



Saran and sound: Student Aneta Chacala puzzles over a bank machine during a simulation exercise. For more on this innovative Rehabilitation Studies course, see page 5.

Lorinda Peterson

Medical grad, wife leave \$16 million to Queen's

BY NANCY DORRANCE

A medical graduate of Queen's, Dr. Franklin Bracken, MD'11, and his wife, Helene, have left the university a \$16 million bequest that Dean of Health Sciences David Walker predicts will have a profound effect on educational programs. The gift was publicly announced last Thursday, and acknowledged at a university luncheon in recognition of the Bracken family's continuing dedication to Queen's.

"From enhancements to the Health Sciences Library in Botterell Hall, to numerous scholarships and fellowships, a new Chair in Clinical Skills, and support for the university's new Cancer Research Institute, the Brackens' generosity is a significant legacy for current and future students," says David Walker.

A renowned researcher in ophthalmology at Columbia University in New York, Franklin Bracken pioneered the development and modernization of intracapsular cataract surgery, and initiated the "round pupil" operation, the first procedure to successfully preserve the iris to its full function. While at Columbia, he met his second wife, Helene, a business administration graduate who went on to work with the foreign trade department of Mobil Oil Corporation.

In 1970, the Brackens retired to Connecticut and North Carolina, but continued to visit Queen's often. Their substantial support of a new Health Sciences library was acknowledged during Homecoming Weekend 1978, with the dedication of the Bracken Library in Botterell Hall.

The Brackens also funded an amphitheatre and journal subscriptions for the library, and a series of graduate scholarships and fellowships, reflecting their shared belief that people should be encouraged to develop to their full potential.

After her husband's death in 1983, Helene Bracken continued to support the Queen's causes that had been important to both of them. She provided funding to re-carpet Bracken Library, initiated a Women's Studies scholarship, and set up an endowment to the Ban Righ Foundation for Continuing Education. She also established the Franklin and Helene Bracken Fellowship Endowment Fund under the Ontario Government's OSOTF matching funds program. Helene Bracken passed away in June 2000. *Medical grad, page 2*

First UN Deputy Secretary-General among those honoured at fall convocation

Living with HIV/AIDS, the first Deputy Secretary-General of the United Nations, a human rights policy expert and an internationally known educator on culture, language and race as they relate to equity are this year's honorary degree recipients at fall convocation. Ceremonies take place Thursday, Oct. 25 and Friday Oct. 26 at Grant Hall.

Louise Binder



Louise Binder received a law degree from Queen's University and spent 20 years doing labour relations and human resources work in practice and in private industry. Since her retirement in 1994, Ms. Binder has vol-

unteered in a number of AIDS organizations. She co-chaired the Toronto People With AIDS Foundation and was a board member of the Community Research Initiative of Toronto, HIV/AIDS Legal Clinic and HIV/AIDS Legal Network.

She has spoken extensively on HIV/AIDS issues, and is featured in a documentary on the Lives Interrupted series to air on the Women's Television Network this fall.

Recently, she has focused her work in the area of treatment advocacy. She has been involved in a number of advocacy campaigns including the campaign to renew the National AIDS Strategy and the campaign to reform the federal drug review process. Much of her work is focused at the federal level,

including her involvement as a member of the Federal Ministerial Council on HIV/AIDS that monitors the spending of money for HIV/AIDS provided by the federal government, and provides advice to the Minister of Health on HIV/AIDS issues.

Ms. Binder will receive her degree Friday, Oct. 26 at 2 pm.

Louise Fréchette



The first Deputy Secretary-General of the United Nations, Louise Fréchette's political career spans three decades. In this position, Ms. Fréchette assists the Secretary-General in the full range of his responsibilities and may represent the

Convocation, page 2

Queen's-led program heads first adolescent health study

BY NANCY MARRELLO
NEWS AND MEDIA SERVICES

A new Queen's-led research program aimed at understanding the influences that affect the health of Canadian adolescents – everything from bullying to sexual activity to school culture – has received more than \$476,000 from the Canadian Population Health Initiative.

