATOP). The provincial education ministry introduced ATOP in 1998 to address a shortage of computing science, electrical and computer engineering and telecommunications graduates.

Although the \$3.8 million in Phase 1 renovations and equipment upgrades targeted Electrical and Computer Engineering (ECE) and Computing Science departments in Walter Light and Goodwin Halls, improvements were also made to several sites, such as the Jeffery Hall public computing site, accessible to all students. Other improvements during the summer of 1999 took place in Nicol, Fleming, Jackson, Stirling, Mackintosh-Corry, Etherington, Dupuis, and McLaughlin halls and Ellis Auditorium (partly ATOP funded).

To qualify for this funding, Queen's and other Ontario universities had to increase first-year Applied Science enrollment from 450 to 600 and also increase tuition fees. In return, Queen's was awarded about \$6.4 million in one-time startup funds, which Queen's had to match in cash or in kind.

The majority of work during a second round of funding was a \$560,000 renovation to the top three floors of Goodwin Hall for

Computing and Information Science during the summer of 2000, says Derek Cooper, ATOP Project Manager. "There is another million dollars to spend on one-time improvements. It is anticipated that these monies will be spent in the next 18 months."

Although tuition is now \$5,500 – about \$2,000 more than Mr. Hare paid in his first year – he says that the higher fees are worth it. "With the equipment we now use, we're definitely catching up with industry."

New digital oscillators with advanced printing capabilities, for example, now enable students to obtain faster, more accurate lab results. Previously, teams of three students would draw straws to see who would have the tedious task of plotting and drawing graphs manually, Mr. Hare says. "When things didn't work, a three-hour lab used to take five hours."

As well, computers can now keep accurate track of timing in data acquisition experiments. Students previously had to use stopwatches to monitor minute changes in experiments, which would result in a wide margin of error, says Mr. Cooper.

The physical improvements have also led to more efficient lab delivery, he says. For instance, a new "breakout room" adjoining Electrical Engineering labs in Fleming Hall now gives large groups of 40 to 50 students a

zoom-in view of their instructor demonstrating experiments via a tiny closed-circuit camera and overhead projector. Previously, it was difficult for even five or six students to crowd around a table to watch.

This facility also helps instructors and students overcome the time lag between classes and labs, says David Lay, ECE Engineering Supervisor. Frequently students are taught instructions for lab work several days before they have to perform the actual lab. If students run into problems in the lab, the

breakout room gives the instructor the option of re-demonstrating the experiment as many times as needed to refresh students' memories.

Fourth-year Electrical Engineering student Behn Conroy views the ATOP improvements with caution. "It's a bittersweet thing. Some things are better, such as the facilities, but some things are worse." He cites overcrowded classrooms as one headache. Last September, he was in a lecture class where several people had to stand at the back because of a lack of seating.

It took two weeks before the class was moved to a larger facility, he says. In addition, with the increase of enrollment, it seems there aren't enough teaching assistants to help students and mark assignments, he says.

He is impressed, however, with the improvements made to the equipment, in particular the transformers and motors in the ECE Power Lab. "Not enough students get to see how much fun the new Power Lab is. You can now run simulations and diagnostics on the computers while the equipment runs." □



Kedibonye Lekgetho (left) and Emmanuel Ntshwarang work on an Electrical Engineering 290 assignment in a Fleming Hall lab equipped with ATOP-funded equipment.

Photo by Celia R. Andersen

Name change highlights centre's multidisciplinary research

BY CELIA RUSSELL ANDERSEN

A new name heralds a new direction for multidisciplinary neuroscience research at Queen's.

The Centre for Neuroscience Studies replaces the former Centre for Studies in Molecular Science, and reflects a broader scope and mandate, says Doug Munoz, Acting Director and Physiology professor. "The original center was very narrowly defined and didn't really get going," says Dr. Munoz, citing its limited resources.

