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# Gazette



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About 1,000 Queen's community members reflect somberly on the tragic events of Sept. 11 in the United States at a service Friday in Grant Hall. Hundreds more listened to the service on loudspeakers outside. For more photos and comment on how the tragic attack has affected the Queen's community, please see page 4.

## Queen's marks the U.S. tragedy

Words of hope, love, comfort, reconciliation and unity. About 1,000 students, faculty and staff packed Grant Hall Friday to listen to a simple, yet emotional interfaith service. Hundreds more gathered outside to listen to the service on loudspeakers.

Conducted by Queen's Chaplain Brian Yealland and representatives of the Circle of Faith, representing many faith groups on campus and in Kingston, it served to honour and remember the victims and families of the Sept. 11 U.S. tragedy. Classes and non-essential operations were suspended Friday morning for the hour-long service. Rev. Yealland offered a message of condolence for the victims and praise of the human spirit in the aftermath.

"For the human passion and goodness of our American neighbour, we applaud you. For all those who feel vulnerable or threatened, we express our unflinching support."

He urged the crowd to applaud, noting that this is not only a time to mourn but also a time to recognize the gratitude and caring of volunteers who have helped in the rescue and recovery effort, in all capacities. Mohamed Bayoumi, Queen's Professor Emeritus representing the Islamic Society of Kingston, delivered a moving tribute. "We need to pray for peace and justice. We need to realize there is more good than there is evil. We should realize unity through diversity," he said.

The future is in our hands,  
*Tragic events, page 2*

## Integrated Learning Centre: A bold new vision for engineering education

BY NANCY DORRANCE

First-year Applied Science students got some exciting news when they arrived on campus this month. They will be the first to use the university's new, \$24-million Integrated Learning Centre (ILC) facilities, scheduled to open in 2003-04.

So far, students have had the chance to get involved in planning, and participate in several integrated learning initiatives already under way, says third-year Applied Science student Phil Sager, who worked on ILC activities over the summer. "But when we start to see evidence of the new facilities, I think the ILC will have a lot more meaning for the students who are here."

With funding for the building about 75 per cent complete, and

curriculum start-up resources in place the "bold new vision for engineering education" that began in 1995 is almost ready to start paying dividends. But there is still work to be done before the centre becomes fully operational, says Jim McCowan, Associate Dean Applied Science, who has been involved in the project since its earliest stages.

"As well as the remaining funding to finish the building, we have major equipment needs - such as 'green technology' demonstrating environmental responsibility. We also need new endowed chairs that are faculty-wide appointments, in interdisciplinary areas such as alternative energy or sustainable building technology," he says. One example is the \$2.5 million DuPont Chair in Engineering Education Research and Development, announced last October.

On the structural front, the ILC Building Committee is working with Toronto architects, Bregman + Hamann Architects, to generate preliminary drawings. The committee shared these plans at an open house Saturday, on Homecoming weekend. The event took place on the site of the future ILC building: the parking lot between Dupuis Hall and Goodwin Hall.

For Applied Science Dean

Tom Harris and the rest of the Queen's team, the challenge now is to secure the remaining funding within the necessary time-frame. The Massachusetts Institute of Technology and some other Canadian competitors are developing programs very similar to the Queen's model, he notes.

"Those who get there first will be in a much stronger position," Dr. Harris says. "To meet the needs of our students and of the engineering profession, we can lead or we can follow. And at Queen's, we intend to lead."

A key factor in successfully launching the ILC, and continuing its momentum into the future, is the recent appointment of Queen's alumnus George Sweetman as director, says Dr. Harris. "George has extensive experience working in the private sector, and is an expert in dealing with different constituencies," he says. "Bringing someone in from 'outside' provides a diversity of viewpoint without a specific departmental affiliation."

Students who have already worked on integrated learning projects, such as the fourth-year Technology, Engineering and Management course (TEAM) are enthusiastic about the benefits.

*Integrated Learning Centre, page 2*

## Cake marks tasty start to United Way kick-off

Queen's launches its annual United Way appeal with a sweet offer that is hard to refuse. Join organizers for a piece of cake at noon, Sept. 27 next to the Mackintosh-Corry cafeteria.

Last year, staff, students, faculty and retirees raised \$226,000, smashing last year's goal by \$6,000. Campaign co-chairs Sherri Ferris, Lauren Sharpe and Dan Norman are confident it will happen again this year. The key: Increased participation. Their goal is to see the employee/retiree contribution increase by 10 per cent. Just 23 per cent of all Queen's employees donate to the United Way through the university. Last year that translated into about 611 faculty and staff members compared with 565 the year before. Organizers are also encouraging regular donors to dig a little deeper into their pockets.

There are 32 member agencies in The United Way Serving Kingston, Frontenac, Lennox and Addington, providing a wide range of important services, says Dr. Norman. For example, a

donation of \$400 (less than a dollar a day) provides an eight-week basketball program

for 40 youths through the Boys and Girls Club of Greater Kingston. For just \$50 (less than a dollar a week) the Canadian National Institute for the Blind can provide one hour of orientation and mobility

instruction for someone with impaired vision.

One of every three Kingston residents turns each year to one of the many agencies funded by the United Way, Principal William Leggett says. He will be joining Jack Chiang, Chair of the Kingston, Frontenac, Lennox and Addington United Way campaign, to cut the United Way cake Sept. 27. All are invited to join the United Way team for a piece of cake between noon and 1 pm.

Queen's employees can watch for their United Way appeal letters this week in campus mail. Even a few dollars a month by payroll deduction can make a big difference in the Queen's total. One-time donations are also welcome. □



In this issue...

**Queen's Campaign: one year later**

see page 6



## Students rally with Internet fundraising for U.S. tragedy victims

When tragedy struck the World Trade Center Sept. 11, most people spent the day in shock and outrage. Three Queen's University students used the time to get their charity based website – [www.canada-helps.org](http://www.canada-helps.org) – in high gear to accept donations on behalf of the Red Cross for the victims and to launch within 12 hours a 1-800 crisis support line.

"When we saw it happen, we were planted in front of the television in disbelief. Then we realized that we could use our website to help raise money for the victims," says Aaron Pereira, a fourth-year Queen's economics student. "We knew that we could demonstrate a certain amount of youth leadership in this tragedy."

In the days since the tragedy, the website has already raised more than \$200,000.

The idea for came to Mr. Pereira in December 1999, as he watched the collection basket being passed around in church. "I figured that there had be an easier way for charities to raise money using the Internet."

Along with long-time friends and fellow Queen's students Ryan Little, studying French, and Matthew Choi, studying Medicine, Pereira moved quickly to figure out how. They all had a head start – Mr. Little had run his own e-commerce company since he was 14 years old and Mr. Pereira had already established an internet-based business.

They decided to launch the novel website with the objective of increasing aggregate giving and volunteerism to charities in Canada.

Financing quickly followed. At a Queen's University Forum on Information Technology in

February 2000, the group approached an Oracle executive and in a 60-second pitch got the company's attention.

"Right after the quick off-the-cuff pitch, we got access to Oracle Canada's president Bill Bergen to set up a meeting. That relationship has led to more than \$400,000 in start-up support," says Mr. Pereira. "We also used our existing support network from our past business experiences to get several leading Toronto-based business on-board and did a lot of cold calling."

More financing followed, including "upwards of \$250,000" from the CIBC. The bank has also provided the students with considerable mentoring, advice and organizational support.