The Canadian Adolescents at Risk Research Network Program (CAARRN) is an interdisciplinary research program involving researchers from Queen's University, University of Toronto, Health Canada's Childhood and Youth Division, and the Canadian Education Association.

"Adolescent health is one of the most neglected areas of health research in Canada," says

Dr. William Boyce, Principal Investigator of CAARRN and Director of Queen's Social Program Evaluation Group. "Now, for the first time, researchers across Canada will be able to come together to study national and international data on adolescent health in six key areas including bullying, sexual health, injuries, school culture, disability and chronic conditions, and social capital.

The network provides an interdisciplinary approach to the study of adolescent health, capitalizing on the strength of Queen's research in psychology (Wendy Craig, Ray Peters), education (John Freeman), community health and epidemiology (Will Pickett), and health policy (Sam Shortt).

Adolescent health, page 2

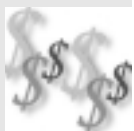
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Pension plan rides economic storm

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Budget Q&A

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Do the Queen's shuttle for free, or carpool and save

No place to park? Not anymore.

Parking Services is pleased to announce the launch of two new initiatives: a free shuttle service from west campus and a carpool parking permit program for main campus, designed to ease some of the current excess parking demand while also reducing the number of vehicles

on main campus.

The free parking and shuttle service started earlier this month, says Donna Stover, Manager, Parking Services. The service moves people between the free lots at west campus to various drop-off and pick-up points on the main campus. Anyone wishing to use this free service may do so. Parking in the west cam-



pus gravel parking lots, located by Richardson Stadium, is also available at no charge.

The 24-seat shuttle operates Monday to Friday, 6:30 to 9 am

and 3 to 5:30 pm. Passengers will have at most a 20-minute wait for the shuttle bus. A map outlining the bus route is available under "Services" on Physical Plant Services' web page at www.queensu.ca/pps/index.html.

"We hope this service will encourage people to use the west

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Convocation

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United Nations at conferences and official functions. She chairs the Steering Committee on Reform and Management Policy and the Advisory Board of the United Nations Fund for International Partnerships (UNFIP), which handles relations with the foundation set up by Ted Turner.

Before joining the UN, she was Canada's Deputy Minister of National Defence from 1995 to 1998. Prior to that, she was Associate Deputy Minister in the Department of Finance. She served as Canada's Permanent Representative to the United Nations from 1992 to 1995.

In 1998, she was appointed Officer of the Order of Canada.

Ms. Fréchette received a Bachelor of Arts degree from College Basile Moreau. She earned a degree in history from the University of Montreal in 1970 and a post-graduate diploma in economic studies at the College of Europe in Bruges, Belgium in 1978.

Ms. Fréchette will receive her degree Friday, Oct. 26 at 9:30 am.

Michael Ignatieff



Professor of the Practice of Human Rights Policy, and Director of the Carr Center of Human Rights Policy at Harvard University, Michael

Ignatieff's concern with ethnic war has led him to Serbia, Croatia, Bosnia, Rwanda, and Afghanistan to consider the mixture of moral solidarity and hubris that led western nations to embark on the campaign of "putting the world to rights".

His recent essays examine four primary themes: the moral connection created by modern culture with distant victims of war, the architects of postmodern war, the impact of ethnic war abroad on our thinking about ethnic relations at home, and the function of memory and social healing. His academic publications include *Wealth and Virtue: The Shaping of Political Economy in the Scottish Enlightenment*; *The Needs of Strangers: An Essay on the Philosophy of Human Needs and The Warrior's Honor: Ethnic War and the Modern Conscience*. He has also published *The Russian Album, A Family Memoir*, that won Canada's Governor General's Award and the Heinemann Prize of Britain's Royal Society of Literature in 1988, and *Scar Tissue*, a novel. Dr. Ignatieff holds a PhD in history from Harvard University and has been a Fellow at King's College, Cambridge; Ecole des Hautes Etudes, Paris; and St. Antony's College, Oxford.