In the last year, there has been a grass-roots movement by neuroscientists across campus to make some changes. These include 41 faculty members in Anatomy, Psychiatry, Pharmacology & Toxicology, Rehabilitation Therapy, Anaesthesiology, Physiology and Pathology, Biology, Ophthalmology, Obstetrics and Gynecology, Chemistry and Computing Science. "We were starting to recognize that there were overlaps in our teaching and we realized we could better position our courses by compli-

menting rather than competing with each other."

The goal of the centre is to promote multidisciplinary research and collaboration to maximize funding opportunities. It also aims to create training programs for graduate students and post-doctoral students to attract the best possible candidates by promoting the university's diverse program. With its broad base of knowledge, the group also aims to help identify and recommend strategic recruitments to the university. "For

example, we might be of assistance in recruiting someone who could be of assistance to two very different departments," Dr. Munoz says. The center also runs a regular neuroscience seminar series of interest to a wide audience.

The Senate approved the name change at its Jan. 25 meeting. □

For more information, contact Kelly Moore, 533-6360, kmm@post.queensu.ca, www.queensu.ca/neurosci/



Doug Munoz: "Broader Scope"

Judges ask wrong questions when assessing capacity of children to testify, court study shows

Abolish "demeaning" child competence inquiry, interdisciplinary Queen's team says

BY ANNE KERSHAW

Many Canadian judges are masking children the wrong questions when attempting to determine whether they can be counted on to tell the truth in court, says Nick Bala, a leading expert in children's and family law with Queen's Faculty of Law.

The rising incidence of reports of sexual and physical abuse has led to a dramatic increase in the number of cases involving child witnesses in the courts. Currently, the questions that are asked to determine whether a child is competent to testify are inappropriate, and do not assure that children are in fact likely to be telling the truth, the study shows. Further, there is inconsistency in how the present law is applied. There are also cases where inappropriate assessments of competence have

led appeal courts to order a new trial due to the inadequacy of the process.

"The present process is at best futile and at worse confuses and demeans children. It results in children who are actually capable of giving vitally important evidence being disqualified as witnesses," says Professor Bala.

This internationally unique research combines traditional legal scholarship with a provincial survey of judges and lawyers about their practices and attitudes toward child witnesses and with court simulation studies of children in situations of lying and truth telling. Professor Bala's co-investigators are Kang Lee and his graduate student Victoria Talwar, Queen's psychologists and experts in truth telling and lying in children; and Rod Lindsay, an international expert on forensic psychology

specializing in eyewitness testimony and the credibility of child witnesses.

Currently, many judges ask young children abstract questions about the meaning of terms such as "oath," "truth," "lie" and "promise," as well as questions about their religious beliefs and practices. Much of this type of questioning is permitted under current legislation and upheld by appeal courts. However, new research by this interdisciplinary research group at Queen's, to be published in the forthcoming issue of the *Osgoode Hall Law Review*, indicates that many of the questions that judges ask to assess a child's capacity to testify are in no way related to whether a child will actually tell the truth.

"Our survey shows that judges are not always following leading reported cases and that children are often asked devel-



Nick Bala: "Inappropriate Questions"

opmentally inappropriate questions," Professor Bala says.

"There is no relationship between children's ability to explain such abstract concepts as

'oath,' 'truth,' 'lie' or 'promise,' and whether they actually tell the truth," he says. "However, there is a weak link between a child promising to tell the truth and actually doing so. In other words, asking a child to promise to tell the truth increases the likelihood that a child will tell the truth, though not very much."

The Queen's research, funded for three years by the Social Sciences and Humanities Research Council of Canada, strongly supports changes in the present practices of judges and lawyers, as well as the reform of Canada's laws on assessing the competence of child witnesses by abolishing the competency inquiry, as England has done. □

Full results of the court survey may be accessed at:

<http://www.qsilver.queensu.ca/law/witness/witness/htm>

News Notes

CIHR directors meet at Queen's

Three scientific directors from the Canadian Institutes of Health Research will describe opportunities for research funding during a one-day visit to Queen's Wednesday, March 28. Researchers and graduate students from health, natural and social sciences are invited to hear Drs. Morris Barer (Institute of Health Services & Policy Research), Jeff Reading (Institute of Aboriginal Peoples' Health) and Diane Finegood (Institute of Nutrition, Metabolism & Diabetes), at a plenary session, 10 am in Room 202 Policy Studies, followed by small group or one-on-one meetings in the after-

noon. Researchers wishing to meet individually or in small groups with Drs. Reading or Finegood are asked to contact Diane Bootsma, ext. 36081; researchers wishing to meet with Dr. Barer should contact Linda Thomas, ext. 77613, to make arrangements.

