

Queen's opens Historica office

Program aims to enhance history education in Canada

BY DAVID PULVER
NEWS AND MEDIA SERVICES

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.

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. A new direction for Historica will be its more proactive role in teachers' professional development and the use of new technology in the classroom.

Queen's Historica office was

officially opened in the Faculty of Education earlier this month by the Right Honourable Antonio Lamer, former Chief Supreme Court Justice of Canada, and president of the Historica Advisory Council.

"The program is unprecedented," says Professor John Fielding, the project manager for educational initiatives of the Social Program Evaluation Group (SPEG) in the Faculty of Education. "There's no other initiative that I'm aware of whose total purpose is to enhance the knowledge of Canadian history, and particularly to focus this on teachers, and filter it through to their students."

"Queen's is especially qualified

Historica, page 2



Rosa Bruno-Jofre, Dean of Education, and Rt. Honourable Antonio Lamer, Historica president, (right) cut the ribbon opening Historica office, with assistance from Kerry Rowe, Vice-Principal (Research) and Leroy Whitehead, associate dean, Education.

Celia Russell

Queen's-led consortium enhances international learning

BY DAVID PULVER
NEWS AND MEDIA SERVICES

Queen's is playing a leading role in a consortium of institutions of higher learning in Europe and Canada committed to enhancing access to learning on an international level, and overcoming the fragmenting effects of globalization.

The consortium hopes to achieve this by expanding and improving student and faculty exchanges that provide insights into how social programs are being eroded under the pressures of globalization.

An exchange of students between the participating universities will begin in the fall. Over the next three years

Queen's School of Policy Studies expects to foster transatlantic exchange visits for about 40 European students and 32 Canadian students.

Europeans and Canadians can benefit greatly by learning from each other's approaches to important global issues, says Keith Banting, director of the School of Policy Studies, the lead Canadian participant in the project. The other three are the School of Public Administration, University of Victoria; the School of Public Administration, Dalhousie University; and the Department of Political Science, Université Laval. European partners are the Institut d'études

Consortium, page 2

E-archive offers major boost to humanities

Humanities and social science studies at Queen's have been enriched by a major new library resource. Queen's Libraries has just announced the acquisition of JSTOR, an electronic database of unprecedented proportions, offering complete back files of a number of leading scholarly journal. Details, page 3.

A precariously balanced budget

Inflation, competitive hiring market put pressures on constrained university funding model

BY MARY ANNE BEAUDETTE

Queen's Board of Trustees has approved the university's budget for the coming year, giving the nod to an estimated \$12.3 million in increased expenditures.

In keeping with past practice, the budget is balanced – but at a cost. Described by Finance Committee chair Bill Young as fiscally responsible but unsustainable, the budget reflects the constraints of the current government funding model, he told trustees.

The cost of balancing this year's budget is across-the-board budget cuts of 2.5 per cent to academic units and 2 per cent to non-academic units, or 17 per cent in cuts over the past six years.

The university's expected 1.5-per-cent base grant from the provincial government does not make provision for increased operating costs of approximately \$10 million resulting from inflation, Principal Bill Leggett told trustees. Government grants and tuition represent more than 90 per cent of the university's annual operating funds.

Pressures on this year's budget include costs of attracting and retaining faculty, a 40-per

Tuition increases: Funding reinvestment

In accordance with requirements of the Ministry of Training, Colleges and Universities, Queen's reports each year on how tuition fee increases are used to improve the quality of student programs.

Planned reinvestment initiatives, include the following:

- \$1.6 million in operating funds allocated to student assistance
- \$500,000 more to the Libraries' acquisitions budget;
- approximately \$2 m in funding for up to 20 new and 13 bridged faculty positions;
- \$344,000 for seven new staff positions in Faculties and Health Counselling and Disability Services;
- \$4.3 million for faculty salary adjustments;
- Approximately \$170,000 for educational technology including a 24-hour computing lab in the Faculty of Health Sciences, a new Communications Technology Lab and in-class digital projectors at the Faculty of Education, and technological enhancements to the Clinical Education Centre;
- Curriculum enhancements in the Faculty of Health Science and in the Faculty of Applied Science.

Ontario budget sends mixed messages, page 2.

cent increase in fuel costs, and an 11-per-cent increase in fringe benefit costs, as well as a two-per-cent cap on tuition increases in regulated programs.

As in past years, however, budget allocations continue to reflect the basic goal of reinvestment in the university's broader learning environment. Key budget decisions for the coming year include:

- An additional \$2.3 million in operating and endowment funds to student assistance, bringing the university's annual student aid budget to \$26.2 million;

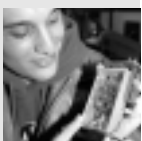
- \$7 million for salary and benefit increases for faculty and staff, as well as new funding for 13 bridging positions, enabling the university to hire new faculty up to three years ahead of projected faculty retirements;
- Funding for up to 20 new faculty positions;
- Funding for deferred maintenance.

Details of this year's budget can be found on the web, by following the links at: www.notes.queensu.ca/finance/finwhi.nsf/ □

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Queen's goes a-roving:

see page 3





Agnes Benidickson field provides green backdrop for practitioners of Tai Chi during recent warm weather

Celia Russell

Historica

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for its role in Historica because of the expertise we've developed in the history curriculum area. That expertise stems from Professor Alan King, the former director of SPEG, who is recognized internationally for his knowledge of what goes on in schools." In 1998, Professor Fielding was co-project manager for writing Ontario's world studies and Canadian history curricula. And Dr. Tom Axworthy, executive director of Historica, took his PhD in Policy Studies at Queen's.

Surveys held since 1998 by the Dominion Institute Foundation reveal that Canadians have a "rather dismal recall" of Canadian history, Professor Fielding says.

"When this whole Heritage Project started back in 1989, the CRB Foundation thought it would work through the popular media to educate the public about Canada's history. Then the foundation began to realize that to really have an

impact, it had to reach teachers and get into schools."

Professor Fielding with Professor Ellie Deir, a curriculum specialist in social studies, and Professor Dick Mansfield, whose expertise is in Canadian geography, developed teaching materials for Historica. This year, Historica will be involved in two summer institutes for teachers, and will produce a definitive list of Canadian history websites. A recent project, produced for Heritage Day in February, was Postcards from the Past, a lesson on how to use postcards as a way of engaging students in the learning of Canadian history.

"One of the other fundamental jobs we'll do at Historica is to study the curriculum for every educational jurisdiction in Canada as it relates to the teaching of Canadian history," Professor Fielding says. "We hope we can use the information to influence history education across Canada." □

Consortium

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politiques Lille, France; Lund University, Sweden; University of Turku, Finland; Aston Business School, U.K.; and Pavia University, Italy.

Linking public policy and administration programs, schools of management, faculties of social policy and a business school, the project will transcend "outmoded disciplinary boundaries to bring to bear the insights

of political science, management, administration, economics, sociology and law."

Dr. Banting, the Canadian project leader, and European Community project leader Tomas Bergström note that public managers and policy-makers in Canada and the European Community are facing similar pressures from market globalization, economic restructuring,

Parking update

BY DONNA STOVER
PARKING MANAGER

Expect busy parking lots this summer: The summer conference season is a busy period for the campus parking lots. Some lots may be full during the peak weeks of May 14 - June 1 and especially during Convocation (May 24, 25, 31 and June 1). We realize that some of the lots are full and it can be a frustrating experience trying to locate a spot in the morning. Some parking areas that are underutilized are the Lower Albert and Stuart Street's on-street parking, and the smaller gravels lots on Clergy Street (across from the Dupuis Hall lot), Division Street (between Earl and Clergy Streets), and the MacGillivray-Brown lot off Earl Street. The lot on the northwest corner of Victoria Public School (enter off Frontenac Street) should be available for Queen's parking by May 25.