Dr. Ignatieff will receive his degree Thursday, Oct. 25 at 9:30 am.

Pathologist and economist recognized for research excellence

David Lillicrap, whose research centers on bleeding disorders, and Russell Davidson, whose work has been recognized by the Econometric Society have won 2001 Queen's Prizes for Excellence in Research. Both will be honoured at Fall Convocation.

Dr. Lillicrap came to Queen's in 1980 as a senior resident in Medicine/Hematology. His research involves developing novel, gene-based therapeutics for the treatment of human clotting diseases. This past year, Dr. Lillicrap established the National Hemophilia Mutation Testing Program and received the Cecil Harris Award from the Canadian Hemophilia Society for services to the hemophilia community. He is widely recognized for his work internationally.

Professor Davidson came to Queen's in 1977. As one of Canada's best-known econometricians, his research centers on a wide range of topics, reflecting his wide range of interests, his willingness to work with others and his enormous technical virtuosity. The unifying theme in his research is the provision of useful tools for practicing economists.

Professor Davidson will speak on The Measurement of Income Inequality and Poverty and Dr. Lillicrap will speak on Molecular Medicine 2001: The Paradigm of Inherited Bleeding Disorders on Nov. 6 at 7 pm in Dunning Hall Auditorium. All are welcome. These lectures are associated with their awards.

Enid Lee



Currently visiting Scholar at the New Teacher Center, University of California, Santa

Cruz, Enid Lee's current area of research is educational leadership and anti-racist professional development. As director of Enid Lee Consultants, she lectures internationally on issues of culture, language and race as they relate to equity in education and organizational development. With her associates, she assists urban school districts and schools in the process of restructuring themselves for equitable outcomes for all students. Ms. Lee has more than 30 publications. They include such titles as *Letters to Marcia: A Teacher's Guide to Anti-Racist Education*, a pioneer work in anti-

racist education in the Canadian context and the more recent work, *Beyond Heroes and Holidays: A Practical Guide to K-12 Anti-Racist Multicultural Education and Staff Development*. Her ideas have also been popularized through television docudramas. At the provincial level, Ms. Lee served as a Commissioner on the Task Force on Access to Professions and Trades in Ontario for Foreign Trained individuals.

Ms. Lee has an Interdisciplinary Master's Degree in Caribbean Literature and Sociolinguistics from York University.

Last year, she visited Queen's as 2000 Robert Sutherland speaker, part of Black History Month events at the university.

She will receive her degree Thursday, Oct. 25 at 2 pm. □

Medical grad

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Bracken Library Head Vivien Ludwin remembers Helene Bracken as a "wonderful person, and really devoted to the library. I have no doubt that she and her husband would be excited by the direction the library is taking, as it becomes more involved in health informatics. After all, Dr. Bracken's research in ophthalmology was conducted with leading-edge technology of his day."

"The generosity of the Brackens will have a profound effect on the quality of educational programs at Queen's - in Medicine and Nursing, but also in Rehabilitation Therapy, through the new Clinical Skills Chair," Dean Walker says. "It would be a fitting recognition of the Bracken family's tremendous support for Queen's." □

Adolescent health

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Researchers will also investigate why youth in some communities are healthy and others are not, and look at the environmental influences that affect adolescent health and well-being in Canada and other wealthy countries. "We need to look beyond the role of health services and investigate other influences on adolescent health, such as the social, physical, economic and political environments in which youth live," says Dr. Boyce.

By comparing Canadian, European, Israeli and American research on adolescent health, the CAARRN researchers are already generating new insights and information to improve health and education policies for Canadian youths. □

Shuttle

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campus lots as an alternative to parking on the main campus," says Ms. Stover. The shuttle service will be operated as a pilot project until June 30, 2002 when it will be determined if there is sufficient interest from faculty, staff and students, to warrant continuation of the service.