Since its Nov. 8, 2000 launch, the website has raised about \$500,000 for more than 1,000 Canadian charities including the Canadian Red Cross, the Terry Fox Foundation, the Canadian Cancer Society, many other small local charities, and the recent U.S. tragedy. Funds raised through the site are immediately placed in a trust account and then transferred directly to the bank account of the charity specified by the donor. The organization collects no fees for this service. Mr. Pereira, Mr. Little and Mr. Choi receive no compensation for their efforts and have contributed a significant amount of personal capital to start it up.

The students had to miss two weeks of classes to run the organization from their Toronto office. But, they say, "everyone at Queen's, especially our professors and our faculty office, have been very supportive. We know they understand." □

## Integrated Learning Centre

*continued from page 1*

"This course allowed us to synthesize knowledge from all four years and apply it to a real-world engineering problem," says Hiran Sandanayake, Sc'00.

A lot of the concepts the ILC will use come from materials and projects that began in existing Applied Science courses, says Alex Davis, Sc'04, who worked last summer helping to develop the new integrated first-year course.

Those concepts, emphasizing team-oriented, problem-solving skills in a multidisciplinary learning environment that integrates engineering theory with practice, are at the heart of the ILC vision. "Today's engineers must be able to grasp the complexities of a problem and see how they can fit into an overall solution, not just their own piece of it," says Mr. Sweetman. "With its residential setting and emphasis on student involvement, Queen's is the ideal university to make this happen, and that's what gives our graduates an edge."

One of Mr. Sweetman's priorities is to enlist alumni and friends from the industrial sector, to share what they have learned in their engineering careers, and to coach student projects. "This is a great way for alumni to contribute, both in time and expertise," he says. "Our graduates have a wealth of knowledge and



George Sweetman

experience which can be invaluable in helping students learn how to solve industry-related problems."

Jim Avery, former Technical Director of the highly successful integrated learning program at the University of Colorado, added his endorsement when he visited Queen's last February. "We are proud to be associated with the Faculty of Applied Science ILC. We're convinced that it will be a worthy successor to our own Integrated Teaching and Learning Laboratory," he says.

For details on the ILC, visit the website at: [ilc.queensu.ca](http://ilc.queensu.ca) or call George Sweetman at 533-3130. □

## Tragic events

*continued from page 1*

said Melissa Perera, AMS Social Issues Commissioner. "We have to work to make a difference, to open our hearts and minds." She said she is confident in the strength of the Queen's community to do this, even if it is as simple as smiling at a stranger. "May we keep [the victims] in our hearts and strive to make a change," said Ms. Perera who organized a Sept. 17 candle light vigil outside Stauffer Library.

On Friday, Sept. 14, the university joined the rest of Canada for a National Day of Mourning. At noon that day, chimes sounded from the Grant Hall clock tower signifying a campus-wide minute of silence. Under a clear blue sky devoid of jet vapour trails, people stopped in their tracks, drivers pulled over to the side of University Avenue, staff emerged from their buildings and stood quietly, heads bowed.

"The events of Sept. 11 have clearly affected the mood of the campus," said Dr. Mike Condra, director of Queen's Health, Counselling and Disability Services. "It's inevitable that everyone will find their own way of coping with the anxiety associated with the recent events. He describes the mood on campus as "apprehensive," but says he has not had a sense of people feeling overwhelmed or threatened. He encourages faculty,

staff and students to talk about their feelings and fears.

"No doubt, people have been very absorbed in these events over the past several weeks and are processing the information available," he said. "There is an element of fear and anxiety for most people. It's important to remember that it's not unhealthy at all to be scared. It's a perfectly normal reaction," he says.

While the U.S. focus now turns to possible retaliation and bringing those responsible to justice, Principal William Leggett urged the campus to continue to act with sensitivity toward others.

"The Queen's community is characterized by its diversity. It is one of our strengths. There is no place here for any deviation from the principle that we are all equal partners, all equally deserving of understanding and respect. We cannot allow our emotions, our collective sense of grief and anger, to diminish our commitment to this basic principle."

I call on all members of our community to act with great sensitivity and respect in these difficult times, and to actively protect others' rights when you see them challenged. All of us - no matter what our nationality, race or religion - are shaken by this tragedy and grieve its consequences." □

## Help Lines

Campus Security  
Emergency Report Centre:  
**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

Robin Cameron – Ban Righ  
533-6000 ext. 75363

**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

Greg Wanless – Drama  
533-6000 ext. 75740

**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.

## Globalization discussed at public lecture

The State at the Age of Globalization is the topic of a special lecture this Wednesday by Zaki Laidi, Research Fellow, Centre d'Etudes et de Recherches Internationales (CECI); professor at the Institut d'Etudes Politiques, Paris. Professor Laidi

is Special Advisor to Pascal Lamy, the EU Commissioner for Trade. The lecture takes place in Policy Studies room 334 at 4:30 pm, and is presented by Policy Studies and the Queen's Centre for International Relations. All are welcome. □

## Gazette

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### DEADLINES

| Deadline date | Publishing date |
|---------------|-----------------|
| 2 October     | 9 October       |
| 16 October    | 22 October      |

### QUEEN'S TODAY

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

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# Acting up for the doctor

Standardized Patients test future physician's diagnostic skills and bedside manner

BY CELIA RUSSELL

Sallow-faced Norm Hart is "suffering" from renal failure.

Retiree Blanche Battersby has "a history of osteoporosis."

"Jailbird" Annie Killoran is speckled with body piercings and tattoos and will be bringing a bad attitude along with her recreational drug habit to the examining room.

These skilled volunteers, called Standardized Patients, meet with second-year medical students to put the future doctors' interviewing and communications skills to the test. The students' challenge: Treating them as real patients with real problems.

These intimate 25-minute mini-dramas play out weekly during term-time in an examination room of the Glaxo-Wellcome Clinical Education Centre. A clinical instructor, clipboard in hand, is the only audience member.

In its 10<sup>th</sup> year at Queen's, the Standardized Patients program attracts volunteers from all walks of life who have a wide range of reasons for participating. For program coordinator Diane Morales, it helps to satisfy a lifelong passion. "Although I was educated as a nurse, I've always had a love of drama. This has been a way to combine things and it has been a whole lot of fun."

The program is an initiative of the Education of Future Physicians of Ontario (EFPO), which has helped to establish similar programs at medical schools throughout Ontario.

Volunteer recruitment gears up every September and the program runs through May. Ms.

Morales is always looking for new, energetic people to participate.

The challenge for the volunteer is to learn the role of a patient with a specific or multiple medical conditions, and consistently make this person come alive. In return, they get the satisfaction of helping to educate future doctors, learn techniques in giving feedback and get to meet new people.

"We currently have about 70 Standardized Patients who are paid a stipend for their training and for their time acting the role," says Ms. Morales. "Many are undergrads, particularly Life Science students interested in a career in medicine. We also have a fair number of retired people. Their reasons for participation are varied. Some are grateful for the care they have received in hospital; others like to set these students on a straight course. Some are former teachers, who like the feedback aspect. Some are current or aspiring actors, wanting to improve their skills. "I got a call from someone who was 70 who said they'd always wanted to act," she says.

"Standardized" applies to the patients' behaviour, Ms. Morales explains. More than one "patient" volunteer has to be consistent in exhibiting symptoms and in the way they react to students. There are different degrees of difficulty, depending on the type and number of symptoms they are required to play.

Norm Hart and his wife Nancy have been with the program since the beginning and know about 50 roles each, says



Medical student Alan Cheng examines "jailbird" Annie Killoran with classmate Monika Madan.