Temporary Parking Permits Temporary parking permits for Main Campus are available from May 1 to Aug. 31 to anyone at \$19.40 per week (includes tax), while space permits. They may be purchased at the Parking Office on the 2nd floor of the Rideau Building. **We have a temporary hold on issuing permits during the peak conference period, from May 14 to June 1.**

Parking rate increase: Effective July 1, rates for campus parking permits will increase by \$3 per month. Annual parking permits for main campus parking lots will be \$40.83 (includes tax), and \$28.26 (includes tax) for West Campus. □

Information: ext. 36979.

Ontario budget brings mixed message

(from page 1)

The recently announced Ontario budget was a "good news-bad news" budget for Queen's, Principal Bill Leggett says.

The good news was the province's commitment of \$60 million for deferred maintenance at Ontario universities, with Queen's portion estimated at an additional \$4.5 million. Currently the university's backlog of repairs and upgrades to aging buildings is estimated at \$80 million, but that figure is expected to grow as the university begins replacing systems in buildings built during the '60s and '70s university boom.

The province also pledged an additional \$250 million over the next three years to fund enrolment increases resulting from the phasing-out of Grade 13 in 2003, giving Ontario universities the assurances they needed to plan for the double cohort.

However, the additional funding does not address current chronic underfunding of universities' base operations, the Principal says. Soaring energy costs and upward pressure on faculty salaries in a competitive hiring market are among the forces that will be swelling Queen's annual expenditures by an estimated \$10-\$12 million a year over the next five years - cost increases that are not provided for in the university's annual base operating grant from the province. This year, Queen's will likely receive a 1.5 per cent increase in provincial base funding. Expenses, on the other hand, have grown by approximately four per cent, or \$10 million.

More than 90 per cent of the university's operating funds come from government grants and tuition.

The additional funding leaves Queen's with the hard choice of growing while seeing quality erode, or staying static with attendant loss of additional funding, he says.

"The government's focus is on growth," he told members of University Council earlier this month. "At Queen's, we must continue to focus relentlessly on quality."

Priorities include building the university's endowment, currently at \$400 million, the country's largest in per-student terms, and in generating resources to pursue its vision of quality and diversity while preserving its human scale. "Ultimately, we will be judged by how good we are, not by how big we are," he told council.

social policy (health care, employment, social security), and regional/local development. In addition to these core areas, the project will examine other issues relevant to social cohesion, such as sustainable development and technological innovation.

The project has received \$198,000 in funding from Human Resources Development Canada.

The project kicks off this week, when representatives of all of the partner universities will be on campus for a planning meeting. □

Gazette begins summer schedule

This is the last biweekly issue of the *Gazette* until September. Monthly editions will appear June 18, July 16 and August 13. Have a great summer!

Help Lines

Campus Security:
533-6111

Human Rights Office
533-6886
Irene 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):

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.*

Gazette

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Anthony Cutrona, Mars rover project member, shows robotic arm component for sampling rock core samples

Queen's students lend interstellar expertise

Multi-institutional Mars rover project includes Queen's-designed technology

BY CELIA RUSSELL

A group of Queen's engineering students is helping to build a rover vehicle that could ultimately further Mars exploration. Last fall, about 40 students teamed with their counterparts at Royal Military College, University of Toronto, Ryerson University and the Massachusetts Institute of Technology to design and build an analog of a Mars Rover and test it in the far north in conditions similar to those on Mars.

The Canadian group overcame their first hurdle last year when the Mars Society awarded them a \$10,000 (US) grant, one of three international groups selected from 22 submissions to develop pressurized Mars rovers for use in field research in Mars-like environments around the world. The other teams are from the University of Michigan and the Mars Society of Australia. Founded in 1998, the Mars Society is an international non-profit organization dedicated to furthering the goal of Mars exploration and settlement. It has 4,000 members in more than 40 countries.

The winning design of the

three will be tested at the Flashline Mars Arctic Research Station at Houghton Crater, Devon Island, Nunavut.

The Queen's contingent is building the interior as well as a robotic arm that can be attached to the vehicle to bore rocks and take samples, says Joey Pittoello of the Queen's Analog Rover Experimental System (ARES) project group. "Ryerson is looking after the shell, which is about 3.5 to four metres long, two to three metres high and two meters wide. It has the same shape and looks similar to an airstream trailer and will use a Humvee (off-road) base. Toronto is looking after the chassis and the framework and MIT is primarily involved in the research and administration."

The ultimate goal is to get NASA interested in the design and research the students are doing, says Mr. Pittoello, a second-year astrophysics student. This is an advantage to NASA in that the students are basically doing this research for free.

Although the Mars Society awarded the group \$10,000 to carry out their proposal, it is estimated the total cost will be

around \$60,000 to \$70,000. "Getting money has been a bit of a problem, but it's starting to come together," says Mr. Pittoello. The group is putting together sponsorship kits and expects a good response in return. The group also welcomes new students who want to help with the project.

The Queen's group members are currently testing the components and plan to transport them this month to Toronto for further modifications and testing. Assembly is expected to take place in June and July. They will transport the rover in August in time to present it at the 4th annual Mars Society Conference at Stanford University on Aug. 22, where the winning design will be chosen.

Those wishing to act as sponsors, faculty advisors, able to donate equipment, resources or money or students who would like to help with the project, may contact Anthony Cutrona at 549-3063, or 9ajc1@qmlink.queensu.ca

chapters.marssociety.org/toronto/rover/
www.marssociety.org
Arctic.MarsSociety.org/

New database increases research capacity of arts and science faculty and students

JSTOR preserves the complete back files of a few important scholarly journals in a variety of disciplines, with some holdings going back to the late 19th century

BY MELODY BURTON

Queen's Libraries have added a database of unprecedented proportions. JSTOR - which stands for journal storage - is a digital archive of key periodicals in 15 disciplines. Researchers can search the database directly through the web at www.jstor.org or through the Libraries homepage at <http://library.queensu.ca>.

Titles in the archive are drawn largely from the humanities and social sciences but also include mathematics

and statistics. JSTOR is particularly strong in history and economics and has representative holdings for sociology, political science, literature and Asian Studies. Because articles are authentic reproductions of their print counterparts, the archive looks and feels like the real thing.

Unlike other electronic resources that focus on making the most recent and current articles available, JSTOR creators have tried to preserve the complete backfiles of a few important scholarly journals in a variety of disciplines. Holdings for the titles contained in the archive

begin with the first issue. This unique approach to the creation of a digital library means that for some journals, coverage begins in the late 19th century.

Queen's JSTOR subscription includes access to the Arts and Sciences I Collection. In June, JSTOR launches Arts and Sciences II and the Libraries will extend its subscription to the expanded offering. Arts and Sciences II adds 22 titles to the archive and will contain at least 100 titles when this section is complete

in 2002. These additional titles introduce holdings for researchers in Classics, Archaeology and African, Latin American, Slavic and Middle Eastern Studies.

Too good to be true? - The "Moving Wall"

The original assumption behind JSTOR is simple enough - high quality conversion of a few selected journals is economically feasible if costs are shared among a large number of subscribers. Working collaboratively with publishers and the academic community, JSTOR has been able

to secure complete backruns of selected titles. To preserve the competitive edge that publishers hold with their current offerings, there is a gap between the most recent issue of a periodical and the latest issue available in JSTOR. This gap or "moving wall" of about three to five years means the most recent scholarship is not contained in the JSTOR archive. Because Queen's subscribes to most of the titles available in JSTOR, researchers can read these articles in familiar print format at the libraries.

Convenience and Flexibility

Faculty who incorporate articles from JSTOR in their course reading lists can have the Libraries add the electronic versions to their course reserve lists. The Libraries' JSTOR licence extends distribution of copyrighted materials to Queen's classes. Students will be able to go directly to the electronic text from their residence rooms and avoid waiting for items that are in heavy demand by their peers.

