

## Queen's physicists solve sun puzzle

BY DAVID PULVER  
NEWS AND MEDIA SERVICES

When a group of Queen's University physicists first went underground 17 years ago in pursuit of a mysterious particle called a neutrino, they set in motion a course of events that has created one of the world's most sophisticated laboratories.

Today, the Sudbury Neutrino Observatory (SNO), an ultra-clean laboratory at the bottom of a two-kilometer shaft, is providing fascinating insight into the properties of neutrinos and their emission from the core of the sun. At the annual congress of the *Canadian Association of Physicists* held at the University of Victoria last month, the scientific world, especially the astrophysics and particle physics establishment, was stunned by the first research findings of a Queen's-led international team of physicists.

The SNO researchers have not only solved a 30-year-old puzzle of why some neutrinos from the sun were missing but also provided important information about the sun and the future evolution of the universe. Neutrinos, along with electrons and quarks are considered to be basic building blocks of nature, but the properties of neutrinos are not well known because they are extremely difficult to observe.

"The data from SNO provides us with enhanced understanding of important properties of neutrinos, of the sun itself, and of the effect of neutrinos on the evolution of the universe," says Art McDonald, SNO Project Director.

Physics professor Aksel Hallin, who came from Princeton to become the project's principal investigator for Queen's, presented the SNO team's findings *Queen's physicists, page 2*



*Berrylicious: Maggie Tschakovsky, 15 months, checks out the strawberries and ice cream at last month's Strawberry Social. Maggie is the daughter of Physical Education professor Michael Tschakovsky. The annual Queen's University Staff Association event took place on the grounds of Summerhill and attracted countless strawberry lovers, their families and friends.*

Celia Russell

## CIDA gives \$1.57 million toward Queen's rehabilitation efforts

BY NANCY MARRELLO  
NEWS AND MEDIA SERVICES

With a 10-year track record of successfully providing community-based rehabilitation to the disabled in war-torn countries world-wide, Queen's International Centre for Advancement of Community Based Rehabilitation (ICACBR) has now received an additional \$1.57 million grant from the Canadian International Development Agency (CIDA) for three projects in Central and Eastern Europe.

"We are thrilled that CIDA continues to acknowledge the tremendous impact of Queen's International Centre for the Advancement of Community-Based Rehabilitation on reforming disability and rehabilitation systems internationally," says Malcolm Peat, Executive Director of ICACBR. "Our suc-

cess in Eastern and Central Europe has ignited huge levels of support from international organizations world-wide and made Queen's a leader in post-conflict rehabilitation and assisting countries in transition."

ICACBR has been a designated CIDA Centre of Excellence since 1991. The new funding will support ongoing projects in Kosovo and Bosnia and Herzegovina, and launch a new initiative in Slovakia. CIDA has earmarked \$500,000 for a three-year project in Slovakia to introduce the concept of community-based rehabilitation. Queen's rehab specialists will work with the Slovakian community to help people with disabilities live independently, strengthen non-governmental agencies, facilitate changes in the rehabilitation education curriculum, and develop community-based rehabilitation centers throughout the country.

An \$800,000 grant will support ICACBR's goal to promote the equal participation in society of persons with disabilities in Kosovo, as well as to upgrade and reform the rehabilitation education system. The funds will also help improve local communities' perceptions of the rights and needs of the disabled. And a \$270,000 grant will support the development and consolidation of a growing network of peer-counselling programs and serv-

ices for land mine victims' peer counselling groups in Bosnia and Herzegovina.

"Ten years ago, it was very difficult to obtain money for international development for

the disabled. The persistent efforts of ICACBR, and a number of Canadian and international rehabilitation and disabled persons organizations, have resulted in significant change. We can all

be proud that Queen's has helped to promote disability issues as a development priority and made a difference in the lives of many thousands of disabled people," says Dr. Peat. □

## Queen's staff association signs agreement with university

*Agreement adds new benefits, and a fourth year to existing agreement*

Queen's University Staff Association (QUSA) members recently voted in favour of amending the third year of their current agreement affecting non-union staff and to add a fourth year. The settlement, recently ratified by Queen's University Staff Association (QUSA) members, continues pay increases for the third year (July 1, 2001- June 30, 2002) and the fourth year (July 1, 2002 - June 30, 2003).

Under the amended agreement for year three, eligible non-union staff receive orthodontics coverage and childcare benefit reimbursement of up to \$2000 per child commencing September of this year.

The fourth year includes a scale increase of 2 per cent plus progression through the salary grid. The fourth year also includes a tuition support benefit to a maximum of \$3000 per

dependent or spouse, effective September of 2002.

The new childcare, tuition and orthodontics coverages are also available to members of the Queen's University Faculty Association in their recently negotiated new contract.

"The QUSA Executive would like to thank the members of the Salary and Benefits Committee for their efforts on behalf of the QUSA membership," says QUSA President Spring Forsberg.

Discussions were animated, she says. "The executive heard from many members who were strongly in favour of the agreement and from those who were strongly opposed."

Some were concerned about the short time frame of a few weeks in which the agreement was proposed and voted on. Consequently, the Salary and Benefits Committee will be

reviewing the constitution and by-laws to ensure these concerns are addressed in the future.

To speak with a stronger voice on issues of importance to staff, QUSA would like to remind non-unionized staff who are not association members to consider joining, she says.

"We are pleased that we were able to reach agreement with QUSA to provide these additional benefits to our staff," says Richard Weatherdon, Associate Vice-Principal (Human Services). "It demonstrates our ongoing commitment to our employees and their families and provides some further stability over the next two years."

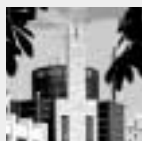
Details of the agreement are available on the Human Resources website, [www.hr.queensu.ca](http://www.hr.queensu.ca)

QUSA website: [www.queensu.ca/qusa/index.htm](http://www.queensu.ca/qusa/index.htm) □

In this issue...

**Test your  
history IQ**

see page 4



## Queen's physicists *continued from page 1*

at a Physics department colloquium. He calls the research results "fantastic ... the high point of my scientific career. It's the first time I've had the overwhelming sense of being right at the forefront of what's happening in physics. It doesn't get any better. It's thrilling that Queen's has played a central role in this."

The first results are the fruits of years of intense work by a collaboration of close to 100 scientists at 11 universities and national laboratories in Canada, the United States and the United Kingdom, says Dr. McDonald, who joined Queen's Department of Physics from Princeton 11 years ago. Seventeen Queen's faculty, staff and graduate students are currently involved in the project.

The total number of neutrinos arriving on Earth is about 5 million per square centimeter per second. The most extraordinary conclusion from the SNO research team is that during the neutrinos' journey, about two-thirds change into other varieties (or "flavours") that are more difficult to detect. This phenomenon explains why experiments beginning in the 1970s counted much lower rates of neutrino arrival than predicted by detailed theories of the sun.

Another conclusion of the SNO research, which received extensive national and international media coverage, has to do with the Big Bang theory. Although the original Big Bang has filled the universe with more neutrinos than any other known type of particle, the neutrino's collective gravitation is not strong enough to stop the current expansion of the universe and pull it back into a Big Crunch.

Though trillions of ghost-like neutrinos pass through the Earth each second, only a few per day will interact in the SNO detector's heavy water, producing the faint flashes of light observed by SNO's 10,000 light sensors. The neutrino research is an essential factor that particle physicists need to incorporate into a frustratingly elusive unified theory of physics that describes the behaviour of all forces and particles – a Theory of Everything, known as TOE.

"We now know that the theories of the sun are accurate," says Professor McDonald, "and that there are new properties of neutrinos, transformations that made them invisible to other measurements. These transformations go beyond the Standard Model of elementary particle physics, and provide a touchstone for theories seeking a more comprehensive description at the microscopic level. The results we have presented are just the start of our series of measurements that will probe the sun and the microscopic theories of physics with steadily increasing accuracy."

As for the complexities of creating SNO, Professor McDonald says: "We have overcome the challenge of building an ultra-clean laboratory the size of a 10-storey building in an active nickel mine, and have created the lowest radioactivity location ever. The contributions that the faculty, staff and students at Queen's have made were essential for the physics and engineering physics solutions that were required."

Physics Professor Emeritus George Ewan, the initial founding director of SNO and in the mid-'80s co-leader of the project, says he's delighted with the research findings.

"I think it's fantastic – I feel like a proud father."

Bill McLatchie, who as Queen's Vice-Principal for Research helped to raise funds for SNO in the 1980s, calls Professor Ewan "the guy who was absolutely key in getting things started." It was in the early '80s that Professor Ewan first became interested in doing physics experiments underground, at that time in connection with proton decay research.

Several other scientists who joined Queen's Physics department in the '80s "were attracted to Queen's because of SNO," Dr. McLatchie says. "In fact, a number of Canadians working abroad all came back to Canada because of SNO."

In 1989, a \$300,000 feasibility study was needed for the building of a tunnel at Inco's Creighton Mine, near Sudbury, he recalls.

