



Cella Russell

Module Vanier students Eli Scheinman (left) and Robert Vanner check an *E coli* culture with their science fair mentor Nancy Martin, assistant professor of microbiology and immunology at Queen's. The pair, who won a gold medal in the Life Sciences division at the regional science fair, qualified to exhibit a poster on *The Life and Death of E Coli* at the Canada-Wide Science Fair, which takes place at Queen's May 13-19. See story, page 3.

Neurologist, peace activist among honorary graduands

The neurologist whose work formed the basis for the Oscar-nominated movie, *Awakenings*, an advocate for the protection of children in a peaceful world, and an Olympic sports medicine expert are among the seven distinguished recipients who will be granted honorary degrees at Queen's Spring 2001 convocation ceremonies. Leading this year's recipients will be Alex Bryans, Queen's Professor Emeritus of Pediatrics and an internationally renowned activist in the physicians for world peace movement. He will accept his Doctor of Divinity degree at the convocation of



Alex Bryans: Child advocate

Queen's Theological College this Wednesday, May 9, at 8 pm, at Cookes-Portsmouth United Church, 200 Norman Rogers Drive. Convocation ceremonies *Honorary graduands, page 2*

SSHRC, NSERC grants hit all-time highs

\$13 million in funds reflects record numbers of applicants

BY MARY ANNE BEAUDETTE

Researchers at Queen's have garnered more than \$13 million in funding from two major federal research granting councils. This year's results from the Social Sciences and Humanities Research Council (SSHRC) and Natural Sciences and Engineering Research Council (NSERC) were the best ever, says Kerry Rowe, Vice-Principal (Research), with SSHRC grants topping \$2 million for the first time. NSERC results were also record-breaking, exceeding \$11 million in operating and equipment grants.

"These are wonderful results. At a time when competition for federal granting dollars is becoming more intense, Queen's

researchers are steadily improving their success rates. This is reflective of the excellent research programs and the excellence of our researchers," Dr. Rowe says. "We are indeed very proud of the success of our researchers and scholars in these recent competitions and remain confident that as we increase our participation rates we will further increase our successes."

The total SSHRC award more than doubled last year's results, and is the highest return since 1996, when Queen's grants totalled \$1.3 million. Of this year's 62 applications – an all-time high – 27 were approved – a 43.5 per-cent success rate (compared to 35 per cent last year). A further 21 proposals were ranked "4A" – approved but not funded for lack of funds.

The success rate for NSERC grants was extremely high this year, with 76 of 80 applicants funded, for an unprecedented 95-per-cent success rate. Queen's researchers received about \$9.8 million in operating funds. Requests for equipment grants also fared extremely well, with 25 of 50 applications receiving about \$1.3 million, for a 50-per-cent success rate. □

Queen's scholars win Royal Society medals

Medical historian, paleolimnologist recognized for outstanding achievements

BY MARY ANNE BEAUDETTE

Two Queen's researchers are among 13 distinguished Canadian academics receiving this year's Royal Society medals for extraordinary achievement in the social sciences, humanities and pure and applied sciences.

Jacalyn Duffin, Hannah Chair in the History of Medicine, received the Jason A. Hannah Medal for her book, *To See with a Better Eye: The Life of R.T.H. Laennec* (Princeton University Press). The book, hailed as a "fascinating story" combining "a high degree of scholarship with unusual literary skill," is one of three published by Dr. Duffin in recent years. A hematologist who received her doctorate in the history and philosophy of science at the Sorbonne in Paris, Dr. Duffin is cross-appointed to the departments of Medicine, Philosophy and History as well as the Faculty of Education. Her book *History of Medicine: A Scandalously Short Introduction* (U of T Press, 1999) is now in its second printing; and in 1998 her article, "Medical Miracle," in *Saturday Night* magazine won the Canadian Nurses Association National Journalism Award.

John Smol (Biology) received



Jacalyn Duffin: Literary scholarship



John Smol: Environmental advances

the Miroslaw Romanowski Medal for his contributions to environmental science. Cross-appointed to the School of Environmental Studies, and founder and co-head of the Paleocological Environmental Assessment and Research Lab (PEARL), Dr. Smol was cited for his devotion to the study of environmental problems, and in particular for advancing the frontiers of knowledge in the field of climate change through the examination of lake and river sediment. His paleoenvironmental approaches

have been incorporated into other studies of global environmental change, contributions that have been recognized with nearly 20 medals, fellowships and prizes, including his appointment earlier this year to a Canada Research Chair in Environmental Change.

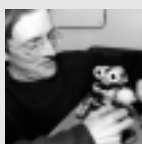
The awards were announced by the Royal Society April 26. Recipients will receive their awards at a ceremony in Ottawa this November. □

<http://www.rsc.ca>

In this issue...

Luring 'em with Lego

see page 4



Honorary graduands continued from page 1

continue later this month, beginning Thursday, May 24, and concluding Friday, June 1.

This year's honorary graduands are profiled below (see individual profiles for convocation dates and times).



Sir George Alleyne (LLD) is director of the Pan American Sanitary Bureau (PASB), Regional Office of the World Health Organization (WHO) in Washington, D.C. He is responsible for ensuring that all states and territories of the Americas co-operate with member countries to attain a healthy environment and sustainable human development. A specialist in internal medicine, Dr. Alleyne has served on WHO committees, consulted for the Pan American Health Organization (PAHO) and was Chairman of the PAHO/WHO Advisory Committee for Medical Research. His efforts to guide the organization's work through the principles of equity and Panamericanism have been recognized with numerous awards, including Knight Bachelor by Her Majesty Queen Elizabeth II in 1990, and the Order of the Caribbean Community in 2001 – the highest honour that can be conferred on a Caribbean national. Sir George Alleyne will receive his degree Friday, May 25, at 2 pm.

Catherine Brooks (LLD) is executive director and co-founder of Anduhyau Inc., a multi-service Aboriginal agency in Toronto, which operates an emergency women's shelter, housing programs, day care centre, and crisis intervention program. She is a founder and leader of Anduhyau's program for native adult incest survivors, and has conducted workshops in both Aboriginal and mainstream communities. Her efforts have been

directed at developing community responses to violence against women, the need for early childhood education, and promoting healing through crisis intervention. A board member of the Canadian Centre for Victims of Torture, Ms. Brooks has received the Woman of Distinction Award from the City of Toronto and the Rubina Willis Award recognizing women of colour who make a significant difference to their communities. Ms. Brooks will receive her degree Thursday, May 31, at 2 pm.

Alex Bryans (DD) is professor emeritus of pediatrics at Queen's University, and activist for world peace. He achieved national and international acclaim while serving as director of the university's Health Sciences Office of Education, and also played a major part in developing the study of biomedical ethics at Queen's. Deeply committed to the protection of children in a more peaceful world, Dr. Bryans has continued to demonstrate leadership in humanitarian causes well after retiring from his duties as a clinician, teacher and administrator. A member since 1981 of Canadian Physicians for the Prevention of Nuclear War (now called Physicians for Global Survival/ Canada), he has served in a number of positions on its national board, including that of president in 1990-'91. Dr. Bryans has been a Canadian delegate to many congresses of International Physicians for the Prevention of Nuclear War, as well as an invited speaker at international conferences. Dr. Bryans will receive his degree Wednesday, May 9, at 8 pm, in Cookes Portsmouth United Church, 200 Norman Rogers Drive, Kingston.



Arthur Carty (DSc) is president of the National Research Council of Canada (NRC). Since becoming

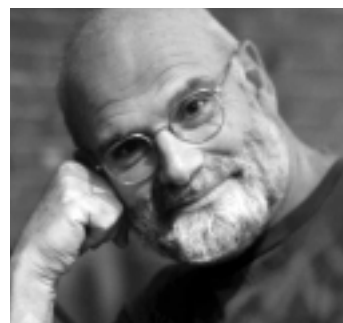
its head in 1994, he has vigorously promoted the NRC as a leader in developing a knowledge-based economy through science and technology. A former president of the Canadian Society for Chemistry and Professor of Chemistry at the University of Waterloo, Dr. Carty is an active researcher, with more than 250 published papers as well as review articles and book chapters. He serves on a large number of boards and councils, and has chaired or served on many peer evaluation committees. His numerous awards include the Alcan Award of the Chemical Institute of Canada, the E.W.R. Steacie Award of the Canadian Society for Chemistry, the Purvis Award of the Society of Chemical Industry, and the National Merit Award of the Ottawa Life Sciences Council. He is a Fellow of the Royal Society of Canada, an Honorary Fellow of the Chemical Institute of Canada, an Honorary Professor at the National Chiao-Tung University in Taiwan, and an Officer of the Order of Canada. Dr. Carty will receive his degree Friday, May 25, at 9:30 am.