Main campus parking permit holders wishing to try the shuttle service may do so at no obligation for a 30-day trial. Permits turned in to Parking Services will be held for 30 days before being reassigned. (Such permits will be reassigned as non-renewable permits for individuals on the Main Campus waiting list.) If the shuttle service is not successful and is discontinued, those who gave up their main campus permits will have their permits returned.

Those on the waiting list for a main campus permit may use the west campus parking and shuttle service without jeopardizing their place on the list.

A new main campus carpool program has been implemented to encourage the reduction of single occupancy vehicle use. The benefits to registered carpool participants includes shared vehicle expenses, reduced stress from driving alone, reduced parking fees, a reserved parking spot (for registered carpool

groups) and access to special parking permits for emergencies when carpoolers need to bring their personal vehicle to campus.

Special discounted carpool parking permits are available to current main campus permit holders. A two-person carpool will receive a 25 percent reduction on the cost of their parking permit if two current permit holders surrender one valid parking permit and convert the remaining permit to a carpool permit. A three-person carpool is eligible for a 25 percent reduction on the cost of the individual carpool parking permit and will receive a reserved parking spot, if two of the applicants surrender their valid parking permits and the remaining permit is converted to a carpool permit.

Permits are valid for the normal parking year from July 1 through June 30 and must be renewed annually. A list of persons participating in the carpool must be supplied upon renewal.

People who want to carpool but do not have anyone to carpool with may find partners using "Ride-match" on www.carpool.ca.

For more information about these programs, call the Parking Office at ext. 36979. □

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/Transphobia 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

Shirley Eastabrook - Nursing
533-6000 ext. 74755

Carol McKeen - Business
533-2326

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

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Queen's Pension Plan fund weathers economic uncertainty

Retirees will still see a slight increase in pension this year

The Queen's Pension Plan return for the year ending Aug. 31, 2001, was down 5.415 per cent. All major equity markets slumped significantly during the plan year: the Toronto Stock Exchange was down 33 per cent, while the U.S. and the non-North American markets were both down about 20 per cent. The Canadian bond market, however, was up about 8.5 per cent.

"More than 55 per cent of the pension fund assets are invested in equities," says Bill Forbes, Director, Pensions,

Long-term performance continues to be strong, with five-, 10- and 15-year returns averaging more than 9 per cent.

Investments and Insurance. "It was virtually impossible to have positive returns with such weak equity markets. Our relative performance, however, is likely above the median when compared against the returns of other pension plans over the same period." The last time the annual fund rate was negative was in 1998, when investment performance dropped to -1.26 per cent following the Russian currency crisis and the partial collapse of several Asian markets.

"Unfortunately, with the events of Sept. 11, the first month of the new pension plan year will again be negative,"

Mr. Forbes says. "Hopefully, markets will bounce back over the ensuing months."

Despite the negative return this year, Queen's retirees will see their pensions increase by a modest 0.93 per cent as a result of the plan's post-retirement indexing formula, which is based in part on a four-year averaging of investment returns. Long-term performance continues to be strong, notes Mr. Forbes, with five, 10, and 15-year returns averaging more than 9 per cent, while the 20-year average stands at 12 per cent.

The Pension Committee of the Board of Trustees recently completed a lengthy review and restructuring of the plan's investment managers. Canadian equities are now managed by three firms: Brinson Canada (formerly RT Capital Management), TD Quantitative Capital

(on a passive basis), and Burgundy Asset Management. Canadian bonds are managed by Brinson Canada, TD Quantitative Capital (on a passive basis), and Addenda Capital. Foreign equities continue to be managed by AllianceBernstein and Wellington Management Company. Assets at the end of August were approximately \$989 million.

The return of -5.4150 per cent will be reflected in the account balances and projected pensions of all plan members. This information will be included in the individual pension statements that will be distributed by December 2001. The annual general meeting for plan members takes place Wednesday, Dec. 5 from 1:30 pm to 3:30 pm in Dunning Auditorium. For more information, call Pensions, Investments and Insurance at 533-6414. □

Books and Bytes

News from Queen's University Libraries

Partnerships: Reaching out promotes excellence and growth

The formation of partnerships is a growing trend for many organizations.

