



Cellia Russell/Andersen

First-year student Alana Nguyen is all smiles as she sells daffodils in the John Deutsch University Centre March 29. The Alma Mater Society sold daffodils in the JDUC and Mackintosh-Corry Hall to raise money for the Canadian Cancer Society.

Libraries reap huge gains from national project

BY PAUL WIENS

A ground-breaking co-operative venture by Canadian universities for purchasing online resources is reaping huge dividends for Queen's. Thanks to the efforts of the Canadian National Site Licensing Project, faculty and students at Queen's now have access to approximately 400 new full-text electronic journal titles plus the "Web of Science" indexing and citation database. In addition, some 300 titles to which Queen's already subscribes are now available to Queen's at a reduced cost.

All told, this national project is making available to Queen's, for approximately \$200,000 annually, a suite of electronic

information resources which, if purchased as an individual institution, would cost Queen's Libraries well over \$1 million.

Licensing arrangements have been made by the project for access to more than 700 journal titles from Academic Press; the American Chemical Society; the Institute of Physics; Springer-Verlag journals; American Mathematical Society (MathSciNet); the Royal Society of Chemistry; and the Institute for Scientific Information (Web of Science).

Believed to be unique in North America, the Canadian National Site Licensing Project is a three-year pilot project (2001-2004) involving a consortium of 64 Canadian university libraries,

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Committee looks at corporate involvement at Queen's

Group to consider need for institution-wide principles

BY MARY ANNE BEAUDETTE

From soft-drink exclusivity agreements to technology-transfer spinoffs, the involvement of corporations has become a fact of life at Canadian universities. The matter was raised at Queen's last week when a group of students protested against one of the university's corporate donors.

Corporate philanthropy and sponsorship are among six broad areas of concern that have been identified by a university-wide committee that was struck earlier this year to address the issue of corporate support on campus.

The Committee on Corporate Involvement at Queen's, comprising students, staff and faculty members, was struck after Queen's student government

members recommended that the university take a closer look at the growth of corporate influence across the university.

"It was formed out of a belief that corporate involvement at Queen's, and indeed at every other university across Canada, goes well beyond corporate giving, and that we need to ask whether the policies that exist are sufficient to deal with issues that might arise," says committee chair Mark Rosenberg.

The committee's mandate is to identify deficiencies in current practices and recommend policies and procedures to define and clarify the university's relationship with the corporate sector, he says.

Currently, six subcommittees

of the 15-member group are examining six broad range of aspects of corporate involvement:

- Philanthropy;
- Suppliers, Sponsorship, Commercial Activity on Campus and Trademarks and Licences;
- Research and Graduate Students;
- Parteq, Consulting and Creating Businesses Related to Research;
- Teaching, Professional Development and Recruitment;
- Investments.

"The breadth of these subcommittees should give everyone some sense of how corporate involvement impinges on so many aspects of Queen's," says

Professor Rosenberg.

The scope of the task may go well beyond the mandate of this committee, says Professor Rosenberg. "It's not clear that our role should be to develop policy for every area of the university. We see our role as identifying the most appropriate persons and bodies on campus, including Senate, the Board of Trustees and University Council, who need to take responsibility for the development of policies in their particular area," he says.

Currently the university does not have an institution-wide policy on corporate involvement. "One of our challenges will be to decide whether it's possible to have such an overarching policy and if so, what might be the prin-

ciples to guide it," he says. "Then we have to determine who is responsible for developing these principles."

Meanwhile, the committee's research has found inconsistencies in the six areas of concern it has identified, Professor Rosenberg says. "We have everything from clearly articulated policies to those that need improvement, to no policies at all."

The committee reconvenes in June. It expects to issue a report by September. □

A copy of the AMS working paper, Corporate Involvement at Queen's: Checks and Balances for the New Millennium, appears at: <http://www.queensu.ca/secretariat/senate/AMS0400.html>

Queen's, faculty reach salary, benefits agreement

Queen's University and its faculty association (QUFA) have successfully concluded negotiations on scale and benefits related to the final year (May 1, 2001 to April 30, 2002) of the current three-year collective agreement.

The terms of this settlement include a scale increase of two

per cent and a one-per-cent increase in benefits. The increases are effective May 1, 2001.

"We are very happy we were able to reach agreement at the table," says Suzanne Fortier, Vice-Principal (Academic). "Our ability to do so reflects the fact that while we may at times have slightly different views, in the

end our goals are not dissimilar."

Barbara Kisilevsky, president of the Queen's University Faculty Association, said, "We're pleased with the settlement, particularly with the enhanced benefits for health care, child care and tuition. We think these will be good tools for recruiting and retaining faculty. They add to the

attractiveness of the university, and they will add value to being at Queen's."

The settlement affects 815 Queen's faculty and 43 professional librarians and archivists. □

The agreement is posted on the QUFA website, at: <http://www.queensu.ca/qufa/index.html>

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needed**
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Letters



Help Lines

Campus Security:
533-6111

Human Rights Office
533-6886
Irène Bujara, Director
Sexual Harassment Advisory
Anti-Racism Advisory
Anti-Heterosexism Advisory

Sexual Harassment Complainant Advisors:
Margot Coulter, Coordinator
533-6629

Barbara Moore – Education
533-6551

Millard Schumaker – Religion
533-2106 ext. 74323

Chuck Vetere – Student Counselling
533-2893 ext. 77978

Anti-Racism Complainant Advisors:
Stephanie Simpson,
Coordinator 533-6886

Audrey Kobayashi – Geography,
533-3035

Anti-Heterosexism Complainant Advisors:
Julie Darke, Coordinator
533-6886

Eleanor MacDonald, Politics
533-6631

Associate Secretary of the University
Paul Arney 533-6495

Sexual Harassment Respondent Advisors:
Paul Banfield – Archives
533-6000 ext. 74460

Mike Stefano – Purchasing
533-6000 ext. 74232

Anti-Racism Respondent Advisor:
Ellie Deir – Education
533-6218 ext. 77673

Internal Dispute Resolution (Students & Staff):
Paul Arney
533-6495
PA1@post.queensu.ca

University Advisors – Students:
Bill Gekoski – Psychology
533-2891

Bart Simon – Sociology
533-6000 ext. 77152

Mel Wiebe – English
533-2153

University Advisors – Staff:
Jane Baldwin – Surgery
533-6302

Brenda Barker –
Industrial Relations Centre
533-6628

Kathy Beers – Student Affairs
533-6944 ext. 74022

Nancy Dorrance – Marketing
and Communications
533-6000 ext. 74696

Sandra Howard-Ferreira
School of Graduate Studies
and Research
533-6100 ext. 77310

Larry Pattison – Physical Plant
533-6697 ext. 77982

Gary Racine – Telecommunications
533-2233

Freedom of Information and Privacy Protection
Don Richan 533-2378

Employee Assistance Program
1 800 387-4765

University Chaplain:
Brian Yealland
533-2186

Rector
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.

QUSA increases membership

This is a letter to all non-unionized Queen's staff. In 1998, the Queen's University Staff Association Executive looked at ways to work towards increasing the membership of QUSA. They were concerned that it was becoming increasingly difficult to tackle the "big" issues when QUSA does not represent the majority of non-unionized staff. At the Oct. 27, 1998 general meeting, two options were proposed as follows:

- 1 Make membership compulsory;
- 2 Undertake a joint QUSA awareness-raising campaign with Human Resources, leading to increased membership.

After some discussion, the executive drafted a motion relating to the second of these proposals, authorizing QUSA to begin a six-month membership campaign with Human Resources to raise awareness of QUSA's role in all issues facing staff at Queen's. We also agreed that at the end of the drive, QUSA would look into changing its current opt-in membership process to one in which all new and transferring staff would assume automatic membership in QUSA unless they chose to opt out.

QUSA also agreed that it would evaluate the results of the membership drive to see if there had been a significant increase in the membership before raising the issue of compulsory dues again.

This letter is to inform QUSA members that over the past year, thanks to the hard work of its members and Human Resources, QUSA gained 72 new members. This is a significant amount of growth, as it represents a 15-per cent increase in our membership!

We would also like to report that we have reviewed the compulsory membership option with our legal representation and have been advised that under the terms of the Employment Standards Act, QUSA does not have the authority to proceed with such an option.

QUSA will continue to work towards growth in our membership and we look forward to a continued relationship with Human Resources to try to develop new ways of encouraging membership. Your comments are welcome regarding this issue, or others that concern you. □

*Spring Forsberg, President
Queen's University
Staff Association*

Note: The following letter by Principal Bill Leggett appeared in the National Post last Wednesday.