Because so many core readings for undergraduate courses are drawn from scholarly works such as *American Historical Review* and *Contemporary Sociology*, an electronic version promises to ease the traffic on these already popular titles.

Regular library users can expect to find more journal volumes on the shelves and fewer scratches in the margins.

Over 5 million served

JSTOR's popularity is unprecedented. Almost 1,000 research facilities in 45 countries subscribe to the archive. Usage statistics from May 2000 to April 2001 indicate that researchers worldwide accessed JSTOR holdings almost 40 million times. Because the size of the database and the number of participating institutions continue to grow, usage peaked in April 2001 with almost six million accesses!

Established as an independent not-for-profit organization in 1995, JSTOR began with funding from the Andrew W. Mellon Foundation. The initial goal of the foundation was to assist libraries in their efforts to preserve long runs of journals in a digital format. The first trials for JSTOR involved 10 titles only among five libraries. Initial feedback was so positive that a larger project was launched in 1997. About \$4 million (US) was used to create the technology that produces JSTOR. Today, JSTOR has its offices in New York City and operates its technical and user support from the University of Michigan. □



JSTOR at a glance

www.jstor.org

Established: 1995
Size of Arts and Science
Collection I: 117 journals

Size of Arts and Science
Collection II: 100+ journals (2002)

Overall JSTOR holdings: 7 million
pages (as of December 2000)

Contact: Dianne Cook, Coordinator
of Collection Development at
cookdc@post.queensu.ca or
ext. 33040.

For more info on linking JSTOR
to reserve reading lists,
contact Sharon Musgrave at
musgrave@post.queensu.ca or
ext. 74544.

Melody Burton
(burtonm@post.queensu.ca or
ext. 74094)

Diversity: 'A necessary and extraordinary journey'

126th University Council explores potential for increasing access to Queen's

BY MARY ANNE BEAUDETTE

Promoting intellectual and experiential diversity and broadening admission criteria were among suggestions to increase accessibility and diversity at Queen's brought forward by members of University Council at its 126th annual meeting earlier this month.

Focusing on the theme of "Can they come, will they come? Student accessibility and diversity at Queen's," this year's session was opened by keynote speaker Janina Montero, Vice-President of Student Life and Campus Services at Rhode Island's Brown University, and former Dean of Student Life at Princeton.

Dr. Montero noted that in the U.S., growing segregation of neighbourhoods in major metropolitan areas is putting new emphasis on the need for diversity programs at the college level. "As students' experiences in high schools have become less diverse, and as new forms of segregation emerge, colleges are becoming the primary training ground for diversity," she said.

Lessons learned from the U.S. experience include the need for diversity to be reflected at all levels of the institution, from curriculum to student services to faculty support, she said. Faculty involvement must move beyond the classroom to mentoring and support, including encouraging students to pursue graduate work with the ultimate aim of entering the professoriate, and to providing students with their perspectives on the institution itself to help them develop a sense of ownership of their learning environment.

The U.S. experience has also shown the importance of understanding the cultural obligations and pressures to succeed on students, particularly students of colour, Dr. Montero continued. "How those students meet those obligations is more than an individual effort; it also affects their community, and others' perceptions of them as a group."

Programs and services that support diversity need to be flexible, with continuing monitoring and evaluation, she said.

Program administration should be shared between services that are specialized and those that are more broadly focused, to ensure greater interaction for students and broader development of expertise for faculty and staff.

Admissions criteria need to reflect the university's mission while acknowledging that diversity enriches all aspects of the university, she said. "Race is relevant in determining merit in admission."

Ultimately what U.S. colleges have learned, she said, is that both the quality of education and level of achievement overall have increased considerably as a result of increased gender, economic, political and racial diversity on campuses. "It is increasingly clear that diversity enriches the learning environment as a whole. The benefits are more than those affecting individual students; the larger society benefits as well."

The transition towards greater diversity in U.S. colleges has not been without pain, but the beneficial outcomes to all of society make the process worthwhile, Dr. Montero told council members. "The challenges are many, infuriating, complex and perplexing, but it is also a necessary, inescapable and extraordinary journey."

Responding to Dr. Montero's address, panelist Roberta Hamilton spoke of the "solid problems" of accessibility for many groups, and of the need to acknowledge that universities must move beyond their representation of the dominant relations and ideology. "The way the university remains open and critical is to be open to new claimants. We have to realize that new ways of thinking, new ideas come from people who are differently situated."

Registrar Jo-Anne Bechthold talked of the need for economic accessibility to Queen's and student Ryan Naidoo spoke of the challenges of building a sense of institutional ownership among students, particularly students of diverse backgrounds.

Council members broke off to discuss diversity in the context of three broad areas, Admissions



John Molloy, CEO of Parteq, and Alison Morgan, former University Secretary, celebrate their Distinguished Service Awards with Principal Bill Leggett (left) and Chancellor Peter Lougheed (right), on University Council night.

and Recruitment; Climate and Environment; and Student Financial Support and Assistance.

Their recommendations included:

- Expanding admissions criteria to take into account background and experience; and increasing the overall percentage of students admitted under these criteria;
- Encouraging greater student interaction through programs such as home groups, mentoring and curriculum adjust-

ments, including greater emphasis on interdisciplinary study;

- More outreach efforts to the broader community, and greater financial assistance to the middle class;
- Establishing diversity incentive programs in partnership with external groups and corporations. □

A record of the day's proceedings will be posted on the Secretariat website, at:

<http://www.queensu.ca/secretariat/>

Council approves changes to Convocation

Queen's University Council has approved changes to the university's Convocation ceremony recommended by the university's Senate Committee on Academic Procedure.

The approved changes see the replacement of the opening hymn O God Our Help in Ages Past with a musical performance selected by the university's director of the School of Music and the University chaplain; and the replacement of opening and closing prayers with opening and closing dedications of spiritual readings, to be selected and given by members of the InterFaith Council and the University Chaplain.

All other elements of the ceremony, including the traditional bagpipe procession and the playing of God Save the Queen and O Canada, remain unchanged.

Council voted 50-31 in favor of the changes after considerable debate. While alumnus Stewart Webster described the proposed changes as "the product of genuine concern of a relatively small group of academics," former rector Antoinette Mongillo described them as a "great first step" towards inclusiveness. Greg Frankson, former AMS president, said the changes "spoke to the future" and would make the ceremony reflective of more than one narrow group, while student senator William Morgan said he supported the unrevised ceremony as reflective of the university's culture.

Councillors were told that the changes were driven by a desire for a Convocation ceremony that celebrates the diversity of faiths represented on campus while preserving Queen's tradition as well as the need to bring the ceremony into compliance with Ontario law, which prohibits the use of religious performances and readings at ceremonies held in public educational institutions.

The approved changes will take effect at the Fall, 2001 Convocation ceremony. □

Queen's unveils medical computing of the future

BY PETER AITKEN

Queen's highlighted its leading national role in the field of medical computing technology recently with a demonstration by the Department of Computing and Information Science of its new Medical Computing Laboratory.

The new facility is the first of three new companion facilities designed to support Operating Room 2010, the first fully computerized operating room of its

kind in the world. To be located at Kingston General Hospital, the facility will be supported by software developed jointly by researchers at Queen's and KGH.

The Medical Computing Laboratory will link a computerized operating room and a CT/angiography suite at Kingston General Hospital with software and hardware developers at Queen's University by means of a dedicated high-speed communications network. The

CT/angiography unit will be the first in North America and will allow for minimally invasive treatment of a wide variety of conditions, including trauma treatment.

"The new technologies developed and supported by the new computing lab will allow for faster surgeries, done with fewer or smaller incisions. Patients will be assessed, diagnosed, and treated more quickly and accurately", says Dr. Randy Ellis,

project leader and a professor in the Queen's Departments of Computing and Information Science, Mechanical Engineering, and Surgery.