Donald Carty (LLD) is chairman, president and chief executive officer of AMR Corporation. Prior to assuming this position, he was the company's principal airline executive, responsible for all operational elements of the American and American Eagle domestic and international route systems. A graduate of both Queen's University (BAH '68) and the Harvard Graduate School of Business Administration, Mr. Carty serves on the boards of directors of Dell Computer Corporation and Brinker International. A former member of the Queen's Board of Trustees, he is a member of the Board of Trustees of Southern Methodist University, as well as the Harvard Business School Visiting Committee, the Advisory Board of Kellogg Graduate School of Management at Northwestern University and the SMU Cox School of Business Executive Board. Mr. Carty serves as a director of the Canada-U.S. Foundation for Educational Exchange, the Buylar Health Care System Foundation, and the Family Getaway Advisory Board. Mr. Carty will receive his degree Thursday, May 24, at 2 pm.



Andrew Pipe (LLD) is professor of both family medicine and cardiac surgery at the University of Ottawa. The founding chair of Physicians for a Smoke-free Canada, he was made an honorary life member of the Canadian Council on Smoking and Health in 1989, in recognition of his work with issues relating to the prevention of cardiovascular disease through tobacco control. Dr. Pipe has also been extensively involved in sport medicine, serving as a physician at five Olympic games, and chief medical officer to Canada's 1992 Olympic Team in Barcelona. In 1989, Dr. Pipe pioneered the development of the Canadian Centre for Drug-free Sport – now called the Canadian Centre for Ethics in Sport – of which he is currently the chair. A recipient of the Bryce Taylor Memorial Award "for outstanding volunteer leadership to the Canadian sport community" he is also the first Canadian to have received the Sport Medicine award of the International Olympic Committee. Dr. Pipe will receive his degree Thursday, May 31, at 9:30 am.



Oliver Sacks (LLD) is clinical professor of neurology at the Albert Einstein College of Medicine in New York. He began working in 1966 as a consulting neurologist for Beth Abraham Hospital. A group of his patients there, who were survivors of the great epidemic of "sleepy sickness" that had swept the world decades earlier, became the subjects of his 1973 book, *Awakenings*. This book was the inspiration for a play by Harold Pinter, and the acclaimed movie starring Robert DeNiro and Robin Williams. Dr. Sacks is perhaps best known for his best-selling 1985 collection of case histories of unusual neurological experiences, *The Man Who Mistook his Wife for a Hat*. He has received numerous awards, including a Guggenheim Fellowship in 1989 for his work on Tourette's syndrome, and he is a fellow of the American Academy of Arts and Letters. Dr. Sacks will receive his degree Friday, June 1, at 2 pm. □

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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
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Audrey Kobayashi – Geography,
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Julie Darke, Coordinator
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Eleanor MacDonald, Politics
533-6631

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Paul Arney 533-6495

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Mike Stefano – Purchasing
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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:
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533-2186

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Daniel Sahl
533-2733

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533-2893

**Internal number may be
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phone off-campus by dialling
533-6000 + extension number.*

Gazette

Editor: Mary Anne Beaudette
Editorial Assistant: Celia Russell
Director: Richard P. Seres
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Tel 533-6000 ext 74498
Fax 533-6652
E-mail gazette@post.queensu.ca

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Queen's hosts country's top young scientists at the Canada-Wide Science Fair

Students vie for \$50,000 in Queen's scholarships, cash and trips at national event

BY CELIA RUSSELL

Two Kingston students' curiosity-driven research into the infamous bacterium *E coli* will be among more than 350 student investigations into science and engineering at the Canada-Wide Science Fair, hosted at Queen's all next week.

Robert Vanner and Eli Scheinman decided to study the conditions under which *E coli* bacteria would or would not grow after the Walkerton water crisis. They approached Dr. Nancy Martin, assistant professor in the Department of Microbiology and Immunology, who facilitated lab space and helped them decide the type of experiments to do, Robert says. "They collected the data and did all the analysis themselves," says Dr. Martin.

The two will join more than 475 students from Grade 7 through OAC at the week-long event, which takes place in Bartlett and Ross gyms in the Phys Ed Centre May 12 to 20. Promising young scientists and engineers from across Canada and beyond will compete for a raft of prizes, ranging from cash and trips to scholarships, including \$50,000 in scholarships from Queen's. The university will be awarding five \$10,000 scholarships to the gold-medal-winning students, regardless of age.

The event is a first for Queen's

and Kingston, and has been in the planning stages since 1998.

Sponsored by the Frontenac, Lennox and Addington Regional Science Fair Committee, and organized by Sue Blake, manager of student services in the Faculty of Arts and Sciences, and Heather Hight and Sandra Davison of the Limestone District School Board, this year's event posed a special challenge, since it is actually taking place a year earlier than anticipated. Originally scheduled to take place in 2002, Queen's was asked to step in when this year's scheduled community had to decline the event. "We originally wanted to have it in the first year of the millennium, so we were able to go back to our original theme of 2001: A Science Odyssey through the Thousand Islands," Ms. Blake says.

Not only is the fair taking place on campus, the Queen's community is actively involved in the event Ms. Blake says. "We recruited heavily from Queen's science and engineering departments to get our judges for the Tuesday and Wednesday, and we've had a good turnout. On the Monday afternoon, Queen's science and engineering volunteers will give lab tours to small groups of students so they can see first-hand the variety of research that goes on here. That will be another opportunity for

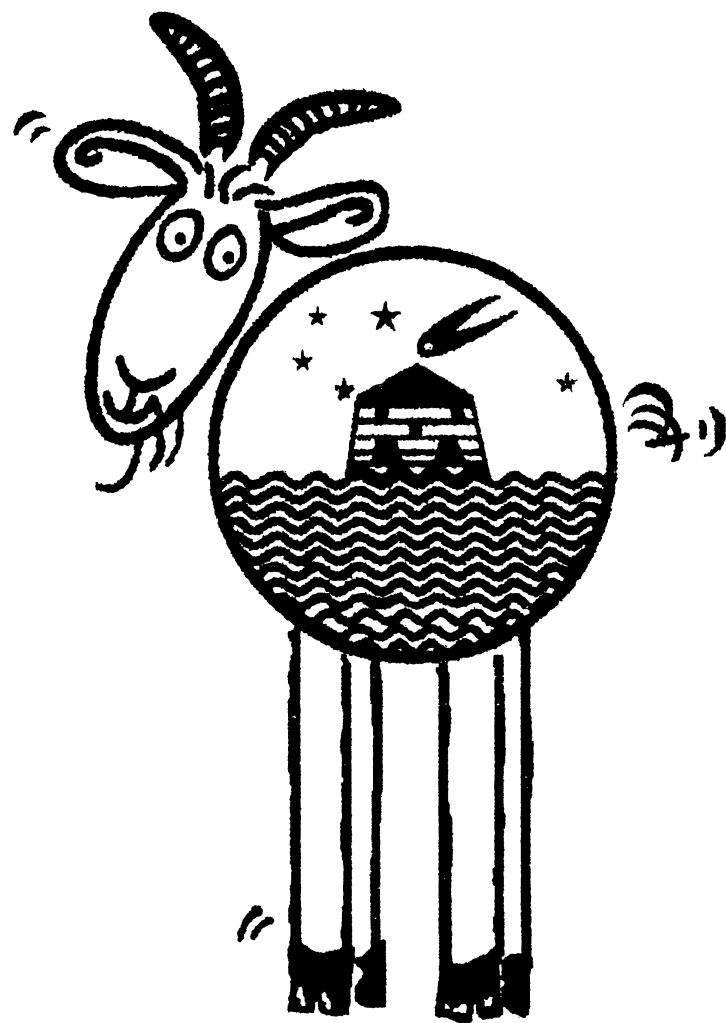
interaction between the students and Queen's faculty." Some of the groups, representing 108 regions across Canada, will also tour Du Pont, Royal Military College, and St. Lawrence College.

The students begin a busy week Sunday, May 13 setting up their projects followed by a full schedule of judging, activities and tours. In addition to representatives from every province and territory, 20 students and delegates from Australia, Sweden, Japan and Taiwan will participate in everything but the project judging.

The public is invited to view the projects after the judging and talk with the young scientists on Saturday May 19, 9 am to noon.

Queen's student counselors from Science Discovery and Science Quest will be putting on fun science activities in Science Olympics, as part of the opening weekend mixer in nearby KCVI. "The location is great, because everything is close by and they can avoid busing," says Ms. Blake.

Students will stay in Victoria Hall on campus for the week. Other activities include opening and closing theme banquets at Ban Righ Hall, a welcome from Principal Bill Leggett in Grant Hall, complete with a 108-region flag ceremony, a trip to Fort Henry where the Queen's Solar Car team will make a presenta-



tion, and a cruise through the 1000 Islands and a choice of 16 day trips outside of Kingston, with the farthest destination being Ottawa. The week wraps up with a sendoff barbecue at Lake Ontario Park, an awards ceremony and a MuchMusic dance in Grant Hall.