Libraries, in general, have been at the forefront of this trend for decades with their long tradition of developing, participating in and benefiting from partnering with other libraries.

Almost from their outset, libraries realized that individually they could not, nor need not, purchase all the resources required by their patrons. Cooperative interlibrary loan agreements evolved from individual libraries lending to each other locally, regionally, nationally as well as internationally.

Most libraries, including those at Queen's University, share more than physical resources. The records seen in the Libraries' online catalogue, QCAT, are the result of cooperative efforts by many libraries and agencies, including the National Library of Canada, to create and share catalogue records. The sharing of cataloguing records eliminates duplication of effort providing timely access to material.

Exploring other opportunities for partnerships is fundamental to the success and growth of Queen's University Libraries. A few examples can best illustrate the library system's diverse array of activities. The Special Readers' Services Unit, in Douglas Library is a cooperative effort between the Queen's University Libraries and Health, Counselling and Disability Services. Recently, the Libraries entered into a recipro-

cal arrangement with the Royal Military College to provide enhanced services to faculty.

The Queen's University Library system strives to create unique and community enhancing partnerships. Two examples are

the Teacher Resource Centre and the Bracken Library outreach partnerships. The Teacher Resource Centre, in the Faculty of Education is a partnership with the two local school boards, the Limestone District School Board, and the Algonquin and Lakeshore Catholic District School Board. This partnership, which began in 1996, is unique in Canada. Three organizations, all dedicated to education, share resources and services to improve access to information for 35,000 area school children.

Over the past five years, Bracken Health Sciences Library (BHSL) has actively pursued partnerships with health care delivery centres in Southeastern Ontario to provide library and information services. The practice of quality health care delivery demands that health care professionals have access to current health information. BHSL has negotiated partnership agreements with the Merrickville District Community Health Centre, Canadian Forces Base Kingston Medical Clinic, District Health Council, Victorian Order of Nurses, Community Care Access Centre, and most recently has become the virtual library for the Quinte Healthcare Corporation. Included in the

partnership agreements is access to reference services, educational training sessions, document delivery, access to numerous online health databases, and the ever-popular health reference books and health journals available in full text electronically on the Internet.

Libraries benefit from partnerships by being able to offer a comprehensive service that meets their patrons' requirements. Playing a pivotal role in providing library users with more equitable access to information, regardless of geography, is also rewarding. Expanded library boundaries and increased library networks encourage a greater use of resources and services. Partnership agreements are instrumental in providing additional funds that can be used for initiatives such as purchasing equipment to support the delivery of library and information services, and purchasing print and electronic resources.

Where do we go from here? In this information age researchers require access to timely and convenient library and information services to be competitive. The future for all types of partnerships will be exciting as technology evolves to provide additional service opportunities. □

library.queensu.ca/webmed/qhc.htm

library.queensu.ca/webmed/outreach/comoutreach.html

stauffer.queensu.ca/inforef/srs/

library.queensu.ca/webtrc/

Senate

Notes from the Oct. 4 session

Memorial tributes to former Dean of Women Elspeth Baugh, former Dean of the Faculty of Health Sciences Dr. Barry Smith and former Associate Dean of the School of Business, Bill Miklas opened the inaugural Senate session of 2001-2002. Queen's Chaplain Brian Yealland read the tribute to Professor Baugh, who died in July; Business professor Merv Daub read the tribute to Professor Miklas, who died in July and Dr. Kim Baugh, head of Paediatrics, read the tribute to Dr. Smith, who died in June.

Principal Bill Leggett shared his views on the four percent decrease in the operating budget, forecasted for each of the next three years. He referred to a letter he sent recently to the university community outlining the situation and the options facing the university.

Dr. Leggett also reported that at \$90 million, Queen's stands eighth in the country in research funding while being 28th in size.