To ensure that future generations continue the development of this pioneering technology in Kingston, the Department of Computing Science has also submitted a proposal to Queen's Senate to approve a specialized undergraduate program in Biomedical Computing. □

Queen's in the News

Highlights of Queen's experts in the media

May

Douglas Bland (Policy Studies) was interviewed by CBC radio syndication for broadcasts in Halifax, Windsor, Sudbury, Vancouver, Winnipeg, and Regina in connection with the federal government's position on the US proposed "Ballistic Missile Defense" project.

Research by **Wendy Wobeser** (Medicine) on government reporting of TB risks continues to receive media attention. Previously covered by the *Globe and Mail* and the *National Post*, the research has now been covered by the *Toronto Sun*, the *Ottawa Sun*, the *Edmonton Sun* and *Calgary Sun*.

Airlines expert **Doug Reid** (School of Business) was quoted in the *Toronto Star* ("Canada 3000 has no plans to tackle Air Canada head on"). Prof. Kevin Hall (Civil Engineering) is quoted in the *National Post* and *Ottawa Citizen*: re: his expertise on water quality.

Alasdair Roberts (Policy Studies), an expert in freedom of information, was quoted in the *National Post* in connection with Prime Minister Chretien's daily recorded agenda and its availability under the Access to Information Act. His comments were also carried in the *Ottawa Citizen* and *Calgary Herald*.

The research of **Randy Ellis** (Computing Science) and Queen's Medical Computing Laboratory was highlighted in extensive local coverage including lead story on CKWS TV, CFLY, GTO 960 radio and a story in Saturday's *Whig-Standard*.

Tom Courchene (Policy Studies) was quoted in the *Globe and Mail* concerning the issue of changing to a North American monetary union modelled on Europe. His comments were also covered in a story that appeared on the front page of the *Ottawa Citizen* and also carried by the *St. Catharines Standard*, *Vancouver Sun*, *The Whig-Standard* and *Sherbrooke Record*.

Queen's Surveillance Project and recent conference organized by **David Lyon** (Sociology) resulted in two feature stories in *The Whig-Standard* and a special report on CKWS TV.

Sports psychologist **Jean Cote** (Physical Health and Education) was quoted in the *Toronto Sun* on Game 7 of the Stanley Cup Playoffs and how psychological pressure affects team performance.

media TIP

The antagonist in the Princess Bride frequently exclaims, "Inconceivable!" To which one of his sidekicks responds, "I do not think you mean what you say." The same is often true in the popular communication of nano- and galactic-sized numbers. As we explore further into the realms of neutrinos and dwarf galaxies, the numbers become increasingly challenging to communicate. Several months ago the *National Post* ran a numerical retraction when a science story pegged the Earth's age at 100 million years, rather than 4.5 billion.

To help avoid these size hurdles, always relate really big and really small sizes and distances to human-scale ones. For example, describe the distance to a star by comparing it to the number of human generations it would take to travel there in a current day space ship.

— Jake Berkowitz
From his email newsletter
Quantum Writing

From Queen's News and Media Services, Anne Kershaw, Manager, ext. 74038 and Nancy Marrello, Coordinator, ext. 74040

Queen's camps offer summer fun

BY CELIA RUSSELL

Whether it's honing in-line skating skills, learning about explosions or a theatre trip to Toronto, Queen's campers are in for a summer of fun as well as education.

New this year is the Imagination Station camp, designed to encourage creativity among Grades 1 through 4. Run

by the Arts Adventure counselors from the Arts and Science Undergraduate Society (ASUS), this camp features painting, playing and pretending.

For students in Grades 5 through 8, there is no better way of pursuing an interest in the arts than the Arts Adventure camp. Its affiliation with Queen's gives campers the unique opportunity

to use university facilities for their projects. Whether it's creating a mini-movie in the Film Studies department or going to the Agnes Etherington Art Centre for inspiration for a sculpture, this camp has the resources to turn on campers to the arts. Each session includes a day trip to a major cultural centre, designed to complement the theme of that particular week. In

drama week, for example, the trip might include a visit to the Princess of Wales Theatre in Toronto, while "Paint, Print & Pure Fun" week might feature a visit to the National Gallery in Ottawa.

Also new this year is the Discovery Kids camp for Grades 1 through 3 students, conducted by the Computer and Science Discovery ASUS camp. It also caters to the scientific interests of students entering Grades 9 through 11 in September.

Science Quest promises to spark the interest of young people in Grades 4 through 8 in science, math and engineering. With the guidance of undergraduate engineering students, the children will learn about building bridges, designing electrical circuits and programming Lego robots.

If your child is a sports fanatic, the School of Physical and Health Education has the camp. Children ages eight to 13 can try out a variety of sports in the Queen's Sports Camp. The cost also includes Red Cross Aquaquest Water Safety instruction. Other camps this year include an in-line hockey camp for children ages 10 - 14, basketball camp for ages nine - 17 and volleyball camp for ages 10 and up.

The school will also be offering elite camps for students who have completed Grade 12, OAC or are playing at post-secondary level to hone their skills in basketball and football. □



Camps at a glance

Instructional Sports Skills

Registration and details: 533-6000 ext. 74715

Sports camp

Boys and girls, ages 8-13 inclusive (as of Sept. 1, 2001)
8:30 am - 4:30 pm (extended hours available)

July 3-13 \$210
July 16-27 \$225
July 30-Aug. 10 \$210

Specialty sports camps, boys and girls

Basketball camp

9 am-4 pm \$170
9-12 years Aug. 20 - 24
13-17 years Aug. 27 - 31

In-line hockey camp

9 am-4 pm \$195
10-14 years Aug. 13 - 17

Volleyball camp

9 am-4 pm \$195
10 and up Aug. 13 - 17

Elite Training camps

Basketball

For players who have completed OAC, Grade 12 or are now playing at a university or college level.
Sunday through Thursday, 6:30-9:30 pm

Men: \$120 Aug. 19-23
Women: Aug. 26-30

Football

For players entering Grades 9 through OAC as of September, 2001.
6-8:30 pm, Aug. 13-17 \$125.

Science Quest

For children entering Grades 4 through 8 in September.
Clark Hall, Queen's University 533-6870; fax: 533-6687
email: scienceq@engsoc.queensu.ca
Website: engsoc.queensu.ca/scienceq
9 am-4 pm, extended program available.

Sessions run July 3 through Aug. 31.
No program the week of Aug. 6.
One week: \$140 (\$150 if registration received after June 1)
Two weeks: \$250 (\$280 if registration received after June 1)

ASUS summer camps

183 University Ave.
533-6917
Website: www.asus.queensu.ca/camps/

One and two-week sessions July 3 through Aug. 24.
9 am-4 pm.

One week: \$140
Two weeks: \$250

Arts Adventure

For children entering Grades 1 through 8 in September.
533-6000 ext. 75441
artsad@asus.queensu.ca

Computer and Science Discovery

For children entering Grades 1 through 3 and Grades 9 through 11 in September.
533-6000 etc. 75442
scidisc@asus.queensu.ca

Speaking of camps....

Queen's University will host a two-week training camp for potential national team members June 15 to 30. Thirty-two athletes, including Katie Donovan from Frontenac Secondary School in Kingston, have been invited to attend this qualifying camp.

The athletes represent a wide range of experience, from high school to two-time Olympians, says Bev Smith, head coach of the Canadian Women's Basketball team.

The camp is designed to develop and fine-tune the athletes' skills while showing them what it takes to compete at the next level. The athletes will receive instruction in areas that will assist the progression of their physical abilities. These will include strength and conditioning, agility and sprinting.