A fair first: This year, the students will be able to stay in touch with their schools and families during the week via the AstraZeneca Cyber Café.

The fair is sponsored by the Youth Science Foundation of Canada, which organizes extracurricular science activities for young Canadians. Operating a fair of this size costs between \$500,000 and \$600,000 plus additional travel costs for students. Registration fees are paid by regional committees and the generous support of local business, industry and government sponsors finance the fair. □

www.cwsf2001.org/en_index.html

Teaching Issues

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



In Support of Learning: TA Training at Queen's

BY KATHERINE LAGRANDEUR,
WITH HELP FROM THE LEAD TAs

In a recent issue of the *Gazette*, IAMS president Paul Heisler reflected on the importance of creating an institutional culture at Queen's that values teaching and learning. He raised many concerns about the current lack of support for teaching, including the fact that there is insufficient training for teaching assistants. Results from the 1999 undergraduate exit poll lend support to his argument: only 30 per cent of graduating students thought that TAs were used appropriately to support their learning experience. Perhaps it is time for us to consider new ways of training and developing teaching assistants.

Lead TA Pilot Project

This past year, the Instructional

Development Centre, the Faculty of Arts & Science, and the Faculty of Applied Science co-sponsored a pilot project to promote TA training and

'The Lead TAs' role was to help their peers enhance their teaching skills so that they may in turn support undergraduate learning in more effective and informed ways'

development. Four 'Lead Teaching Assistants' were hired for eight months to offer peer-level and discipline-specific training to TAs in their departments and faculties. The Lead TAs' role was to help their peers enhance their teaching skills so that they may in turn support undergraduate learning in more

effective and informed ways. The pilot project turned out to be very successful. The Lead TAs provided many services to their peers, including offering workshops and consultations, doing in-class teaching evaluations, and developing teaching resources.

TA Training Possibilities and Challenges

The four Lead TAs also met on a regular basis to discuss their work. These encounters allowed them to think about ways to improve TA development across the disciplines. They agreed that there is a need for:

- Comprehensive, mandatory, and discipline-specific training for TAs;
- Ongoing evaluation of TA work;
- Rewards and recognition for TAs who demonstrate a strong commitment to their teaching;
- Opportunities for TAs to discuss their teaching with each other in a spirit of sharing and collegiality.

Although most departments would probably agree with these TA training principles, they do not always put them into practice, often due to limited resources and funding. And yet, the importance of TA development cannot be underestimated, particularly at a time when there are increasing demands to be accountable for teaching effectiveness at Queen's.

Training TAs with Limited Resources

One way to resolve this issue would be to draw on the success of this past year's pilot project and create an ongoing Lead TA program within departments and faculties. Indeed, departments would have a lot to gain by hiring Lead Teaching Assistants to run their TA training programs. Lead TAs understand their peers' realities; they are familiar with the teaching culture in their disciplines; and they take their own teaching seriously. For these reasons, they can

be valuable role models and mentors for novice TAs. Although it is true that departments who choose to hire one of their graduate students as a Lead TA would have one less teaching assistant to help teach courses, this small investment would be well worth it in the long run because the overall effectiveness of TA work would improve. This means that faculty would be able to spend less time preparing TAs for teaching, undergraduates would be more satisfied with their learning experiences, and morale would be higher among teaching assistants themselves who would feel more confident and valued in their role. And, most importantly, we would be well on our way to creating a Queen's culture that is truly dedicated to teaching and learning. □

This year's Lead TAs are Aditya Garg, Shelley Reuter, Aphra Rogers, and Lasha Tchantouridze. Katherine Lagrandeur is the IDC's Teaching Assistant Associate.

Ban Righ celebrates women's learning

BY MARY ANNE BEAUDETTE

Rita Kamahanga says she dreamed of becoming a nurse since childhood, fuelled by a desire to "make a difference." Last week the second-year Queen's nursing student was honoured for doing just that, winning the Ban Righ Foundation's prized Janet Bilton Holst Citation, in recognition of her contributions to the

well-being of her fellow students, and for enriching the life of the centre.

"Rita is a great listener and a warm presence," says Suzi Wong, student adviser and program planner at the Ban Righ Centre.

Born in Uganda, Ms. Kamahanga emigrated to Canada a few years ago. She combined nursing studies with raising her

four children, Robert, 14, Maria, 12, Mike, 8, and Ronnie 3, and work-study at the Ban Righ Centre. "Like a most unobtrusive angel she enriches the Ban Righ Centre with her warmth, kindness and sense of order and beauty," says award presenter Marney Simmons, fellow mature student and fourth-year English student.

Members of the Ban Righ community say Ms. Kamahanga's quiet grace and tireless energy reflect the qualities of generosity, determination, courage and humour that are commemorated in her award, which was established by family and friends of Janet Bilton Holst. "My mother would be beyond pleased to think that in some small way she continues to contribute to the women of Ban Righ," says Sue-Ellen Holst.

Ms. Kamahanga was among more than a dozen Queen's women who were honoured at this year's Supporting Women Learning awards ceremony, held last week in Grant Hall. A special event was the presentation of the Honoured Donor Award, which this year was given as a collective award in recognition of the Ban Righ Centre's more than one dozen named bursaries, which are

at the core of year-round bursary assistance to women. "These awards reflect our donors' unshakeable faith in education as the foundation of hope for women and their families and communities," says Ms. Wong. □

Ban Righ award winners

Recipients of this year's Supporting Women Learning Awards are as follows:

Janet Bilton Holst Citation:
Rita Kamahanga

Carole Kinnear Bursary:
Theresa Mahasneh

Diane McKenzie Awards:
Emma-Lee Chase and Amna Elkarib

Marian C. Webb Bursary:
Jaine Thompson and Marlene Blake-Seale

Troup-Ballantyne Fund:
Mihaela Gavril and Allison Evans

Elizabeth Wallace Bursary:
Donna Silver-Smith

Helen Richards Campbell Awards:
Tina Tom and Julie Desa

Mildred Blackadder Bursary:
Tina McDonald

Barbara Paul Memorial Award:
Debra Baynham

Barbara Paul Prize:
Jullienne Patterson



Celia Russell

Rita Kamahanga, holding son Ronnie, with children (l-r) Mike, Robert and Maria: 'Unobtrusive angel'

NSERC grant drives Lego robotics program

Continuing and Distance Studies targets senior high school students with high-tech course

BY CELIA RUSSELL

Leave them in with Lego and leave them with a love of science and engineering. This is one way Queen's Department of Continuing and Distance Studies (CDS) plans to attract high school students to study these high-tech, high demand disciplines at university.

Thanks to a \$25,600 Natural Science and Engineering Research Council (NSERC) grant, CDS is developing a robotics course using sophisticated Lego sets they hope will attract senior high school students to mechanical engineering. Other proposed courses to be funded by the grant include fibre communications networks (electrical engineering), flight (aeronautical engineering), plastics (chemical engineering), bridges (civil engineering) and environmental contamination (geological and mining engineering). Each course would last five days and use state-of-the-art equipment funded by the grant. Instructors would be from faculty, staff and graduate students from Queen's.

What's special about this program is that it will give students hands-on experience with sophisticated, high-end equipment – equipment they might not otherwise have access to at their schools, says Ron Peterson, director of Continuing and Distance Studies. He plans to launch the robotics course this

month and hire a Queen's Concurrent Education student to develop the lesson plans. Students would then be invited for some after school or weekend sessions to work out the details.

At \$300 apiece, these "Mindstorm" systems are no ordinary Lego kits. The current model is for students to work in teams of three per Lego set, creating a robot containing a small microprocessor, says Dr. Peterson. Students will learn to program the robot on the computer then download the instructions to the computer in the robot via an infrared beam or transmitter – the same technology used in a TV remote.

Students will also be able to race their robots, and to program them, to see which can go the farthest, for example. "The idea is that they have fun, but that they also learn about basic engineering principals, such as gear ratios, levers, and the interaction of computers with mechanical devices," he says. Trips to local industry are planned so that students can see how robots work in a modern industrial setting. "The kids will have a blast with it – the idea is that they will be encouraged to study science and engineering. And with the good experience they will have with the course, hopefully they will want to pursue these studies at Queen's," he says.

CDS also plans to develop an

after-school program on the same topic and also a two-day weekend residential course, all aimed at senior high school students.

The CDS grant is one of 66 totaling \$3.8 million given to Canadian organizations under NSERC's new PromoScience program. Its mandate is to help groups that stimulate an interest in science and engineering and encourage youth to study or consider a career in these disciplines. □

<http://www.queensu.ca/cds/>
<http://www.nserc.ca/promoscience/>

Care to "lego" of that used computer?