Principal responds to Post article on exams

Re: The National Post story "Summit wins over exams at Queen's," March 30.

We appreciate your coverage of the recent vote by Queen's University Senate that reaffirmed Queen's longstanding policy of granting to individual professors the discretion to provide alternative arrangements/timing for examinations in support of students wishing to participate in out-of-classroom activities.

The vote was in keeping with the spirit of Queen's vision of preparing students and scholars for citizenship and leadership in a sustainable global society. This longstanding policy also highlights a distinguishing feature of this university: its recognition of the importance of allowing students to take advantage of activities that enrich their experience and insight into critical issues affecting the world.

There are two vital components to a Queen's education: the strictly academic, and the provision of opportunities for personal development, through athletics, through volunteer activities, through political involvement etc. Our goal is to provide a superb academic preparation and to foster an out-of-classroom environment that that is consistent with our vision.

It is easy to espouse a vision, but it remains hollow unless it can be backed up with substance and meaning. This recent vote demonstrates once again that Queen's is prepared to embrace that challenge.

*William C. Leggett
Principal*

Student aid does not equal accessibility

In his letter to the editor in the March 26 Gazette ("QUFA and accessibility,") Lorne Carmichael noted that QUFA's opposition to deregulation ignored the relationships between tuition rates, accessibility and student aid. I would argue that it didn't; and there is a great deal of empirical evidence to show that there is no such relationship between student aid and accessibility for incoming students.

Over the last 10 years, data from the Ontario University Application Centre, correlated with StatsCan information which gives median incomes by postal code, has shown that there is a measurable decline in registered students from lower-income families, both at Queen's, and in the Ontario University System as a whole. From the period of 1991 to 1998, the number of registered students with family incomes below \$60,000 declined by almost 5 percentage points. The number specific to Queen's is very similar.

What is perhaps most disconcerting is that when these declines are measured across

Ontario universities, and then compared to each institution's allocation of student aid funding, no clear relationship or pattern emerges. For example, University of Guelph devotes the lowest percentage of its budget to student financial assistance out of all other universities in Ontario, yet its decline in accessibility is well below the average. Trent University, with the third lowest level, is in a very similar situation. Meanwhile, U of T and McMaster, with the second and fourth highest levels of student financial assistance, saw falling levels of accessibility well above the average.

No one is disputing the fact that student loans and bursaries reduce the number of students who drop out of university for financial reasons. But quite simply, the evidence is mounting to show that asking students to rely on a system of student aid, which only commits that some student aid may be available to help some students meet the spiraling cost of their education, is insufficient. It is self-evident that deregulation will increase the resources of the university, but a responsible decision about whether this is policy should be advocated must acknowledge

the negative effect it will have on accessibility, and not attempt to delude people into thinking that tuition deregulation is the solution to both the quality and accessibility concerns at Queen's.

*Christopher J. Henderson
Commissioner, Academic Affairs
Alma Mater Society*

A once-in-a-lifetime experience

The Department of Art was fortunate last month to host the two-day visit of four outstanding Italian art conservators who spoke about their work and participated in panel discussions with a wide selection of the Queen's and Kingston communities. The four conservators have been and/or are working on five of the most important art works in the world: the Last Supper by Leonardo da Vinci, the Sistine Chapel ceiling and Last Judgement by Michelangelo, the façade of St Peter's in Rome by Michelangelo and others, the Basilica of St Francis in Assisi and the Leaning Tower of Pisa. Needless to say, the talks were superb – how could they not be with that subject matter?

The result of this wonderful event is that I am now determined to go to Italy to see for myself the transformations that have occurred there. I would like to extend my thanks to all those who contributed to this event, especially Donato Santeremo of the Department of Spanish and Italian who actually arranged the conservators' visit, and the members of the organizing committee: Pierre du Prey, Sally Hickson, Cathleen Hoeningner, Hans-Christoph van Imhoff, and Una Delia.

This was a once in a lifetime experience. THANK YOU!

*Mary Fraser
Department of Art*

Gazette

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Forum



Reflections on quality: The teaching and learning environment

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 on the teaching and learning environment at Queen's.

BY PAUL HEISLER

The official 21st-century vision of Queen's University is "to be the quality leader in Canadian higher education, preparing exceptional students and scholars for roles as leaders and citizens in a global society." Given this clear mandate, it strikes me as odd that the institutional culture and practices of this university are not modeled around principles of effective learning – quite the opposite, in fact.

With all the talk about Princeton and Stanford, operating budgets and endowments, the discussion on the future of Queen's has ignored the most important benchmark of quality: how effective is our learning environment at nurturing these "leaders and citizens of a global society?"

I believe the answer to that question clashes badly with a vision for the future that sees Queen's ranked among the best universities in the world. Rather than looking to Princeton for our benchmarks, let's first look at what quality means at Queen's and ask some tough questions:

Does Queen's value teaching? In some cases perhaps,

but not in any meaningful way when compared with the value that is placed on research at this university. Professors may often be brilliant communicators by default, but many are simply not that good at teaching. We do have an excellent Instructional Development Centre, but professors are neither required to learn how to be effective teachers nor are they provided adequate resources to do so.

Excellent teaching at Queen's is recognized through a variety of awards, but is not an integral component of the tenure system that drives a professor's career. In the minds of many professors, teaching as a priority is a distant second to research – and many of our 'best' professors don't ever teach an undergraduate course. Of those who do, our ability to assess and improve their performance is hampered by a teaching evaluation system that allows professors to hide their evaluations from the public and in many cases from their own department head.

Indeed, in its 1998 report, *Measuring Excellence: Indicators of Performance*, Queen's boasts about our pro-rata share of two prestigious awards for scholars as evidence of teaching quality. However, both awards are given on the basis of research and have nothing to do with the quality of teaching.

The problems with Teaching

Assistants are even more glaring: inadequate language instruction, insufficient and non-standardized training and a broad consensus (as high as 87 per cent in some faculties) that TAs are not used appropriately. Despite all the evidence to the contrary, Queen's continues to emphasize excellence in teaching as an institutional goal and undergraduate teaching as one of our central activities as a university.

Does Queen's value learning? Since 85 per cent of undergraduate students at Queen's do not actually pursue graduate study, learning at Queen's should aim to make us employable after graduation, instill a passion for life-long learning, and foster our ability to think critically and communicate effectively. Unfortunately, the learning environment at Queen's seems to emphasize memorization before exams and a surface understanding of discipline-based knowledge as the key indicators of excellence. Much of the curriculum at Queen's is rigidly rooted in a structure that does not value individual styles of learning – despite huge volume of empirical research showing that respect for diverse talents and learning styles both inside and outside the classroom is a critical component of quality learning.

Princeton and Harvard are incredible places to learn, not



Joseph Chan

'Queen's must foster an institutional culture that values teaching and encourages learning'

only because they have tremendous resources, but because they insist on innovative curriculum design that recognizes that different people learn in different ways, and that exams and assignments are not ends in themselves. The fact that many intelligent students at Queen's can focus their energies on beating the system and getting high marks without really learning anything is, quite frankly, scary.

There is no doubt in my mind that Queen's does indeed produce future leaders, and that innovation and excellence in teaching does exist on our campus – but these successes belie an institutional culture that discourages effective assessment, lacks accountability, and fails to recognize diversity and capitalize on the individual strengths of its

students. None of these systemic flaws would survive in the modern business world.

I'm sorry if I appear to have painted some of the excellent profs, effective administrators and motivated students at Queen's with the same brush – but my indictment is aimed at the institutional culture, and not at the many individuals who share a passion for this university. I simply want to make the point that adequate financial resources and aspirations to become Princeton will not on their own make Queen's a great university – but an institutional culture that values teaching and encourages learning would certainly help. □

Paul Heisler is president of the Alma Mater Society at Queen's.

Teaching Issues

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



Faculty associates assess uses of educational technology

BY THE LEARNING TECHNOLOGY FACULTY ASSOCIATES AND THE INSTRUCTIONAL DEVELOPMENT CENTRE

The Learning Technology Faculty Associates (LTFAs) are four faculty members temporarily seconded to the Learning Technology Unit to assist in fostering the critical and effective use of educational technology on campus. They were instrumental in the formation of the Educational Technology Advisory Committee, and they work closely with the Instructional Development Centre, Information Technology Services, the Learning Technology Unit, and Queen's Libraries. This column highlights the findings of our two reports on faculty use of educational technology at Queen's.