Aboriginal Day celebrates heritage

Aboriginal speakers representing the arts, teaching and spiritual leadership will discuss their work at Queen's Aboriginal Day activities Saturday, March 31. Presented by The Queen's



Native Student Association, Seventh Generation: Building a Legacy takes place in room 202, Policy Studies (Union St.), from 9 am to 4:30 pm.

Speakers include **Jacqui LaValley** (9 - 11 am) (Ojibway/Pottawatomi), who teaches Ojibway language and culture at the First Nations school in Toronto.

William Commanda (11 am - noon) (Algonquin elder), who participates regularly in United Nations peace and spiritual vigils.

Tom Porter (1 - 2 pm) is the spokesman and Chief Spiritual Leader of the Mohawk Community of Kanatsiokhareke. He has implemented programs that facilitate an understanding of Native American culture.

Adam Beech (2:15 - 3:15 pm), an actor in the movie "Smoke Signals," will speak.

Kim Anderson (3:30 - 4:30 pm) (Cree/Metis), author of *A Recognition of Being: Reconstructing Native Womanhood*, has worked extensively on policy issues.

The day concludes with a feast from 5 to 6 pm, native drumming and social from 6 to 8 pm. All events are free and open to all. Details, call the Four Directions Aboriginal Student Centre, 533-6970.

Name that artifact

Queen's Museum of Health Care hosts a "Name that Artifact" night next Thursday, April 5, in B143 Botterell Hall (corner of Stuart and George streets), 7 pm. Playing hosts for the evening are Charles Hayter, the-

pian-oncologist-historian, and Jacalyn Duffin, Hannah Professor, History of Medicine. Prizes for correct and most creative answers. Information: 548-2419.

Queen's hosts regional science fair

Student explorations in science and engineering are highlighted next weekend at the Frontenac, Lennox & Addington Science Fair. More than 200 local students will take part in the event, which takes place April 6-7 in McArthur Hall, West Campus. Exhibition times are Friday 7-9 pm, and Saturday, 9 am - 2 pm, with awards at 4 pm.

QUSA highlights double cohort

Queen's staff are invited to give their input on the double cohort at the Queen's University Staff Association's annual general meeting, tomorrow, March 27, at noon in the Robert Sutherland Room, JDUC. Chris Conway, director of Institutional Research and Planning at Queen's, will outline plans in progress to deal with the increased influx of students resulting from the phase-out of Grade 13 in 2003, and field questions from staff. All welcome.

Wittgenstein scholar visits

A internationally renowned Wittgenstein scholar is Visiting Scholar in the Philosophy department, March 26 - April 2. Hans-Johann Glock, Reader

in Philosophy at Reading University, is author of *The Wittgenstein Dictionary* (Blackwell, 1995) and numerous articles in the philosophy of mind and language. He will speak in the department's colloquium series on "Does Ontology Exist?" on Thursday, March 29, 7:30 pm., Watson 517. Dr. Glock's visit has been made possible by the Principal's Development Fund International Visitors Program.

Journalist addresses government secrecy

Bill Schiller, National Newspaper Award winner and international correspondent for the *Toronto Star*, speaks on All the News that's (NOT) Fit to Print: Government Secrecy and the Erosion of Democracy, this Wednesday, March 28, 12:30 pm, Ban Righ Fireside Room. Presented by Queen's and the Toronto Star Speakers Series.