Continuing and Distance Studies with the support of NSERC needs surplus computers to support its summer high school program. The first program explores robotics using LEGO "Mindstorms" systems and aims to encourage senior high school students to pursue careers in science and engineering. "We require a computer for each pair of students in the course," says Ron Peterson, director. If you have a surplus computer that will run Windows 95 and has a CD-ROM drive, please consider donating it to this not-for-profit program. For information or pick-up contact Dr. Peterson at ext. 75095.



Celia Russell

Ron Peterson with a Lego robot, created by an intern in the Department of Continuing and Distance Studies. The robot is programmed so when it shakes its right hand, it karate chops with the left hand.

Queen's in the News

Highlights of Queen's experts in the media

April/May

Gerald Wilde (Psychology) is quoted for his expertise in risk taking in *Maclean's* feature "Hell on Wheels: There's an epidemic of carnage on Canada's highways – drive at your own risk." Professor Wilde refers to "risk homeostasis" – the safer a car makes people feel, the greater the chances they take. "Safety advances are making driving more dangerous," he says.

Elsbeth Murray (School of Business) is profiled in *Canadian Business* magazine as a mentor to MBA students – one of only four educators across Canada featured as part of the magazine's "Tech Education" section.

In an excerpt from a speech published in the *Ottawa Citizen*, the newspaper's publisher Russell Mills highlights the research conducted by Alasdair Roberts (School of Policy Studies) into the structure and administration of the Access to Information Act.

Queen's Faculty of Law, along with U of T's law school, are featured for their initiatives in exploring alternative career options for students in the latest issue of the *Ontario Lawyers Gazette*.

As a member of the organizing committee of the seventh International Galdós Conference, held in Las Palmas at the end of March, Peter Bly (Spanish & Italian) was interviewed by Canary Islands' Press (Canarias7), radio (RNE), television (Antena 4) and the internet site www.biblioteca.cervantes.com about the current state of research on Benito Pérez Galdós (1843-1920), Spain's most important novelist after Cervantes, and the scholarly journal, *Anales Galdosianos*, which he has edited from Queen's since 1990.

The *National Post* and Pricewaterhouse Coopers has named Julian Barling (School of Business) as a recipient of the 2001 Leaders in Management Education awards. Four regional awards are granted across the country to recognize outstanding professors at Canadian business schools.

Queen's School of Business is featured very favourably in an article about innovations in Canadian MBA programs, in the May 7 issue of the U.S.-based *BusinessWeek* magazine. The article comes from a series of meetings in Toronto last month between the journalist and representatives from five Canadian business schools - Rotman (U of T), Schulich (York), McGill, Ivey (Western) and Queen's. □

media TIP

"When communicating risk, saying there's 'zero risk' is the sci-communications equivalent of 'no comment' – it begs suspicion and distrust. It's essential for science communicators to make a distinction between 'risk management' and 'risk issue management'," says Canada's risk-communication guru and Queen's policy expert William Leiss.

"The issues in risk communication, such as the credibility of the communicator, are distinct from the scientific and technical aspects of the risk. How the public perceives a risk, whether nuclear energy or agbiotech, often has more to do with communication than the substance of the risk."

– Jake Berkowitz

From his email newsletter,
Quantum Writing

www.quantumwriting.com

University Council discussions focus on accessibility, diversity

BY MARY ANNE BEAUDETTE

The challenges posed by the projected flood of new students to postsecondary education will be the theme of the 126th meeting of Queen's University Council. The annual gathering of alumni, trustees and senators takes place this Friday, May 11, in the Biosciences Complex.

Titled "Can They Come? Will They Come? Student Accessibility and Diversity at Queen's," this year's meeting will examine how Queen's will afford and accommodate the coming student influx – the effect of Ontario's phaseout of Grade 13, coupled with the longer-term bulge of the Baby Boom "echo" generation – in the face of a less-than-adequate funding environment.

Keynote speaker Janina Montero, Vice-President of Campus Life and Student Services at Brown University in Rhode Island, will lead the day's discussions with her speech, "Diversity in Higher Education, A Work in Progress." Dr. Montero's talk takes place at 9:50 am in Room 1101, Biosciences Complex. Continuing the discussion at 10:50 will be panel members Jo-Anne Bechthold, registrar, Roberta A. Hamilton, head of the sociology department, and Ryan Naidoo, past president of the Arts and Science Undergraduate Society.

Opening business of the day will include a discussion of proposed changes to Queen's Convocation ceremony.

As always, the university community is welcome to attend the morning session.

The afternoon session begins at 1:15 with breakout discussions focusing on three areas: Admissions and Recruitment; Climate and Environment; and Student Financial Support and Assistance. Groups will report back at 3:05 pm. The day concludes with the principal's address, question period and summary. This year, as in previous years, the day's discussions also serve as the theme session for the Board of Trustees.

Unique to Queen's, the University Council was established in 1874 to give graduates a voice in the university. The council advises the university's two main governing bodies, the Board of Trustees and the Senate. It elects the Chancellor, chooses six trustees, and oversees the election of the Rector by the students.

The day concludes with the Chancellor's Reception and Dinner, and the presentation of Distinguished Service Awards. This year's awards honour John Molloy, CEO of Parteq Innovations, and Alison Morgan, former Secretary of the University. □

Composer honours staff member

Original cello composition pays tribute to smooth-sailing office administrator

BY CELIA RUSSELL

As John Burge composed *Soliton* for cello ensemble, the music suggested an appealing metaphor.

"It came to me as I was writing it," says the Queen's music professor, who spent much of last year composing while on sabbatical. The music provides an aural image of a solitary wave that has an ability to sustain its own momentum and sense of direction. It was then he was reminded of the School of Music's administrative assistant, Shirley Roth and decided to dedicate the piece to her. "I felt the piece was a good metaphor and symbolic of how well the office works. Shirley regularly contributes to the running of the school in ways that far exceed her job description, and it is wonderful to have such an imaginative and thoughtful person in this position."

The office staff get on extremely well and it makes it very productive, he says. "With auditions, student juries and the in-house productions that take place each year, it is a busy place. Shirley goes out of her way to make things happen."

"It was the best Christmas gift," says a delighted Ms. Roth, who was humbled and honored with the dedication. Dr. Burge pre-

sented her with a framed copy of the music, which she has on display in her office. The Queen's Cello Ensemble, directed by Wolf Tormann, premiered the 13-minute-long *Soliton* in late March. "It was the first time I'd heard it and I loved it. I didn't want it to end."

"The cellos create a repetitive fabric through which melodic lines appear," explains Dr. Burge. "It is visual as well. With the broken chords, the bows move up and down like waves."

In describing the music, Dr. Burge says *soliton* is a brief scientific notation for "solitary waves,"

first coined in a paper published jointly by N.J. Zabusky and M.D. Kruskal in 1965. The first qualitative description of solitary waves dates to John Scott-Russell's "The Report on Waves," published in 1834. Mr. Scott-Russell, a naval engineer, observed the phenomenon of a single wave travelling down a canal in a way that implied exceptional stability and self-organization. In the past 25 years, the great stability of solitons has stimulated numerous attempts to apply the concept to many different fields of mathematics, physics and other sciences. □



Flanked by musicians Sarah King and Wolf Tormann, Shirley Roth holds signed copy of score that composer John Burge (second from right) dedicated to her.

News Notes

Canoe quest honours spirit of Trudeau

Yearning to try something new this summer? Renew your spirit and remember a great Canadian statesman on a canoe journey through some spectacular Ontario scenery.

"This is a very special kind of community," says organizer Bill Peruniak of the people who participate in the annual Education Dean's Memorial Journey through the French River Delta and Georgian Bay. Paddling together, sharing readings around an evening campfire and silent ritual stimulate nation building, he says. "We have a core group mostly from Ontario, of all ages and all walks of life who return each year, and newcomers are very welcome."

The 22nd journey takes place July 23 through 29, and this year's theme is a Voyageur Tribute to Pierre Trudeau, explains Dr. Peruniak, Professor Emeritus in the Faculty of Education. Using traditional Voyageur Peace canoes, partici-

pants explore a loop of the French River Delta and its unusual Precambrian rock formations and pink granite channels. Age is no barrier, and the big canoes accommodate people of all skill levels. Instead of kneeling, canoeists sit in comfortable seats. Paddling takes place in the mornings when the weather is cooler and the water is calmer, leaving the afternoons for other activities such as swimming and reading.

For registration information, contact Dr. Peruniak at 389-7670.

Speakers discuss renewable energy technologies

Renewable energy for buildings will be highlighted at an information session today, 1 pm, in Stirling Hall, Room 412 C. The session features presentations by Halsall Associates and Natural Resources Canada on photovoltaic power systems for buildings, a promising renewable energy technology that creates

electricity out of sunlight. Keynote speakers are Stephen Strong, president of Solar Design Associates of Harvard, Mass. and Josef Ayoub of CANMET Energy Diversification Research Laboratory, Montreal. Monday's session is sponsored by the Integrated Learning Centre, which aims to be Queen's first truly 'green' building on campus.