From this camp, athletes will be selected to participate on a developmental team that will compete at the Francophonie Games in Ottawa/Hull July 14 to 24.

www.basketball.ca

News Notes

ILC architect chosen

Queen's University has selected Bregman + Hamann Architects of Toronto to design the Faculty of Applied Science's new Integrated Learning Centre. The ILC executive committee's selection was approved by trustees at their meeting last Saturday. Bregman + Hamann Architects has a strong background of innovative building design. Previous projects include the Toronto Dominion Centre, the Sheridan Centre for Animation and Emerging Technologies, Pearson International Airport's Terminal III and the Beijing Capital International Airport's New Terminal. The design process begins this Friday, when representatives from the firm visit Queen's. Throughout the summer the architects will work closely with the ILC Building Committee and faculty, staff and student groups to develop the building concept. The completed design is expected by late fall.

Education fellowships announced

The Faculty of Education has announced this year's winners of



Brain food: A Canada-Wide Science Fair delegate helps herself to a hotdog at a welcoming Du Pont barbecue on Leonard Field. About 450 of the country's most promising young scientists competed for scholarships, cash and other prizes in last week's Canada-Wide Science Fair, which took place in Bartlett and Ross gymnasiums.

the Frank Wyatt MacLean Fellowships. Recipients are Nancy Ball (UT/OISE); Mary-Frances DesRoches, (Queen's); and Jane MacDonald (Queen's). The fellowships recognize academic achievement at the B Ed level and professional accomplishment in the field of education, and are awarded to full-time M Ed students. Recipients must be graduates from the Faculty.

Renewed funding for stop-smoking program

Queen's Student Health Counselling and Disability has received continued funding from the provincial health ministry to continue Leave the Pack Behind, an innovative stop-smoking initiative.

Queen's will share \$350,000 in funding with nine campuses across Ontario for the program,

which focuses on tobacco use prevention and assistance for students who smoke but want to quit. Activities over the coming year will include displays, events, ad campaigns and peer support for students. "One of the key reasons why this program works so well is because it is designed for students and is offered by students, says health educator Diane Nolting. "The fact that the province is granting us more money for this project speaks to the success we are having with it on campus."

For more information please contact Diane Nolting, Health, Counselling and Disability Services 533-6712.
www.leavethepackbehind.org

International education project wins national grant

A proposal for an international education internship program by Queen's University's International Centre has been awarded one of four national grants for innovation in international education. The grants are the first awarded in the Canadian Bureau for

International Education's newly established Education Innovation Grants Competition. Addressing recent graduates' need for training for international education careers, the Queen's project will develop a model for a nine- to 12-month internship program. The project will design curriculum for training interns in the priority areas of service and program delivery for international and education abroad students.

Educator brings singing lessons to life

The artistry of teaching and learning to sing comes to life in a special performance next Sunday night at Chalmers United Church, 212 Barrie St. Katherine Smithrim, associate professor of arts education and soprano vocalist, joins Mark Sirett, piano and Gisèle Szczesniak, violin in Singing Lessons: A Performance in Word and Song About the Teaching and Learning of Singing. The free event takes place at 7 pm, and is sponsored in part by the Queen's University Fund for the Support of Artistic Productions. □

Board of Trustees

Notes from the March 3 session



Queen's University trustees approved funding to pursue four major construction/renovation projects at its quarterly meeting May 12. The funding will permit planning and tendering for four capital projects, as detailed below:

- \$14.2 million for the construction of the Cancer Research Institute;
- \$200,000 towards tendering and Phase II renovations of Macdonald Hall;
- \$5 million towards tendering and construction of new residences and expansion of food facilities in Leonard Hall;
- \$1.6 million towards tender-

ing and construction of the Faculty of Applied Sciences' Integrated Learning Centre.

In other business, trustees:

- Ratified the establishment of a Centre for Health Services and Policy Research in the Faculty of Health Sciences.
- Approved the appointment of Addenda Capital Ltd. and Burgundy Asset Management as portfolio managers by the Queen's Pension Committee;
- Approved a 3.75-per-cent increase in residence fees, to a top single room and board rate of \$7,511.
- Approved a 4.7-per-cent increase in International

Study Centre fees, from \$10,200 to \$10,700 for fall term, 2002, and three per cent, from \$6,750 to \$6,950, for spring term, 2003.

Trustee elections to the board include the following:

- By the benefactors: Sheila Murray (three-year term); Kim Black (four-year term).
- By the graduates: Hugh Christie (three-year term); Mary Collins (three-year term).
- By the University Council: Heino Lilles (three-year term); Andrew Pipe (three-year term).
- By the undergraduate stu-

dents: Chris Henderson (two-year term).

- By the faculty: Iain Munro (two-year term); Joan Stevenson (four-year term).
- By the staff: Judith Brown (four-year term).
- By the Theological College: Gordon Shaw (one-year term).

Trustees received for information the appointment of the following to the status of Professor Emeritus: George Aitken (Electrical and Computer Engineering), W. Edgar Watt, J. William Kamphuis (Civil Engineering); John Cameron (Materials and Metallurgical Engineering);

Rudolf Kalin (Psychology); Jean-Jacques Hamm, Mirielle Calle-Gruber (French); David A. Gregory, James A. Vermer (Mathematics and Statistics); William Marshall, Ronald Weisman, (Psychology); Alistair Macleod (Philosophy); Frederic Schroeder (Classics); Dugald Carmichael (Geological Sciences and Geological Engineering); Seon H. Shin (Physiology); Larry Miller (Education); Marvin Baer (Law); Bruce Buchan, John Gordon, Ieuan Morgan; Edward Peterson; David Rutenberg; Ted Neave (Business).



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 29 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.

Guest Services Clerk 2001-24
University Residences

Carla Evaristo

Booth Attendant 2001-39
Physical Plant Services

Lorenz Paulsen

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.

Closing date for the following positions is Tuesday May 29, 2001, 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.

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

Chemistry and Electronics Technician 2001-50 Department of Chemistry

This is a one-year term appointment beginning July 15, 2001.

Major Responsibilities: supervise, instruct and demonstrate techniques in the practical applications of spectroscopy to users of the departmental instrument laboratory and to groups of students; supervise and instruct students in the use of various instruments including theory of operation, software applications, sample preparation and sampling techniques; act as an instructor and resource person for several laboratory experiments, and assist students involved in special projects; provide support for other research laboratories on campus; service major pieces of equipment; act as the resource person for departmental software package inquiries; prepare stock and standard solutions used for laboratory experiments; prepare and order all equipment and chemicals for laboratory experiments and for organic and inorganic chemistry undergraduate labs; pre-test experiments to evaluate feasibility; run the fine chemical stores providing service both within and outside of the department.

Requirements: university degree in chemistry or a three-year community college diploma; three years of experience working

in a research and academic laboratory (or equivalent combination of education and experience); knowledge of organic, analytical and physical chemistry; specialized training in the field of Mass Spectrometry and Nuclear Magnetic Resonance, Ultra Violet-Visible and Infra-Red Spectroscopy, and Gas Chromatography; sound interpersonal skills; knowledge of computer hardware and interfacing techniques; proficiency with a variety of operating systems and software packages; and ability to work under pressure.

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

Tentative Hiring Range: \$39,052 - \$46,472 (effective July 1, 2001) Points: 332

Animal Health Technician 2001-51 Department of Psychology

This is a three-year term appointment. This position may require the incumbent to work some holidays and weekends.

Major Responsibilities: report to the University Veterinarian for animal health and welfare issues and on regulatory concerns; report to the Department Manager on non-animal health matters; clean all sections of the animal facilities to veterinary hospital standards; identify and handle animals used in the facility; select and combine the correct components to prepare animal housing and allocate species to suitable cages; prepare and dispense species specific diets according to the animals biological needs; provide appropriate bedding requirements; provide effective and safe disposal of bio-hazardous materials; recognize common deviations from good health and differentiate abnormalities resulting from experimental work; acquire medical samples using appropriate methodology; administer treatments prescribed by the clinical veterinarian, principal investigator or senior graduate student; participate in stock inventory control, ordering (using Granite software) and receiving animals under the guidance of the clinical veterinarian; monitor and upkeep of common areas, including safety checks, minor maintenance and issuing/tracking of keys; ensure protocols are up-to-date; act as resource person for animal care facility and with regard to Occupational Health and Safety training; handle and provide for the needs of special husbandry cases.