The report *Needs Assessment: Educational Technologies at Queen's* (October, 1998) summarizes the results of the first survey, which consisted of interviews with 37 faculty who were already using

educational technology extensively or who were interested in doing so. A second report, *Queen's Faculty Survey on Educational Technology* (October,

'In both surveys, the major deterrent to using educational technologies mentioned repeatedly by faculty is time'

2000) summarizes the results of a questionnaire distributed to all faculty on campus; there were 245 respondents to this survey (about 35% of Queen's faculty).

The analysis of these two surveys indicates that the educational technology trends in 1998 were not dramatically different from those on campus today. Two years ago, email was the most widely used technology in teaching among those surveyed.

The Web was used for posting course notes, lectures, tutorials, and announcements, and for providing extra resources to students. Another widely used technology was PowerPoint (or Web page) presentations in class. Less widely used were CD-ROM lectures or tutorials, listservs and chats, computer simulations, and videoconferencing.

In 2000, most faculty used email, word processing, chalkboard, and overheads at least weekly (and often daily), while monthly use of presentation software and Web course pages is more common. Emails, and increasingly listservs, are used for communication because they are easy, fast, cost-effective, and convenient. Word processing, presentation software, and Web pages are used for materials preparation because they provide better quality visuals, can illustrate complex graphics, are easy to change and update, and encourage student attention.

While there is recognition that

educational technology will radically change the way we teach and learn, the methods and best practices for using it remain unclear. Faculty believe that educational technology offers efficiencies in course delivery and administration. They can disseminate information to students in ways that are efficient, easy, and inexpensive for both faculty and students. They can easily communicate with students at convenient times in ways that make it easy and 'safe' for students to approach their instructors. An important benefit is the ability to show difficult concepts in ways not previously possible using animations, video, and simulations. Educational technology is considered to make teaching more interesting, to encourage learning and interaction among participants, and to be beneficial for courses in any discipline and of any size.

Although there are many potential benefits to using educational technology, there are also

many deterrents. In both surveys, the major deterrent to using educational technologies mentioned repeatedly by faculty is time: the time to learn how to use new technologies, the time to develop materials and convert existing materials to electronic format, and the set-up time to use educational technology in class. □

For more information about the LTFAs, see: www.its.queensu.ca/lifa.

Upcoming LTFAs Events: Brown Bag Lunch Series on Educational Technologies at Queen's. The next lunch is on Wednesday April 11 and throughout the summer semester on the first Wednesday of each month. To register: www.queensu.ca/idc/workshops/winter2001/lifa_series/

Pater appointed to Eisenhower Chair

Joseph Pater is the inaugural appointee to the Edith Eisenhower Chair in Clinical Cancer Research. The chair was recently established with a \$3.8-million donation from cancer specialist Elizabeth Eisenhower, in memory of her mother, Edith.

Dr. Pater is a renowned cancer researcher who has been director of the National Cancer Institute's Clinical Trials Group since 1980. He was professor and head of the Department of Community Health and Epidemiology at Queen's from 1987 to 2000. During this time Dr. Pater has taken part in the development, execution, and analysis of more than 100 co-operative cancer trials.

Under the terms of the chair, appointees will normally also hold the position of Director, National Cancer Institute of Canada (NCIC) Clinical Trials Group.

Dr. Pater's appointment was announced last month at a ceremony recognizing Dr. Eisenhower's donation, the largest ever by a Queen's faculty member. □

Queen's marketing professor wins international teaching prize

BY JENNIFER MEISTER

A Queen's School of Business professor has been named one of the world's outstanding teachers in marketing by the Academy of Marketing Science, an international scholarly professional organization.

Peggy Cunningham was the only non-American winner of the AMS's annual Outstanding Teachers in Marketing Competition, which each year recognizes four outstanding teachers of marketing among its professional membership. The 2001 awards will be presented at the academy's annual conference in San Diego at the end of May.

"Peggy brings a positive balance of academic excellence and practical experience to her class with a genuine enthusiasm for the subject and teaching in general. I cannot recall a class that excited students as much as Peggy's class did," says Jason Farrell, a Queen's Commerce '93 graduate. His glowing endorsement joined that of nearly two dozen current and former stu-

dents and colleagues in supporting Dr. Cunningham's nomination to the AMS award, the highest teaching honour in the field of marketing.

"Students interact with her one-on-one with a glow in their eyes, oblivious to the presence of anyone else," says colleague Stephen Arnold, who nominated Dr. Cunningham and coordinated the submission. "Students maintain contact with her long after graduation. She can pick up the phone or e-mail numerous former students to ask them to return as guest speakers or help out on a student project."

A professor at Queen's since 1989, Dr. Cunningham has a long record of success in the classroom, winning the university-wide Frank Knox Teaching Award and the Commerce Society Teaching Award. She is also a two-time recipient of the Commerce '89 Award, which recognizes the professor who has contributed the most to the student life of the graduating Commerce class.

As well as praising her

energetic teaching style, students and colleagues alike point to her outstanding knowledge and expertise in marketing.

"Peggy has been instrumental in bringing ethical and societal issues to the forefront of marketing theory and practice," says Rick Jackson, former Associate Dean of Business. "She has been recognized, both at the university level and nationally, as the recipient of research awards – an eloquent tribute to the quality of her work in these highly competitive times of limited research funding."

Outside the classroom, Dr. Cunningham supports students in many extracurricular activities. In 1996 she coached a team of Commerce students to first place in North America's largest business case competition. She is also the faculty advisor for the Queen's Marketing Association.

"Everyone Peggy teaches, whether it be in the classroom or not, walks away a more enriched person for the experience," says Dana Grant, BCom '98. □



AMS prize winner Peggy Cunningham: 'Teaching is a passion'

Biology professor seeks used textbooks for local high schools

Do you have biology textbooks on your shelves you don't use anymore? If they are in good condition (five years old or less and not completely outdated or obscure), Peter Boag, Biology, will take them off your hands and donate them to local high school libraries. They may be dropped off at Room 3102,

Biosciences Complex.

This is a "somewhat selfish" initiative, Dr. Boag admits. "The first of our children started high school this year, and we were rather appalled to see the state of the science section in the library.

"Publishers give faculty members exam copies, often

duplicates. We also have textbooks that are no longer being used in courses. These don't have much value on campus, but compared to some of the 20- to 30-year-old books being used in some of the high school libraries, they do.

"Other disciplines on campus may well find a home for their

extra books in local high school and other libraries," says Dr. Boag. Raising awareness of the problem is one thing. Most people don't realize that it doesn't have to be a big project. Collecting and delivering the books may take just a few hours' work. "However if you have 10 or 12 different units participat-

ing, the net effect is significant."

The book donation is just one of the community outreach programs Biology runs, he says. High school students are invited to participate in enrichment activities, and the department hosts frequent school tours. □

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

Libraries

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designed to test the concept of national licensing of scholarly research publications for the Canadian academic community. This \$50-million project is funded by the Canada Foundation for Innovation (\$20 million), with participating universities and provincial revenue partners contributing the matching funds (\$30 million).

At this point, CNSLP is focused on licensing a high-impact portfolio of full-text electronic journals and research databases and on achieving superior terms of usage and pricing for all participants compared with what could be achieved on a site-by-site basis. While the portfolio focuses primarily on science/technology/medical disciplines, one package aimed at science also brings in humanities and social sciences content: The large Web of Science indexing and citation database includes the online version of Art & Humanities Citation Index and Social Sciences Citation Index, along with Science Citation Index.

As a pilot project, however, CNSLP plans to expand its initial scope as it develops the expertise

and the means to extend it to a larger project over time.

By adopting a national strategy for securing access and usage rights to primary electronic journals and databases, CNSLP is helping institutions to consolidate their buying power and influence in the market place, and to secure access to an expanded body of published research at lower cost than could be achieved through institution-specific or regional-based licences. Recognizing the complementary roles played by researchers, libraries and publishers in the area of scholarly communication, the project is also expected to provide long-term benefits to all parties by providing a test bed for research and development of new publishing, business and access models and by providing opportunities for authors and publishers to expand distribution and increase use of their publications within the Canadian academic community. This is very much in line with proposed initiatives described in a recent Senate Library Committee report, "Towards Scholarly Publishing

that Meets Academic Needs and Changing Conditions" approved by Queen's Senate on March 29.