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

Mini scholars hit campus

More than 2,200 students will get a taste of university life over the next two weeks for the annual Enrichment Mini-Course Program. Participants, from high schools across Ontario, choose a non-credit course to study over 25 hours in either week. Disciplines include business, communications, education, health sciences, humanities, languages, law, performing and fine arts, physical education, pure and applied sciences and the social sciences. Course instructors are Queen's faculty, gradu-

ate students and professionals from the community. Each session features a Friday Finale, where students showcase the work they completed over the week. The drama and music groups perform and there will be mock trials, computer demonstrations and research displays.

Although many of the students spend the week in residence, some will be commuting, and university parking spaces may be at a premium.

www.queensu.ca/cds/emc

Historica office celebrates official opening

Queen's University will act as the educational consultant to a new Canadian foundation whose mission is to provide Canadians with a deeper understanding of their history and its importance in shaping their future.

Queen's Historica office in the Faculty of Education opens officially on Thursday, May 10, from 4 to 5 pm at Duncan McArthur Hall. Special guest will be the Right Honorable Antonio Lamer,

former Chief Supreme Court Justice of Canada, and President of the Historica Advisory Council.

Historica, as the foundation is called, has taken over the role of The CRB Foundation Heritage Project, which has been concerned since 1989 with enhancing Canadians' knowledge of their history. Historica will take a new, proactive role in teachers' professional development and the use of new technology in the classroom.

Queen's hosts ergonomists

More than 75 specialists in ergonomics from across Eastern Ontario came to Queen's last month for a one-day forum on applied research and practice. Hosted by Queen's in association with the Canadian Ergonomists, Ontario region, the day featured sessions on a variety of topics, including Queen's-led research into areas such as load carriage, upper extremity cumulative trauma, and lower back pain. □

Russia honours Queen's professor emeritus

Order of Friendship recognizes renowned historian's efforts to popularize Russian-American history

A former professor of history at Queen's University has been awarded the Russian Order of Friendship, "one of the highest awards of the Fatherland."

Professor Emeritus Richard A. Pierce, who was born in California in 1918, taught Russian history at Queen's from 1959 to 1983. He is considered to be one of the leading specialists on the history of Russia, and of the exploration by Russians of the Pacific Ocean and the North American continent. Among his

books are *Builders of Alaska: The Russian governors, 1818-1867*, *Eastward to Empire: The expansion of Russia from early times to the 18th century*, articles, monographs and translations, and the unique dictionary, *Russian America, 1741-1867*, which has since become the handbook of researchers in this field.

In 1972, with the aim of popularizing the history of Russian-American history in the U.S., Canada and other English-speaking countries, Professor Pierce established a non-profit publish-

ing venture, Limestone Press. The company has since published 50 books dedicated to the role of Russian pioneers in the conquest of North America, as well as several books by Kingston authors.

Last month, Professor Pierce was one of four historians of Russian America to receive the Order of Friendship. It was presented by the Consul General of the Russian Federation, Yuri Popov, at the Russian consulate in San Francisco, who said that it

was "the first time in the history of relations between the two powers that Russia has bestowed on American citizens one of the highest awards of our Fatherland." The order for the award was signed by Russian President Vladimir Putin.

Each of the recipients of the Order is engaged in the history of Russian America, "comprising our ancestors' exploration of the far northwestern region of North America and their contribution to the development of the New

World, in order that their memory may be preserved."

The other recipients of the award were Dr. Lydia Black, Barbara Sweetland Smith and John Middleton-Tidwell. An award was bestowed posthumously on Victor Petrov, the patriarch of histories of Russian America.

Currently, Professor Pierce is editing a manuscript based on the journal of a British officer who served in Kingston and other parts of southern Ontario in 1838. □



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, May 15 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

Bader Curator of European Art 2000-107

Agnes Etherington Art Centre
David deWitt

Policy Analyst 2001-131
Office of the University Advisor on Equity
Judy Wilson

Employee Relations Specialist 2001-35
Human Resources

Withdrawn

Staff Nurse 2001-37
Health, Counselling and Disability Services
Joan Brake

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.

Network Communications Technologist 2001-43 Information Technology Services

Major Responsibilities: report to the Coordinator, Campus Networks; configure, install, maintain troubleshoot and repair high speed Campus data networking services; perform customer-based service activation tasks including client-side field installations, loop testing and repair, cross-box and pedestal cross-connects, inside wiring, and NIC/modem/ configurations; perform installation and maintenance duties using telephone/data test equipment, digital meters and computer-based craft interface systems; test, isolate, and repair faults impacting network service quality and reliability in consultation with the carrier and/or communications technicians, as needed; prepare and update installation orders and trouble tickets; maintain records of communications and networking installations, resource assignment and facilities used; comply with all university policies and procedures including ensuring the proper use and care of all university property.

Requirements: Ontario College of Applied Arts and Technology three-year Electronics Communications diploma and five years of practical experience (or an equivalent combination of education and experience); demonstrated technical expertise in all aspects of computing and electronic communications systems, hardware, software operating systems, technical problem resolution; knowledge of the computing functions and processes at Queen's; Cisco Certified Network Associate certification (or equivalent); the ability to install, configure and operate LAN, routed WAN, & LAN switched networks; knowledge of several standards, protocols and operating systems (i.e. BICSI standards, networking protocols, EIA RS232, SNMP, TCP/IP/IEEE 802.3, Novell Netware, Ethernet, DOS, Windows 9x/NT and Unix etc); working knowledge of limited distance data-circuit standards and colour codes.

This positions falls under the jurisdiction of C.U.P.E Local 254.

Tentative Hiring Range: \$37,444 - \$44,184 Points: 314

Administrative Secretary 2001-44 Faculty of Education

Major Responsibilities: report to the Coordinator of Technological Education; perform day-to-day administrative duties for the Technological Education Office; organize and maintain applicant files for all technological education programs; initiate and draft often sensitive correspondence; oversee scheduling and program timetable; assist in the preparation of reports; maintain and update the web page; respond to inquiries from students, faculty, staff and the general public; set-up and maintain the filing system; manage records, information storage and processing; administer departmental accounts including the monitoring, reconciling and

auditing of accounts; assist in budget preparation and allocation including the preparation of financial reports; assist with committee work and special projects including researching and compiling information; provide secretarial assistance to technological education faculty.

Requirements: two-year post-secondary program in business administration (undergraduate degree an asset); previous relevant experience in an office/service environment (consideration will be given to the equivalent combination of education and experience); proven office skills; advanced knowledge of word processing, spreadsheet and database programs within a Macintosh and PC environment; proficiency in creating and updating databases; ability to revise web pages, expand links and effectively navigate the Internet; excellent interpersonal and communication skills (both verbal and written); sound judgement and analytical skills in order to determine how to respond to inquiries on sensitive matters; minute-taking ability; knowledge of bookkeeping/accounting practices; ability to synthesize and organize financial information; strong organizational and time-management skills; knowledge of university structure and financial/computing systems is an asset; must adhere to strict confidentiality.

Minimum Hiring Salary: \$29,706 Salary Grade 5 - ADMG5

Employee Relations Advisor 2001-45 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 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 representative at final stage grievance meetings and act as chair of union/management committee meetings; advise management on the appropriate strategies to use when dealing with sensitive issues, such as work performance, disciplinary action; provide assistance with the collective bargaining process including resource and research support.

Requirements: three-year university degree with experience in all aspects of employee and labour relations (or an equivalent combination of education and direct work experience); knowledge of the principles, practices and techniques of employee relations administration and of employment and labour legislation in Ontario; knowledge of University policies and procedures and of the collective agreements covering all Queen's employees (excluding faculty); 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 individuals at all levels within the

University community and external contacts; strong organizational ability to meet deadlines and manage conflicting priorities; excellent research, analytical and writing skills.

Minimum Hiring Salary: \$43,319 Salary Grade 8-HSS8

Assistant to the Dean 2001-46 Faculty of Education

This is a term appointment working 100% time until June 30, 2002.

Major Responsibilities: report to the Dean; provide support in administering, planning and coordinating the overall operation of the Faculty of Education (activity and priority planning and coordination, policy and procedure analysis and adaptation, staff supervision, human resources functions); work closely with the Associate Dean and senior administrative team (administer and coordinate special projects, assist and supervise the promotion of the Faculty internally and externally, write reports and award nominations, participate in website strategy); manage and oversee the Faculty facilities; ensure timely performance of obligations and compliance under the terms of the academic collective agreement; facilitate international operations.

Requirements: university degree with several years of progressive experience in administration including experience in report writing, budgeting, statistical analysis and supervision; familiarity with external granting agencies and procedures; strong interpersonal and leadership skills; communication in French an asset; broad knowledge of Queen's University including Human Resources and Financial Services; proven initiative, decision-making, organizational and time management skills; proficiency with a variety of word processing, spreadsheet and database applications and the ability to learn new software; familiarity with the Queen's mainframe environment and exposure to the web considered assets.