"You had to do a geotechnical measurement to ensure you could hollow out the rock. We

had to make a hole about the size of a 10-storey building, but we couldn't get funding. The whole thing could have been stopped in its tracks right there, but Queen's, along with UC at Irvine and the National Research Council (NRC) each put in \$100,000 to complete the feasibility study. The project then attracted money to complete the conceptual engineering."

Construction of the SNO laboratory began in 1990 and was completed in 1998 at a cost of \$73 million, with support from the Natural Sciences and Engineering Research Council of Canada, the National Research Council of Canada, the Northern Ontario Heritage Fund Corporation, Industry Canada, INCO Limited, the U.S. Department of Energy and the Particle Physics and Astronomy Research Council of the UK. The heavy water used in the neutrino detector is on loan from Atomic Energy of Canada Ltd., with the cooperation of Ontario Power Generation.

Building on the outstanding success of SNO, Professor McDonald and the SNO team hope to enhance Queen's



Art McDonald

involvement in particle astrophysics research. They have recently applied for Canadian Foundation for Innovation funding to develop an international underground science facility at the SNO site. It would be run jointly with the University of Guelph, Carleton University, Laurentian University and UBC – present participants in the SNO project.

"The Physics Department is now advertising for two Canada Research Chairs in experimental astrophysics, ensuring Queen's will have significant future opportunities in this exciting field of science," Professor McDonald says. □

## Work Study students to get wage increase

BY CELIA RUSSELL

Work Study students will get a boost in their hourly wage this fall, thanks to some changes to the longstanding Queen's student aid program.

Although the rate will increase to \$10 from \$8 per hour, a student's total entitlement for the year will remain the same, says Jim Kelly, Director, Career Services, whose department coordinates the hiring.

"We've had a lot of requests for this," says Teresa Alm, Associate University Registrar (Student Awards), whose office funds the program. "Tuition has increased dramatically, while the Work Study wage has not in many years."

"By reducing the number of hours students need to work, we hope it will also reduce the number of students currently unable to gain total use of their entitlement," says Mr. Kelly. "It's good from the students' perspective. Working reduced hours will give them more opportunity to focus on their studies, and also on the broader learning environment."

As there are frequently more students looking for work than there are jobs available, Mr. Kelly encourages departments to think about student work projects now. Jobs can range from clerical to library to lab work and everything in between.

Last year, 700 students were awarded entitlements, and only 577 positions were posted.

Created in the early 1980s by

the Alma Mater Society, the program is a financial aid service that assists students (in addition to summer savings, parental support and government aid) to find a part-time job on campus. Student Awards performs a needs assessment on each student and then assigns an entitlement to a maximum of \$2,000 for the period September to April. Under the new hourly rate of \$10, this translates to a total of 200 hours of employment.

Once a student secures a job, 75 per cent of the entitlement is transferred to the hiring department and it provides the additional 25 per cent.

Liann Joannette in Career Services (ext. 74044) will accept department postings for the fall/winter work study starting Aug. 1. Deadline for student applications is Friday, Sept. 14. [careers.queensu.ca/](http://careers.queensu.ca/) □

## Corrections

The article "Queen's opens Historica office" (May 22, 2001, page 1) should have said, Executive Director Tom Axworthy has a PhD in Political Studies at Queen's.

The article "Planning professor wins prestigious Fulbright faculty fellowship" (June 18, 2001, page 1) should have said, Dave Gordon is a professor in the School of Urban and Regional Planning and Michael Hawes is a professor in the Department of Political Studies. □

## Help Lines

Campus Security:  
**533-6111**

**Human Rights Office**  
533-6886  
*Irène Bujara, Director*

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

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

**Secretary of the University**  
533-6095

**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  
533-6000 ext. 77673

**Internal Dispute Resolution (Students & Staff):**

**University Advisors – Students:**  
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

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

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

Acting Editor: Celia Russell  
Director: Richard P. Seres  
Design: Graphic Design Services

The *Gazette* is published fortnightly (except during the summer) by the Department of Marketing and Communications 107 Fleming Hall, Queen's University, Kingston, Ontario K7L 3N6.

Submissions are welcome, but the *Gazette* reserves the right to edit and print contributions as space and staff time permit.

### ENQUIRIES

Tel 533-6000 ext 74498  
Fax 533-6652  
E-mail [gazette@post.queensu.ca](mailto:gazette@post.queensu.ca)

### DEADLINES

Deadline date	Publishing date
7 August	13 August
4 September	10 September

### QUEEN'S TODAY

**HOMEPAGE** [www.queensu.ca/today](http://www.queensu.ca/today)

ISSN 0319-2725

# Gone too soon

## The university community remembers Elspeth Baugh, Bill Miklas and Barry Smith

In recent weeks, the Queen's community has mourned the loss of three of its most prominent leaders, scholars and alumni.

**Elsbeth Baugh**, retired Dean of Women, died Friday, July 6 of complications from cancer. She was 72. As Dean of Women from 1980 to 1993, Dr. Baugh was fearless in fighting for her beliefs and respected for her ability to deal fairly in sensitive and difficult situations. She influenced, advised and was loved and respected by many students. After earning a BA(Hons) in Psychology at Queen's (1949) she received an MA in Clinical Psychology from the University of Michigan (1950) and a PhD from York University (1978). She was the daughter of Robert C. Wallace, Principal of Queen's from 1936 to 1951 and spent her childhood living at Summerhill, the former principal's residence. She taught in the Psychology department from 1987-1993.

**W.E. (Bill) Miklas**, former Associate Dean, School of Business, died Saturday, July 7, after a determined and valiant battle with cancer. He was 60 years old. As a teacher and coach, Professor Miklas's dedication and pas-

sion inspired countless Queen's Commerce and MBA students and Golden Gaels football players. His relationships with referees are legendary. He graduated from Queen's with a BA in Mathematics in 1963 and received his MBA in 1965, before continuing doctoral work in statistics and management science at the University of Michigan. For his playing contributions in the 1960s, he was elected to Queen's Football Hall of Fame. He joined the School of Business in 1970, around the same time that he joined the coaching staff of Queen's Golden Gaels Football Team.

**Barry Smith**, former Dean, Faculty of Health Sciences, died Thursday, June 14 of respiratory failure due to Amyotrophic Lateral Sclerosis. He was 56. A graduate of Queen's Med's '69, Dr. Smith came to Queen's in 1996 as Dean and Vice Principal of Health Sciences. He was a former director of newborn medicine programs at Harvard Medical School and the University of Toronto.

The following are tributes from friends and colleagues of Dr. Baugh, Professor Miklas and Dr. Smith.

### Elsbeth Baugh touched the lives of many



Ernie Sparks

BY JOANNE PAGE

In the 1940s, Elspeth grew up on campus bearing a family name that evokes a famous principal and his era at Queen's University. She duly graduated from Queen's, took the gold medal in psychology, earned a Masters at Michigan, married, raised six kids (her most important job), went back to school and got her doctorate, and joined the ranks of women working outside the home. When she returned to Queen's as Dean of Women, in 1980, she was, in a sense, returning home, and with supreme credentials in Life Experience. However, she did not want to trade on the family history. She just wanted to be herself.

And what a 'self' she was! Fearless, determined, intelligent, principled, utterly practical, and (savingly) wickedly funny, she arrived just as the great equity fault line cracked open across a determinedly traditional campus.

Orientation, 'No Means No', The Montreal Massacre, racism, date rape, homophobia, sexism: Each of these is a story in itself and Elspeth was in the middle of each, making a difference. She understood the tension these events and issues visited upon the institution, and on the

individual. In response, she seemed to be everywhere: Out front where she could be seen and heard, behind the scenes moving mountains and - every bit as critical - quietly listening and advising in the confidential confines of her office, which she and Jerry Roddy ran as a cross between a safety net and trampoline, catching those in freefall and bouncing others forward with renewed purpose.

Her counsel, bidden and unbidden, was flint-hard honest. Her course of action was never trimmed by fear of personal consequence. She took her work extremely seriously; what endeared her to people was that she didn't take herself seriously. The stories are legion of her interventions on behalf of women and men students, staff members, faculty, and members of the wider community; one such earned her the name Dean Sweetie. This attention to the individual, along with her work on upwards of 30 committees, and her relentless battles for institutional change, will be her legacy to her childhood home.

She was trustworthy, direct, and had an unreserved acceptance of whatever life brought, except for injustice and pretension. She could spot a phony at forty paces. She was a life-long professional observer. What people did and said fascinated her. Nothing surprised her; nothing fazed her. I think she was the most tolerant person I have ever known.

And when it was all said and done, when the honours were bestowed and the speeches of appreciation had been given, what mattered to her most in the whole wide world was people: students and friends to be sure; but above all, her six children and their beloveds, and a little red cottage on Charleston Lake.

### Bill Miklas: A dedicated teacher and coach



Ernie Sparks

BY RICHARD JACKSON

Bill Miklas is well known to many generations of Queen's Commerce and MBA students, having introduced them to the challenges of statistics. An energetic, imaginative, and dedicated classroom teacher who used his natural wit and sense of humour to demystify statistics, he won the Queen's Commerce Society's Excellence in Teaching Award. He served as Associate Dean of Queen's School of Business for more than 14 years, led the School as Acting Dean on two separate occasions, was appointed Chair of the MBA Program for four years in the late 1970s at the age of 32, and was Director of the new Executive MBA Program. In May 2001, Professor Miklas was awarded Queen's University's Distinguished Service Award.