In many ways the Canadian National Site Licensing Project is breaking new ground with scholarly publishers and distributors, introducing as much competition as possible among vendors and "pushing the envelope" on the emerging issues in the digital content environment.

A fundamental goal of CNSLP is to increase the "clout" of Canadian universities in the electronic information marketplace to achieve not only better prices but also advantageous licence terms and conditions for usage. Accordingly, CNSLP has devoted considerable efforts to the development of a model licence agreement on which the project has based all vendor negotiations. All seven vendors retained by the project have agreed to sign the CNSLP model licence agreement. This is an historic achievement for Canada and precedent-setting for the majority of vendors with whom the project is dealing.

The CNSLP licence secures

generous and across-the-board rights for all bona-fide academic users and usage, including remote access, course packs, electronic reserve and interlibrary loan. The licence also preserves rights for perpetual access, following possible licence termination. Considerable care and legal attention have been given to balancing obligations of the CNSLP institutions and the vendors and to ensure that neither CNSLP as a whole nor individual members are held to requirements with which they cannot comply. Licence agreements also set benchmarks for service levels and provide safeguards and remedies for CNSLP if these levels are not met by the vendors. Furthermore, the CNSLP licence agreement is governed by Canadian law; and all fees have been fixed in Canadian dollars for the three-year licence period.

These rights, terms and conditions go well beyond those that are contained in the majority of licences currently offered by the vendors or in place in Canadian libraries.

Already, the project has had a significant impact at Queen's in greatly enhancing Queen's

Libraries' ability to provide needed information resources in support of the university's research teaching and service mission. Consideration is now being given to expand the project to a broader range of information resources for an extended time period. □
Paul Wiens is University Librarian at Queen's.

Finding E-journals etc.

Access to these electronic journal titles and more detailed information about them is available at:

<http://library.queensu.ca/libguides/cnslp/>

or through the Library's electronic journals website at:

<http://library.queensu.ca/reference/journals.htm>

To access the Senate Library Committee report, "Towards Scholarly Publishing that Meets Academic Needs and Changing Conditions:

<http://www.queensu.ca/secretariat/senate/290301AppH.html>

A chance to meet Canada's future young scientists

Canada-Wide Science Fair seeks faculty to judge 'amazing' projects

David Wardlaw has an offer that fellow faculty members may find hard to refuse. It's the opportunity to meet Canada's next generation of scientists and engineers, who will be on campus May 12-19 to compete at the Canada-Wide Science Fair.

More than 450 senior elementary and high school students will display their award-winning science and engineering projects from 100 regional science fairs across Canada during their week-long visit to Queen's. All that is needed to ensure the fair's success are faculty, postdoctoral fellows and graduate students willing to assist with evaluating and ranking the projects.

Judging is an experience not to be missed, says Dr. Wardlaw, a theoretical chemist and a four-time judge himself. "It's a wonderful chance to talk one-on-one

with these young students, some of whom are going to be scientists and engineers in the future. You feel that you're participating in some aspect of education for the next generation of scientists."

The associate head of the Department of Chemistry says he is consistently impressed by the students' work. "It's incredible. Some of the projects are amazing - I've seen some senior high school work that's been at a Master's level."

Dr. Wardlaw needs about 250 judges for each of two days (May 15-16) of judging in six broad areas: Biotechnology; Computing and Mathematical Sciences; Earth and Environmental Sciences; Engineering; Life Sciences; and Physical Sciences.

As chief judge for this year's event, he is appealing to his colleagues for their expertise. "We

need faculty volunteers to round out our large pool of graduate student volunteers." He is hopeful that Queen's faculty turnout will match the enthusiastic response of three previous hosting institutions, the universities of Western Ontario, Alberta and Regina.

Faculty members interested in judging can register on-line (see box) by April 27. □

To register:

Register on-line at www.cwsf2001.org for the CWSF. Click on <Judges' Registration> and then supply the password 'kingston'.

Be sure to include email address in your registration since email will be used later to confirm participation and make announcements.

If you are unable to register on-line or have questions, contact the Registrar of Judges, Sue Blake, at 533-6000, ext. 77920 or blakes@post.queensu.ca

Queen's water centre developing high-tech bacteria test

Aim is to prevent future Walkerton-type disasters

BY NANCY MARRELO
Queen's News and Media Services



Queen's water experts are developing an automated water testing system able to detect the

most minuscule evidence of bacterial contamination within two hours and immediately alert municipal water managers.

The computerized system, expected to be available for use by municipalities in under two years, will be connected to the water distribution system line and prevent Walkerton-type disasters. Currently it takes 48 to 72 hours before the results of a water test are known; in the meantime, residents could be exposed to dangerous, life-threatening organisms.

"We believe that this early detection and rapid response mechanism will definitely save lives and reduce health-care costs," says Moe Hussain, director of Queen's Centre for Water and the Environment.

"Our goal is to develop a rapid test, then automate it so that it can be connected to the water distribution system on line," says Kevin Hall, professor

of civil engineering and one of the principal researchers on the project. "Testing of the entire system will automatically be conducted at regularly scheduled intervals, perhaps two to three times daily, and the results monitored on a computer back at the treatment plant."

The researchers are developing a test so sensitive that it will detect even one coliform bacterium in the drinking water - zero bacterium is the provincial safety standard. Once the technology has been developed it can be used to detect contamination in individual wells and at beach sites. It could also be used to detect other organisms such as bacteria that produce foul taste and odour in drinking water, and giardia, which causes a short-term illness commonly known as "beaver fever."

Queen's Centre for Water and the Environment is committed to developing innovative technology for sustaining the quality and availability of fresh water, nationally and globally. The CWE brings together a multidisciplinary team of researchers from engineering and science, public health, government policy and ecosystem management to find practical solutions to the complex issues arising from our dependence on fresh water. □



Science Fair head judge David Wardlaw: 'Incredible' work by students

New geomatics program a first in Canada

Queen's GIMS medial offers unique interdisciplinary approach to rapidly growing field

BY CELIA RUSSELL ANDERSEN

Queen's now offers a new degree program in one of the fastest-growing areas in Canadian research and industry. This fall, students will be able to take a multidisciplinary medial in geomatics, focusing on the analysis and management of spatial information.

"As far as we can tell, we are the only university in Canada offering a medial degree of this nature," says Peg Hauschildt, manager of the new Geographic Information Management Systems (GIMS) program. She also manages the Geographic Information Systems (GIS) lab, which will oversee the new degree program. Its goal is to educate students to understand and manage spatially referenced data and to develop the ability to analyze real-world situations and problems.

From research into hospital market areas to the spread of rabies, geomatics is a meeting place of many specialties. "The term geomatics was coined in

Canada in the late 1980s," explains Ms. Hauschildt. Geomatics originally dealt with the traditional sectors of mapping sciences, land and resource management and surveying. It was a very expensive area, using complex computer software, but with the advent of high-speed computing, it is now available on the PC desktop, she says. "Geomatics has now exploded into several areas including real property law, insurance, marketing, transport, finance, government and health care. If a subject has a spatial component, it can be analyzed."

Spatial data are important to society as a whole because they have become central in decision-making, she says. In fact, more than three-quarters of the data used by today's organizations are geographic in nature, according to the Canadian Institute of Geomatics.

"The GIMS program is unique in that we have adopted an interdisciplinary approach where the core courses are

drawn from different faculties," she says. "Queen's already has 20 geomatics courses in place. Rather than drawing up new ones on our own, we are aware that the knowledge is already here at the university. For example, the commerce courses will be taught by the School of Business and the civil engineering by the Faculty of Applied Science. This supports the university's goal of a broader learning environment."

"It's also a unique approach to learning and will be a great experience for the students, integrating with their peers in different disciplines, such as Commerce, Engineering, and various Arts and Science disciplines."

Courses will be taught by Queen's faculty and industry experts and students will gain hands-on experience conducting projects for real-world customers such as Canada Post, Bell Canada and Ontario Hydro, she says.

Because of this, there will be

some course timetabling challenges, which they hope to surmount by scheduling "quarter-term" courses for greater flexibility.

The uses of geomatics are far-ranging, she says. Currently Queen's GIS lab is working with the Ministry of Natural Resources to develop sophisticated models for its oral raccoon rabies vaccination research program. The lab is assisting the ministry in its attempts to control the first incursion of raccoon rabies into Ontario from the U.S. Using variables such as raccoon population size, availability of food and contact with other animals and humans, the lab is developing computer models to predict the breadth and speed of the disease spread. The outcome of the modelling efforts is used to create more precise and effective aerial vaccine-baiting strategies in high-risk areas.