Requirements: three-year community college diploma in Animal Health Technology; two-years of directly related work experience; thorough understanding of experimental procedures; ability to handle large and small animals; must continue to update knowledge and skills by reading technical journals and by attending seminars; excellent communication skills to effectively interact with academic and research staff; attention to detail and the ability to recognize any deviations from good health and the progression of disease.

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

Tentative Hiring Range: \$35,613 - \$42,023 Points: 282

Graduate/Undergraduate Program Assistant 2001-52 Department of Mining Engineering

Major Responsibilities: report to the Administrative Assistant; assist the Coordinator of Graduate Studies and Chair of Undergraduate Studies in the administration, coordination and operation of the Mining Engineering Graduate and Undergraduate Programs; implement and maintain student-related databases; produce a variety of reports and documents for use by the Graduate Coordinator and Undergraduate Chair; advise students on policies, procedures and regulations of the School of Graduate Studies and Faculty of Applied Science; organize graduate/undergraduate functions, such as Orientation Night and Spring Convocation; compile and process application packages for major external and all internal scholarships and awards; coordinate exams, timetabling, marks collection and pre-registration/registration.

Requirements: two years of post-secondary education in business administration (or an equivalent combination of education and experience); previous experience working in a responsible administrative position with minimal supervision; a thorough knowledge of university policies and regulations, in particular regarding undergraduate/graduate programs, academic regulations, policies and procedures and student-related services; excellent communication and interpersonal skills in order to deal with a wide variety of individuals in a helpful and professional manner; ability to work well independently; ability to maintain confidentiality; excellent time-management and organizational skills, along with attention to detail, in order to meet deadlines with conflicting priorities and produce error-free work; comprehensive knowledge of a variety of computer programs including MS Office (Word, Excel, Access, Outlook); ability to navigate the web; and working knowledge of GQL and PCICS.

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

Departmental Coordinator 2001-53 School of Nursing

This is a two-year term appointment. **Major Responsibilities:** report to the Administrative Assistant; provide support services for the Graduate and Undergraduate Nursing programs; design, update and maintain databases on student information; prepare statistical reports and reports for the Promotions Committee; process all pre-registration and add/drop forms; prepare and monitor all research accounts and budgets for grant submissions; act as Graduate Program Committee

Secretary; act as the departmental computer resource person, this includes set-up and maintenance of computer stations and troubleshooting.

Requirements: two-year post-secondary program in business administration (or the equivalent combination of education and experience); several years of administrative experience in a research setting; knowledge of bookkeeping/accounting practices; excellent communication skills; ability to work independently; sound organizational skills and the ability to work under pressure to meet a variety of deadlines; strong office skills and proficiency with several computer software programs including WordPerfect, MS Office (Excel and Access) and GQL; knowledge of Queen's University service departments, specifically Research Services, Financial Services and the Registrar's Office.

Minimum Hiring Salary: \$33,686 Salary Grade 6 - ADMG6

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

Assistant to the University Registrar 2001-54 Office of the University Registrar

This is a term appointment working 100% time until June 14, 2002 as a result of a leave of absence.

Major Responsibilities: report to the University Registrar and work in close consultation with the Associate University Registrars; administer and coordinate special projects, functions or programs across or within Office of the University Registrar units (Student Awards, Admission Services, Student Records and Services) and assume responsibility for project outcomes; develop, analyze and review information and policy; provide a high level of administrative support to the University Registrar and various committees as required; maintain information on space inventory, needs and effective utilization in accordance with office functions; act as resource person, liaison and communicator; make recommendations which influence senior decision-making; provide financial management support and analysis.

Requirements: university degree (preferably a graduate degree) and previous experience which assures expertise in project planning, development and implementation; thorough working knowledge of the university's priorities, Senate policies and procedures, academic programs and regulations and administrative systems; knowledge of the services and functions of the Office of the University Registrar an asset; excellent organizational and planning skills; proven ability to cope with multiple demands, manage competing priorities and meet deadlines; ability to deal with confidential material on a regular basis; excellent communication, interpersonal and report-writing skills; proven analytical,

Human Resources *continued*

interpretive and problem-solving skills; advanced administrative skills including the use of computers for data analysis and information distribution/reporting (word processing, spreadsheet and database software); sound knowledge of financial/accounting practices.

Minimum Hiring Salary: \$46,053 Salary Grade 9 – ADM5F9

Coordinator, Faculty Recruitment and Support 2001-55 Office of the Vice-Principal (Academic)

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

Major Responsibilities: work with the Associate Vice-Principal (Faculty Relations) and the Director, Office of the Principal; develop and coordinate a set of non-academic programs and services to complement the academic recruiting efforts of departments and faculties; develop printed and web-based communication materials for prospective and new faculty to provide information on services/facilities at Queen's and in Kingston; develop ongoing programs and policies to support the academic recruiting process at Queen's; coordinate the development of marketing materials as required; provide timely information and support to new faculty to facilitate their relocation to Kingston; provide special assistance and information on immigration and other matters.

Requirements: university degree and work experience, at a senior level, in written communications and editing; strong marketing and communications background preferred; extensive knowledge of both the Queen's and Kingston communities and an established network of contacts; knowledge of the academic operations of the university and the ability to work effectively with faculty and administrative officers; excellent written and oral communication skills; high level of expertise in researching, writing and preparing documents/reports for multiple audiences; ability to interact effectively with people at all levels of the organization; good computer skills and some expertise in the development of web-based materials; initiative and resourcefulness to work independently with the ability to manage projects from concept and design to completion.

Minimum Hiring Salary: \$52,960 Salary Grade 10

Other Positions

Research Technician (Level 5 - NAS5) Department of Anatomy and Cell Biology

This full-time position is available in Dr. R.J. Oko's lab in the Department of Anatomy and Cell Biology. The work performed in this laboratory is to understand the role of specialized sperm head and tail components and proteins in development and fertilization.

Qualifications and Major Responsibilities: Three-year post-secondary program in relevant field. Demonstrated expertise in western and northern blotting, in situ hybridization and PCR. Should be willing to learn new techniques independently and teach techniques to other lab members. Experience in carrying out general laboratory duties, handling radioisotopes and working as a team member is essential. Proficiency with computers would be an asset. Consideration will be given to an equivalent combination of education and experience.

Minimum Hiring Salary: \$29,706 (Salary Grade 5). Salary will be competitive and commensurate with experience.

Apply with resume to: Dr. R.J. Oko, Department of Anatomy and Cell Biology, Queen's University, Kingston, Ontario K7L 3N6. No telephone or e-mail inquiries please.

Research Technician Cancer Research Laboratories

A full-time contract position supported by a Terry Fox Program Project Grant from the National Cancer Institute of Canada is available in the Cancer Research Laboratories. The successful candidate will be responsible for establishment and maintenance of tissue culture stocks for several laboratories. Additional duties will include large scale preparation of sterile media, serum testing, mycoplasma testing, and ordering of supplies and reagents. Expert knowledge and demonstrated skill in sterile tissue culture techniques is essential and excellent organization and interpersonal skills are required. Previous experience in a cellular biology laboratory is a major asset, although some training opportunities exist. A BSc or equivalent in a life science is preferred. Salary will be commensurate with experience. Send

resume and names and contact addresses of three references to: John Singleton, Admin. Assistant, Cancer Research Laboratories, 3rd Floor, Botterell Hall, Queen's University, Kingston, Ontario, K7L 3N6. E-mail: singletn@post.queensu.ca, fax: 533-6830.