As both teacher and administrator, Bill was seen by colleagues as a voice of reason

and restraint - which he reinforced at every opportunity by references to his grip on the purse strings - and, more importantly, as an individual of unsurpassed integrity. His contributions were made in an unassuming and undemanding style, and with true devotion and loyalty to a school that owes much to his insight.

An equally vital part of Professor Miklas's life was university football. An all-star player when he was a Queen's student himself in the early 1960s and one of the early inductees into the Queen's Football Hall of Fame, Professor Miklas served for more than 30 years as Assistant Coach of the Queen's Golden Gaels football team. Over those three decades, Miklas coached approximately 45 per cent of all Queen's football players and, in the words of retired coach Doug Hargreaves, "always was a strong steadying influence... and the right-hand man to four Queen's football coaches." His great contributions to university football were formally recognized in 1994 when he received the Gino Fracas Trophy, a national award for the outstanding volunteer assistant coach in the Canadian Intercollegiate Athletic Union. Some observers of his relations with referees noted the peculiar aptness of his being awarded the Fracas Trophy.

Professor Miklas leaves his wife Susan, son Bill, daughter Sharon and daughter and son-in-law Judy and Steve Sakell.

### Teaching was Barry Smith's first love



Ernie Sparks

BY JOHN RAPIN

*Dr. Rapin delivered this eulogy at Dr. Barry Smith's memorial service at Sydenham Street United Church Friday, June 22.*

Karen and family,  
Ladies and gentlemen, friends,  
Barry Smith was my friend.

In 1963 - 38 years ago in September, a 17-year-old farm boy from Landsdowne and a 17-year-old skinny geeky kid from Toronto met and became friends.

A few blocks from here, at Leonard Field we were two of 60 in the class of Queen's Medicine '69. Over the six years we all lived as an extended family. There were many laughs and some tears.

Barry always wanted to be a paediatrician. Many of us could not understand why our friend and classmate was taking these vows of poverty! There are many stories of course, but few that were able to pass the editorial board!

Barry was the consistent winner of the exam week derby. He was almost always the first to leave the exam hall. On more

than one occasion, he had to wait impatiently for the half hour to pass since no one could leave the two-hour exam until at least that first half hour was up!

Since that long ago fall, Barry became a husband (of Karen whom I have known almost as long as Barry), a father (to Jenny and David), a paediatrician, neonatologist and a leading scientist and he has remained my friend.

Barry was godfather to my first-born Gabrielle and best man when Lyn and I were married. I stood with him when he married Karen our graduation year and again two years ago when they renewed their vows.

When Barry first told me he was dying, that he had ALS, I thought it a particularly cruel blow to strike so soon after beginning his work as Dean of Medicine at his alma mater.

However, he did not share this view. Barry met this final challenge, as he had many others, with energy and courage. Barry accomplished much as a physician and scientist, but teaching was his first love.

He devoted a great deal of time his remaining two years teaching students of the health sciences and his colleagues about ALS, about dying and how to care for the dying patient.

Let me tell you about the other side, the private side. Barry used his remaining time well. He became an even better husband, father and friend. He shared his final journey with many but especially with his children David, Jenny and her husband Kyle, and with his devoted wife Karen.

Barry, my friend, our friend, husband and father... Good bye. □

# Computer simulations aren't what they appear, says Queen's philosopher

BY DAVID PULVER  
NEWS AND MEDIA SERVICES

Increasing faith in the use of computer simulations - a creation of conditions that mimic reality - often depends on a misperception, says a Queen's University philosopher.

Computer simulations are the cherished helpmates of long-range weather forecasters, air safety controllers, pundits of the economy and all-purpose futurists, says Dr. Sergio Sismondo, who presented his analysis of research in this area at this year's annual meeting of the *American Association for the Advancement of Science* in San Francisco.

"But to have trust in a simulation's results is often to have trust in the skills of the people who created it. Given the increasing use of simulations in public situations, this should be of some concern," says Dr. Sismondo, whose special interest is in examining science and technology as social activities.

Professor Sismondo's paper, titled *Complex Issues in the Study*

of the Simulations, argues that simulation "occupies an uneasy space between theory and experiment, between the abstract and the concrete, and often between the pressures of pure science and the needs of pragmatic action."

"Simulation looks like it's just a straightforward spinning out of well-established theories, but it embodies a lot of expert judgment. Computer models are sometimes best evaluated in terms of the confidence that experts have in them, not in terms of statistics or objective measurements."

Dr. Sismondo uses the "greenhouse effect" as an example of the power of simulations, but also how simulation works as an activity. Computer models, he says, can properly deal with questions about the effects of greenhouse gases only by assessing the interaction of many factors. These include water vapor feedback; the effects of clouds at different heights; ice and snow's reflection of light; the changing properties of soil and vegetation with temperature; and possibly

the effects of ocean circulation.

"Without taking into account these and other interacting factors," Professor Sismondo says, "the basic [greenhouse effect] theory says almost nothing useful, or even true, about the real effects of greenhouse gases. That's why simulations are necessary." Yet as things get more complex, experts have to build more and more approximations into them. "There is some sense," says Professor Sismondo, "in which expert judgment is fiddling."

"It should be no surprise, therefore, that there is often disagreement about simulation of the economy: Economists have to make assumptions that are political, and those assumptions are embodied in simulations.

"How much trust should we put in experts who use simulations? Where the public might justifiably be alarmed is where simulation appears to settle as definite something that is still an object of controversy." □

## How's your HQ (History Quotient)?

### Top 10 Canadian myths and fascinating facts

A recent poll shows that US citizens have a proud knowledge of their country's history while many Canadians remain shamefully ignorant of their nation's past. Six in 10 Americans passed a history quiz, compared with just 39 per cent of Canadians tested on equivalent historical facts.

Enhancing history education in Canada is the primary mandate of a foundation called *Historica*, now headquartered at Queen's Faculty of Education. The Honourable Peter Lougheed, Queen's Chancellor and a board member for the foundation, recently lamented in a *Globe and Mail* article that "survey after survey" reveals a lack of solid public knowledge and understanding of Canadian history.

In this issue of the *Gazette*, Queen's education professor John Fielding, who was co-project manager for writing Ontario's world studies and Canadian history curricula and has developed teaching materials for *Historica*, offers the following **Top Ten Myths** about Canadian history for those wanting an early start in preparing for next year's inevitable round of July 1 history quizzes.

10. **Golf was never an Olympic sport.** Wrong. In 1904 Canadian George Lyon won the gold medal.

9. **More Canadians migrate to the U.S. than Americans to Canada.** Only right sometimes. Between 1890 and 1914 more than 740,000 Americans emigrated to Canada.

8. **At the beginning of the 20th century Alberta and British Columbia were the fastest-growing provinces of Canada.** Actually, it was Saskatchewan that by 1911 surpassed Nova Scotia to become the third most-populated province of Canada. It retained that status until the late '40s.

7. **Women playing hockey is a modern phenomenon.** In the 1890s there were, in fact, well-organized women's hockey leagues in quite a few cities, including Montreal and Toronto.

6. **The most successful sports team in Canadian history is the Montreal Canadiens.** Sorry, it was the Edmonton Grads, a women's basketball team that totally dominated their sport from 1915 to 1940. They won 93 per cent of their games and 108 titles at all levels, including world championships.

5. **The approximately 6,000 Chinese workers who were brought to Canada between 1881 and 1885 to build the CPR are nameless and faceless.** Unfortunately, there are not enough primary sources but we do know about one Chinese immigrant in some detail: Pon Git Cheng. Because he could write and kept a rudimentary journal, Git Cheng has provided some insight into his life as a navy in Canada.

4. **Canada is receiving more immigrants than at any time in our history.** The numbers

are substantial, with a consistent 200,000-plus annually since 1990, but a greater number came in the years 1906 to 1914, with 1913 the top year of all time at 400,870.

3. **There is only one Last Spike photograph.** There were really two pictures taken that day at Craigellachie, BC, in 1885. The official one we all know about but there was also an unofficial photograph: The workers posed for their own photo after the bigwigs had gone.

2. **Aboriginal people in Western Canada could not make the transition to farming.** Despite many barriers placed in their way, native farmers were highly successful at acquiring and using farm technology until 1888, when the Department of Indian Affairs began to discourage them from purchasing machinery. It seriously set back their progress.

1. **Canadian history is boring.** Thanks, in part, to the more than 62 Heritage Minutes (mini-TV documentaries) that tell fascinating stories about Canadians, a 2000 survey conducted by the Dominion Institute showed that more than 97 per cent of Canadians felt the study of their history was important, and 88 per cent were personally interested in learning more about Canada's exciting past. To learn more about the Minutes and Canadian history, see [www.historica.ca](http://www.historica.ca). □

## Queen's in the News

### Highlights of Queen's experts in the media Queen's News & Media Services

June 18 - July 12

The **Sudbury Neutrino Observatory** received extensive national and international coverage with the release of its first set of research findings about neutrinos. Queen's leadership role in the project was specifically highlighted in a front-page story in the *National Post*, a feature in the *Toronto Star*, stories in the *Vancouver Sun*, *Ottawa Citizen*, and broadcasts on CJOH (Ottawa) and CKWS.