More funding for CFI

The Canadian government has announced a further \$750 million in funding for the Canada Foundation for Innovation. At least some of that funding is expected to be earmarked to cover overhead costs associated with CFI-funded equipment and facilities. The announcement brings to \$3.15 billion the federal government's commitment to the infrastructure-building program. The government also announced that it will extend the mandate of CFI and associated research infrastructure funding programs to the year 2010. □



Photo by Ken Cuthbertson

George Henderson, archivist/librarian at Queen's for 40 years, accepts an autographed portrait of King George VI from colleague Elaine Savor at his retirement reception held earlier this month in the Frederick W. Gibson Reading Room of Queen's Archives. A lifelong monarchist, Mr. Henderson was also feted with a surprise visit from Her Maj, Elizabeth impersonator Rita McGrattan, who presented him with a mock-up of a Time magazine cover proclaiming him an honorary member of the Royal family.



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, Apr. 3 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

Financial Clerk 2000-121
University Residences
Anderlynn Gilmour

Photo-Id Clerk/Receptionist 2000-139
Office of the University Registrar
Barbra Land

Computing Systems Technician 2001-13
Information Technology Services
John Rushton (Information Technology Services)

Computing Systems Technician 2001-14
Information Technology Services
Mike Morrow (Information Technology Services)

Coordinator of Admissions and Recruitment 2001-15
Faculty of Law
Sharon Miklas

Computing Systems Technologist 2001-16
Civil Engineering
Bill Boulton (I.T.S./Civil Engineering)

Secretary/Clerk 2001-17 Secretary/Clerk
Queen's University Libraries
Withdrawn

Staff Vacancies

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

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

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

Custodian 2001-26, 2001-27, 2001-28, 2001-29, 2001-30, 2001-31, 2001-32, 2001-33, 2001-34 Physical Plant Services

There are **nine** positions available:

2001-26, 27, 28, 29, 30 These five positions are continuing appointments beginning May 1, 2001.

2001-31, 32 These two positions are one-year term appointments beginning May 1, 2001 and ending April 26, 2002.

2001-33, 34 These two positions are ten-month term appointments beginning September 3, 2001 and ending June 28, 2002.

Please clearly indicate the competition numbers of the positions that you are applying for on your resume.

These positions involve working 37.5 hours per week. The successful candidates will be required to work weekends and afternoon/evening shifts, as required. The successful candidates must also be willing to work overtime and to respond to call-ins outside of normal working hours.

Major Responsibilities: strip, seal and wax, and spray buff floors; clean and sanitize washrooms, fixtures and fittings; vacuum and shampoo carpets and upholstery; sweep, dustmop and damp-mop all floor surfaces; collect garbage; clean glass, walls and blackboards; move furniture; lock and unlock buildings; operate a variety of floor machinery; shovel snow from entrances and steps; and maintain a clean and healthy environment in all buildings.

Requirements: secondary school diploma with the ability to read and write in English; ability to comprehend and follow instructions; ability to read computer printouts; some mechanical aptitude is essential; must be willing and able to work in a team environment; proven ability to work with individuals at all levels within the Queen's community; must be physically capable of performing the above noted duties.

These positions fall under the jurisdiction of the Canadian Union of Public Employees, Local 229.

Hourly rate: \$16.09

Employee Relations Specialist 2001-35 Department of Human Resources

Major Responsibilities: report to the Manager, Employee Relations; provide assistance and advice in employee and labour relations to university administrators and employees through the development, negotiation and administration of policies, procedures and collective agreements for all unionized and non-unionized staff; provide strategic and analytical advice to all levels of management regarding labour/employee relations issues; act as the university's representative at final stage grievance meetings; advise management on the appropriate strategies to administer when dealing with sensitive issues, such as, work performance, disciplinary action.

Requirements: three-year university degree with several years of direct experience in all aspects of employee and labour relations (or an equivalent combination of education and direct work experience); thorough knowledge of the principals, practices and techniques of employee relations administration and of

employment and labour legislation in Ontario; extensive knowledge of university policies and procedures and of the collective agreements governing Queen's unionized staff; capable of independent and sound judgement with the ability to problem solve in highly stressful and/or sensitive situations; ability to maintain confidentiality; excellent communication, interpersonal and diplomacy skills to deal with all levels within the university community and external contacts; strong organizational ability to meet deadlines and deal with conflicting priorities; excellent research, analytical and writing skills.