Minimum Hiring Salary: \$46,053 Salary Grade 9 - ADMG9

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

Secretary/Receptionist 2001- 47 Office of Research Services

This is a term appointment working 100% time for a period of one year.

Major Responsibilities: report to the Office Manager; provide main reception duties for the Office; perform secretarial duties in support of the Office Manager and Research Coordinators (process grant applications and assist with committee work); maintain schedules, distribute mail and provide administrative support to several individuals simultaneously.

Requirements: secondary school diploma plus minimum of one year training in a secretarial/office skills program at a community college (or an equivalent combination of education and experience); previous secretarial experience in a service-oriented office; keyboarding at

a minimum of 60 words per minute using various word processing packages on a personal computer; excellent organizational, interpersonal and communication skills; proven attention to detail with the ability to meet strict deadlines and set priorities.

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

Administrative Assistant 2001-48 Department of History

This is a term appointment from Aug.1, 2001 to July 31, 2002.

Major Responsibilities: assist in the administration and operation of the Department; provide administrative assistance to the Chair; act as advisor and assistant to the Undergraduate Chair (pre-registration, class of honours); prepare, analyze and interpret undergraduate enrolment; hire and supervise secretarial staff; administer appointment contracts for adjunct faculty and teaching assistants; provide academic counselling to undergraduate students; maintain liaison with other university departments and faculties; manage the department's operating budget and other accounts.

Requirements: three-year post-secondary program with an emphasis on business administration, computer training and accounting (or an equivalent combination of education and experience); sound knowledge of Queen's accounting procedures; proven business and analytical skills; previous supervisory experience; excellent interpersonal, communication, organizational and human resources skills; experience working with students; an understanding of the university structure; ability to work under pressure of competing demands; proficiency with a variety of computer programs (word processing, spreadsheet, SISA, FINIS, GQL, etc.)

Minimum Hiring Salary: \$38,773 (July 1, 2001) Salary Grade 7 - ADMG7

Coordinator, Queen's Undergraduate Internship Program 2001- 49 Career Services

This is a term appointment working 91.5% time until April 30, 2003.

Major Responsibilities: report to the Director, Career Services; responsible for all professional and administrative duties involved with the operation and expansion of the Queen's internship program (market the program to Queen's students and employers in Ontario and across Canada; receive and validate internship vacancies; offer workshops and counselling to student interns to inform them of the limitations, rights and responsibilities that accompany participation; monitor the progress of interns through site visits, email and telephone contact, providing support and facilitation to resolve difficulties between interns and employers; ensure that students and employers receive evaluation forms and reports in a timely and effective manner; compile and disseminate all required reports and keep departments, faculty offices and the

Human Resources *continued*

registrar's office abreast of the progress of each cohort of interns; represent the university to appropriate professional associations and forums.

Requirements: Bachelor's degree in engineering or science (or an equivalent combination of education and experience); basic understanding of the career development process; insight that normally comes with several years of successful work experience in a technical or science-based industry or business; excellent presentation skills with the ability to present to large and small audiences; imaginative and technically-competent writing skills; well-developed skills in facilitation and negotiation; strong computer skills (particularly Office 97/2000); mature judgement, tact and empathy for the student experience essential; teaching and evaluation skills (assets); willingness to engage in some travel; ability to work some evenings and weekends.

Minimum Hiring Salary: \$43,319 Salary Grade 8 - ADMSF8 (Salary will be adjusted to reflect actual time worked.)

Other Positions

Donor Relations Assistant Office of Advancement

This is a maternity leave contract position beginning June 2001 and ending August 2002.

Major Responsibilities: Report to the Director of Development (Donor Relations and Stewardship); provide organizational and administrative support to the Donor Relations and Stewardship unit (invoices, activities, budget reconciliation, scheduling, composing correspondence and taking minutes, support for special events, etc.).

Requirements: Two-year business administration program combined with previous relevant experience at a university or institutionally-relevant setting which includes professional fund raising knowledge (or an equivalent combination of education and experience); knowledge of bookkeeping/accounting practices; highly developed oral and written communication skills;

experience working in a multi-tasking role with competing priorities; demonstrated customer service and strong interpersonal skills; excellent organizational and planning abilities; ability to work under pressure, meet deadlines and maintain confidentiality; sound computing knowledge in PC environments; experience in database management, desktop publishing, the Web and events management knowledge an asset.

Annual Salary: \$29,706.

Send letter of application and resume to: Judith Brown, Director (Donor Relations and Stewardship), Office of Advancement, Summerhill, Queen's University, Kingston, ON K7L 3N6.

Deadline: May 18, 2001.

Queen's University has an employment equity program, welcomes diversity in the workplace and encourages applications from all qualified candidates including women, aboriginal peoples, people with disabilities and racial minorities. The university thanks all those who express an interest in this position and advises that only those considered for interviews will be contacted.

Contract Web Designer Museum of Health Care

The Museum of Health Care requires a web designer for periodic short-term contracts. The individual must have access to Macromedia Dreamweaver or Adobe PageMill. Must possess ability to create unique graphic elements (no clipart) and have above average page layout and design skills.

It is possible the individual would be asked to create an on-line database for the museum and as well an interactive site search.

Apply to: Dr. James Low, Manager, Museum of Health Care at Kingston, Ann Baillie Building George Street, Kingston, ON K7L 2V7, or email: museum@kgh.kari.net. www.museumofhealthcare.ca

Faculty Associate for Learning Technology Learning Technology Unit

This is a part-time position. The associate works in close collaboration with the Instructional Development Centre as well as Information Technology Services staff. The appointment offers release time (normally up to one full course) and sec-

ondment to the Learning Technology Unit. Some current Faculty Associates will be continuing next year. We anticipate appointing two additional associates to join this team. Details: <http://www.its.queensu.ca/ltu/ltfanew.html>

Employee Development

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

Successful Conflict Resolution

This program is for all staff who want to be more effective in handling conflict by understanding the role of conflict in interpersonal relations and learning strategies to handle difficult behaviours and situations. This interactive session will focus on:

- the nature of conflict - definition, myths and benefits, types
- personal conflict styles
- managing conflict assertively
- methods of conflict resolution

Facilitator: Judith Wilson, The Training Consortium

Thursday, May 17, 9 am to noon.

Building Self Esteem

If you want to learn some techniques to enhance your self-confidence, self respect and self-acceptance, then plan to attend this workshop. You will have the opportunity to discover your inner source of confidence and motivation through discussion and self-reflection.

Facilitator: Wendy Rayner, Human Resources

Wednesday, May 23, 9 am to noon.

Obituaries

The following employees have recently passed away:

W.G. Murray Elliott (March 26, 2001)
Member of the Queen's community since July 1, 1968

Russell Waller (April 6, 2001)
Member of the Queen's community since July 1, 1969

Reminders

The university will be closed Monday, May 21, 2001 in observance of Victoria Day.

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 April, 2001.

35 years: Dolores Roberts, Residences.

30 years: Grant Titley, Postal Services; William Walker, Parking and Grounds.

25 years: Joan Fisher, Apartment and Housing; Terena Grice, Financial Services; Garry O'Neill, PPS.

20 years: Eric Neuman, PPS; Tammy O'Neil, Faculty of Education.

15 years: David Needham, ITS; Kenneth Pearce, University Libraries.

10 years: Sandra Jimmo, School of Medicine; Donald Orovan, PPS; Neil Porter, Civil Engineering.

Five years: Mary Lou Delisle, Faculty of Arts and Science; Laurie Gee, Human Resources; Tammie Kerr, Faculty of Education.

Summer Job Postings

Once again, the Department of Human Resources will be posting vacancies on its website throughout the summer to augment the *Gazette* schedule. Deadlines for advertising job vacancies are the same as always - Monday of the week prior to publication. All Queen's staff will soon receive an information email, with an appropriate link, directing them to current advertisements. Reminders of publication dates for the Human Resources website postings will be placed in each *Gazette* throughout the summer.

In addition to the monthly *Gazette* publications, the Human Resources website (www.hr.queensu.ca) will publish vacancies on the following dates (copy deadlines in brackets):

June 25 (June 18)

July 30 (July 23)

Aug. 27 (Aug. 20)

Please check the Queen's *Gazette* and *Queen's Today* website for the *Gazette* summer schedule. Job postings will also be available in hard copy on the bulletin board at Human Resources in Richardson Hall.

Bulletin Board

Appointments

Tim Fort appointed Head, Department of Drama

Principal W.C. Leggett is pleased to announce that he has appointed Tim Fort as Head of the Department of Drama for a five-year term beginning July 1, 2001.