Kingston General Hospital is using geomatics as a planning resource to understand the dynamics of its service delivery



Peg Hauschildt, GIS Lab manager: 'If it's spatial, it can be analyzed'

areas and its relationships with neighbouring hospitals, Ms. Hauschildt says. The lab worked with KGH to develop an in-house, interactive Intranet mapping system that allows the hospital planners to update this information themselves.

Municipalities also use geomatics as a planning resource for land and services allocation.

Along with providing opportunities at Queen's for more geomatics education and research, Ms. Hauschildt is working with the Ontario Association of Land Surveyors to establish requirements for this program so that it will meet the requirements for an Ontario Land Professional Designation. □

For more on the program, contact Peg Hauschildt at 533-3100, or see the website:

www.gis.queensu.ca/gims/

Senate

Notes from the March 29 session of Queen's University Senate

Exams motion approved

The Summit of the Americas is a learning opportunity that students have a right and an obligation to attend. Queen's University Senators were told at their regular monthly meeting March 29. The comments were made during a lengthy debate over a student motion proposing Senate support for exam flexibility for students wishing to attend the three-day event in April.

Responding to a comment about the perceived political nature of the motion, Principal Bill Leggett reminded Senators that the motion simply restated a longstanding policy allowing students to participate in activities that enrich student life and student opportunities.

The motion, which was amended slightly, was approved in a 24-17 vote. The amended motion read:

"Be it resolved that; The Senate of Queen's University rec-

ommend to the professors of Queen's University (all of whom it is understood have the authority to negotiate examination alternatives with students) that those students wishing to attend the Summit of the Americas be afforded the flexibility to make alternative arrangements for examinations falling on the 19th, 20th, and 21st of April, 2001."

Convocation changes

The anthem stays, but the hymn goes. Those were among the recommendations to remove religious practice from Queen's convocation approved by Senate at its March 29 session. The changes, which include replacing the hymn O God our Help in Ages Past with an appropriate musical performance, and replacing opening and closing prayers with spiritual dedications, ensure an inclusive, spiritual tone to the ceremony. James Carson, chair of the Senate

Committee on Academic Procedure, told senators. The changes also bring Queen's convocation in line with provincial law, which prohibits the use of religious performances and readings at public education institutions.

Other recommendations included:

- that opening and closing dedications be drawn from spiritual readings assembled by the Inter-Faith Council;
- that delivery of the opening dedication be rotated among members of the Inter-Faith Council, and that the chaplain introduce the council member;
- that students be advised that kneeling is optional;
- the explanation of the choice of dedication in the Convocation program.

The proposed changes will be brought to University Council for approval at its annual meeting May 11.

Exams policy revised

Queen's faculty now have the option of resuming exams following disruptions such as bomb threats and malicious fire alarms. Senate approved a recommendation from its committee on academic procedure (SCAP) allowing faculty who are present at the exam site at the time of disruption to continue the exam if they choose. Previous exam policy required that exams be discontinued when they were disrupted because of evacuation resulting from false fire alarms and bomb threats.

Other business:

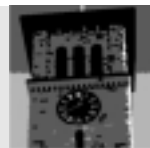
In other business, Senate approved the following:

- The enrolment plan for 2001-2002, proposing "modest growth" in full-time undergraduate enrolment of 138-238 students, with total enrolment projected around 14,700 students. No increases are predicted for

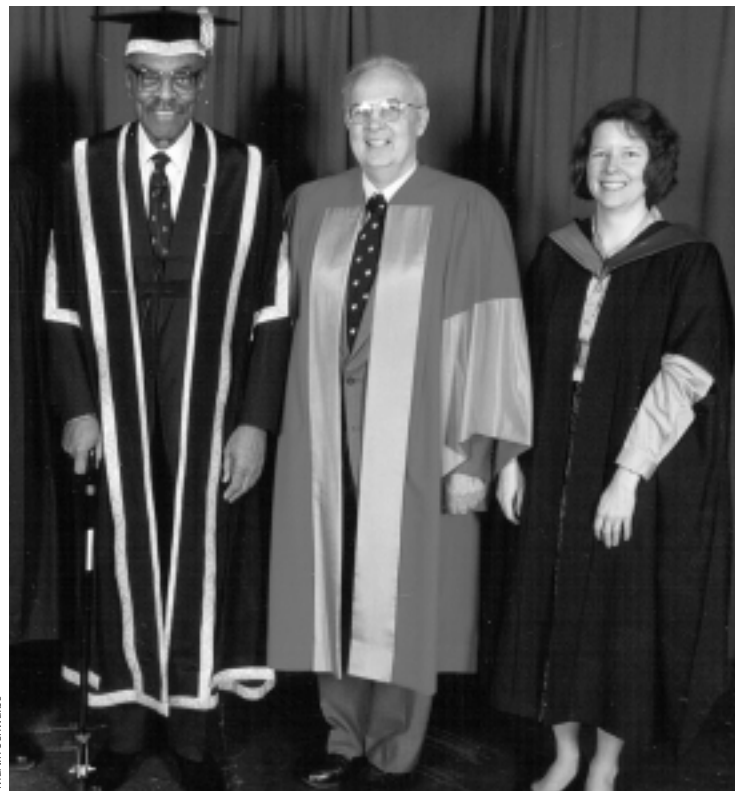
graduate programs. Projections for 2002-2003 propose a slight decrease of about 180 in Arts and Science intake to ensure enrolment at 2001-'02 levels, in preparation for enrolment increases in 2003 resulting from the double cohort.

- The establishment of a revised Bachelor of Nursing Science program and a Collaborative Nursing Education Project. The project teams Queen's with St. Lawrence College and reflects provincial requirement for a Bachelor's degree in nursing for entry into professional practice.
- Nine recommendations by the Senate Library Committee contained in its report Towards Scholarly Publishing that meets Academic Needs and Changing Conditions.

The next regular meeting of Senate takes place Thursday, April 19, in Room 202 Policy Studies. □ <http://www.queensu.ca/secretariat/senate/>



News Notes



Bank of Canada governor visits

The Department of Economics welcomed former student and faculty member David A. Dodge, newly appointed governor of the Bank of Canada at a reception March 23 in Dunning Hall. More than 100 students, staff and faculty colleagues from Economics and the schools of Business and Policy Studies were on hand to meet with Dr. Dodge, whose career has included academic posts at Queen's, Johns Hopkins University, the University of British Columbia and Simon Fraser University, as well as senior positions with the Central Mortgage and Housing Corporation, the Anti-Inflation Board, and the federal departments of Employment and Immigration and Finance. He has also served as deputy minister of Finance and Health. Dr. Dodge was introduced by Professor James MacKinnon, Sir Edward Peacock Professor of Econometrics.

Looking for a parking space?

With the construction season upon us, parking permit holders will notice fewer available spots, particularly at Victoria School, where work on the new School of Business building has started. Physical Plant Services says permit holders should try underused parking areas such as onstreet parking on Lower Albert and the lot behind Victoria Hall student residence (enter off Lower Albert). Permit holders are reminded that their permits do not entitle them to park in no parking areas, at meters or the underground parking garage off Stuart Street.

Switch work means power outages

Physical Plant Services has planned a power shutdown affecting Botterell Hall, Etherington Hall and Richardson Lab for April

16-17. The shutdown will allow the replacement of high voltage switchgear in Botterell Hall. The expected duration of the outages is:

Botterell Hall: April 16, 6:30 am to April 17 at 5 pm; Etherington Hall: April 16, 6:30 am to noon; Richardson Lab: April 16, 6:30 am to noon.

A second shutdown affecting Humphrey Hall, Catarqui Building, Abramsky Hall and 82-84 Barrie St. is scheduled to start at 6:30 am on April 23 and end at 5 pm on April 24. This is to replace high voltage switchgear in Humphrey Hall.

Affected departments have been notified by mail. Department members are reminded to shut down all computers and sensitive electronic equipment prior to the outage, and that buildings will not be accessible during the outage.

For more information, contact Mike Finn (ext. 32204) who is coordinating this work. □

Turnabout is fair play

George Ewan (centre), Queen's Professor Emeritus of Physics, celebrates his honorary degree from University of Guelph at its recent winter convocation. Performing the hooding was his daughter, Elizabeth Ewan, a professor of Scottish history at Guelph - who was hooded by her father in 1979, when she earned her BA from Queen's. Sharing the moment is University of Guelph Chancellor Lincoln Alexander.