Minimum Hiring Salary: \$46,053 Salary Grade 9 - HSS9

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

Research Contracts Coordinator Office of Research Services

Major Responsibilities: report to the Office Manager; review all research contracts for compliance with Queen's policies to ensure all contracts are acceptable and meet Queen's standards for execution; administer all agreements when finalized; provide liaison between researchers and the Ontario Centres of Excellence; coordinate and administer all documentation related to the agreements between Queen's and the Centres; provide information to researchers about the general policies and procedures pertaining to contract administration at Queen's; design and maintain the "Research at Queen's" website; implement and utilize a funding listserve and utilize electronic databases; provide support to faculty researchers and staff on the use of electronic databases; provide other assistance to the Office Manager.

Requirements: post-secondary degree with courses related to law (or an equivalent combination of education and experience); previous related work experience; excellent interpersonal and communication skills to work through situations of potential conflict and to confer with different parties with vested interests; good analytical skills with proven attention to detail; excellent computing skills (word processing and spreadsheet packages); experience with manipulating databases, website design and maintenance, creation of electronic presentations and electronic communication.

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

Staff Nurse 2001-37 Health, Counselling and Disability Services

This is a continuing term appointment working 100% time from September 1 until April 30 each year.

Major Responsibilities: report to the Nursing Coordinator; provide professional nursing services in accordance with established practices and procedures of the Health Service; collaborate with other nurses, physicians and members of the administrative staff, and occasionally with members of the broader community.

Requirements: registered nurse with a current certificate of competence from the Ontario College of Nurses; minimum of three years of professional experience in one or more of the following: emergency room nursing, outpatient clinics, occupational health, physician's office or community nursing; annual CPR certification; membership in the Registered Nurses Association of Ontario; must be

willing to complete a Declaration of Reflective Practice for annual renewal; knowledge of current theories and practices related to contraception, nutrition and immunization; ability to relate professionally to students/patients; proven ability to respond effectively in emergency/urgent situations; strong organizational, self-management and communication skills; basic knowledge of computer applications.

Minimum Hiring Salary: \$38,200 Salary Grade 7 - HSS7 (Salary will be adjusted to reflect actual time worked.)

Other Positions

Study Coordinator Clinical Trials

The National Cancer Institute of Canada Clinical Trials Group at Queen's University requires a full-time Study Coordinator for Phase III clinical trials in cancer. Responsibilities include protocol and forms development, trials administration, data review, quality control, as well as interaction with clinical investigators and pharmaceutical firms. Candidates should possess a Master's Degree in Health Sciences of equivalent combination of education and experience in a medical, research or pharmaceutical setting. They should have strong computer skills including MS-Office, basic statistics, and data evaluation skills. Previous experience working within Good Clinical Practice guidelines, with the clinical trials process or regulatory activities, data validation experience, or clinical research training would all be considered an asset.

Queen's Salary Grade 8

Submit résumé and covering letter of application to: Competition #98, Operations Manager, NCIC Clinical Trials Group, Queen's University, 82-84 Barrie St., Kingston, Ont., K7L 3N6. **Deadline: April 6, 2001.**

Please note that only applicants selected for an interview will be contacted. Thank you in advance for your interest in the NCIC Clinical Trials Group.

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 Professor Tassos Anastassiades, Rm. 2050, Etherington Hall. Tel: 533-2971.

Research Assistant Social Program Evaluation Group

This is a one-year, full-time term appointment at the Social Program Evaluation Group. Projects include a variety of education and health studies. Position starts April 1, 2001.

Major responsibilities: Construction of code books; programming for data entry; management of data entry and supervision of data entry personnel; performing descriptive analyses; preparation of data tables and figures for presentations.

Requirements: Undergraduate degree in social sciences/education/health or three year post-secondary program with related experience; experience in using SPSS with large data sets; ability to work to deadlines.