Dr. Fort received a BA (English) from Amherst College, Amherst, Massachusetts and completed both his MA and PhD at the University of Toronto's Graduate Centre for the Study of Drama. He has taught in the Department of Drama at Queen's since 1986.

Dr. Fort's scholarly research focuses on stage lighting and theatrical production in the late 19th century, particularly on the ways in which design ideas and technological advancements of this period have shaped current production methodology. As a professional director for 30 years, Dr. Fort has staged more than 80 productions, and for the past 14 years has served as producing director at the Weston Playhouse in Vermont, where he frequently works with Broadway performers and designers. He is also a member of Associated Designers of Canada and has designed over 160 productions, including many for local professional companies such as the Thousand Islands Playhouse and Theatre Kingston (for which he serves as Board Chair).

For the past nine years Dr. Fort has served as the Department of Drama's Chair of Undergraduate Studies. He was Acting Head of the Department from September to December, 1995 and from August to December, 1998.

In making this announcement, Principal Leggett extends sincere thanks to Gary Wagner for his five years of dedicated service as head of the department.

Robert Erdahl appointed Head, Department of Mathematics and Statistics

Principal William C. Leggett is pleased to announce that Robert Erdahl has been appointed Head of the Department of Mathematics and Statistics for a three-year term beginning July 1, 2001.

Dr. Erdahl holds a BSc from Bucknell University and a PhD from Princeton. He came to Queen's in 1968, and has been a full professor since 1991. He has published numerous articles on his areas of research, geometry of lattices and the quantum theory of solids and molecules. For many years Dr. Erdahl has run an annual exchange program between Canadian departments of Mathematics and the Steklov Institute, Moscow.

Dr. Erdahl has been Acting Head of the department since April, 2000.

Jo-Anne Bechthold reappointed University Registrar

Principal William C. Leggett is pleased to announce that Jo-Anne Bechthold has accepted re-appointment as the University Registrar, beginning July 1, 2001. This announcement follows on the strong recommendation of Vice-Principal (Academic) Suzanne Fortier and the unanimous support of the advisory committee on the University Registrar.

Ms. Bechthold holds an undergraduate degree from Guelph University (BA, 1979) and an MBA from Queen's

University (1982) and has been a member of the Queen's community for 20 years. In 1991, she joined the staff of the Faculty Office in Arts and Science as Budget Officer, and was later appointed Manager, Faculty Administration. Prior to joining the Faculty Office, Ms. Bechthold served seven years as Business Administrator for the Alma Mater Society. She has also been an adjunct instructor in the School of Business.

Initially appointed as University Registrar in February 1996, Ms. Bechthold has had many accomplishments during her first term including: the Report of the Senate Task Force on Student Financial Assistance providing recommendations to help guide the future of Queen's student financial assistance; moving units of the Office of the University Registrar (OUR) into central space; facilitating enhancements to the Queen's Computerized Access and Registration Database (QCARD), including full remote access; initiating the Student and Applicant Query (ASQ) web-site which allows applicants to view up to date information about their application; reorganizing of fee collection into the OUR; and introducing new student cards. The contributions Ms. Bechthold has made as University Registrar in fulfilling enrolment management as well as reputational objectives of the University are numerous. One of her more significant contributions made during this period has been the successful leading of diverse and necessary endeavours to attract, admit, retain and graduate the best students nationally and increasingly internationally.

Ms. Bechthold's memberships on university committees have included the Enrolment Planning Task Force, the Senate Task Force on Student Financial Assistance (Chair), and the Arts & Science Pre-registration Working Group. Currently, she serves on the Enrolment Planning Working Group, and three Senate committees SCAD, SCAP and SCSSA. She is in her second term as an elected alumnae member of University Council. Ms. Bechthold has served as Queen's representative on the Council of University Planning and Analysis (CUPA), and continues as a member on the Association of Registrars of the Universities and Colleges of Canada (ARUCC), and the Ontario University Registrars' Association (OURA). In making this announcement, Principal Leggett wishes to extend his thanks to the members of the advisory committee.

Committees

Advisory Committee, Director of Centre for Neuroscience Studies (CNS)

In accordance with procedures adopted by Senate, Principal William C. Leggett is establishing an advisory committee, to be chaired by the Vice-Principal (Research), Kerry Rowe, to advise him regarding the selection of a Director of the Centre for Neuroscience Studies (CNS). Doug Munoz is presently serving as Interim Director. Faculty members, staff and students are invited to submit suggestions for

membership of the committee. Respondents are asked to make their nominations for the committee, in writing, to the Vice-Principal (Research) by **May 22, 2001**.

Advisory Committee, Director of Southern African Research Centre (SARC)

In accordance with procedures adopted by Senate, Principal William C. Leggett is establishing an advisory committee, to be chaired by the Vice-Principal (Research), Kerry Rowe, to advise him regarding the selection of a Director of the Southern African Research Centre (SARC). Jonathan Crush is presently serving as Interim Director. Faculty members, staff and students are invited to submit suggestions for membership of the committee. Respondents are asked to make their nominations for the committee, in writing, to the Vice-Principal (Research) by **May 22, 2001**.

Conferences

Canadian Peace Research & 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.

continued

Bulletin Board *continued*

Convocation

Convocation Ceremonies, Spring 2001

New: Graduate and undergraduate degrees have been integrated and each ceremony is broken down by specific departments. Please consult <http://www.queensu.ca/registrar/grad/index.html>

To: Members of the faculty

You are invited to attend the 2001 Convocations which will be held in the Jock Hartly Arena of the Physical Education Centre. The Convocations will take place as outlined below:

May 24, 2001, 2 pm

Business, Industrial Relations, Public Administration, Urban Planning

Honorary Graduand: Donald Carty, LL.D

May 25, 2001, 9:30 am

Faculty of Applied Science

Honorary Graduand: Arthur Carty, D.Sc

May 25, 2001, 2 pm

Faculty of Health Sciences, Medicine, Nursing, Rehabilitation Therapy, Faculty of Law

Honorary Graduand: Sir George Alleyne, LL.D

May 31, 2001, 9:30 am

Faculty of Arts and Science, Physical and Health Education (Anatomy and Cell Biology, Biochemistry, Biology, Chemistry, Community Health and Epidemiology, Environmental Studies, Life Sciences, Microbiology and Immunology, Pathology, Pharmacology and Toxicology, Physical and Health Education, Physics, Physiology)

Honorary Graduand: Andrew Pipe, LL.D

May 31, 2001, 2 pm

Faculty of Education

Honorary Graduand: Catherine Brooks, LL.D

June 1, 2001, 9:30 am

Faculty of Arts and Science

(Communication, Culture and Information Technology, Computing and Information Science, Development Studies, Economics, Geography, Geological Sciences and Geological Engineering, Mathematics and Statistics, Psychology, Sociology)

Invited Speaker: Sue Hendler

June 1, 2001, 2 pm

Faculty of Arts and Science

(Art, Canadian Studies, Classics, Drama/Film, English Language and Literature, Film Studies, French Studies, German Language and Literature, History, Jewish Studies, Language and Linguistics, Music, Philosophy, Political Studies, Religious Studies, Russian Studies, Spanish and Italian Languages and Literature, Women's Studies)

Honorary Graduand: Oliver Sacks, LL.D

Assembly:

The Academic Procession will assemble in the upper lounge of the Physical Education

Centre 30 minutes prior to the Convocation times. Contact Tracy Elliott, 533-6000 ext. 77927 or ts6@post.queensu.ca before **May 11, 2001** so that sufficient seats may be reserved.

Academic regalia:

Members of the Academic Procession who do not have a gown or hood should make arrangements with the Alma Mater Society (located in Ross Gymnasium) 30 minutes before each ceremony. **Present your faculty card for identification.**

Receptions:

Receptions are the responsibility of the Faculty or School concerned. You are encouraged to attend these functions and meet with the graduands and their families.

Governance

Preliminary notice of Senate Meeting

Wednesday, May 23, 9:30 am.

Reports of committees, notices of motion, and questions for the agenda, should be in the hands of the Secretary no later than noon, Thursday, May 10, in order that they may be considered by the Agenda Committee.

Reports which are five pages or more in length should be accompanied by an abstract or summary of one page or less. Please do not back print submissions. In the case of long reports only the summary will be circulated with the full report available on request. To avoid having your report deferred to another meeting, please include the summary with the report. We are working towards making all agenda material available from our web site and your cooperation in submitting your material in a compatible file format would be appreciated. The Senate uses Win 95/Office 97. Submissions for the agenda may be sent via email to senate@post.queensu.ca, or single-spaced in original hard copy accompanied by the disk.