Ms. Morales. One of her favorites is Norm's "nasty lawyer" character, on the brink of a heart attack and in no mood to cooperate. "I'm in a hurry, I've got to be in court, he'll yell at unsuspecting students," she recounts with a laugh.

"It's satisfying, helping someone along the way to his or her profession," says Blanche Battersby, who has volunteered for five years. "It is challenging, and there are a lot of details to remember. It is an important job in light of hospital cutbacks and less clinical time for students."

"I felt the interview went well," says Annie Killoran, removing the fake ring from her nose. A Master's student in Pathology, Ms. Killoran is considering a career in medicine. She has volunteered several times in different roles over the past school year. Her role of an

ex-con suffering from more than one condition was more advanced and trickier to portray as well as diagnose, says Ms. Morales.

In the quest for realism, Ms. Morales is an avid props and makeup master. A regular customer at the Hardy Har Har novelty store in downtown Kingston, she keeps a steady supply of fake blood, stitches, contusions and dirt-encrusted wounds on hand. Volunteers frequently bring their own props along to sessions, she says.

"There is usually a lot of joking during rehearsals when we practise these roles. It helps to get the role down and decrease anxiety. The volunteers take the role home and let it marinate for a while," she says. "If it doesn't sit well, they can always say that it isn't for them and try something else."

In addition to honing their diagnostic skills, the sessions also enable medical students to practise the tough job of breaking bad news to patients and families in a compassionate way.

It's an invaluable tool to be able to practise saying the right thing, says Ms. Morales. "Many of the volunteers will 'blubber facilitatively' to help the students to ask the right questions. This is something that they can't learn just from attending a class."

In the future, it is hoped to expand this useful program to other students in Health Sciences including those in Rehabilitation Therapy and Psychiatry, she says.

For more information on the Standardized Patient program, or to volunteer, contact Diane Morales at 533-6887, or [d1m1@post.queensu.ca](mailto:d1m1@post.queensu.ca). □

## Books and Bytes

News from Queen's University Libraries

### Understanding scholarly publishing

BY MELODY BURTON

Last winter, the Senate Library Committee submitted an eight-page report to the Senate. It contained several recommendations that were passed by Senate. One of the recommendations called for a Queen's sponsored symposium addressing the crisis in scholarly publishing. *The Gazette* has been following this story as it develops.

#### What's all the hoopla about?

Simply put, libraries cannot afford to purchase all of the journals and books that scholars need for their research. Academic libraries acquire a small fraction of scholarly publishing annually and this fraction has been in steady decline for more than a decade.

Technology promises some solutions. Electronic formats for journals and monographs are beginning to find a welcome

home in libraries and on the desktops of researchers. Unfortunately electronic formats rarely cost less than their print equivalents and usually cost more. Electronic publishers tend to charge for every component of the product including the size of the archive, the number of simultaneous users, copyright for dissemination and linking capacities to databases and local catalogues. These relevant questions are detailed in licensing agreements.

Recently libraries have begun to form consortia to bargain for group discounts and better agreements. The Canadian National Site Licensing Program (CNSLP) is an example of the purchasing power that all universities can leverage when they work together. Over 700 titles arrived on this campus last spring because of our participation in CNSLP.

#### Radical solutions

A much more profound response to scholarly publishing emerged with the creation of The Scholarly Publishing and Academic Resources Coalition (SPARC) in July 1998. SPARC champions new solutions for scientific journal publishing and "strives to return science to scientists." They advocate fundamental changes in scholarly publishing.

SPARC and The American Chemical Society (ACS) launched *Organic Letters* just two years ago as an affordable competitor to an exorbitant *Tetrahedron Letters*. In its recently published citation reports data, the Institute of Scientific Information (ISI) ranked *Organic Letters* above *Tetrahedron Letters* in impact among organic chemistry journals. *Organic Letters* ranked seventh and *Tetrahedron Letters* thirteenth. ISI goes further to report that "when

*Organic Letters* is evaluated with respect to journals publishing more than 100 articles in 2000, it rises to number two in impact factor." This is extraordinary success for a new journal and is testimony to the support this alternative publishing venture has received among academics.

Since *Organic Letters* entered the marketplace, *Tetrahedron Letters* has flattened its price increases substantially. Still, *Organic Letters* cost one third of an annual subscription to *Tetrahedron Letters*. SPARC is promoting *Organic Letters* as an example of price moderation in a truly competitive marketplace.

Though SPARC is confined to scientific, technology and medical fields, some lessons may be learned for researchers in the humanities and social sciences.

Academics are content providers. As authors, editors and recipients of research funding, researchers produce the content of scholarly publications. Commercial publishers capitalize on the research subsidized by our universities and governments. SPARC's radical message is for scholars, learned societies and associations to reclaim the ownership of their research. Control of intellectual property and the economics of publishing form the nexus of this debate.

Fortunately for researchers at Queen's, we will have a ring-side seat for this debate when it takes place on campus this spring. □

Melody Burton is Reference Services Librarian at Stauffer Library. [library.queensu.ca](mailto:library.queensu.ca)



Nancy Dorrance

# A time to remember

BY ANNE KERSHAW

A recent letter writer to the *Globe and Mail* tells of calling his own university shortly after learning of the terrorist attacks in the U.S. to inquire whether classes would be cancelled. A staff member responded, "What does New York have to do with us?"

Any of us at Queen's who may have felt similarly disconnected, even while watching live television on the morning of Sept. 11 as the horrific events unfolded, have come to understand over the past two weeks just how profoundly our lives, and our fate, intersect with those at Ground Zero.

Within hours, in fact, came the realization that many members of the Queen's community were now caught up in the terrifying chaos of attempting to reach loved ones in New York, Washington or Pennsylvania. University administrators and Queen's security would be called upon to search out students on campus to deliver messages from parents that they were safe. Our Principal would need to quickly

convey a message of reassurance and support to the university community, despite the uncertainty and anxiety over what might happen next.

It wasn't long either, before another realization would take hold. Our international community, of which we are so proud, includes many students who could become targets of misplaced anger. Principal Leggett would circulate a second, more pointed message:

The Queen's community, he said, is characterized by its diversity. "It is one of our strengths. There is no place here for any deviation from the principle that we are all equal partners, all deserving of understanding and respect. We cannot allow our emotions, our collective sense of grief and anger, to diminish our commitment to this basic principle."

As the Principal moved quickly to set a tone worthy of our community, other administrators, staff and students worked to ensure that a support network was in place for all those needing reassurance, crisis



Nancy Dorrance

AMS Social Issues Commissioner Melissa Perera addresses the crowd at a candlelighting service Sept. 17 outside Stauffer Library to remember U.S. tragedy victims.



Nancy Dorrance



Celia Russell



Celia Russell

# and join together

counselling or help in reaching loved ones. At the same time, some members of faculty quickly organized forums to allow for an exchange of views and a more dispassionate analysis of the international implications of unfolding events.

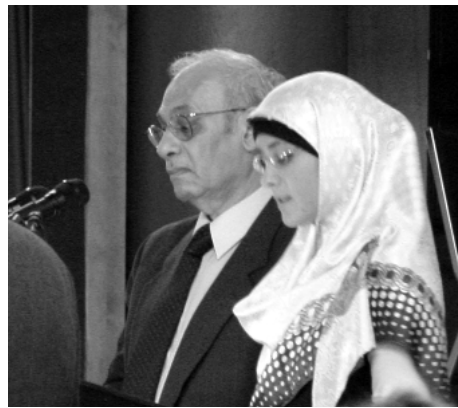
The students, faculty and staff who filled to overflowing the policy studies' conference room on Sept. 13 heard from a quickly assembled panel made up of some of the university's most distinguished scholars of foreign affairs and defence policy.