Minimum Hiring Salary: \$33,686 Queen's Salary Grade 6

Apply to: Send CV and letter to: Diane Earle, Administrative Secretary, Social Program Evaluation Group, McArthur Hall B164 or e-mail at spemail@queensu.ca.

Obituaries

The following employees have recently passed away:

Brenda Pieters-Mohammed

(Jan. 11, 2001)
Member of Queen's community since July 30, 1984

Earl J. Jackson

(Feb. 2, 2001)
Member of Queen's community since June 14, 1971

Wallace Breck

(Feb. 8, 2001)
Member of Queen's community since Sept. 1, 1956

Vernon Ready

(Feb. 9, 2001)
Member of Queen's community since July 1, 1966

William B. Rice

(March 8, 2001)
Member of Queen's community since Sept. 1, 1950

George H. Newsome

(March 10, 2001)
Member of Queen's community since March 15, 1971

Reminders

The university will be closed on Friday, April 13, 2001 in observance of Good Friday.

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.

Milestones

Compiled by Faye Baudoux

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

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

30 years: Paul Dumbleton, Printing Services; Kenneth Hancock, PPS.

25 years: Deborah McElroy, PPS; Ainslie Thomson, Collection Development Unit.

20 years: Catharine Jackson, Documents Unit.

15 years: Lynn Cilles, Cataloguing; Ken Cuthbertson, Alumni Affairs; Sue Knight Sorenson, Cataloguing; Elizabeth Lonbro, Engineering Science Library.

10 years: Mary Pople, Environmental Health and Safety.

Five years: Hugh Bennett, Development; Leigh-Ann Ottenhof, School of Business.

Bulletin Board

Appointments

Clinical and Academic Review of Genetics

The Faculty of Health Sciences and the Kingston General Hospital have initiated a review of the clinical service and academic activities relating to Genetics at this Academic Health Sciences Center. In addition to evaluating the current status of genetic activities at this center, the review committee has been asked to develop a strategy for enhancing the future profile of this discipline. Members of the academic Health Sciences community who wish to provide input into this process should contact Dr. David Lillcrap, Chairperson of the Genetics Review Committee, 548-1304, lillcrap@cliff.path.queensu.ca.

Richard Weatherdon appointed Associate Vice-Principal (Human Services)

David Anderson, Vice-Principal (Operations and Finance), is pleased to announce the appointment of Richard Weatherdon as Associate Vice-Principal (Human Services) for a five-year term effective March 19, 2001. Mr. Weatherdon will have responsibility for the departments of Campus Security, Environmental Health and Safety, and Human Resources. Concurrent with this announcement, Information Technology Services will report directly to Tom Morrow, Associate Vice-Principal (Operations and Facilities), effective March 19, 2001.

Acting Associate Vice-Principal (Human Resources) since the end of February, Mr. Weatherdon has been a key member of the Queen's Human Resources Department's senior management team since 1990. As Manager (Staff Relations), Mr. Weatherdon's responsibilities included directing the development, negotiation, and administration of the university's employee relations policies, programs and procedures for unionized and non-unionized staff. Mr. Weatherdon has acted as chief spokesperson in negotiations with the three CUPE locals on campus and has represented the university in salary and benefit discussions with QUSA. Staff employment policies, staff equity initiatives and employee development programs have also been part of Mr. Weatherdon's portfolio. Before joining Queen's, Mr. Weatherdon was the Canadian Director for the Communications Workers of America, one of North America's largest unions. He nego-

tiated extensively in the newspaper industry in almost every province of Canada, where he developed a reputation for a direct, fair and proactive approach to human resource issues.

Awards and Grants

Chancellor Richardson Memorial Fund

The Advisory Committee of the Chancellor Richardson Memorial Fund invites departments and other university agencies involved in Canadian studies to submit proposals for the purchase of Canadian teaching and research materials. Materials can include literary and historical works, documentary materials, French-Canadian material; old, rare and unique materials; and library resources such as books, research/study aids, and information storage and retrieval systems and services.