Honorary degree nominations sought

The Senate Committee on Honorary Degrees invites nominations for the award of honorary degrees at the 2002 Convocations. Access forms on the web at <http://www.queensu.ca/secretariat/HonDegre.html> or from the University Secretariat, B400 Mackintosh-Corry Hall, 533-6095. Deadline: **Friday, Aug. 17, 2001.**

Internal Academic Reviews

Recommendations for Review Team Membership

Suzanne Fortier, Vice-Principal (Academic), announces the commencement of internal academic reviews for the following units:

Department of Chemistry
Department of Economics
Department of Mathematics and Statistics/Mathematics and Engineering Program
School of Music
Basic Health Sciences
Postgraduate Medicine

Consistent with the Senate Internal Academic Review policy document, members of the university community are invited to recommend individuals to serve on the review teams, which will be established by the Internal Academic Review Committee. Each review team will be made up of four faculty members (two of whom will be from the same Faculty, if departmentalized), two students (one of whom will be a graduate student, if the unit offers a graduate program), and one staff member. All members will be external to the unit being reviewed. Recommendations should be submitted to the Dean of the Faculty by **May 31, 2001**. Further information about internal academic reviews and the responsibilities of review team members may be obtained from the Office of the Vice-Principal (Academic), extension 32020, or by referring to the Senate policy document at: <http://www.queensu.ca/secretariat/senate/policies/iarrev/iarrev.html>.

Notices

QUFA members making application for renewal, tenure, promotion or continuing appointment, 2001

Faculty governed by the Collective Agreement between Queen's University and Queen's University Faculty Association, who may be making application for Renewal, Tenure, Promotion or Continuing Appointment, are advised that the deadline for the receipt of such applications is Sept. 1, 2001. Members are referred to the following Articles in the Collective Agreement for information: Article 13 - Procedures for Personnel Decisions; Article 14 - Promotion; Article 32 - Equity; Article 38 - Renewal; Article 39 - Tenure/Continuing Appointment.



Retirement party for Natalie Forknall

Please join the staff in the Faculty of Arts and Science Office for an afternoon tea party Monday, May 28 to wish Natalie Forknall a fond farewell on her retirement from the university. F300 Mackintosh-Corry Hall, 2 - 4 pm. Details: Diane Reid, ext. 77173.

Sexual Health Resource Centre

The effectiveness rate for a typical condom user is 86 per cent. This means 14 of every 100 women who use condoms for

one year will get pregnant. Most women infected with chlamydia don't show any symptoms: protect yourself and get tested regularly. For more information, contact the Sexual Health Resource Centre at 533-2959.

Summertime web page help

ITServices is once again offering Web Design and Development services to academic and service departments this summer. Do you have information you'd like to post on the World Wide Web - but aren't quite sure how to go about it? Or perhaps you already maintain a departmental webpage, and would like to give it a "new look" this summer.

If you fall into either category, you may wish to seek assistance from the ITServices Web Design & Development team. Two students have been hired for the summer to help academic and service departments produce, revise or enhance their websites. Content for the pages must already have been created. An on-line application form for web design and development assistance, as well as links to previous web team projects, can be accessed at: www.its.queensu.ca/~webstaff/designproject/. Details: Nancy Owen, ext. 32017, owen@post.queensu.ca.

Lunchtime yoga classes

Those interested in participating in yoga classes once a week during lunchtime, are encouraged to call Gloria Saccon at ext. 33088 for more information. All levels welcome to join.

PhD examinations

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

Friday, May 11

Stephen Ross, English. Hollow Men in Dark Places: Subjectivity and the Critique of Modernity in Novels by Joseph Conrad. Supervisor: G. Willmott. 517 Watson Hall, 11 am.

Thursday, May 17

Peter van Coeverden de Groot, Biology. Conservation Genetic Implications of Microsatellite Variation in the Muskox *Ovibos moschatus*: The Effect of Refugial Isolation and the Arctic Ocean on Genetic Structure. Supervisor is P.T. Boag. 3112 Biosciences Complex, 2 p.m.

Surplus Items

Drama offers for sale:

1 Tascam 34B reel-to-reel tape deck. This is a very solid 1/4-inch, 4-track studio reel-to-reel with DX4D rack-mount dbx. 7 or 10.5 inch reels, 7.5 and 15 ips. Tape deck comes complete with wired remote

and rack mount brackets. This unit is eight years old, in excellent condition and has been well maintained.

For information or to view call Adair Redish at 77747. Submit sealed bids marked "Drama" to Fran Lanovaz, Purchasing Services.

Materials and Metallurgical Engineering offers for sale:

Phillips Xray Machine
Approximately 30 years old, in working order.

Generator type PW 1140/00-60. Currently used for xray diffraction.

For information or to view call Charlie Cooney, ext. 32752. Submit sealed bids marked "Materials and Metallurgical Engineering" to Fran Lanovaz, Purchasing Services.

Stauffer Library offers for sale:

2-3 huge rolls of corrugated cardboard wrapping paper

1 or 2 rolls of bubble wrap

For information or to view call Janet White at 32513. Submit sealed bids marked "Stauffer Library" to Fran Lanovaz, Purchasing Services.

Deadline for all bids: Monday May 14.

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

Diabetic Neuropathy pain study

Queen's researchers need volunteers for a study of the treatment of pain in people with diabetic neuropathy (nerve damage). To qualify, you must have pain caused by neuropathy and have no serious heart problems or kidney disease. Four to six outpatient visits over five months would be required. Care and medications are free. Details: Joan Bailey, 549-6666 ext. 2146.

Pregnancy and work study

The Clinical Mechanics Group at Queen's University is looking for volunteers to participate in a study on back pain in working pregnant women (you do not have to have back pain to participate). You will be asked to attend two sessions (at approximately 20 and 34 weeks) involving filling out a questionnaire and having front and side photographs taken. Contact Heather Lockett, Clinical Mechanics Group, Queen's University at 548-2356 or email pregnancyandwork@hotmail.com.

Calendar

Art

The Agnes Etherington Art Centre, University Avenue.

In a Cold Climate: A Selection from the Heritage Quilt Collection to May 13. Marlene Creates, Orientation, to Sept. 2. George Hawken, Metamorphosis, to Oct. 7. Upcoming: BFA On View 2001, May 12 - June 10. Helen McNicoll, A Canadian Impressionist. May 27 - Aug. 12.

May 18: Free admission and guided tours, 11 am, 12:15 and 2 pm to recognize International Museums Day. www.queensu.ca/ageht/

Union Gallery, first floor, Stauffer Library. Preston Schiedel, Maggie Hogan, Anisa Misalyevic and Keith Vankiteswaren, Synthetic/Organic. To May 12. Upcoming: Sylvat Aziz, Carol Laing and Pam Patterson. Travelling Between

Worlds. May 19 - June 16. Opening reception: May 22, 6-8 pm. library.queensu.ca/webbugall/

Public Lectures

Thursday, May 10

The Sinclair Lecture

Queen's Health Policy Unit

Noralou Roos, The Manitoba Centre for Health Policy and Evaluation. Where did MRC go? And what is all this CIHR/understanding the broader determinants of health stuff all about? Etherington Hall Auditorium 5 pm.

Meetings & Colloquia

Wednesday, May 9

Chemistry

Peter Kusalik, Dalhousie University.

Fields, order, entropy and temperature: A watery tale. FG15 Frost Wing, 11:30 am.

Microbiology & Immunology

Dr. Eric J. Arts, Case Western Reserve University, School of Medicine. Impact of HIV-1 fitness: inpatient and global implications. B139 Botterell Hall, 1:30 pm.

Monday, May 14

Pathology

Jonathon Coren, Southwestern Oklahoma State University. Construction of an improved PAC vector system for functional genetic studies. Richardson Amphitheatre, 2 pm.

Wednesday May 16

Microbiology & Immunology

Charles H. Graham, Queen's. Regulation of hypoxia-induced malignant phenotypes in cancer cells. B139 Botterell Hall, 1:30 pm.

Friday, May 18

Queen's School of Business Marketing Seminar Series

Jay Handelman, McGill University. Marketing theory with an institutional orientation: An empirical application. E202 Mackintosh-Corry, 10 am.

Tuesday, May 22

Friends of the History of Medicine, Science and Technology

Ana Cecilia de Romo, Universidad Autonoma de Mexico. Discovery in the history of medicine: Chance or science? B143 Botterell Hall, 12:30 pm. Graduate students welcome.

Friday, May 25

Queen's School of Business Marketing Seminar Series

Leigh Sparks, University of Stirling. Cataloguing change: Argos Catalogues in 1973 and 1998. E202 Mackintosh-Corry, 10 am.

Special Events

Saturday, May 19

Canada-Wide Science Fair 2001

Meet Canada's top young scientists. Public tours of the award-winning projects take place in Bartlett and Ross gymnasiums, Queen's Physical Education Centre, 9 am - noon.

Courses and Workshops

Ban Righ Centre, 32 Queen's Cres.

Art in the Lounge: Julienne Patterson. To May 31.

May 8: Feminist Reading Group. *The Farming of Bones* (Penguin, 1999-softcover edition) by Edwidge Danticat. Noon. All welcome.