He congratulated Jean Stairs on her induction as new Principal of Queen's Theological College; Vice Principal (Research) Kerry Rowe on his election to the Royal Society of Canada and David Lillicrap (Pathology) and Russell Davidson (Economics) on winning 2001 Queen's Excellence in Research Awards.

Queen's total full- and part-time enrolment to date stands at about 18,000, about 300 more students than last year, Registrar Jo-Anne Brady reported. Full-time enrolment to date stands at 14,812.

Suzanne Fortier, Vice Principal (Academic) reported on enrolment planning in advance of the double cohort. All universities participated in

this exercise last fall under the auspices of the Council of Ontario Universities. Queen's struck a working group consisting of key university officials last summer to alert the university to issues on policy as well as those on the practical side, such as financial and staffing implications that need addressing.

Senate ratified Internal Academic Review reports from the Canadian Studies Program, Developmental Studies Program, the departments of Geography and Political Studies, the School of Urban and Regional Planning and the Faculty of Law. Further details on the reports are on the University Secretariat website at www.queensu.ca/secretariat/senate/agendas/oct04_01.html.

Senate approved the appointment of the following to Senate committees: Vicki Remenda and Mark Rosenberg, faculty and Jane Baldwin, staff (Academic Procedures); Ralph Whitney, faculty (Advisory Research); Robin Cameron, staff, Krysia Spirydowicz and Susan Wilcox, faculty (Educational Equity); Tim Fort, faculty (Fine Arts and Public Lectures); Audrey Kobayashi, faculty (Internal Academic Review); Ying S. Lee, graduate student, (Nominating); Uli Scheck, faculty (Operations Review); Marie Myers, faculty (Queen's Engineering Society Services); Shirley Eastbrook and Carol McKeen, faculty (University Grievance Advisors for students).

It also approved the nomination of Bill Flanagan (faculty) as Co-Chair, Rosemary King (faculty) as Co-Chair and Perry Conrad (staff) as Vice-Chair of the Queen's Harassment/Discrimination Complaint Board. □

www.queensu.ca/secretariat

Queen's budget backgrounder: Inflation root of shortfall

By now, Queen's community members will have received a letter from Principal William Leggett addressing the prospect of an operating budget cut of four per cent for the year 2002-2003 and possible cuts of a similar size for the following two years.

To learn more about the budget process and what the four per cent shortfall will mean to Queen's, the *Gazette* posed the following questions to Chris Conway, Director, Institutional Research and Planning and Glenda Kaye, Director, Financial Analysis and Budget.

At a time when Queen's has deregulated certain programs, tuition has increased, the campaign is doing well, and the government has helped fund major capital projects on campus (i.e. SuperBuild money), why is there a need to cut by four per cent?

Chris Conway: The discussion that's under way about budgeting and budget cuts involves the university's general operating fund, and not the endowment, research or capital funds. The operating fund currently stands at \$219 million, which is about 40 per cent of the university's total expenditures. Faculty and staff salaries, building maintenance, and instructional supplies are all paid for out of the operating fund. There are various rules that limit the extent to which money in one fund can be used to support activity in another fund.

The vast majority of operating fund revenue comes from two sources: tuition and government operating grants. A much smaller proportion is associated with investment and other income. While tuition in some programs has been deregulated, about two-thirds of Queen's students are enrolled in regulated fee programs. These programs are subject to a provincial- government-mandated maximum two per cent annual increase that began two years ago and that will continue for another three years. Only one-third of Queen's students pay deregulated fees, and even if these fees were to be increased further, the total amount of revenue would be small in comparison to the overall budget shortfall.

On the operating grant side, there has been no inflationary adjustment in the per-student operating grant for several years, and none has been announced for the future, despite inflation that has averaged four per cent at Queen's over the past several years.

The Campaign for Queen's is meeting with great success, but the money raised is targeted for new facilities, student support, endowed chairs and the like. Only the interest on the untargeted portion of the endowment fund can be used to support gen-

eral operating expenses.