Proposals submitted in response to the previous invitation were reviewed by the advisory committee and the administrators of the fund and the following allocations were approved:

- \$5,750 to purchase specific films and videos to build a Canadian collection
- \$2,412 to purchase William Lyon Mackenzie King papers on microfilm
- \$638 to purchase 22 volumes of Kingston and District Local History Reference books

For a detailed list of categories of eligible materials, and for information about applying for funds, please see the following website: www.queensu.ca/ageh/htm/contact.html or contact the chairman of the advisory committee, Professor Brian Osborne, or the secretary of the fund, Deborah Shea, ext. 74008 or email: shea@post.queensu.ca. Proposals should be submitted to Deborah C. Shea, Department of Alumni Affairs by **May 4, 2001** for consideration by the advisory committee.

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 osheaj@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.

Governance

Senate agenda

Thursday, March 29, 2001
2002 Policy Studies, 3:30 pm

I Adoption of Agenda

II Adoption of the Minutes of the Meeting of March 1, 2001

III Business Arising from the Minutes

IV Principal's Report

1. Board of Trustees Meeting, March 2/3
2. Honorary Degree Recipients, Spring and Fall 2000
3. Research Report
4. Other

V Question Period

VI Reports of Committees

1. Academic Development Enrolment Plan 2001/2002 [for action]
2. Academic Development/Budget Review Collaborative Nursing Education Project [for action]
3. Budget Review Annual Report 2000-2001
4. Academic Procedures
 1. Convocation Report [for action]
 2. Policy on Exam Disruption [for action]
5. Library "Towards Scholarly Publishing That Meets Academic Needs and Changing Conditions" [for action]
6. Nominating
 - (1) Nominations [notice of motion]
7. Operations Review
 - Review of the Composition of Senate [for information]

VII Reports of Faculties and Affiliated Colleges

Aesculapian Council Presentation on Tuition [for information]

VIII Motions

Submitted by Sarrah Beemer, ASUS Senator regarding examination alternatives for students who wish to attend the Alternative People's Summit of the Americas on April 19-21, 2001 in Quebec City. [for action]

IX Communications (none received)

X Matters Referred to Standing Committees

1. Proposal to establish a Centre for Health Services and Policy Research in the Faculty of Health Sciences [referred to Academic Development and Budget Review]
2. Proposal to create a Cancer Research Institute at Queen's University [referred to Academic Development and Budget Review]
3. Proposal to establish the C. Franklin & Helene K. Bracken Chair in Clinical Skills [referred to Academic Development and Budget Review]
4. "Ensuring Objectivity: A Proposal by the Alma Mater Society to Remove Student Names from Final Examinations." [referred to Academic Procedures]
5. "Summary Report of the Working Group on Examinations" [referred to Academic Procedures, Academic Development and Non-Academic Discipline by Vice-Principal (Academic)]

XI Other Business

AMS Inc. Board of Directors Report on CFRC - Presented by Behn Conroy, EngSoc Student Senator [for information]

Georgina Moore, Secretary of Senate

The Senate agenda, minutes and other information are available from the Senate website <http://www.queensu.ca/secretariat/senate/>. Call 533-6095 for visitors' tickets or visit B 400 Mackintosh-Corry Hall.

Board of Trustees Election (Staff)

Judith Brown (Development) and David Kempson (Geological Sciences) have been nominated for election to fill a staff trustee vacancy - four-year term 2001-2005. Ballots and biographical information will be distributed this week by campus mail. Completed ballots must be returned by April 6. Staff members who are eligible to vote but who have not received a mail ballot should contact the University Secretariat at 533-6095. Details on the Senate election process is on the web at: www.queensu.ca/secretariat/. Results will be published on the web by April 13.

Notices

Attention: Students with computer leases

If you started a computer lease (8/20 month term) with the Campus Computer Store in September, 2000, and have not yet received an email in regard to your intentions, please call Barb, ext. 78104 or Annie, ext. 75581. We will let you know what your options are now that you've met your minimum commitment, and explain the returning process.

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

Ride-sharing opportunity

Save money! Queen's employees seek individual(s) interested in ride-share. Temporary or long-term, commuting from Napanee to Queen's, Monday - Friday, 8:30 am - 4:30/5 pm, flexible. Car pooling and cost sharing to be negotiated. Call Stephanie at ext. 75194 or Heather at ext. 75963.