**Tom Courchene** (Policy Studies) was quoted in the *National Post* about the endangered loonie; he warned that Canada should take the initiative and negotiate the terms of a currency union.

**John Smol** (Biology) was interviewed on CBC Radio Winnipeg about his drought research.

Researcher **Gerald Wilde** (Psychology) was quoted in a *Vancouver Sun* story: 'Safer cars lead to worse driving'. Professor Wilde has been studying the psychology of risk since the 1960s.

Queen's trade expert **Robert Wolfe** (Policy Studies) was quoted in *Le Soleil* on the recent Summit of the Americas.

**Katherine Wynne Edwards** (Biology) research on hormones and expectant fathers was highlighted in *WebMD Health*, the *Vancouver Sun*, and *Montreal Gazette*.

CBC Radio's *The World at Six* interviewed Professor Emeritus, **Peter Hennessy** on: 'Is Kingston Penitentiary a prison out of control?' Professor Hennessy is author of a history of the penitentiary called "The Big House".

The *National Post Business Magazine* highlighted **Dean Margot Northey** (School of Business) as a member of The Case Study Board of Advisers. The board, comprised of Canadian business experts on management and corporate strategy, will assist CEOs of major Canadian companies to meet their business challenges.

Queen's 1996 **Computing Science** graduating class was featured in a 2-page spread in the *National Post*. **Janice Glasgow**, head of the department, was quoted extensively in the article, which highlighted the graduates' employment successes.

*Maclean's* magazine featured the **Agnes Etherington Art Centre** sponsored exhibit, *Museopathy* in the article "Going Against The Flow: Cutting-edge creators wrest new ideas from the staid museums of Kingston."

Marketing and business strategy expert **Ken Wong** (School of Business) was quoted in *Marketing* magazine about the perception of CFOs in Canadian ad agencies. Professor Wong was also quoted about recent campaigns that reflect the diverse backgrounds of today's beer drinkers, and about Sprint Canada's first-ever national branding campaign.

## media TIP

Take dynamic photos in the field and in the lab.

A good photo of a researcher can add enormous impact to a successful research story. At a recent conference on the visual communication of science, Nature editor Phillip Campbell stressed the importance of well-conceived and good-quality images to rounding out an article in his prestigious publication. For researchers this

means avoiding the "grip-and-grin" or vanity-style snapshot. Instead, Campbell said he wants a dynamic image of the scientist/physician in the context of his or her work.

Adapted from Jacob Berkowitz, *Quantum Writing*

News & Media Services, Anne Kershaw, manager, ext. 74038 and Nancy Marrello, Coordinator, ext. 74040.

## People

**Andy Hooper** (Information Technology Services) and **Bob Cavanagh** (School of Business) were honoured at a recent dinner hosted by CANARIE Inc. in Montreal in recognition of his contribution to founding and building the .CA Internet domain in Canada.

**Tara MacDonald** (Psychology) was selected as one of the 2001 recipients of the Canadian Psychological Association President's New Researcher Award. Dr. MacDonald was recognized for her work on Alcohol myopia and condom use: Can alcohol intoxication be associated with more prudent behavior? published in the *Journal of Personality and Social Psychology* in April 2000.  
[www.cpa.ca/presse01.html](http://www.cpa.ca/presse01.html)

**Patrick Oosthuizen** (Mechanical Engineering) was awarded the Jules Stachiewicz Medal for 2001 by the Canadian Society for Mechanical Engineering, for outstanding contributions to heat transfer in Canada. He has also been named a Fellow of ASME International (The American Society of Mechanical Engineers). The Fellow grade is conferred upon a member with at least 10 years active engineering practice who has made significant contributions to the field.

**Christine Overall** (Philosophy) recently published her seventh book (not her second, as was erroneously

reported in the June 18 *Gazette*) *Thinking Like A Woman: Personal Life and Political Ideas* (Sumach Press). The book is a compilation of 70 weekly columns from the *Kingston Whig-Standard*, for which she has written for more than a decade.

**Mohammad Qadeer** (Professor Emeritus, former director, Urban and Regional Planning) has been awarded the title Fellow by the Canadian Institute of Planners Council and the Fellows Selection Committee. The honour recognizes his outstanding contribution to Canadian planning and is normally given to just two or three people per year.

**Victor Snieckus** (Chemistry) has received the 2001 Heterocyclic Award from the International Society for Heterocyclic Chemistry. Dr. Snieckus discovered new synthetic methodology, applied it to creative construction of bioactive and natural products, and has made a major impact on how synthetic chemistry is practiced in the pharmaceutical industry. He also recently won the American Chemical Society Arthur C. Cope Scholar Award. Rarely awarded to anyone outside the U.S., this award recognizes and encourages excellence in organic chemistry.

*People highlights the accomplishments of staff and faculty at Queen's. Send your items to [gazette@post.queensu.ca](mailto:gazette@post.queensu.ca)*





## Researcher awarded CSA grant

A Queen's researcher has been awarded one of five grants under a new Canadian program for satellite communications research.

Mohamed Ibnkahla of Electrical and Computer Engineering will receive \$100,000 over two years to develop signal-processing techniques for a satellite communications receiver to overcome degradations in satellite transmissions. His group will also develop tools to quickly and easily estimate the performance of a satellite communications channel.

Dr. Ibnkahla's grant is part of a total of \$790,000 in grants announced with the launch of the new Canadian Space Association/Canadian Institute for Telecommunications Research space communications research program.

The projects involve 13 researchers from seven Canadian universities: Queen's, Carleton, Concordia, McGill, Alberta, Toronto and Waterloo, and the federal Communications Research Centre. The CSA-CITR program supports Canadian leadership in the research and development of emerging space communications systems and technologies. It also seeks to strengthen transfer to industry of university-generated knowledge through research partnerships. The CSA will contribute \$1.9 million over five years, with additional funding to be obtained from industry. CITR will administer the program through its established research management structure, which mobilizes university, industry, and government participants in planning and oversight of the program.

Dr. Ibnkahla was recently awarded a Premier's Research Excellence Award for his research into high-performance signal processing algorithms for wireless mobile communications. He has worked extensively in the field of satellite communications, neural networks and global positioning system signal processing with the French Space Agency, European Space Agency and the European Advanced Communications Technologies and Services Program.

[www.ece.queensu.ca/dept/fac/mi.html](http://www.ece.queensu.ca/dept/fac/mi.html)  
<http://www.space.gc.ca/home/index.asp>

## Engineer awarded Canada Research Chair

Another Queen's researcher viewed as a world leader in his field of study has been recognized through the federal government's new program aimed at strengthening research excellence in Canada.

Praveen Jain, Department of Electrical Engineering, has been awarded a Canada Research Chair for his revolutionary work in the field of telecommunications - one of 83 new Chairs at 25 Canadian universities announced last month by the Honourable Brian Tobin, Minister of Industry. This brings to 360 the number of Chairs established since December, 2000 - eight of them at Queen's.

"The Department of Electrical and Computer Engineering at Queen's University has an international reputation for its research expertise in telecommunication systems and its telecom power group, under the leadership of Praveen Jain, is con-

sidered the most outstanding in Canada," the government announcement says.

The announcement notes that we are living in an information age with people around the globe linked through information networks. The computer, broadcast and telecommunication industries are converging to provide a wide range of broadband, multimedia, entertainment, communications and information services. However, these emerging information networks require high bandwidth, high-energy efficiency, high availability and reliability at low cost. Power electronics is an integral part of these networks, and the installation of new information systems is expected to double global power supplies sales to \$20 to 30 billion in the next several years.

Dr. Jain's earlier work in high frequency resonant converters revolutionized the design of ultra-reliable and high-density power supplies for telecommunications. The Canada Research Chair will allow Dr. Jain to achieve integrated solutions for powering the next generation processors through the development of new power delivery architectures, and to use them in industrial telecommunications and computer applications. The funding will also help build a state-of-the-art laboratory, which is expected to attract more graduate students and post-doctoral fellows.

Canada has a 5 to 10 percent share of the global computer and telecommunication market. This research will help Canadian industries by providing the competitive edge required to penetrate the lucrative global telecommunications and computer market. It will also benefit smaller Canadian companies competing in the power supply market for portable consumer products.

David Strangway, President and CEO of the Canada Foundation for Innovation (CFI), recently announced an investment of \$21.5 million to provide infrastructure support to Canada Research Chairholders. CFI support to the Chairs Program now totals \$26.6 million.