Finally, the SuperBuild fund has provided \$57 million to support new construction at Queen's. While this money will allow us to accommodate the double cohort and handle enrolment growth, it does not support operating fund activity.

The bottom line is that while operating expenditures have been rising at four per cent per year, operating revenues have been increasing at a slower rate; the trend is expected to continue for the next few years at least.

What process is being followed to address the need for the budget cuts?

Glenda Kaye: The principal chairs an advisory committee on the budget. Each vice principal must submit a budget to the principal requesting funding for their portfolio. All decisions with respect to vice principal portfolio allocations are made by the principal based on recommendations of the Principal's Advisory Committee on the Budget. As noted earlier, each vice principal then decides on allocations within his or her portfolio and at the faculty level, the deans then have discretion on allocating funding to departments within their faculty.

What instructions have been given to deans/department heads?

G.K.: All deans and department heads have been asked to plan for a budget cut of four per cent for 2002-03.

Why did Queen's decide to do an across-the-board cut as opposed to targeted cuts?

G.K.: Queen's applies budget cuts across the board in order to balance the budget. The university then reinvests in strategic areas. The budget allocations are guided by Queen's basic priority, "to support and enhance the quality of the broader learning environment for students, faculty, and staff."

For 2001-02, there was a two-per-cent decrease in the operating budget for administrative departments and a 2.5 per cent decrease for academic departments. Also for 2001-2002, the university reinvested in the following areas:

- student assistance
- allocation of funds to meet needs in areas of high enrolment growth
- programs where additional fees and targeted grants will allow appointment of new faculty positions, new support staff positions in student services, entrance scholarships, and significant renewal of facilities
- computing infrastructure
- facilities renewal and deferred maintenance
- establishment of 24 bridging positions

In addition to funding the reinvestments noted above, the university must pay for annual increases that are required simply to maintain the status quo. Status quo expenditures include amounts required to cope with increases in utility bills and compensation.

What is meant by an across-the-board approach (any exemptions and why)?

Across the board means that each vice principal portfolio receives a four-per cent budget cut. Each vice principal then has the discretion to cut individual faculties or departments by differential amounts. Within a faculty, the dean has the discretion to apply differential cuts to departmental budgets. For the year 2001-02 differential cuts were not applied at the vice principal level. For 2002-03 it is still too early to determine whether or not differential cuts will be applied.

The budget items which are exempt from budget cuts because of Queen's policy or because we simply have no choice are as follows:

- student assistance allocation
- utilities
- compensation increases
- library acquisitions
- scholar centered computing
- deferred maintenance

What are the budget implications of the double cohort (2003 being the year Ontario phases out Grade 13 and Grades 12 and 13 graduate the same year)?

C.C.: In May 2001, the provincial budget announced additional funding for the province's universities for 2001-02, 2002-03 and 2003-04 (the first key double cohort year). University operating grant increases will be allocated on the basis of enrolment growth alone. Queen's commitment to increase enrolment in the near term (arrived at through a province-wide enrolment planning exercise) reflected its ability to accommodate expansion, and is in keeping with its goal to remain a high quality, medium-sized residential university. Intake into first year in fall 2003 will increase by about 400 (and total enrolment by about 500) relative to the current year. This growth will result in increased tuition and operating grant revenue for Queen's, but will also generate additional costs. The total impact in 2003-04 – approximately \$5 million in additional tuition and grant – will amount to less than one year's worth of inflation.

In other words, these are difficult financial times with or without the double cohort.

What were the options and implications in dealing with the 4 per cent shortfall for next year?

G.K.: 1. Increase Enrolment One option would have been to



increase enrolment by more than we had originally planned. This would only be a short-term fix as growing enrolment would result in the need to invest further in infrastructure, services and faculty. The government funding provided for enrolment growth is simply inadequate to support these additional expenses. If we chose to follow this path we would find ourselves with even larger budget problems in the very near future.