University Grievance Advisors needed

The university has provided the Senate Statement of Grievance Discipline and Related Matters to help students to resolve grievances within the university. University Grievance Advisors provide advice and support to students who, for whatever reason, do not wish to enlist the support of other persons or groups. Advisors assist students in informal meetings to resolve the complaint, help students to draft a grievance if the informal attempts are unsuccessful, and support and/or represent the student in problem-solving with the appropriate faculty or administration. The Associate Secretary of the University (Internal Dispute Resolution) provides an initial plan of action and consults with the advisor throughout the process.

If you are a faculty member, have good people and dispute resolution skills and a desire to help students, contact Paul Arney, Associate Secretary of the University (Internal Dispute Resolution) 533-6495, pa1@post.queensu.ca.

continued

Queen's Pension Plan Quarterly Investment Report - December 31, 2000

Capital Markets

Returns on investments in the various markets can be measured against a series of well-established indices. Index returns for the 3-month and 12-month periods ending December 31, 2000 are as follows:

		3 months	12 months
TSE 300	(Canadian Stocks)	-13.6%	7.4%
TSE Capped		-4.9	19.0%
MSCI World	(Global Stocks ex Canada)	-6.1%	-10.6%
SMU Bonds	(Canadian Bonds)	2.9%	10.3%
T-Bills	(Treasury Bills)	1.4%	5.5%

Queen's Asset Mix

The investment managers have mandates established through a Statement of Investment Policies developed by the Pension Committee of the Board of Trustees. Investments in each asset class must be within a well defined range. The "normal" asset mix is a long-term strategy mix which is used as a "benchmark" when measuring performance of managers.

The current market value of the Queen's Pension Plan (QPP) of approximately \$1 billion can be broken down as follows:

	Permitted Range	"Normal" Mix	Current Mix
Stocks			
Canadian	25% - 55%	31%	34%
Global (ex. Canada)	10% - 25%	24%	22%
Bonds	20% - 70%	40%	41%
Cash	0% - 20%	5%	3%

Queen's Performance

1. Compared With Other Pension Plans

The fund lost 1.2% for the quarter ending December 31, 2000. This put the QPP in the 3rd quartile when comparing performance to Royal Trust's universe of pension funds. The one-year return of 10.3% is 2nd quartile while the three-year return of 9.1%, and the five-year return of 12.0% are both 3rd quartile. The quartile breaks for Royal Trust's universe are as follows:

	3 months	1 yr	3 yrs	5 yrs
1st quartile	1.2%	13.7%	11.2%	13.3%
Median	-1.0%	9.8%	10.1%	12.3%
3rd quartile	-3.8%	7.6%	8.1%	11.7%

2. Relative to the Benchmark

	3 months	1 yr	3 yrs	5 yrs
Fund return	-1.2%	10.3%	9.1%	12.0%
Benchmark return	-1.8%	8.9%	10.8%	12.6%
Fund performance relative to benchmark	0.6%	1.4%	- 1.7%	-0.6%

Note: returns for periods of one year and less are for the actual period; returns for three and five years are annualized.

3. General Comments

- The Canadian stock market had a terrible fourth quarter. Nortel Networks lost 46% in the quarter and its weight in the index dropped from 28% at the end of the third quarter to 18% at year-end.
- Our Canadian managers are measured against the TSE 300 capped index since we restrict holdings in any one stock to 10% (15% for Nortel). Both managers had a Nortel weight of less than 10% in the fourth quarter.
- Sanford Bernstein, our global "value" manager, had a very good quarter and beat its benchmark by over 10% (i.e. returned 4% when the index lost 6%).
- The Pension Committee will likely make some changes in investment managers shortly. Its recommendations were presented to the Board of Trustees in early March.
- Further details on changes to our investment manager structure will be posted on our web site in the next few months.
- The rate of return for the period September 1, 2000 to December 31, 2000 is - 2.72%. This rate is updated monthly on our web site.