Two thousand Canada Research Chairs will be established by 2005. The next announcement will be made in early fall 2001.  
[www.chairs.gc.ca](http://www.chairs.gc.ca)  
[www.innovation.ca](http://www.innovation.ca)

## Oncologist recognized for cancer research

A Queen's Oncology professor has been awarded the O. Harold Warwick Prize by the Canadian Cancer Society. Dr. Joseph Pater, who has directed the NCIC Clinical Trials Group since 1980, is being recognized for the major impact his research has had on cancer control in Canada. Dr. Pater has improved the way Canadian scientists conduct clinical trials - thereby helping to develop new therapies for cancer patients and the faster communication of these treatments to physicians and patients across the country. Thanks to his work, Canada is now an international model for clinical trials research. Three other leading cancer researchers are also receiving awards from the NCIC this year. Each award comes with \$1,000 for the recipient and \$20,000 for their research.

[www.ctg.queensu.ca](http://www.ctg.queensu.ca)

## Three faculty elected Royal Society Fellows

Biologist Peter Boag, Biochemist/biologist Peter Davies and VP (Research) Kerry Rowe are among 64 of Canada's best and brightest recently elected to the Royal Society of Canada. All three were elected to the Academy of Science arm. Drs. Boag and Davies were elected under the Life Sciences category while Dr. Rowe was elected under the Applied Science and Engineering category. Dr. Rowe was also recently inducted into the Canadian Academy of Engineering. Fellows of the academy are professional engineers elected by their peers on the basis of their achievements and contributions to society, to the country and to the profession.

[www.rsc.ca/](http://www.rsc.ca/)  
[www.acad-eng-gen.ca/](http://www.acad-eng-gen.ca/)

## Queen's promotes nuclear engineering

Ontario Power Generation (OPG) has committed \$5 million towards the creation of a Universities' Network of Excellence in Nuclear Engineering. This initiative joins together five Ontario universities with strong engineering programs - Queen's, Toronto, McMaster, Waterloo and Western. The program will foster collaborative research and education among these universities to benefit the development of nuclear technology, while encouraging and supporting nuclear engineers and scientists.

OPG will invest up to \$1 million a year for the next five years to fund the Network of Excellence, while encouraging the universities to pursue matching funding from the Natural Sciences and Engineering Research Council of Canada (NSERC) and other federal and provincial granting agencies.

"This investment will help create five industry Research Chairs at these universities, as well as offer scholarships for up to 30 sponsored students enrolled in a course-based Masters program in nuclear engineering," said Ron Osborne, President and CEO of Ontario Power Generation. The network's goal is to eventually link with other Canadian universities with strong engineering programs and have Canadian nuclear industry companies participating in the program.



All systems are go: The Queen's solar vehicle team recently unveiled their newest car, *Mirage*, at a University Club ceremony. The team embarked July 15 on the 2001 American Solar Challenge (ASC) via Historic Route 66. From then until July 25, the team will race with more than 60 solar vehicle teams from around the world from Chicago to Claremont, Ca. Follow their progress at [www.solarcar.queensu.ca](http://www.solarcar.queensu.ca).

## Charge it and support Queen's

Alumni Affairs is pleased to announce the launch of a new Queen's University MasterCard credit card program with MBNA Canada Bank, and invites alumni, faculty, staff and students to select the new Queen's MasterCard as a way to show their support for Queen's. MBNA Canada will provide a contribution to Queen's for each new account that is opened and used to make a purchase.

Details: Dan Robertson (ext. 75386) or Dawn-Marie Parslow (ext. 77905) in Alumni Services. Or, apply over the phone by calling MBNA Canada at 1-800-416-6345, and quoting source code ANLB.

## Study art at Biology station

Queen's Biology Station and artist Turid Forsyth present a weekend-long art and photography workshop this Aug. 3-6.

Participants can expect to spend at least half of their time outdoors, walking rough terrain. Enrolment is limited to 12 people. Information: Queen's University Biology Station, Frank, Floyd or Erin, at (613) 359-5629, or via email at [phelanf@biology.queensu.ca](mailto:phelanf@biology.queensu.ca)

## Explore your artistic passion

Explore your artistic passion by creating a piece for *Mucho-Gusto*, a mini-works fundraiser for the Union Gallery. Artists work on an "8x10" canvas and choose their own style. Works will be displayed and auctioned off in the fall. Deadline to return works: Aug. 10. Details: 533-6000, ext. 75384.  
[library.queensu.ca/webbugall/](http://library.queensu.ca/webbugall/)

## Alfred Street to close during construction

Alfred Street between Union and Earl will be closed to through traffic Monday, July 16 at 7 am until Friday, Aug. 3 at 5 pm. The closure will expedite the installation of pre-insulated water and heating pipes at the new Queen's School of Business. Detour signs will be posted around the construction site. □

# Catch the cycling QBUG and make Queen's a bicycle-friendly campus

**P**arking problems bugging you? Do you bike to work or wish you could? Queen's Bicycle Users Group (QBUG) wants to hear from you.

Bicycling advocate Ross Trethewey created QBUG last year as a way for Queen's people with an interest in cycling to exchange ideas on how to make Kingston and Queen's more cycle friendly. Their vehicle of discussion is an email list. They make proposals to the relevant individuals and groups to bring about improvements. Mr. Trethewey, who works at the

Physical Education Centre, decided to organize the group after taking note of the successful cycling programs in Ottawa. "Many major companies have a BUG list, and I thought that I would start one at Queen's. For example, there are 800 people who bike at Nortel Communications. I figured that if just a portion of the Queen's staff bikes, then it could make a difference."

The group, consisting of about 60 staff, faculty and students, has successfully encouraged the City of Kingston to pay

more attention to its bike paths. The group also has suggestions for campus including more bike racks around the buildings and better lighting to prevent bike thefts.

By promoting a bike-friendly policy, the group hopes it will change the mentality towards cycling at Queen's not only during the season but year-round.

"Several universities in the U.S. have greatly improved their bicycle facilities to try and encourage people to take their bikes instead of their cars. University parking lots are at a

premium and this is one inexpensive method for the university to reduce traffic congestion."

The group still has much work to do before Queen's and Kingston become fully bike-friendly places, but QBUG is a good place to start. "It's about getting organized and hopefully people will listen. We have legitimate concerns and I hope they will be addressed."

To subscribe to QBUG, send a blank e-mail to [qbug-subscribe@topica.com](mailto:qbug-subscribe@topica.com) or visit [post.queensu.ca/~rt8/qbug.html](http://post.queensu.ca/~rt8/qbug.html) □



Ross Trethewey

Celia Russell



## Human Resources

[www.hr.queensu.ca](http://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, July 24, 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.

**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.*

Research Contracts Coordinator 2001-36  
Office of Research Services  
**Laurel Amey**

Administrative Assistant 2001-60  
School of Physical and Health Education  
**Leisa McDonald** (School of Graduate Studies and Research)

Assistant to the University Registrar 2001-54  
Office of the University Registrar  
**Adrienne Clarke** (University Residences)

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

### 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](http://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."*

### Payroll Assistant 2001-73 Human Resources

This is a one-year term appointment working 100% time.

**Major Responsibilities:** handle requisition payroll (coding, inputting, filing, advances, cheque requisitions, bank changes, salary advice notices, registers); input all payroll journal entries into DIDE system (re-coding, prepaids, reversals, benefit payment journals); handle student contracts; assist Payroll Control Coordinator and Payroll Supervisor with data audits to ensure data integrity.

**Requirements:** one year post-secondary training in business administration (consideration will be given to an equivalent combination of education and experience); excellent interpersonal and communication skills in order to deal with questions from departments and employees on salary matters; proficiency with word processing programs; ability to learn new systems as required; familiarity with QBIO, PIMS, GEAC, DIDE, SISA, TRAN; strong time-management skills in order to prioritize work to meet payroll/finance deadlines.

**Minimum Hiring Salary:** \$28,763 Salary Grade 4 - ADMG4

### Faculty Registrar 2001-74 Faculty of Education

This is a one-year term appointment working 100% time as a result of a leave of absence.

**Major Responsibilities:** oversee the management and operation of the Registrar's Office, Faculty of Education; provide direction and support to staff; encourage a cooperative team approach to serving clientele of the Registrar's Office; advise the Dean and other members of faculty concerning admission, enrolment, program administration and teacher certification issues; participate in policy-setting through membership on Faculty Board and Board committees; devise and establish procedures and practices for the implementation of Faculty admission and program policies, and Ontario College of Teachers teacher certification requirements; represent the University and Faculty by communicating policies and procedures to individuals and groups outside and within the University.

**Requirements:** a bachelor's degree, completion of a program or courses in administration and extensive experience in a university registrar's office; strong analytical skills in order to interpret government regulations and reports; superior human relations skills to deal tactfully with candidates in an exceedingly competitive admission climate; excellent leadership skills in order to maintain a team approach within the office; proven organizational ability to coordinate a number of diverse activities with simultaneous deadlines.

**Minimum Hiring Salary:** \$53,754 Salary Grade 10

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

### Secretary 2001-75 Faculty of Law

This is a continuing appointment working 80% time.

**Major Responsibilities:** provide secretarial services to faculty members and sessional lecturers (correspondence, course work, exams, research papers, memoranda); convert data or documents between various formats as necessary; maintain filing systems and perform photocopying and fax services; make appointments for assigned faculty members and handle inquiries from students and faculty members; sort and distribute all incoming mail; other secretarial and administrative tasks as required.