Employee Development

To register or for details, call Human Resources at 32070 or visit the website: www.hr.queensu.ca

Minute-Taking

This three-session program is designed to build confidence when recording and transcribing minutes of meetings. Participants will learn how to:

- prepare informative and practical agendas
- separate pertinent points from general information
- enhance listening skills
- prepare factual, concise minutes and effectively follow-up

Facilitator: Nancy Owen, past owner of Metzler's Business School

June 5, 12 and 19, 9 am – noon.

Effective Manager Series: Learning to Lead

It has been said that great leaders are not born, they make themselves and that leadership is a craft that a person can learn and practice like any other. In this interactive

workshop, participants will have the opportunity to: identify the essential characteristics followers look for in leaders, learn fundamental practices of exemplary leadership and actions they can take to demonstrate those practices, develop strategies to incorporate into their work situations.

Facilitator: Wendy Rayner, Human Resources Department

Thursday, June 14, 9 am – noon.

Career plateauing: All dressed up and no place to go?

Participants will have the opportunity to assess their level of satisfaction with current job responsibilities. They will also learn to distinguish between content, structural, and life plateauing; and, explore techniques for self-renewal, and strategies for creating a rewarding balance between personal and professional lives.

Facilitator: Wendy Rayner, Human Resources Department

Thursday, June 21, 9 am – noon.

Employee Assistance Program

For off-campus professional counselling call toll free: 1-800-387-4765 (français 1-800-361-5676). This service can be reached 24 hours a day, seven days a week. Further information is now available on the following website: www.queensu.ca/eap/

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.queensu.ca/hr) 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

Governance

Senate Meeting

Wednesday, May 23, 9:30 am, in 202 Policy Studies.

A G E N D A

I Adoption of Agenda

II Adoption of the Minutes of the Meeting of April 19, 2001

III Business Arising from the Minutes

IV Principal's Report

Board of Trustees, May 12
COU Meeting April 27
May 9th Provincial Budget Announcement
Research Report
Other

V Question Period

VI Reports of Committees

1 Academic Development/Budget Review [for action]

- Approval of Chairs*
- (1) C. Franklin & Helene K. Bracken
Chair in Clinical Skills
 - (2) Du Pont Canada Chair in Engineering Education Research
Approval of Institute
 - (3) Cancer Research Institute
Approval of Programs
 - (4) BSCH SSP Concentration in Biomedical Computing
 - (5) Certificate in Lesbian, Gay, Bisexual and Transgender Studies

(6) Major Concentration in Women's Studies

(7) Minor Concentration in Development Studies

(8) Subject of Specialization in Physical Education Pre-Teacher Preparation Program within the Concurrent B.P.H.E. Program

2 Agenda Committee [for action]

Senate Dates 2001/2002

3 Educational Equity [for information and referral of recommendations]

Response to the 1999-2000 Annual Report of the Human Rights Office

4 Information Technology [for action]

Recommendation to delete the Senate Policy "Revised Policies for Research Computing at Queen's University"

5 Internal Academic Review [for information]

Revised scheduled for Internal Academic Reviews

6 Nominating [for action]

(1) Elections
Scholarships and Student Aid [for information]
Awards approved December 2000 – May 2001

VII Reports of Faculties and Affiliated Colleges (none received)

VIII Motions (none received)

IX Communications [for information]

Memo from David Anderson, Vice-

Principal (Operations & Finance) regarding the Senate Budget Review Committee Recommendations made at the April 19, 2001 Senate.

X Matters Referred to Standing Committees (none referred)

XI Other Business

CLOSED SESSION

Georgina Moore

Secretary of the Senate

The Senate agenda, minutes and other information are available from the Senate website <http://www.queensu.ca/secretariat/senate/>. Call 533-6095 for visitor's tickets.

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
Department of Anatomy and Cell Biology

Department of Biochemistry
Department of Microbiology and Immunology
Department of Pharmacology and Toxicology
Department of Physiology
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>.

Milestones

Compiled by Faye Baudoux

If you have a milestone of five, 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 May 2001.

30 years: Heather Woolnough, Stauffer Library.

25 years: Mary Lou Coates, Industrial Relations Centre; Wanda Parkes, Education Library; Frank Phelan, Biology.

20 years: Dianne Conner, Technical Services; Susie Greyling, Technical Services; Linda Prest, Technical Services; Bronya Rose, Faculty of Applied Science; Sandra Vincent, Physiology.

15 years: Bruce Elder, PPS; Christina Fowler, Mechanical Engineering; Robert Hughes, PPS; Angela L'Abbe, School of Urban and Regional Planning; Alice Pignal, Stauffer Library.

10 years: Jo-Anne Bechthold, Office of the University Registrar; Eileen Edmonds, School of Medicine; Patti George, Purchasing; Sharon Posadowski, PPS; Wendy Schuler, Sociology; Robert Thomson, Law Library.

Five years: Christine Hough, School of Medicine; Peter Hudson, Faculty of Education; June Leach, School of Environmental Studies; Maria Salamone, Geography.

Notices

Physical Education Centre

Hours to Sunday, Aug. 5, 2001

Monday – Thursday 8 am - 9 pm
Friday 8 am - 6 pm
Saturday & Sunday CLOSED

Recreation Swim

Monday, Wednesday, Friday 7:15 - 8:15 am
Monday to Friday noon - 1:30 pm
Monday to Friday 4:30 - 6 pm
Monday & Wednesday 8 - 9 pm

Family Swim

Tuesday & Thursday 6 - 7 pm

NOTE: The P.E.C. will be closed Monday, July 2, 2001.



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.

continued

Bulletin Board *continued*

PRINCIPAL'S DEVELOPMENT FUND – CATEGORY A – INTERNATIONAL VISITORS' PROGRAM

Principal William C. Leggett and the members of the Selection Committee (Vice-Principal (Academic) Suzanne Fortier, Vice-Principal (Research) Kerry Rowe, Associate Vice-Principal (Academic) John Dixon and Special Advisor to the Principal William McLatchie) are pleased to announce the following international visitors to Queen's for 2001-2002 supported under the Principal's Development Fund, Category A:

Faculty	Applicant	Department	Visitor	Affiliation
Arts & Science	Gerald Tulchinsky	Jewish Studies	Jacob Neusner	Bard College, USA
Arts & Science	Gary Kibbins	Film Studies	David James	University of Southern California, USA
Arts & Science	David Bakhurst	Philosophy	Ruth Garrett Millikan	University of Connecticut, USA
Arts & Science	Sue Hendler	Institute of Women's Studies	Marilyn Waring	Massey University, New Zealand
Arts & Science	David Pugh	German	Ritchie Robertson	University of Oxford, UK
Arts & Science	Susan Babbitt	Philosophy	Estela Bravo	The University of Havana, Cuba
Arts & Science	Rowland Tinline	GIS Lab	Bruce Gittings	University of Edinburgh, Scotland
Health Sciences	Bruce McCreary Nathalie Garcin Philip Burge Patricia Minnes	Psychiatry	Marc Tasse	University of North Carolina at Chapel Hill, USA
Applied Science	Martin Guay	Chemical Engineering	Denis Dochain	Université Catholique de Louvain, Belgique
Research	Jonathan Crush Alan Jeeves	Southern African Research Centre	Robin Cohen W.R. Nasson	University of Cape Town, South Africa University of Cape Town, South Africa
Education	Sheryl Bond Calvin Bowry	Education	Josef A. Mestenhauer	University of Minnesota, USA
Education	Nancy Hutchinson Tom Russell	Education	Keith Ballard	University of Otago, New Zealand
Law	Mark Walters	Law	Martin Loughlin	London School of Economics & Political Science, UK

The International Visitors' Program provides funds to assist departments and faculties/schools in bringing to Queen's outstanding scholars from outside Canada. Visitors supported by the fund must spend no less than a week on campus, must contribute to teaching and interact with students and faculty in their area of scholarly activity. Funds from this program will be used to support travel and living expenses, and in some cases, a modest honorarium.