Martin Schwalbe



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, Apr. 17 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

Desk Clerk 2000-18
University Residences
Deborah Tracy (University Libraries)

Facilities Supervisor 2000-130 University Residences
Ken Revell (Physical Plant Services)

Human Resources *continued*

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.

Receptionist/Senior Secretary 2001-38 Department of Human Resources

This is a one-year term appointment.

Major Responsibilities: provide front-line customer service for the department, this includes directing telephone and counter enquiries to the appropriate staff and providing general information to employees and the public; provide secretarial/clerical support to the Manager, Compensation; act as the first line of contact for the compensation unit; issue staff cards, perform initial employment contract scrutiny; support the CUPE Local 254 job evaluation process; prepare courier packages; process and sort mail; maintain the training lending library; administer software testing; and undertake other secretarial/clerical duties as required.

Requirements: one-year of post-secondary education (or the equivalent combination of education and experience); excellent interpersonal skills; proven communication

skills in order to deal with a diverse population and with enquires of a sensitive nature; ability to maintain a customer service perspective in an interruption driven environment; proficiency with administrative software applications, office equipment and office procedures; ability to maintain a high level of confidentiality; superior organizational skills and the ability to perform duties with a high degree of accuracy; ability to work independently and as part of a team; general knowledge of the different human resource functions is considered an asset.

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

Booth Attendant 2001-39 Physical Plant Services

The incumbent will work 37.5 hours per week on a rotating shift, 7 a.m. to 2 p.m. or 1:45 p.m. to 8:45 p.m. The incumbent will work other shifts or overtime and occasionally perform the duties of a Parking By-Law Officer, as required.

Major Responsibilities: handle cash with accuracy; respond to any difficulties which occur with cash handling; collect monies, provide information and assistance to patrons of the garage; provide some security in the garage.

Requirements: secondary school diploma; excellent interpersonal and communication skills to work through situations of potential conflict; previous customer service experience; previous experience with cash handling, cash registers and balancing cash; ability to effectively deal with a variety of different people; valid driver's licence; must be bondable.

This position falls under the jurisdiction of C.U.P.E. Local 229.

Hourly Rate: \$14.78

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

Aboriginal Student Recruitment Officer 2001-40 Four Directions Aboriginal Student Centre

This is a term appointment working 90% time until March 31, 2002.

Major Responsibilities: report to the Manager; develop and implement a comprehensive strategy for the recruitment and admission of aboriginal students to Queen's; make and maintain contacts with aboriginal communities; attend conferences, career fairs, high schools and events which foster entry into post-secondary education; maintain records and databases; produce promotional material aimed at encouraging participation in post-secondary education and attendance at Queen's.

Requirements: undergraduate university degree or equivalent background in student recruitment or counselling field; knowledge of university programs and courses of study, admissions requirements and general structure and operation of universities and colleges; strong knowledge of aboriginal culture, behaviour and communication styles; excellent communication skills, both oral and written, including the ability to speak effectively to small and large groups; ability to bridge between aboriginal communities, individuals and the university; proven ability to organize, plan and initiate both short and long-term goals; computer literacy to facilitate team communication, advertising, website design and desktop publishing; knowledge of an aboriginal language an asset.

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

Other Positions

Research Program Manager School of Nursing

The position will support a multidisciplinary, multi-site continuity of health care research program. This is a one-year contract position (100%) with the possibility of renewal.

Major Responsibilities: Coordination of administrative and organizational support, activities and information flow among project personnel and external agencies; responsible for the smooth and effective day-to-day operation and management of the office, perform office supervision duties and participate in administrative planning and development of procedures or policies; manage accounts and prepare and monitor budget; organize research conferences, meetings, teleconferences; prepare reports, briefings, presentations; assist in the preparation of research proposals, working papers and research manuscripts; create office systems, databases, web pages and financial records, as required.

Requirements: A university degree with two or more years of job related experience. Consideration will be given to the equivalent combination of education and experience. A sound knowledge of office procedures and broad administrative experience; experience in a research setting would be an asset. Ability to take initiative and work independently; excellent interpersonal, communication (both oral and written), analytical and problem-solving skills; sound organizational and time management skills to assess priorities and meet deadlines; strong writing/editing skills; ability to motivate others; good financial management skills; knowledge and ability in the use of various computer applications; knowledge of French an asset.

Queen's Salary Grade 7.

Apply to: Margaret Harrison, Associate Professor, School of Nursing, Queen's University, K7L 3N6.

Deadline: Tuesday, April 17, 2001.

Employee Development

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

The Effective Manager Series: Delegate Without Losing Control

This program is for supervisors and managers who wish to get more done by delegating effectively. During this interactive workshop, participants will have the opportunity to learn the benefits of delegation, some steps to delegating successfully, and the role of communication, trust and recognition in the delegation process.

Facilitator: Wendy Rayner, Human Resources

Tuesday, April 17, 9 am - noon.

Communication: What's Style Got to do With it?

One of the fundamental requirements for working effectively with others is being able to communicate in a way which promotes understanding and cooperation. A key to being an effective communicator is gaining insights into the communication process, the many barriers to communication, and our own communication style. As a participant in this program, you will have the opportunity to: identify and experience some barriers to effective communication, recognize four different communication styles and learn the strengths and weaknesses of each style, discuss the impact of different communication styles at work.

Facilitator: Wendy Rayner, Human Resources

Thursday, April 26, 9 am - noon.

Bulletin Board

Appointments

Cynthia Fekken and John Pierce appointed Associate Deans (Studies), Faculty of Arts and Science

Principal William C. Leggett is pleased to announce that Cynthia Fekken has been appointed Associate Dean (Studies) for a three-year term commencing July 1, 2001 and John Pierce has been appointed Associate Dean (Studies) for a five-year term commencing July 1, 2001.

Dr. Fekken obtained her BAH, MA and PhD from the University of Western Ontario. She was an Assistant Professor at Queen's University from 1983 to 1986. Then she spent a year in Ottawa, employed as an industrial psychologist with the Personnel Psychology Centre of the Public Service Commission of Canada. Dr. Fekken returned to Queen's University as an SSHRC Canada Research Fellow in 1987 and has since been granted tenure and promoted to Associate Professor.

Dr. Fekken's research interests focus on personality theory and psychological assessment. She has published 40 empirical papers in refereed journals as well as numerous book chapters. Her recent work has evaluated the adequacy of structured questionnaires to assess health behavior as well as adult personality in general.

Dr. Fekken has served on various university committees, including the Advisory Research Committee, the Senate and the Senate Nominating Committee. She has chaired the Admissions Committee in the Faculty of Arts and Science. Within the Psychology Department, she is the current Chair of the Personnel Committee and has been either an academic advisor or the Chair of Undergraduate Studies for the previous nine years.

John Pierce obtained a BA from the University of Western Ontario, and MA and PhD from the University of Toronto. He taught at the University of Toronto and Trent University before coming to Queen's University in 1991 as Assistant Professor in the Department of English. He has since been promoted to Associate Professor and been granted tenure. He also received an ASUS teaching award in 1994.

Dr. Pierce's research interests focus on Romantic Literature, especially the poetry of William Blake and Romantic Women Writers. He has published eight articles and two books, including *Flexible Design: Revisionary Poetics in Blake's Vala or The Four Zoas* (McGill-Queen's, 1998) and more recently, *Amelia Opie's 1805 novel, Adeline Mowbray* (Oxford, 1999), co-edited with Shelley King, with introduction and explanatory notes. A second book on William Blake and writing, and a second edition of another Opie novel, *The Father and Daughter* (also co-edited with Shelley King), are currently in press.

Dr. Pierce brings experience from a number of university committees. He has served on and chaired both the Arts and Science Admissions Committee and the Curriculum Committee for Arts and Science. In 1996, he began a four-year term as Chair of Undergraduate Studies in the Department of English. He is currently a member of Senate, serving on the Senate Committee on Academic Development and the Senate Nominating Committee. He also chairs the Academic Process Improvement Working Group and is a member of the Preregistration Working Group for Arts and Science.

In making this announcement, Principal Leggett wishes to express his appreciation for the effort and commitment provided by Rob Beamish during his six years as Associate Dean (Studies) in a position where the workload will now be shared by two people.

David J. Turcke reappointed Head, Department of Civil Engineering

Principal William Leggett is pleased to announce the reappointment of David J. Turcke as Head of the Department of Civil Engineering for a four-year term beginning July 1, 2001.