**Requirements:** secondary school diploma or one-year post-secondary program in office administration including secretarial computer training; knowledge of word processing packages such as MS Windows and MS Word; familiarity with spreadsheet

and database software programs an asset; willingness to learn new packages essential; must have a service-oriented perspective and a willingness to work as part of a team; attention to detail and accuracy; good organizational and time management skills.

**Minimum Hiring Salary:** \$27,338 Salary Grade 3 - ADMG3 (Salary will be adjusted to reflect working 80% time.)

### Receptionist/Senior Secretary 2001-76 Faculty of Arts and Science

This is a one-year term appointment working 100% time.

**Major Responsibilities:** perform reception services in the Dean's Office; answer and direct telephone calls; greet visitors, provide general information and direct queries to the appropriate individual; provide secretarial/clerical support (word processing/typing, faxing, photocopying); prepare correspondence; prepare/review adjunct appointment letters; update Faculty web-page and expand links; install new software as directed; perform general accounting/bookkeeping duties; review routine compensation data sheets; provide financial summaries as required and resolve discrepancies referring only complex problems to senior staff; maintain accurate and organized data by using and refining computer databases and/or filing systems; retrieve data to produce reports in response to requests for information; maintain office supplies and distribute keys; undertake other duties as delegated in support of the Faculty Office.

**Requirements:** one year post-secondary training in business administration, accounting/bookkeeping or computing and previous relevant experience in an office/service environment (consideration will be given to the equivalent combination of education and experience); excellent interpersonal and communication skills; ability to exercise diplomacy, sound judgment and sensitivity; ability to maintain strict confidentiality; strong computer and office skills including proficiency with a variety of word processing, spreadsheet and database applications; ability to learn new software programs as required; familiarity with Queen's mainframe environment, financial system and university structure considered an asset; writing, basic editing and proofreading skills with an ability to pay attention to detail and accuracy; general accounting/bookkeeping skills; service-oriented perspective; strong organizational and time-management skills; ability to maintain focus in an interruption driven environment and while under pressure; problem-solving skills and the ability to know when and where to refer problems.

**Minimum Hiring Salary:** \$28,763 Salary Grade 4 - ADMG4

### Assistant to the University Secretary 2001-77 University Secretariat

**Major Responsibilities:** report to the University Secretary; provide support for the receipt and monitoring of bequests and the establishment of endowments; assist the University Council Secretary with planning and coordinating the annual meeting and awards dinner, and meetings of the executive committee; organize and administer annual nominations and elections to

the Board of Trustees, the University Council and staff to Senate; assist Convocation Coordinator with arrangements at spring and fall convocations; provide administrative support for annual staff recognition awards; other administrative and research support, and back-up reception duties as required.

**Requirements:** two-year post-secondary program with several years of related experience (or an equivalent combination of education and experience); university degree an asset; knowledge of Queen's procedures, policies and regulations preferred; well-developed communication and interpersonal skills; demonstrated, excellent research and writing skills; capacity for independent and sound judgement, diplomacy and discretion; excellent organizational skills; excellent computing skills (MS Office, database management, web publishing skills); knowledge of bookkeeping and accounting practices.

**Minimum Hiring Salary:** \$34,192 Salary Grade 6 - ADMG6

### Thesis Coordinator 2001-78 School of Graduate Studies and Research

**Major Responsibilities:** report to the Registrar of the School; arrange thesis examinations; assign the Chair of the examination committee; ensure that all requirements for degrees have been met; generate completion letters for thesis students and non-research master's students; bind and prepare archival copy of the thesis and manage any restrictions pertaining to publication; prepare and submit degree list for approval; arrange honoraria and travel expense reimbursements for external examiners.

**Requirements:** university degree an asset; familiarity with Queen's departments and the School of Graduate Studies and Research regulations; proven ability to work independently, set priorities and make quick decisions; strong interpersonal, organizational and communication skills; advanced secretarial experience including excellent word processing skills; willingness to work extra hours when necessary.

**Minimum Hiring Salary:** \$34,192 Salary Grade 6 - ADMG6

### Other Positions

#### DuPont Canada Chair in Engineering Education, Research and Development Faculty of Applied Science

The Faculty of Applied Science of Queen's University invites nominations and applications for the DuPont Canada Chair in Engineering Education Research and Development.

The Chair is associated with the Integrated Learning Centre ([ilc.queensu.ca](http://ilc.queensu.ca)), but may also be cross-appointed to an appropriate Department and/or to the Faculty of Education, depending on his or her interests. The Chair will develop strong ties to the Instructional Development Centre and will enhance and supplement its work with regard to Applied Science.

An established record of success in developing and maintaining effective teaching of engineering and/or closely related areas in science, computer sci-

### Reminder for summer job postings

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

# Human Resources *continued*

ence or mathematics is essential. Other desirable qualifications are a degree in engineering, a degree in education, and a network of contacts among practising engineers.

The Chair will carry on research in education and will publish in scholarly journals in the field. The Chair is expected to assume responsibility for monitoring the effectiveness of the learning techniques utilized in the Integrated Learning Centre. The Chair should promote research in measuring the effectiveness of graduates in their professional careers, in measuring the effectiveness of the education when the graduate enters practice, and in developing and implementing improved and novel techniques for both undergraduate programs at Queen's and in-service education in industry. Guiding graduate students in such areas is desirable. Interaction with industry is important.

The Chair will contribute to undergraduate teaching in Applied Science courses, and may also choose to engage in related activities which broaden the impact of his or her scholarship, drawn from such areas as distance education, short courses for engineers and/or professional trainers in industry, outreach activities into schools or the community, curriculum development and textbook writing.

Apply to: Associate Dean (Integrated Learning), Room 307 Fleming Hall, Stewart-Pollock Wing, The Integrated Learning Centre, Queen's University, Kingston, ON, K7L 3N6. e-mail: ilc@post.queensu.ca. Fax: 613 533 2721.  
**Deadline:** Sept. 30, 2001

## Clinical Associate Division of Radiation Oncology, Kingston Regional Cancer Centre

The Kingston Regional Cancer Centre seeks a Clinical Associate to join the medical staff of the Division of Radiation Oncology. In collaboration with members of the senior radiation oncology staff, the Associate will participate in the assessment of new patients and in the continuing care and supportive care of patients living with cancer. The Associate will divide his/her time between the oncology inpatient unit at the Kingston General Hospital and the outpatient clinic at the Kingston Regional Cancer Centre. The position primarily involves patient care, but there will be some opportunities for teaching and supervision of residents and medical students. The position requires an up-to-date knowledge of the management of common medical problems arising in a generally older population, but no specialized training in cancer medicine is necessary.

This position is available July 30, 2001 and may be of particular interest to any physician who wishes to learn more about oncology and the supportive care of

patients with cancer.

**Applications and enquiries:** Dr. W.J. Mackillop, Head, Division of Radiation Oncology Kingston Regional Cancer Centre, 25 King St. W. Kingston, ON, K7L 5P9. Telephone: 544-2630 ext. 4144. Fax: 546-8203. Email: william.mackillop@krcc.on.ca

## LIPIDOMICS™ – Project Leader Cytochroma Inc.

Cytochroma has recently embarked on a program to develop a novel technology platform, LIPIDOMICS™, for lipid profiling of biological systems. We seek a dynamic self-starter to play a leadership role to define, develop and drive this new technology forward; lipid profiling of biological systems. Initially these efforts would be used to identify the substrates of novel cytochrome P450 enzymes to build the company's pipeline of validated gene targets. The full potential of LIPIDOMICS™, is to serve as a complement to genomics and proteomics technologies in deciphering changes in lipid levels and the impact of these changes on human health.

A background of accomplishments in lipid biochemistry and development of HPLC and LC-MS/MS techniques is essential. Collaborating with a team of scientists, academics and bioinformatics specialists, the successful candidate will possess strong communication and computer skills. You must have a PhD in Biochemistry or a related field and three to five years relevant industry experience.

Cytochroma Inc. offers competitive salaries and a full array of benefits. Apply with curriculum vitae to: susanne@cytochroma.com or Cytochroma Inc., Attention: Human Resources, 116 Barrie St., Suite 2424, Biosciences Complex, Queen's University, Kingston, ON, K7L 3N6

## Assistant Professor Positions Faculty of Education

The Faculty of Education at Queen's University ([www.educ.queensu.ca](http://www.educ.queensu.ca)) invites qualified applicants for two tenure-track positions at the rank of Assistant Professor. The positions, subject to final budgetary approval, will begin July 1, 2002.

### Educational Policy Studies

Applicants should have academic qualifications in Educational Policy or Leadership/ Administration and a corresponding record of research and policy-related work experience. Demonstrated ability to teach at the elementary, secondary or post-secondary levels is essential. Expertise in a second area will be an asset.

### Language and Literacy (Elementary)

Applicants should have academic qualifications in Elementary Language Arts curriculum and a corresponding record of research. Successful language and literacy teaching experience at the elementary level is essential.

## General Requirements

Requirements for both positions include a doctoral degree or equivalent, a well-defined research program, relevant work and/or teaching experience, and a record of scholarly and/or professional publications. Those people who are near completion of a doctorate are encouraged to apply.