They would provide an historical perspective of world events and highlight the imperative for Canadians of carefully reflecting on our own role in the current, unsettling instability and to what degree we will immerse ourselves in the fight against terrorism. How will we respond to the inevitable pressure to now more thoroughly integrate our defence and security operations with those of the U.S.? To what degree are we prepared to sacrifice civil liberties and freedoms for security?

We are fortunate, as members of a university community, to be able to experience to a greater degree than many, the privilege of thoughtful analysis and sober, second thought. We are not removed from predictable human responses of anger and blame in times of stress, but we have unparalleled opportunity to become informed, to reflect on the causes and origins of the violence we have seen and to make our contribution to the critical dialogue now under way. □



*Bob Lovelace, Manager and Aboriginal Counselor of the Four Directions Aboriginal Centre addresses the audience. "Love is the most enduring passion."*





QUEST administrator Bonita Lapenna explains the ins and outs of the QUEST student assessment teaching system to Krishna Parvataneni, a Master's student in Rehabilitation Science.

## It's full steam ahead for Queen's campaign

BY PETER AITKEN

If you're looking for evidence of the success thus far in the Campaign for Queen's, look no further than some of the construction activity on Queen's campus. Down on Stuart Street near the University Club, tremendous progress is being made on Chernoff Hall, the new \$ 57-million Chemistry building (opening in Fall, 2002). Goodes Hall, the new \$ 25-million home for the Queen's School of Business is on schedule to open by fall, 2002. Other campaign successes in the past year include the opening of the new Glaxo Wellcome Clinical Education Centre, the DuPont Chair in Engineering Education, Research and Development, and the Edith Eisenhower Chair in Clinical Cancer Research funded by a gift from Queen's oncologist Dr. Elizabeth Eisenhower.

The net result is an incredible total of almost \$190 million raised, up \$52 million from the \$138 million total of a year ago at the October 2000 public launch of the Campaign at the Grant Hall Dinner.

"Our success with the Campaign for Queen's this past year has been extraordinary and underlines a tremendous level of excitement and commitment to Queen's, but we still have a lot of work to do", says Ray Satterthwaite, Associate Vice-Principal (Advancement) and Campaign Director. "Looking forward to the next year of the Campaign and beyond, we will devote much of our focus to other academic priorities already identified as critical to the long-term needs of the university, including student awards, academic chairs, professorships, and student life needs." □



## Human Resources

www.hr.queensu.ca

### Please Note:

- Departments requiring casual hourly paid secretarial or clerical assistance should contact Patti Evaristo in Human Resources, 533-2070.
- Requisitions for staff replacement, with appropriate approvals, must reach the Human Resources Department by noon of the Monday one week prior to the date of issue.
- Applications received from internal candidates will be acknowledged by the Department of Human Resources. The results of each competition will be posted under the *Gazette* heading "Appointments" as soon as possible after the conclusion of the recruitment and selection process.
- Closing date for the following positions is **Tuesday, Oct. 2 at 4:30 pm**. Late applications will not be accepted. Please submit a letter of application indicating the specific position desired and a detailed resume including your employee number.

**Resumes will be accepted from Queen's employees with Internal Status ONLY unless the position specifically invites External applications.**

*Queen's University has an employment equity programme, welcomes diversity in the workplace and encourages applications from all qualified candidates including women, aboriginal peoples, persons with disabilities and racial minorities.*

### Appointments

Assistant to the Dean 2001-46

Faculty of Education

**Lynne Poole** (Faculty of Education)

Computer/Darkroom Technician

2001-66

Medical Art and Photography Services

**Peter MacNeil**

Faculty Registrar 2001-74

Faculty of Education

**Inara Metcalfe**

(Office of the University Registrar)

Animal Health Technician 2001-81

Department of Psychology

**Lisa Miller** (Animal Care Service)

Delivery Person 2001-87

Queen's University Libraries

**Jason Harris**

### 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.

#### Senior Secretary 2001-103 Office of the Vice-Principal (Operations and Finance)

This is a continuing appointment working 90% time.

**Major Responsibilities:** report to the Administrative Assistant; act as the first point of contact for visitors to the office; provide reception services and attend to inquiries, redirecting questions when appropriate; process incoming and outgoing mail; assist the Administrative Assistant with the scheduling of appointments and organization of meetings; coordinate travel arrangements; provide secretarial support to the Vice-Principal and Executive Assistants including transcribing, proofing and editing correspondence, legal documents and policy/position papers, often of a highly sensitive and confidential nature; process routine correspondence and flag potential problems for review; maintain and monitor office paper flow through accurate and timely filing; provide support to the Administrative Assistant as required.

**Requirements:** post-secondary education and proven work experience in a high-profile administrative/legal office environment; knowledge of the University, its structure and its administrative, academic and governing bodies an asset; excellent organizational skills with the ability to prioritize tasks; superior interpersonal skills; ability to maintain a high level of work performance and accuracy despite time constraints, continual interruptions and a demanding workload; sound judgment and discretion in order to deal with confidential and sensitive

issues; good command of the English language in order to write and speak effectively; excellent computer skills.

**Minimum Hiring Salary:** \$28,763 – Salary Grade 4 – ADMG4 (Salary will be adjusted to reflect actual time worked)

#### Departmental Assistant 2001-104 Microbiology and Immunology

This is a term appointment until Sept. 8, 2002 as a result of a maternity leave.

**Major Responsibilities:** report to the Department Head; oversee the efficient operation of the general office; assist the Head in all administrative matters, particularly budget control, and personnel and policy administration; monitor the departmental budget and reconcile monthly financial statements; provide assistance to both the Graduate and Undergraduate Chairs including contract administration and maintenance of graduate student records; provide support to faculty, staff and students and to various departmental committees.

**Requirements:** successful completion of a two-year post-secondary school program (or an equivalent combination of education and experience); work experience in an organizationally relevant environment; accounting experience and knowledge of accounting principles and budget control; sound knowledge of university policies and procedures; good human relations skills in order to work effectively with faculty, staff and students; excellent verbal and written communication skills; proven leadership ability; proficiency with a variety of computer software packages including WordPerfect, Word and Excel; familiarity with Queen's systems (e.g. GQL, PCICS).

**Minimum Hiring Salary:** \$30,151 Salary Grade 5 – ADMG5

#### Animal Health Technician 2001-105 Animal Care Services

This is a one-year term appointment working 48.57% time (17 hours per week).

**Major Responsibilities:** check all animals on a daily basis ensuring health, environmental and nutritional needs are met; recognize and report any deviations from prescribed animal facility environments; recognize in animals common deviations from good health and differentiate abnormalities resulting from experimental work; monitor the health of all animal populations on a daily basis; administer standard treat-

ments when required and report treatments to the manager; acquire medical samples and implement testing procedures using appropriate methodology; handle and provide for the needs of special husbandry cases; act as resource person for users of the lab and animal care facility.