Dr. Turcke joined the department in 1974 after completing his PhD at the University of Waterloo. In 1966, he received his BEng from Carleton University and was awarded the Gold Medal for academic achievement. He completed his MASC at the University of Waterloo in 1967 and was actively involved as a structural engineering consultant while completing his PhD.

During his tenure at Queen's, Dr. Turcke has chaired and served on a large and varied number of committees at the university, faculty and departmental level. Dr. Turcke has published a number of articles related to instructional and curriculum development.

Dr. Turcke's technical research activities have involved numerous publications in such areas as optimal meshing in the finite element method, development of design procedures for breakwaters and natural shore protection schemes in coastal engineering. Presently he is publishing his research on the use of bamboo, an alternative to wood based products, for particle-board and other products for both structural and non-structural uses.

Dr. Peter W. Munt appointed Associate Dean, Health Institutions and Regional Liaison in the Faculty of Health Sciences and Chief of Staff at Kingston General Hospital

Principal William C. Leggett and Alan M. Grant, Chairman of the Board of Directors of Kingston General Hospital, are pleased

to announce that Dr. Peter W. Munt, currently Professor and Head of the Department of Medicine, will take up his new responsibilities as Associate Dean of Health Institutions and Regional Liaison and Chief of Staff and on May 1, 2001.

Since 1993, Dr. Munt has served as the Head of the Department of Medicine and, over the last several years, he has served on a number of occasions as Acting Chief of Staff at KGH. He received his MD from the University of Toronto and completed his postgraduate medical training at the Toronto Western, Toronto General Hospitals and the University of North Carolina, Chapel Hill. Dr. Munt is founder of the Division of Respiratory and Critical Care Medicine and the Sleep Laboratory at KGH. He also holds membership in a number of Canadian and American professional societies including the Royal College of Physicians and Surgeons of Canada, Ontario Medical Association, American College of Chest Physicians, Canadian Thoracic Society, Ontario Thoracic Society and American Thoracic Society, as well as the Canadian Association of Professors of Medicine, Canadian Society of Internal Medicine and American Sleep Disorders Association. Too numerous to mention are his research grants, publications, and abstracts.

In his role as Associate Dean, Dr. Munt will liaise with the Dean, Associate Deans and Heads of Department on academic, research, educational and clinical matters pertaining to medical staff and faculty in their relations with the faculty's affiliated and partner health institutions and the region served. Dr. Munt will also liaise with the Southeastern Ontario Academic Medical Organization in matters pertaining to physician human resources in the Academic Health Sciences Centre. As a member of the Board of Kingston General Hospital, Dr. Munt will be responsible for chairing and directing the Medical Advisory Committee

as well as supervising, through and with the Heads of the medical departments, the medical care given to all hospital inpatients and outpatients. He will be responsible to the board, the Medical Advisory Committee, and the President and Chief Executive Officer on advising with respect to quality of care and resource utilization. Serving as a member of the Senior Management Committee, Dr. Munt will also be responsible for the development and operation of a program of enhanced communication and education of medical staff with respect to the operation of the hospital. As well, Dr. Munt will maintain clinical responsibilities in support of the care of respiratory patients and the Sleep Laboratory.

New faculty appointment

Keyvan Hashtrudi-Zaad, Electrical and Computer Engineering, effective April 1, 2001.

Awards and Grants

The Alexander and Ian Vorres Hellenic Fellowship 2001 Competition

Valued up to \$3,732. Established by Ian Vorres (BA '49). The award will be made to a Queen's upper year undergraduate or to a graduate student intending to pursue original work in Greece during one year or two consecutive years in philology, art history, art conservation, archaeology, history, political studies or philosophy, or to attend a full year program at an approved institution, or to participate in a summer session or excavation in Greece, sponsored by the Canadian Archaeological Institute in Athens or other approved institution. Applicants

Continued

Bulletin Board *continued*

should forward a letter of application with CV and project description with the names of two referees to: Dr. F.M. Schroeder, Acting Head, Department of Classics, Room 506, Watson Hall. The award will be adjudicated by a committee from the department. Deadline: April 23, 2001.

Committees

Advisory Committee, Director of the Agnes Etherington Art Centre

The term of David McTavish as Director of the Agnes Etherington Art Centre (AEAC) ends Aug. 31, 2001. Dr. McTavish has indicated that he does not wish to consider another term as director. The principal is pleased to announce the membership of the committee to advise him on the present state and future prospects of the Agnes Etherington Art Centre and the selection of the director. Members are:

Boris Castel, Editor, Queen's Quarterly; Mary Margaret Dauphinee, University Advisor on Equity; Pierre duPrey, Acting Head, Art; Dorothy Farr, Associate Director and Curator, AEAC; Jo-Anne Hawley, President, Gallery Association; Merle Koven, Member, Board of Trustees; Don Maynard, Artist; John Meisel, Professor Emeritus, Political Studies; Clive Robertson, Assistant Professor, Art; Donna Scott, Former Member, Board of Trustees; Marie Shales, Chair, AEAC Advisory Board; Jessica Wyman, graduate student, Art History; Merrilees Muir (Secretary), Office of the Vice-Principal (Academic); Suzanne Fortier, (Chair); Vice-Principal (Academic).

Members of the university community who wish to comment on the present state and future prospects of the Agnes Etherington Art Centre and its leadership may do so by Friday, April 20, 2001. Submit letters to Suzanne Fortier, Vice-Principal (Academic) indicating whether you wish to have your letter shown, in confidence, to the members of the advisory committee.

Headship Search Committee established for the Department of Diagnostic Radiology

Queen's University is in the process of seeking a new Head of the Department of Diagnostic Radiology. To advise him on the headship and on the current state and future prospects of the department, Principal William C. Leggett has established a search committee. Members are:

Dr. Peter M. Brown, Surgery; Dr. Christopher K. Chapler, Associate Dean (Academic Affairs), Faculty of Health Sciences; Dr. Paul V. Fenton, Diagnostic Radiology; Dr. Michelle C. Foster, Resident Representative, Diagnostic Radiology; M. Anne Hogarth, Imaging Services, Kingston General Hospital; Dr. Shawna L. Johnston, Obstetrics and Gynaecology; Neil McEvoy, Associate Executive Director of Operations, Hotel Dieu Hospital; M. Lynne D. Meilleur, Diagnostic Radiology; Dr. Benedetto Mussari, Diagnostic Radiology; Dr. Peter W. Munt, Professor and Head, Medicine; Peter D. O'Brien, Vice-President, Kingston General Hospital; Dr. Bryan F. Pearse, Diagnostic Radiology; Dr. John A.H. Puxty, Chief of Staff, Providence Continuing Care Centre/St. Mary's of the Lake Hospital; Dr. Ronald D. Wagle, Medicine; Dr. David M.C. Walker (chair), Dean, Faculty of Health Sciences; Gail L. Knutson (secretary), Faculty of Health Sciences.

Members of the university community, faculty, staff and students, are invited to submit to the chair by Friday, April 20, 2001, their opinions in writing, on the present state and future prospects of the department and the names of possible candidates for the headship. Respondents should state whether their letters may be shown, in confidence, to the members of the search committee.

Conferences

Canadian Peace Research and Education Association (CPREA)

May 30 - June 3, Dunning Hall, Room 12. Queen's students and staff are invited to

attend sessions, without payment of registration fees. Details: Floyd W. Rudmin, FRudmin@Psyk.Uit.No.

Nations and Regions: Pressure Points in the Federation After the 2000 Federal Election

Presented by the Institute of Inter-governmental Relations at Queen's University, May 4-5, 2001. The 2000 federal election confirmed continuing regional and linguistic fault lines in the federation. The pressure points remain. What are the trends in public opinion in the West and in Quebec regarding relationships within Canada? What political strategies are emerging from those large parts of the country? And in what ways will the aboriginal communities press their claims in the coming years? Registration: Students \$50, Faculty \$85, Others \$375. Registration fee includes two lunches and dinner. For details see www.iigr.ca, email iigr@qsilver.queensu.ca or call 533-2080.

Governance

April Senate meeting

Thursday, April 19, 2001 at 3:30 pm, Policy Studies Room 202. The Senate agenda for April 19 and minutes for March 29 will be on the Senate website <http://www.queensu.ca/secretariat/senate> after April 16. Call 533-6095 for visitors' tickets.