Responsibilities for both positions will include maintaining an active program of research and publication, teaching courses at the undergraduate and graduate levels, supervising BEd, MEd and PhD students, and developing and maintaining relationships within the profession.

Applicants must include a letter of application, curriculum vitae, one sample of recent scholarly or professional work, sample course outlines or teaching evaluations (if available), and the names and addresses (including FAX and email addresses) of at least three persons to act as referees.

Apply with letters of reference to: Rosa Bruno-Jofre, Dean, Faculty of Education, Queen's University, Kingston, Ontario K7L 3N6. Telephone: 533-6210. Fax: 533-6307.

**Deadline:** Oct. 1, 2001.

## Changes to the Staff Policy Manual

Human Resources sent updates to the Staff Policy Manual to each department in late June. If you have not received your departmental copy, please call Jackie Cleary, ext. 75037. Call Human Resources with any questions. The Staff Policy Manual is on the web at: [www.hr.queensu.ca/](http://www.hr.queensu.ca/)

## Group life and health premiums for active employees

Group life and health premiums change each July 1. The new rates have been adjusted to reflect utilization and current cost trends.

### Semi-Private Hospitalization

New rates for this coverage are \$4.48 (from \$3.44) per month for single coverage and \$11.65 (from \$8.93) per month for family coverage. This benefit is fully paid by staff members.

### Supplementary Medical

New rates for active staff members are \$11.03 (from \$8.84) per month for single coverage and \$42.32 (from \$33.81) per month for family coverage. These rates represent 30% of the total premium with the remaining 70% paid by Queen's.

### Dental Insurance

New rates are \$9.07 (from \$8.95) per month for single and \$23.60 (from \$22.67) per month for family coverage, and includes orthodontic coverage. Rates for CUPE locals are \$8.63 (from \$8.95) per month for single and \$21.85 (from \$22.67) per month for family coverage and do not include orthodontic coverage. These rates represent 25% of the total premium with the remaining 75% paid by Queen's.

### Long Term Disability

The rate increases to 1.74% (from 1.53%) of monthly salary. This benefit is fully paid by staff members and benefits received are tax-free.

### Basic Life Insurance

There is a slight rate increase to 41.3 cents

## Education Officer Museum of Health Care at Kingston

The Museum of Health Care invites applications for a one-year renewable contract position as an Education Officer. The Education Officer with the support of a Liaison Committee will be responsible for the development, implementation and evaluation of Outreach Educational Programs for use in schools.

The successful candidate will have a post-secondary degree in education with knowledge of the current junior-intermediate curriculum. This new program requires creative leadership with appropriate computer skills and strong written and oral communication abilities. Thus background and experience in curriculum development and teaching and the ability to work independently with good organizational skills are essential attributes. In addition, an interest and knowledge of the history of health care will be useful.

Compensation and work schedule to be negotiated. Apply with covering letter, resume and the names of three references to: Dr. James Low, Manager, Museum of

Health Care, George Street, Kingston, ON K7L 2V7. Telephone: (613) 548-2419. Fax: (613) 548-6042 Email: [museum@kgh.kari.net](mailto:museum@kgh.kari.net).

**Deadline:** July 27, 2001.

## Obituaries

### John A. Milliken (June 10, 2001)

Queen's community member since Oct. 1, 1956

### Barry T. Smith (June 14, 2001)

Queen's community member since July 1, 1996

### Lucien Karchmar (June 21, 2001)

Queen's community member since July 1, 1968

## Reminder

The university will be closed on Monday, Aug. 6, 2001 in observance of the August Bank Holiday.

# Bulletin Board

## Appointments

### Stephen Pang reappointed Head, Department of Anatomy and Cell Biology

Principal William C. Leggett is pleased to announce that Dr. Stephen C. Pang has been reappointed as Head of the Department of Anatomy and Cell Biology for a second five-year term. Dr. Pang will take an administrative leave from July 1, 2001 to June 30, 2002 and commence his second term on July 1, 2002. Frederick Kan will serve as acting head from July 1, 2001 to June 30, 2002.

Dr. Pang received his BSc in mathematics at the University of Manitoba in 1975. In 1981, he completed his MSc and in 1983 obtained his PhD in anatomy from the Memorial University of Newfoundland. He undertook postdoctoral training at the Clinical Research Institute of Montreal and in 1984 joined the Research Institute as a Senior Scientist. Dr. Pang joined the Department of Anatomy and Cell Biology at Queen's University in 1986 as Assistant Professor,

was promoted to Associate Professor in 1991, and to Professor in 1995.

Dr. Pang has been involved in the department's teaching programs at all levels including undergraduate life science, medical and graduate programs. He participates in several departmental and Faculty committees. He has made outstanding contributions in his field of research and in 1994 received the Canadian Association of Anatomists Murray Barr Junior Scientist Award. Dr. Pang is a member of the Cardiovascular Committee of the Medical Research Council of Canada and is an external reviewer for numerous granting agencies and journals. His primary research areas are vascular smooth muscle hyperplasia in experimental hypertension and the molecular and cell biology of atrial natriuretic peptides.

### Dr. Frederick Kan appointed Acting Head, Department of Anatomy and Cell Biology

Principal William C. Leggett is pleased to announce that Frederick W.K. Kan has been appointed acting head of Anatomy and Cell Biology from July 1, 2001 to June 30, 2002.

Dr. Kan obtained a B.A. from Doane College and he received both his M.Sc. and Ph.D. degrees from McGill University. After completing his postdoctoral training at the National Institutes of Health, he joined the Department of Anatomy at the University of Montreal as Assistant Professor in 1985 and became an Associate Professor in 1991. Dr. Kan joined Queen's University in 1994 in the Department of Anatomy and Cell Biology and was promoted to Full Professor in 1998.

Dr. Kan's research interests focus on the cell biology of gamete interaction and fertilization. He has published over 55 papers in refereed journals as well as book chapters. His research program is currently supported by the Canadian Institutes of Health Research and Health Canada. He has served on various committees at the university, faculty and departmental level. He is currently a member of the Students' Progress and Promotion Committee (Medicine) and serves on the Departmental Appointment Committee, Departmental Promotion, Renewal of Appointment and Tenure Committee, and Departmental Workload Committee.

In making this announcement, Principal Bill Leggett expresses his appreciation to Stephen Pang for his leadership over the last five years during his first term as Head of the Department of Anatomy and Cell Biology.

### John McFarlane reappointed Chair, Athletics and Recreation

Bob Crawford, Dean of Student Affairs and Janice Deakin, Director, School of Physical and Health Education, are pleased to announce that John McFarlane has accepted reappointment as the Chair of Athletics and Recreation for a five-year term starting July 1, 2001.

Mr. McFarlane completed his BA/BPHE and M.Ed. (Administration and Policy) at Queen's. He has worked in the School of Physical and Health Education and Athletics since 1977. Mr. McFarlane has provided leadership in many positions in the School including the Chair of Facilities and Services and most recently as the Chair of Athletics and Recreation. In addition he is an adjunct instructor in the area of sports management. Mr. McFarlane continues to be the Queen's representative on the Ontario University

Athletics association and on the Canadian Interuniversity Athletics Union.

### Kim Nossal appointed Head, Department of Political Studies

Principal William C. Leggett is pleased to announce that Kim Nossal has been appointed Head of the Department of Political Studies for a five-year term commencing July 1, 2001. Dr. Nossal will be on leave as of July 1, 2001 and his active service in the headship will begin on Jan. 1, 2002.

Dr. Nossal holds a BA, MA and PhD in Political Economy from the University of Toronto and has been a member of faculty of McMaster University since 1976. He has also been a visiting professor at the University of Toronto, McGill University, and Australian National University in Canberra.

Dr. Nossal's research focusses on international politics, and in particular Canadian and Australian foreign policy. Among his books and monographs are *The Beijing Massacre: Australian Responses* (1993), *Rain Dancing: Sanctions in Canadian and Australian Foreign Policy* (1994); *The Politics of*

# Bulletin Board *continued*

Canadian Foreign Policy (3rd ed., 1997); and The Patterns of World Politics (1998). His latest book, co-edited with Nelson Michaud, is Diplomatic Departures: The Conservative Era in Canadian Foreign Policy, 1984-1993. It will be published by UBC Press in October.

Dr. Nossal is currently a member of the Security and Defence Forum selection committee of the Department of National Defence and serves on the editorial board of four journals. He is past-president of the Australian Studies Association of North America and is a member of the board of directors of the Canadian Political Science Association.

In making this announcement, Principal Leggett wishes to express his appreciation for the dedicated leadership provided by Steve Page during his five years as head of the department.

## Charles Pentland appointed Acting Head, Department of Political Studies

Principal William C. Leggett is pleased to announce that Dr. Charles Pentland has been appointed acting Head of the Department of Political Studies from July 1, 2001 to Dec. 31, 2001.

Dr. Pentland holds BA and MA degrees from the University of British Columbia and a PhD from the University of London. He has been a member of the Department of Political Studies at Queen's since 1969.

Dr. Pentland's teaching and research covers the politics of international organizations and theories of international relations. His current research concerns the political development and external relations of the European Union, in particular its impending enlargement into Central and Eastern Europe, its role in the Balkans, and its development of a common foreign and security policy.