**Requirements:** three-year community college diploma in veterinary technology and two years of related job experience (consideration will be given to the equivalent combination of education and experience); the ability to recognize deviations and act accordingly; a patient, humane and caring attitude towards all animals; the strength and knowledge to handle animals safely; a balanced ethical attitude to the humane use of animals in research, teaching and testing; excellent interpersonal skills; strong oral and written communication skills; proven attention to detail and observation skills; knowledge of the function of the Canadian Council of Animal Care, the Canadian Association of Laboratory Animal Science, the Animals for Research Act – Province of Ontario, the Queen's University Animal Care Committee and the Animal Care Department ruling on Animal Usage.

**Minimum Hiring Salary:** \$34,192 Salary Grade 6 – NAS6 (Salary will be adjusted to reflect actual time worked)

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

#### Faculty Relations Assistant 2001-106 Office of the Vice-Principal (Academic)

This is a term appointment working 100% time until June 30, 2004.

**Major Responsibilities:** report to the Associate Vice-Principal (Faculty Relations); provide administrative and secretarial support and assistance to the Associate Vice-Principal (Faculty Relations) and other senior university administrators relating to the development, negotiation and administration of the Faculty, Librarian and Archivist Collective Agreement, and other policies, programs and procedures related to faculty (coordinate and prepare background work for negotiations), respond to general inquiries, schedule meetings and prepare agendas, record and draft minutes, act as resource person for sub-committees, transcribe and participate in the editing of the collective agreement).

**Requirements:** three-year community college diploma in Human Resources Management (or an equivalent combination of education and experience); knowledge and understanding of labour relations procedures including collective bargaining; advanced knowledge of the academic function of the university; advanced knowledge of Queen's University structure, policies and procedures and the Faculty Collective Agreements (asset); demonstrated proficiency in microcomputer applications including word processing, databases, spreadsheet packages and scheduling programs (i.e. Corporate Time); research skills including ability to perform research using the Web; solid interpretation, analytical and problem-solving skills; strong interpersonal and communication skills; proven ability to work with and maintain highly-confidential and/or sensitive material and issues using sound judgement and discretion; demonstrated ability to work independently and as part of a team; excellent planning and time management skills.

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

#### Manager, Communications and Development 2001-107 Industrial Relations Centre

This is a term appointment working 100% time from Nov. 1, 2001 to Oct. 31, 2002.

**Major Responsibilities:** manage and oversee all aspects of the Industrial Relations Centre (IRC) communications, promotions, customer relationship management and electronic publishing programs ensuring that programs add value to the communities served by the Centre; with input from departmental constituencies, make joint decisions with the Director with regard to editorial policy and content, marketing and promotions strategy, customer relations, media relations, technology acquisition and maintenance; responsible for staff development in the Communications sub-unit.

**Requirements:** university degree plus completion of relevant professional training or education with preferred specialization in industrial relations, business, journalism or a related field; several years of experience and expertise in marketing and/or promotions; familiarity with the publishing industry and with web-based publishing technology; excellent organizational, administrative and human resource skills to coordinate the operations of a sub-unit fulfilling a wide variety of tasks and staff of diverse skills and duties; excellent professional writing and editing

# Human Resources *continued*

skills; highly-developed interpersonal and communication skills with the ability to work in a team environment; proven ability to consult widely and collaborate with a variety of constituents; creativity and a high degree of initiative.

**Minimum Hiring Salary:** \$46,744 Salary Grade 9 – CCR9

## Other Positions

### Research Associate Developmental Consulting Program

The Developmental Consulting Program (DCP) in Kingston, Ontario is seeking a research associate (one year contract) to work in the developmental disabilities field. DCP is an academic and consulting group associated with Queen's University.

The successful candidate will provide research assistance to the faculty within the Division of Developmental Disabilities and to DCP. This research assistance will include: input on research design and methods; the development of data collection forms; and supervision and participation in data entry and data analysis. The candidate will also assist in writing protocols, grant applications, reports and reviews relevant to research in the field.

The position requires an individual with knowledge of developmental disabilities or related disabilities or health/social services. The candidate should possess a research Master's degree in a health or social services related field. Experience in program evaluation, qualitative and quantitative research, data base management (ACCESS) and statistical analysis (SPSS) would be an asset. The position requires an individual with strong verbal and written communication skills.

**Minimum Hiring Salary:** \$38,773 Queen's Salary Grade 7

Apply with resume and application letter to: Mrs. Barbara Stanton, Developmental Consulting Program, 275 Bagot Street, Suite 201, Kingston, Ontario, K7L 3G4 or email: dcp@post.queensu.ca

**Deadline:** Friday Oct. 12, 2001.

### Office Administrator Society of Graduate and Professional Students (SGPS)

The SGPS invites applications for the position of Office Administrator. This is a one-year contract position, renewable subject to

budgetary considerations. The SGPS represents approximately 2200 graduate and professional students.

**Major Responsibilities:** The successful applicant will administer the SGPS Health and Dental Plans, including record keeping of all related documents, processing opt-outs and opt-ins, solving problems and assisting students with claim procedures; provide office assistance to members of the SGPS Council and Executive and take minutes at their meetings; maintain filing system and databases; and general day-to-day office operation.

**Requirements:** The SGPS will be looking for experience in office management; excellent human relations skills; the ability to take direction; computer literacy, including thorough knowledge of word processing (MS Word) and e-mail, experience with book-keeping (Quicken), database management (MS Access) and the PCICS system would be assets; the ability to work in a dynamic and changing environment; and familiarity with the graduate and professional student environment would also be an asset.

The SGPS welcomes diversity in the workplace and encourages applications from all qualified candidates.

**Hiring Salary:** \$30,151

Written application, accompanied by a resume of qualifications and experience should be sent to: Mike Eklund, VP Operations, SGPS, Room 021, JDUC, Queen's University Kingston, Ontario, K7L 3N6. E-mail: sgpsops@qsilver.queensu.ca

**Deadline:** Sept. 27, 2001.

## Reminders

The university will be closed Monday, Oct. 8, 2001 in observance of Thanksgiving Day.

### Employee Assistance Program

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

## Obituaries

The following employees have recently passed away:

**Trevor Spencer** (Aug. 4, 2001)

Queen's community member since Sept. 1, 1968

**George Ashman** (Aug. 11, 2001)

Queen's community member since Sept. 1, 1980

**Joey A. Pidutti** (Aug. 22, 2001)

Queen's community member since May 1, 1972

**Harry A. Osser** (Sept. 10, 2001)

Queen's community member since Jan. 1, 1976

**Haythornthwaite, Isobel** (Sept. 7, 2001)

Queen's community member since Sept. 1, 1973

## Reminder: Canada Savings Plan for employees

*What's new:*

- Employees already enrolled and who do not wish to make any changes to their deduction amounts, **do not need to do anything** – contributions will continue as before.
- Those who want to make changes to their existing plans - for example increase/decrease contribution amounts – will need to complete an Employee Plan Change form.
- Employees wishing to open a new plan will need to fill out an application form.
- Employees wishing to discontinue their plans, need to send a memo to the Human Resources department
- The first payroll deduction for employees making additions/changes, will take place in December and will be reflected on December's salary advice slips.

If making changes or enrolling for the first time, the completed forms should be returned to Human Resources by Oct. 26 2001.

Criteria for enrolment in the plan remains the same as in previous years. Applications and change forms can be picked up at Human Resources.

## Milestones

*Compiled by Faye Baudoux*

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

Congratulations to those who reached the following milestones in September 2001.

### 35 years

Anthony Hanmore, PPS;

### 30 years

Linda Anglin, Cataloguing/ Technical Services; Sharon Lillis, Faculty of Education; Deborah Stirton-Massey, History.