Notices

Making Queen's more cycle-friendly

As well as improving the infrastructure for existing cyclists, Queen's Bicycle User Group (QBUG) also tries to convert non-cyclists who would cycle if conditions were improved. If interested, contact Ross Trethewey at the Phys-Ed Centre rt8@post.queensu.ca. To subscribe to the mailing list, send a blank e-mail to qbug-subscribe@topica.com. It's free and open to faculty, staff, and students.

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.

Queen's summer soccer and softball leagues

Team registration packages are now available in the front lobby of the PhysEd Centre for Queen's summer Coed Softball and Grad Soccer leagues. Deadlines are April 13 for the Grad Soccer League and April 23 for the Coed Softball League. For more information, contact Cheryl Descent at grossc@post.queensu.ca

PhD examinations

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

Tuesday, April 10

Peter Gallant, Electrical and Computer Engineering. A Hybrid Evolutionary Algorithm to Train Neural Networks as Time-Series Predictors. Supervisor: G.J.M. Aitken. 428 Walter Light Hall, 1:30 pm.

Thursday, April 12

Majid El-Mestrah, Anatomy and Cell Biology. Zona Pellucida Glycoproteins: Structural Topography and Modifications of the Carbohydrate Determinants During Folliculogenesis and Following *in vivo* Fertilization and *in vitro* Egg Activation. Supervisor: F.W.K. Kan. 912 Botterell Hall, 9:30 am.

Friday, April 20

Junxiang Guo, Mining Engineering. Development and Theory of Centrifugal Flotation Cells. Supervisor: W.T. Yen. 350 Goodwin Hall, 9 am.

Julie Konzuk, Civil Engineering. Numerical Simulation of Single- and Two-Phase Flow in a Rough-Walled Fracture. Supervisor: B. Kueper. 212 Ellis Hall, 9 am.

Judith Davidson, Psychology. Cancer and Sleep Disturbance. Supervisors A.W. MacLean and P. Minnes. 228 Humphrey Hall, 3 pm.

Surplus Items

The Dept. of Film Studies offers for sale:

- 1 Notebook computer
- Toshiba 320CDS
- 64.0 MB RAM
- 4 GB Hard drive
- CD-ROM drive
- 12.1" LCD Screen
- Windows 95 4.00.950 B

Minimum bid: \$1000 or best offer.

This machine is approximately two years old. For information or to view, contact Peter Baxter at 77022 or baxterp@post.queensu.ca

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

Queen's University is not responsible in any way for the condition of any item(s) it has made available, nor for any damage or injury that may occur due to use or removal of the item(s).

Queen's University reserves the right to reject any or all of the bids. **Only successful bidders will be notified.**

Volunteers needed

Current or ex-smokers with breathing disorders

The Respiratory Investigation Unit at Queen's University is looking for people over 55 to participate in a study investigating the effects of a new growth hormone designed to increase your respiratory and skeletal muscle mass. If you become short of breath during activity, are underweight and have a history of smoking you may be eligible to participate. The new drug will be given by a nurse at your home and there will be several visits to Kingston General Hospital for lung function and exercise testing. Compensation will be provided. Details: Kathy or Evelyn, 548-3232, ext. 4950 or 4890.

Overweight people

People are needed for Queen's study on binge eating and those who do not binge eat. Participants are entered in a draw to win \$100. Call Kathy, 546-3006.

Calendar

Art

The Agnes Etherington Art Centre, University Avenue.

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. Marlene Creates, Orientation, Davies Foundation Gallery, to Sept. 2. George Hawken, Metamorphosis, Frances K. Smith Gallery, to Oct. 7 www.queensu.ca/ageth/.

Union Gallery, first floor, Stauffer Library BFA Class of 2004. Shattered. To April 10. Upcoming exhibit: Preston Schiedel, Maggie Hogan, Anisa Misalyevic and Keith Vankiteswaren. April 17 - May 12. library.queensu.ca/webuagll/

Music

Tuesday, April 17

School of Music Ensemble Concert Series Mosaic, a concert of contemporary music featuring compositions by Queen's School of Music faculty and students. 120 Harrison-LeCaine Hall, 39 Queen's Cres. 8:30 pm. Free.

Tuesday, April 24

Toronto Symphony Orchestra, Jukka-Pekka Saraste, director. Featuring Stravinsky's

Rite of Spring. Grant Hall, 8 pm. Tickets: Performing Arts Box Office, 533-2558.

Public Lectures

Tuesday, April 10

People and Ideas in Jewish History Harold Mah, Queen's. Karl Marx and the Jewish Question. 202 Policy Studies, 7:30 pm.

Wednesday, April 18

Faculty of Education MSTE Lecture Jonathan Borwein, Simon Fraser University. Aesthetics for the Working Mathematician. A239 McArthur Hall, 8:30 pm.

Thursday, April 19

Faculty of Education MSTE Lecture Doris Schattschneider, Moravian College, Bethlehem, Pennsylvania. Beauty and Truth in Mathematics. A239 McArthur Hall, 7:30 pm.

Meetings & Colloquia

Tuesday, April 10

Chemistry Arvi Rauk, University of Calgary. Computational studies of oxidative damage to proteins: Implications for Alzheimer's Disease. 218B Frost Wing, noon.

Pathology

Dr. Paul Fraser, University of Toronto. Demented proteins in Alzheimer's Disease.

Richardson Amphitheatre, Richardson Laboratory, 4 pm.

Wednesday, April 11

Biochemistry Chris Marshall, Queen's. Structure - Function studies on beetle antifreeze. B139 Botterell Hall, 2:30 pm.

Chemistry

Zongchao Jia, Queen's. Protein crystallography. FG15 Frost Wing, 11:30 am.

Wednesday, April 18

Chemistry Piotr Kaszynski, Vanderbilt University. Liquid crystalline radicals: Development of a new class of molecular magnetic materials. FG15 Frost Wing, 11:30 am.

Microbiology & Immunology

Danielle Malo, Centre universitaire de santé McGill, Hôpital général de Montréal. Genetics of host resistance to gram negative bacteria. B139 Botterell Hall, 1:30 pm.

Friday, April 20

Physical and Health Education Stuart Phillips, McMaster University. Muscle protein turnover in humans: maximizing the anabolic stimulus. 205 Physical Education Centre, 11:30 am.

Monday, April 23

School of Business Marketing Seminar Series Susan Keaveney, University of Colorado at Denver. Customer switching behaviour in on-line services: An exploratory study of

the role of selected attitudinal, behavioural, and demographic factors. B204 Mackintosh-Corry Hall, 10 am.

Physiology

Leo Renaud, Division of Neurology, Ottawa Civic Hospital. Electrophysiology of spinal sympathetic preganglionic neurons. 449 Physiology Library, Botterell Hall, 11:30 am.

Tuesday, April 24

Pathology Dr. Bosco Chan, University of Western Ontario. Signal Regulation of Cell Movement in Rat Pheochromocytoma PC12 Cells. Richardson Amphitheatre, 4 pm.

Special Events

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 jlmm@kos.net.

Saturday, April 21

Art symposium Threads of Meaning: Symbolism in Historic and Contemporary Quilts. David and Patti Bain Decorative Arts Symposium.

Speakers: Kathy M'Closkey, University of Windsor, Judith Dingle, Sharon Irving, Toronto, Bethany Garner, Elginburg. Agnes Etherington Art Centre, 9 am - 6 pm. \$35, Gallery Association Members, \$25. Registration deadline: April 12. \$35, Gallery Association Members, \$25.

Courses and Workshops

American Sign Language, Level 1 Theresa Upton, instructor. 209 Theological Hall, Monday - Friday, 9:30 - 11:30 am. Level 1, Part 1 - May 7 to 25, Level 1, Part 2 - May 28 to June 15, Level 1, Part 3 - June 18 to July 6. \$225 per part. Information: Lynda Price, Summer School Coordinator, Queen's Theological College. 533-6000 ext. 75888, fax: 533-6879, 3Imp8@post.queensu.ca.

Ban Rich Centre, 32 Queen's Cres.

Art in the Lounge: Julienne Patterson. April 16 - May 31.

May 2: Annual Supporting Women Learning awards ceremony. Grant Hall, 2 pm.

ITS computing workshops

Corporate Time, April 19, 1:30-4 pm Introduction to Web Publishing in Windows, April 20, 9:30 am-noon Registration is required for all workshops. Register on-line at: <http://noteswww.queensu.ca/ITS/itscourses4.nsf>