A Senior Fellow of the Centre for International Relations, Dr. Pentland is also associated with the Centre for the Study of Democracy in its Democratic Education Project for Ukraine.

Dr. Pentland has served the university in numerous committee positions, and was previously head of the Department of Political Studies from 1987 to 1992.

## New faculty appointments

As of July 1, 2001:

Chris Mechefske, Mechanical Engineering; Richard Brachman, Civil Engineering; Ian Moore, Civil Engineering.

## Committees

### Advisory Committee on the election of the Chancellor

The Honourable Peter Loughheed's second three-year term as the 11th Chancellor of Queen's University will end June 30, 2002, and he has indicated he wishes to retire.

Under the Charter of Queen's University, the election of a Chancellor is the responsibility of the University Council. According to the By-laws of the Council, the Executive Committee is required to make a nomination so that the Council may choose a Chancellor at the next annual meeting to be held in May, 2002. The Executive Committee of the Council has given the Principal a mandate to name a committee to advise on this matter.

The advisory committee has the following members: John Rae, Chair, Board of Trustees; Helen Cooper, Past-President, Alumni Association, Jane Knox, Professor, Department of Psychology and Senator, Keith Banting, Director, School of Policy Studies; Dan Sahl, Rector; Susan Smith, Senior Development Officer, School of Business; William C. Leggett, Principal and Vice-Chancellor (Chair); Georgina Moore, University Secretary (Secretary).

The Chancellor presides and confers degrees at convocations, chairs meetings of the University Council, is an ex-officio member of the Board of Trustees, and acts as an ambassador for Queen's in many capacities.

The advisory committee welcomes nominations from any member of the university community. Nominations should include a brief biographical sketch and the reason for the nomination. They should be sent to Principal William C. Leggett as soon as possible and no later than Oct. 5, 2001.

## Notices

### Campus Bookstore needs textbook orders now

Attention professors, course co-ordinators and instructors: The course textbook adoption deadline for the Fall and Fall-Winter terms has now passed and 45 per cent of the expected textbook adoptions are missing. Submit adoptions to the Campus Bookstore as soon as possible. Do it online at [www.campusbookstore.com](http://www.campusbookstore.com) by clicking on the "Faculty and Staff" link.

### Rent to international students?

Queen's International Housing Office is looking for rooms and apartments for incoming international students and scholars. To list your property or for details, please visit our website at [www.queensu.ca/quic/housing](http://www.queensu.ca/quic/housing) or call ext. 74650.

### Summer holiday blahs? Inspire your children through Queen's camp programs

The Arts and Science Undergraduate Society present Arts Adventure, Imagination Station, Science and Computer Discovery and Discovery Kids camps for children entering kindergarten through Grade 3 and Grades 9 through 11. Camps run daily 9 am - 4 pm July 9 through Aug. 24. Subsidies available. Details: 533-6917 or drop by 183 University Ave.

## PhD examinations

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

### Tuesday, July 24

**Heidi Haiqing Chen, Chemistry.** Development of Flow Injection On-Line Precipitation-Dissolution coupled with Inductively Coupled Plasma Mass Spectrometry for the Determination of Trace Elements in Saline Water. Supervisor: D. Beauchemin. F411 Frost Wing, 1:30 pm.

### Thursday, Aug. 2

**David Andrew Reynolds, Civil Engineering.** Multiphase Flow and Transport in Fractured Geological Environments. Supervisor: B.H. Kueper. 212 Ellis Hall, 9 am.

**Khalid Al-Batayneh, Biology.** Mutations in *Drosophila* dihydrofolate reductase and methotrexate resistance. Supervisor: V.K. Walker. 3112 Biosciences Complex, 1 pm.

## Surplus Items

### Physical Plant Services offers for sale:

1. Ariens Rocket II rear tine rototiller Tecumseh 7 HP  
10 years old  
Needs some repair  
As is
2. Lawn Boy 21" commercial lawnmower  
Needs repair  
As is
3. 1989 Ford Econoline Van, medium blue  
118,406 km  
As is  
Minimum bid: \$100
4. 1989 Chevy Van, dark blue  
212,300 km  
As is  
Minimum bid: \$100

For information or to view, call Deborah McElroy, ext. 77588 or 533-6431 or email [mcelroyd@post.queensu.ca](mailto:mcelroyd@post.queensu.ca).

Submit sealed bids naming the item to Deborah McElroy, Physical Plant Services by 11 am, July 24, 2001.

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.



Celia Russell

**Fastwürms Kim (left) and Dai set up an artistic installation recently at the Miller Museum of Geology and Mineralogy. "Ms. Rockhound 2001" includes photographs, painted banners, maps and rock samples, and illustrates the love of collecting rocks for the fun of it. Museopathy - contemporary art at Kingston heritage sites - runs through Sept. 9 and is coordinated by the Agnes Etherington Art Centre.**

## Volunteers needed

### Cancer research: You can help

Queen's Radiation Oncology Research Unit is trying to make it easier for people with cancer to understand information presented to them about their diagnosis and treatment choices. You can help us determine which way is best. We are running a computer study that will take about an hour of your time. If you are 18 years of age or older, please call Jennifer Lowe at 549-6666, ext. 3330.

### 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](mailto:twojobs@hotmail.com).

### Endometriosis pain relief

Dr. Robert Reid is recruiting participants to evaluate the effectiveness of a new medical therapy, which may alleviate

endometriosis-associated symptoms. If you are a healthy woman (aged 18-49), with known endometriosis you may qualify. Details: 548-1390.

### Overweight men

Being obese (particularly having abdominal obesity) and having abnormal cholesterol levels are risk factors for cardiovascular disease. Dr. Robert Hudson is seeking overweight male subjects to participate in a study evaluating two lipid-lowering drugs. If you are a man 40 - 65 years of age, with abdominal obesity, high triglycerides and low HDL cholesterol, you may qualify for the study. For details call Nadine Légaré, 533-6000 ext. 77947 or 533-2973.

### Overweight people

Interested in studying your eating patterns and contributing to important research on eating, dieting, and body image? Researchers at Queen's are looking for overweight individuals 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 approxi-

### 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 approxi-

mately 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](mailto:pregnancyandwork@hotmail.com).

### Senior women

Queen's researchers seek women 60-79 years old for a study on the effects of aging, body fat and physical activity on risk factors for heart disease and diabetes. Details: Tammy, 533-6000 ext. 75118.

### What makes women healthy?

A Queen's research team seeks women 25 to 45 for their opinions on accessing and using community health services. Participants will be reimbursed for travel expenses. Details: Kathi Wilson, Geography, 533-6000 ext. 75122.

### Work-related numbness, discomfort

Are you between 18 and 65? Do you experience work-related numbness, discomfort, pain, weakness or tingling of the hand, wrist, forearm or elbow? We seek participants for a study to examine a new assessment tool to detect disability related to these symptoms. Details: Sue, 547-5969, [slj2288@yahoo.ca](mailto:slj2288@yahoo.ca). Project funded by the WSIB under the direction of Brenda Brouwer, School of Rehabilitation Therapy. Honorarium provided.

# Calendar

## Art

**The Agnes Etherington Art Centre,** University Avenue.  
Museopathy, at the Agnes and participating museums. To Sept. 9. Marlene Creates, Orientation, to Sept. 2. George Hawken, Metamorphosis, to Oct. 7. Helen McNicoll, A Canadian Impressionist, to Aug. 12. The Object of Art, to Jan. 20. Ty Wara. A selection from the Justin and Elizabeth Lang Collection of African Art, Aug. 5, 2001 to June 30, 2002. [www.queensu.ca/ageh/](http://www.queensu.ca/ageh/)

**Union Gallery,** first floor, Stauffer Library  
Jan Allen, Deborah Brown, Heather Hicks, Takeshi Miyazawa and Keith Venkiteswaran. Array. To July 24.

Upcoming: Women's Art Festival juried exhibition, July 31 - Aug. 28. Opening reception, Thursday Aug. 2, 6-8 pm. [library.queensu.ca/webgall/](http://library.queensu.ca/webgall/)

## Meetings & Colloquia

**Tuesday, July 17**  
**School of Business Research Forum**  
John Gordon, Queen's. From Theory 'Y' to Chaparral: The Hefferman Era. B204 Mackintosh-Corry, 2:30 pm.

## Courses and Workshops

**Painting and photography workshop**  
Aug. 3 - 7. Led by instructor Turid Forsyth

at the Queen's Biological Station. For information, call (613) 359-5629 or visit [biology.queensu.ca](http://biology.queensu.ca).

## HR, Security offer self-defence courses for women

Human Resources and Campus Security are offering free self-defence courses to female faculty and staff this summer. Rape Aggression Defence training is not a martial arts program. Instead, it teaches defensive techniques using easy and effective self-defence tactics. Two courses available: July 24 and 26, noon - 4:30 pm or Aug. 13 and 15, noon - 4:30 pm. Space is limited, so register early by calling HR at ext. 32070, email [hrradmin@post.queensu.ca](mailto:hrradmin@post.queensu.ca).