### 25 years

Vivien Ludwin, Bracken Library; Derek Redmond, Film Studies; Marcia Weese, Stauffer Library.

### 20 years

ennine Ball, Economics; Susan Bedell, Faculty of Arts and Science, Vasiliki Bettas, Residences; Donald Coleman, ITS; Sheila Johnson, Stauffer Library; Pamela Manders, W.D. Jordan Special Collections/ Music Library; Leisa McDonald, School of Physical and Health Education.

### 15 years

Bradley Amell, PPS; Mark Badham, Geological Sciences and Geological Engineering; Rodney Berndt, Materials and Metallurgical Engineering; Edward Briceland, PPS; Cheryl Descent, Athletics and Administration; Mark Duttie, Athletics and Administration; Alba Garrah, NCIC; Linda Grant, Biochemistry; Nancy Leake, Faculty of Law; Georgina Moore, University Secretariat; June Pilfold, Sociology;

Elaine Savor, Archives; Peter Shaver, PPS; Robert Stiff, Athletics and Administration; Robert Twort, Parking and Grounds.

### 10 years:

Stephen Anderson, Queen's Quarterly; Elaine Clark, Industrial Relations Centre; Nancy Dorrance, Marketing and Communications; William Forbes, Pensions, Investments and Insurance; Emilia Furmaniak-Kazmierczak, Biochemistry; Janet Honig, Queen's Geographic Information Systems Laboratory; Donald Kersey, Faculty of Education; Ronald McIlroy, PPS; Maria Melo, Residences; Olivia Middleton, Stauffer Library; Deborah Soroka, NCIC; Maxine Wilson, Philosophy.

### Five years

George Boland, School of Business; Gerald Brazeau, Residences; Jill Hodgson, Economics; Elizabeth Hollingsworth, PPS; Lois Jordan, School of Policy Studies; Neil McGrath, Printing Services; Martha McIntyre, School of English; Dwight Reid, Residences; Stuart Seabrook, Civil Engineering; Elaine Silverman, School of Music; Peter Waldron, Art.

# Bulletin Board

## Appointments

### Dr. John Fisher appointed Associate Dean, Academic Affairs, Faculty of Health Sciences

Principal William C. Leggett is pleased to announce that Dr. John T. Fisher has been appointed as Associate Dean, Academic Affairs for the Faculty of Health Sciences effective Jan. 1, 2002.

After graduating from McGill University in 1981 with a PhD in physiology, Dr. Fisher undertook further post-graduate training at the University of Texas where he subsequently served as a research instructor upon the award of an operating grant from the National Institutes of Health. In 1983 he returned to Canada as an Associate of the Research Institute at the Hospital for Sick Children in Toronto and in 1984 he was appointed as Assistant Professor in the Department of Physiology at Queen's University with a cross-appointment in the Department of Anesthesiology. Dr. Fisher was promoted to Associate Professor in 1989, cross-appointed to Paediatrics in 1991 and promoted to Professor in 1996.

Dr. Fisher is a member of the Department of Medicine's Research Committee, he serves on a granting review panel for the Canadian Institutes

of Health Research, is a member of the executive committee of the Ontario Thoracic Society and chair of its Research Advisory Committee, and he is Assistant Editor of the Canadian Journal of Physiology and Pharmacology. His research, which has been continuously funded by CIHR and other agencies, focuses on the regulation of airway smooth muscle, particularly in newborns.

In making this announcement, Principal Leggett wishes to express his appreciation for the outstanding contributions provided by Christopher Chapler during his term as Associate Dean, Academic Affairs.

## Awards and Grants

### Alumni Association

The Alumni Association has a small fund to help groups from Queen's introduce innovative programs. Awards from the fund normally are for a few hundred dollars. Application forms can be picked up at the Department of Alumni Affairs in the West Wing of Summerhill. **Deadline:** Friday, Sept. 28, 2001. Details: Deborah Shea, 533-6000 ext. 74008, or 1-800-267-7837 (toll free), e-mail: [shea@post.queensu.ca](mailto:shea@post.queensu.ca).

### Faculty of Health Sciences

#### Botterell Fund

This fund supports research in the neurological sciences. Amounts requested should normally not exceed \$10,000.

#### Garfield Kelly Cardiovascular Research and Development Fund

This year's competition deadline will be November 2, 2001. This fund can support basic or clinical studies in cardiovascular function in health or disease. Amounts requested should normally not exceed \$5,000.

#### Deadline for both: Nov. 2, 2001.

Apply using a Faculty of Health Sciences application form to Office of Research Services. Forms and terms are available from Office of Research Services, Room 301, Fleming Hall, ext. 36081. [www.queensu.ca/vpr/internal.htm](http://www.queensu.ca/vpr/internal.htm).

### Special Recognition for Staff Award

The Special Recognition for Staff Award recognizes staff members who consistently provide outstanding contributions, directly or indirectly, to the learning and working environment at Queen's at a level of contribution beyond what is usually expected.

Nominations will be accepted in two categories:

- Individuals
- Teams (a maximum of two awarded per year)

If a nomination is for a group of individuals who share mutual responsibilities, the team aspect of their performance must be documented.

All staff, full-time or part-time, who are employed on a continuing basis or for a term or contract of one or more years' duration, are eligible. The awards committee encourages nominations for non-academic staff in all areas of work. Any member of the Queen's community and/or members of the public who have an interest in the university may submit nominations. Previous nominees who did not receive an award may be nominated again.

Forms and the Policy and Procedure document are available from the University Secretariat, B 400 Mackintosh-Corry Hall or on the Web at [www.queensu.ca/secretariat/staffpol.html](http://www.queensu.ca/secretariat/staffpol.html). **Deadline: Oct. 15, 2001.**

Please note: Successful candidates will receive their original letters of support after the presentation of the award.

## Committees

### Headship search Department of Computing and Information Science

Janice Glasgow's term as Head of the Department of Computing and Information Science ends June 30, 2002. In accordance with the Collective Agreement

between Queen's University Faculty Association and Queen's University at Kingston, the Principal has appointed a selection committee to advise him on the appointment of Dr. Glasgow's successor. The selection committee has the following membership:

Elected Members, Computing Science: James Cordy, Jürgen Dingel, Randy Ellis, Patrick Martin, Robert Tennent.

Appointed Members: Carl Hamacher, Electrical and Computer Engineering; Irene Lafleche, Senior Secretary, Computing and Information Science; Burton Ma, graduate student, Computing and Information Science; Jennifer Lyon, Undergraduate Student, Computing and Information Science.

Non-Voting Members: Marsha Singh, Associate Dean, Graduate Studies and Research; Robert Silverman, Dean, Arts and Science.

Chair: Eddy Campbell, Associate Dean, Arts and Science.

Faculty, students and staff are invited to submit their comments on the present state and future prospects of the Department of Computing and Information Science, and the names of possible candidates for the Headship to the Chair of the Committee, Associate Dean Campbell by **Oct. 3, 2001.**

All letters will be reviewed by the selection committee and will become part of the record of decision-making.

# Bulletin Board *continued*

## Nominations for Headship Committee Department of English

Paul Stevens' term as Head of the Department of English is scheduled to end on June 30, 2002. Dr. Stevens has declined to be considered for reappointment.

In accordance with the terms of Article 35 of the Collective Agreement between Queen's University Faculty Association and Queen's University at Kingston, a selection committee will be formed to consider the present state and future prospects of the Department of English, and to assist the principal in the selection of Dr. Stevens' successor. Five members of the selection committee will be elected by members of the bargaining unit in the Department of English.