PhD examinations

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

Tuesday, May 22

Phillip Mackintosh, Geography. Imagination and the Modern City: Reform and the Urban Geography of Toronto, 1890-1930. Supervisor: P.G. Goheen. E310 Mackintosh-Corry Hall, 2 pm.

Friday, May 25

Brandon Beierle, Geography. Late Quaternary climatic and glacial history of the west-central Yukon Territory, Canada. Supervisor: R. Gilbert. E310 Mackintosh-Corry Hall, Friday, 1:30 pm.

Monday, May 28

Haiou Jin, Materials and Metallurgical Engineering. The Role of Transition Metal Solutes in the Deformation Texture Recrystallization and Grain Growth in Aluminum and Its Alloys. Supervisor: S. Saimoto. Nicol Hall Conf. Rm., 9:30 am.

Monday, June 4

Wenfeng Chen, Electrical and Computer Engineering. Design and Analysis of an Interval-based ABR Flow Control Protocol. Supervisor: H.T. Mouftah. 428 Walter Light Hall, 9:30 am.

Nikhil Thomas, Microbiology and Immunology. Characterization of the

Flagella Gene Family of *Methanococcus voltae* and Other Methanogenic Archaea. Supervisor: K. Jarrell. 816 Botterell Hall, 9:30 am.

Tuesday, June 5

Shirley Brooks, Geography. Changing Nature: A Critical Historical Geography of the Umfolozi and Hluhluwe Game Reserves, Zululand, 1887-1947. Supervisor: J.S. Crush. E310 Mackintosh-Corry Hall, 9:30 am.

Alexander Zieba, Philosophy. Epistemic Communities and Political Society. Supervisor: W. Kymlicka. 307 Watson Hall, 10 am.

Thursday, June 7

G. Bruce Frayne, Geography. Survival of the Poorest: Food Security and Migration in Nambia. Supervisor: J.S. Crush. E310 Mckintosh-Corry Hall, 1 pm.

Friday, June 8

Thitima Songsakul, Economics. Problems in Contracting for Biodiversity Use and Conservation. Supervisors: R. Boadway and F. Flatters. 227 Dunning Hall, 1:30 pm.

Surplus Items

The Kingston Regional Cancer Centre offers for sale:

Air Compressor; Apollo Sprayer; Model

150-500 BAMBI

Open bid. The compressor is in working order. For information or to view, please contact Dr. John Schreiner at 544-2631 ext. 4536. Submit sealed bids marked "Cancer Centre" to Patti George, Purchasing Services.

Oncology & Department of Medical Physics, Kingston Regional Cancer Centre offers for sale:

1 Corning AG11 Water Distillation System with Corning water purifier LD-2A Corning ACS automatic collection system, and Corning Mega-pure high capacity disposable deionizer cartridge 400-4000 (3508-B) (Corning, New York) Minimum bid \$500.

2 Biohazard Lamellar Flow Cabinet: Baker Model #1120-4 Serial #sp9228v, with Baker Cabinet Stand, (The Baker Co., Inc., Stanford, Maine) Minimum Bid - \$1,000.

3 Autoclave (model unknown) Minimum bid \$300.

For information or to view call John Schreiner at 544-2631, ext. 4536 or e-mail john.schreiner@krcc.on.ca.

Submit sealed bids market "Kingston Regional Cancer Centre" to Fran Lanovaz, Purchasing Services.

Queen's Spring Barbecue

Swing into spring!

Principal William Leggett and Mrs. Claire Leggett invite faculty, staff and retirees to join them at

Agnes Benidickson Field

Wednesday, June 6, 2001

between 11:30 am and 1:30 pm

for the annual

Queen's Spring Barbecue.

Meet and visit with your colleagues and friends.



Mining & Engineering offers for sale:

1 Replacement bulb - Panasonic ET-LA592 for use with a Panasonic Multimedia Projector #PT-L592U This bulb has never been used. Purchase value was \$570.

For information or to view call Wanda Badger, ext. 32230. Submit sealed bids marked "Mining & Engineering" to Fran Lanovaz, Purchasing Services.

Deadline for the above bids: Monday May 28, 4 pm.

The Physical Plant Department offers for sale:

Salad display case; each side refrigerated; 215 volt condenser/ R. Type 134A; 1/3 HP Motor; Model WCM-5 Serial 610-85; overhead lighting; stainless steel construction; four plate dispensers; sneeze guard; white counter top; green tiled sides; 5 x 12 feet.

Minimum bid: \$5000. For information or to view, call Deborah McElroy, ext. 77588 or 533-6431, e-mail mcelroyd@post.queensu.ca. Submit sealed bids marked "Salad Display" to Deborah McElroy, Physical Plant Services by 11 am on May 30, 2001.

Please mark all 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

Share your love of art with the public If you have some knowledge of art, a love

of communicating and time for a stimulating volunteer opportunity, consider joining the Community Docents at the Agnes Etherington Art Centre. Details: 533-2190.

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.

Study on employees and their supervisors

Queen's researchers need volunteers to complete a questionnaire (takes about 30 minutes). We are looking for people who currently hold two jobs and have a different supervisor in each job. This study will examine the differences in employees' interactions with their supervisors across two workplaces. To thank you for completing and returning your questionnaire, your name will be entered in a draw for \$50. Five prizes will be awarded. Details: Michelle Inness, 547-0066 or email twojobs@hotmail.com.

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.

Marlene Creates, Orientation, to Sept. 2. George Hawken, Metamorphosis, to Oct. 7. BFA On View 2001, to June 10. June 1: Reception, 4:30 pm, after graduation ceremonies, for family and friends. Free. Upcoming: Helen McNicoll, A Canadian Impressionist. May 27 - Aug. 12. www.queensu.ca/ageht/

Union Gallery, first floor, Stauffer Library

Sylvat Aziz, Carol Laing and Pam Patterson. Travelling Between Worlds. To June 16. library.queensu.ca/webugall/

Music

Sunday, May 27 School of Music

Katie Legere-Smith is featured in Walter Buczynski's Lyric X for Bassoon and String Orchestra, Gordon Craig, conduc-

tor, and Murray Adaskins' Quintet and Encore for bassoon and string quartet with Gisele Dalbec-Szczesniak, Marion Stratton, Eileen Beaudette, and Wolf Tormann. Grant Hall, 2:30 pm. Free. Supported by the George Taylor Richardson Memorial Fund and the Davies Charitable Foundation.

Sunday, June 3

Singing Lessons: a performance in word and song about the teaching and learning of singing. Katharine Smithrim, soprano, Mark Sirett, piano, and Gisele Szczesniak, violin. Chalmers United Church, 212 Barrie Street, 7 pm. Singing Lessons is supported in part by the Queen's University Fund for the Support of Artistic Production. Free; donations to cover expenses welcome.

Meetings & Colloquia

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.

Pathology

William C. Skarnes, Molecular and Cell Biology, University of California. Gene trapping approaches for the functional analysis of genes in mice. Etherington Auditorium, 4 pm.

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.

Sunday, May 27

Agnes Etherington Art Centre

Curator's Talk: Natalie Luckyi discusses the exhibition Helen McNicoll: A Canadian Impressionist. Picturing silence: The art and life of Helen McNicoll. Agnes Etherington Art Centre, 2 pm. Free.

Thursday, May 31

Nursing

Jennifer Medves, Queen's. Transition to community: Implications for nursing practice - development of a research program. 108 Catarqui Building, noon.

Special Events

Wednesday, June 20

Queen's 33rd annual Faculty/Staff Golf Tournament

Where: Garrison Golf and Curling Club. 1 pm shot-gun start. Format: Scramble

Cost: \$50 (includes full dinner and fees). Pick up your entry form at the PEC and register by **June 15**. Details: Cheryl Descent grossc@post.queensu.ca.

Courses and Workshops

Ban Righ Centre, 32 Queen's Cres.

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