Faculty members, staff and students are also invited to nominate staff and students from the Department of English and faculty members from cognate disciplines for membership on the selection committee. Send nominations to Associate Dean Godlewska (Chair), Faculty of Arts and Science, godlewsk @qsilver.queensu.ca, by **Friday, Oct. 5, 2001**.

## Conferences

### Literary Histories and the Development of Identities

Sponsored by the Department of Spanish and Italian and featuring several international guest speakers. Sept. 28 and 29, Etherington Hall Auditorium. Queen's and general public on-site registration: \$20. Students free. Details: Laurie Young, 533-2113, youngla@post.queensu.ca. Conference website: qsilver.queensu.ca/spanal/special.htm

## Notices

**How does Queen's measure up?**  
See for yourself. The most recent report of

Queen's performance indicators is available on the Office of Institutional Research website. [www.queensu.ca/irp/](http://www.queensu.ca/irp/)

### Queen's Mixed Curling

The season begins Wednesday Oct. 3 at 5 pm at the Royal Kingston Curling Club on Clergy Street (Behind the Jock Hartly Arena). Teams or individuals interested in joining can contact Rose Chan, ext. 74838, email [rose@post.queensu.ca](mailto:rose@post.queensu.ca).

### Physical Education Centre

**Recreation skate cancellations**  
Saturday, Oct. 13 4:30 - 5:20 pm  
Saturday, Oct. 27 4:30 - 5:20 pm

**Family skate cancellations**  
Sunday, Oct. 14 noon - 1:20 pm  
Saturday, Oct. 20 9 - 10:59 am

**Family swim cancellation**  
Saturday, Oct. 20 10 - 11:30 am

**Recreation swim cancellation**  
Saturday, Sept. 29 4:30 - 6:00 pm  
and 9 - 10:30 pm

**Recreation jogging cancellations**  
Friday, Oct. 12 6:30 - 10 pm  
Saturday, Oct. 14 noon - 10:30 pm  
Sunday, Oct. 15 9 am - 7:30 pm  
Friday, Oct. 26 6:30 - 10:30 pm  
Saturday, Oct. 27 1:30 - 5:30 pm

## PhD examinations

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

### Monday, Sept. 24

**Trent Ryan Anderson, Anatomy and Cell Biology.** Imaging of Sigma1 Receptor Agonist Prevention of Spreading Depression and Anoxic Depolarization in Rat Neocortical Slice. Supervisor: R. Andrew. 912 Botterell Hall, 8:30 am.

**Scot Leary, Biology.** Interactions between bioenergetics and cytochrome c oxidase levels in striated muscles. Supervisor: C. Moyes. 3110 Biosciences Complex 12:30 pm.

**Joseph Kam Wah Fong, Economics.** Market Manipulation in Seasoned Equity Offerings. Supervisor: R. Wang. Room B204, Mac-Corry Hall, 2 pm.

### Tuesday, Sept. 25

**Kathryn Perrett, Physics.** The Globular Cluster System of M31: Keys to its Formation History. Supervisor: D.A. Hanes. 201, Stirling Hall, 1:30 pm.

### Thursday, Sept. 27

**Anthea Zacharatos, Management.** An organization and employee level investigation of the relationship between high performance work systems and workplace safety. Supervisor: J. Barling. 8 Donald Gordon Centre, 1:30 pm.

### Friday, Sept. 28

**Kristen Dawn Benson, Civil Engineering.** Physical and Numerical Modelling of Solute Transport in Unsaturated Soils. Supervisor: R. Mitchell. 212 Ellis Hall, 9:30 am.

**Anna Louise Atkinson, English.** "Fruitful in the Land of My Affliction": Narratives of Captivity and Female Self-Fashioning, 1666-1824. Supervisor: P. Stevens. 401 Watson Hall, 2:30 pm.

### Monday, Oct. 1

**Stephen Lawrence MacNeil, Chemistry.** Carbanionic Routes to Substituted Toluyl Sulfonamides, Acridones, and 5H-Dibenzo[b,f]azepin-10-ones. Supervisor: V. Snieckus. Room 411, Frost Wing, 9 am.

### Friday, Oct. 5

**J. Michael F. Dawson, History.** Consumerism and the Creation of the Tourist Industry in British Columbia, 1900-1965. Supervisor: I. McKay. Room 521, Jeffery Hall, 1 pm.

## Surplus Items

### Anatomy and Cell Biology offers for sale:

**1 Ultra-low freezer**  
Revco Model, 6.8-7.0 cubic foot ultra-low (-70C) chest model

Purchased from Fisher in 1987.

Paid \$5,788 for the freezer and bought 6 racks for \$450  
Works very well.

For information or to view call Kathy Collins at ext. 77683.

Submit sealed bids marked "Department of Anatomy and Cell Biology" to Fran Lanovaz, Purchasing Services by 4 pm Oct. 3.

### Physical Plant offers for sale:

**1990 Mercury Topaz**  
Medium blue - four-door  
100,200 km; As is  
Minimum bid: \$100

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

Submit sealed bids marked "1990 Topaz" to Deborah McElroy, Physical Plant Services by 11 am Oct. 3, 2001. Please mark all bids "Confidential." Queen's University is not responsible in any way for the condition of any item(s) it has made available, nor for any damage or injury that may occur due to use or removal of the item(s). Item must be removed by Oct. 8, 2001.

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

## Volunteers needed

### Attention parents

Are you interested in whether your child can tell the difference between a lie and the truth? Can resist temptation? Will tell a "white lie?" Queen's child development researchers want to know. We need children three to eight years old to help in our studies. Participation paid and prizes to be won! If you are interested please call, Susie Murphy or Victoria Talwar at 539-KIDS (5437).

### Pregnant women

Queen's researchers need participants for a study on the effects of prolonged exercise on the regulation of blood acidity and breathing during pregnancy. Participants will take part in two laboratory exercise test sessions involving stationary cycling during late pregnancy. Details: Sarah Charlesworth, 533-6284, e-mail at [Osac@qlink.queensu.ca](mailto:Osac@qlink.queensu.ca).

### Pretend patients

Standardized Patients needs people to play the roles of patients who have signs and symptoms of an illness. You will be interviewed and/or examined by medical students who are learning to communicate with patients or to examine patients with certain medical, surgical, emotional or ethical problems. Men aged 20-35 particularly encouraged to apply. Details: Diane Morales, 533-6887, [d1m1@post.queensu.ca](mailto:d1m1@post.queensu.ca).

### Translators

The International Centre is looking for Queen's staff or faculty members to volunteer to have their names stand as translators for possible emergency calls on behalf of Queen's students on study/work abroad programs. Languages needed include Cantonese, Dutch, Finnish, French, German, Greek, Hindi, Italian, Japanese, Mandarin, Norwegian, Portuguese, Russian, Spanish, Swahili, Swedish, Thai and Turkish. Those fluent in one or more of these languages please contact Cathy Lemmon, ext. 74650 [cl4@post.queensu.ca](mailto:cl4@post.queensu.ca) or Alison Cummings, [ac23@post.queensu.ca](mailto:ac23@post.queensu.ca).

### Weight loss study for women

Queen's researchers are looking for overweight, female volunteers to study the effects of weight loss through diet or exercise on the reduction of body fat and cardiovascular risk factors. Volunteers must be female, premenopausal, not taking oral contraceptives, non-smokers, non-diabetic, sedentary and overweight. Details: Ann-Marie Kungl, 533-6000 ext. 75118.

# Calendar

## Art

**The Agnes Etherington Art Centre,** University Avenue.

George Hawken, Metamorphosis, to Oct. 7. The Object of Art, to Jan. 20. Ty Wara. A selection from the Justin and Elizabeth Lang Collection of African Art, to June 30, 2002.

Free admission Thursdays: Attend a 45-minute guided tour, 12:15 pm on the third Thursday of the month. Regular guided tours resume Sunday, Sept. 30. Opening receptions: Sept. 29, 7-9 pm. Diana Thorneycroft: The body, its lesson and camouflage and Ted Retting: the gift. [www.queensu.ca/ageth/](http://www.queensu.ca/ageth/)

**Union Gallery,** first floor, Stauffer Library Jennifer Hamilton, Amanda Happé, Claire Eckert and Alexandra White. Wallpaper, to Oct 2. [stauffer.queensu.ca/webugall/](http://stauffer.queensu.ca/webugall/)

## Music

**Grad Club** (162 Barrie St.)

**Sept. 28:** Stephanie Earp and Jill Barber. Wednesday Jazz Series: Straight jazz...no chaser. Andy Poole biweekly 8pm. Thursdays: Spencer Evans Trio and martinis (no cover).

### Wednesday, Oct. 17

**Theological College**  
An Evening of Jazz, Gospel, and Blues with the Peter Dent/Marcus Mosely Quintet, Peter Woods, saxophone. Tickets \$12, available in advance 533-6000 ext. 75888. Convocation Hall, 7:30 pm.

### Thursday, Oct. 18

**Theological College**  
"Jazz'n'Worship" Workshop. Limited to 30 participants. \$40, 9:30 am.

## Public Lectures

**Queen's Institute of Lifelong Learning (QUILL)**

**Sunday lecture series**  
D214 Mackintosh-Corry, 2 pm. Details on weekday discussion programs: 544-0182.

**Sept. 23:**  
Therese Greenwood. A Mystery Project: Trying to Make Crime Pay.

**Sept. 30:**  
David Lyon, Queen's. Fairness, Privacy and Everyday Surveillance in Canada.

**Oct. 7:**  
No lecture.

### Monday, Oct. 1

**Pathology**  
**The First M. Daria Haust Visiting Lecturer**

Dr. Kurt Benirschke, University Medical Center, San Diego, CA. Changes of the Pathology of Twinning. Etherington Auditorium, 4:30 pm. Reception follows in Richardson Labs 102 and 107.

## Meetings & Seminars

### Monday, Sept. 24

**Business**  
Dov Zohar, Technion-Israel Institute of Technology. Safety climate: Conceptual and measurement issues. B204 Mackintosh-Corry, 10 am.

### Wednesday, Sept. 26

**Microbiology and Immunology**  
Robert McLean, Southwest Texas State University. Biofilm Growth and its importance on earth and in space. B143 Botterell, 1:30 pm.

### Neuroscience

David Park, University of Ottawa. Stress pathways in neurodegeneration. B143 Botterell, 4:30 pm.

### Theology

James Miller, Queen's. Dao.Com: The digitalization of knowledge and the Daoist hermeneutics of the body. Theological Hall, Elias Andrews Room, 3:30 pm.

### Thursday, Sept. 27

**Community Health and Epidemiology**  
Ed Love, University of Calgary. Inequity in (public) health, health care and health resources in South-East Asia; with perhaps, some implications for Canada. B129 Botterell, noon.

### Philosophy

William Demopoulos, University of Western Ontario. Russellian theories and an argument of Putnams. 517 Watson, 7:30 pm.

### Friday, Sept. 28

**Business**  
Jill Sweeney, University of Western Australia. Consumers' relationships with service brands: A qualitative study. B204 Mackintosh-Corry, 10 am.

### Pathology

Michael Nesheim, Queen's. Thrombin activatable fibrinolysis inhibitor. Richardson Amphitheatre, 4 pm.

### Tuesday, Oct. 2

**Business**  
Merv Daub, Queen's. Revisiting the accuracy of Canadian short-term aggregate economic forecasts. 11 Dunning, 2:30 pm.

### Wednesday, Oct. 3

**Chemistry**  
Brian Amsden, Queen's. Modeling diffusion in polymer solutions and gels. FG15 Frost Wing, 11:30 am.

### Chemical Engineering

Robert H. Marchessault, McGill University. Starch and poly 3-hydroxyalkanoates: hydrophilic and hydrophobic biopolymers. 217 Dupuis, 2:30 pm.

### Thursday, Oct. 4

**Friends of the History of Medicine, Science and Technology**  
Geoffrey Reaume, Queen's. The 'Aunt in the Attic'? Psychiatric patients' activism and the left, 1970-2000. 215 Dupuis, 5 pm.

### Philosophy

Deborah Knight, Queen's. Ethicism, Art, and Literature, 517 Watson, 7:30 pm.

## Special Events

### Wednesday, Sept. 26

**Professional Schools Fair**  
Hosted by Career Services. Grant Hall, 11 am - 2 pm. Representatives from colleges and universities in Ontario, Canada, the United States and Australia will be available to talk about their programs and answer your questions. Details: 533-2992 or drop by Career Services, Macgillivray-Brown Hall, 218 Barrie St.

### Thursday, Sept. 27

**Fifth Annual A.A. ("Tony") Travill Debate**  
Be it resolved that "A meal of genetically modified food is no more harmful than a meal prepared from traditional, home grown food." Debators: Dr. David Dennis and Dr. Stephen Hunt vs Dr. Peter Aston and David Hurley. Etherington Hall Auditorium, 5 pm.

## Courses and Workshops

**Ban Righ Centre** (32 Queens Crescent)  
**Sept. 25:** Peggy Pritchard, Consultant Microbiology and Immunology. Fostering Mentorship: The graduate student-research supervisor relationship. Noon.

**Oct. 2:** Emmanuel Tommy, Christine Tokar, Sierra Leone Red Cross. Children affected by armed conflict. Noon.

**Oct. 3:** Mary Louise Adams, Queen's. Thoughts on walking and culture. Noon.

### ITS Computing Workshops

Register online at [noteswww.queensu.ca/ITS/itscourses4.nsf](http://noteswww.queensu.ca/ITS/itscourses4.nsf)  
Sep. 26, 2-4:30 pm  
Introduction to Web Publishing in Windows

Oct. 2 and 3, 9 am-noon  
Introduction to Access 2000 (fee \$85.00)

Oct. 3, 1:30-2:30 pm  
Corporate Time Quick Start

Oct. 4, 10:30am-noon  
Putting Your Web Pages on the Internet

Oct. 5, 9:30am-noon  
MS PowerPoint 2000 Basics part 1

### French Conversational Courses

Nine-week non-credit courses. Start Sept. 24. \$150. Beginner, intermediate and advanced. Le Centre Francophone (195 University Ave.). 533-2534, [frenchcentre@cgocable.net](mailto:frenchcentre@cgocable.net), [qsilver.queensu.ca/~frcentre](mailto:qsilver.queensu.ca/~frcentre)

### TESL Certificate Course

Tuesdays and Thursdays, 7-9 pm., Oct. 2 - Nov. 15. \$375 including materials. Queen's Campus, room tba. Contact: School of English, 533-2472, [soe@post.queensu.ca](mailto:soe@post.queensu.ca) [www.queensu.ca/soe/TESL.html](http://www.queensu.ca/soe/TESL.html)