2. Debt Financing

Borrowing money (incurring debt/planning for a deficit) to pay for operating expenses is not fiscally responsible. It is more difficult to recover from a deficit situation than it is to balance the budget annually. The current Board of Trustees policy requires a balanced budget. The Province of Ontario has recently tabled legislation that will require Universities to balance their operating budgets annually.

3. Use of Endowment

The endowment fund is a fund held in perpetuity. The capital remains intact and the investment income is spent on the purpose for which the endowment was established. Much of Queen's endowment fund is restricted to particular purposes as specified by donors (scholarships, chairs, professorships, etc). The investment income of the unrestricted portion of the endowment supports the university's annual operating budget. Spending the capital of the endowment would produce one-time money and would reduce the annual flow of funds to the operating budget, forever. This action would only exacerbate an already challenging budget situation.

What are the deadlines for decisions?

G.K.: Submissions to vice principals from deans and department heads are due at the end of November. Each vice principal will discuss the submission with the head of each unit in December.

Submissions from vice principals to the principal are due Jan. 14, 2002.

It is anticipated that the university's budget will be taken to the Board of Trustees for approval in March 2002. □

The Gazette will continue to examine the implications of the budget cuts in future issues, and encourages the university community to participate in this dialogue. Email gazette@post.queensu.ca.

Queen's in the News

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

Oct. 5 – 15

Tom Williams (Education/Policy Studies) received extensive coverage on the findings contained in his recent study of principals and vice-principals across the province including the *Globe and Mail*, *Ottawa Citizen*, *Toronto Sun*, *Ottawa Sun*, *Whig-Standard* and *Times of London*. Prof. Williams was also interviewed on CKLW, CHEX, CFLY, CFMK radio; CKWS and CJOH TV

Louis Delvoie (Centre for International Relations) did a series of CBC radio interviews across Canada on the state of affairs in Pakistan.

The research of Queen's psychologist **Tara MacDonald** (Psychology) on how intoxicated people are highly influenced by what's most immediate in their environment continues to receive coverage, most recently in the *Toronto Star* and *Edmonton Journal*.

Business strategy expert **Doug Reid** (Business) received extensive coverage about the future of Air Canada and its new discount carrier including *National Post*, *Globe and Mail*, *Toronto Star*, *Ottawa Citizen*, *Ottawa Sun*, *Toronto Sun*, *Vancouver Sun* and *Victoria Times Colonist*.

Queen's biologist **Bob Montgomerie's** research on Arctic birds (ptarmigan) and their mating and survival behaviours has recently been featured in BBC Wildlife ("Boys Who Like It Dirty: Why male ptarmigan soil themselves with mud"), Canadian Wildlife, Nature Science Update and Science Now, Science et Avenir and Yellowworld News.

Carol Beatty, director of Queen's Industrial Relations Centre, was featured in *The Globe and Mail* about the work group structure she helped design at the Peregrine Inc. auto parts factory.

Queen's surveillance expert **David Lyon** and Queen's expert **Doug Bland**, Chair Defence Management Studies (Policy Studies) were quoted in *The Whig-Standard*, *Saskatoon StarPhoenix*, *Edmonton Journal* and *Nanaimo Daily News* about Canada's military resources. Prof. **Bland** was also quoted in the *Ottawa Citizen* about Canada's combat capability claims.

Professor emeritus **Ned Franks** (Political Studies) is quoted in *The Whig-Standard* about Chretien's lack of regard for Canada's parliamentary traditions in deciding the country's involvement in the military campaign in Afghanistan.

The National Post announced that **Julian Barling** (Business) had tied as the Ontario region winner of 2001 Leaders in Management Education award.

Professor emeritus **James Leith** (History) was quoted in *The Edmonton Sun* about the possibility that future terrorist attacks could hit closer to home. □

media TIP

When following the news, if you notice that the media have overlooked an important angle or point that falls under your area of expertise, let us know about it. We can bring it to the attention of the appropriate news reporter and convey your willingness to be interviewed on the subject. Reporters are always in search of experts who can provide context for breaking news stories or help advance their next-day coverage with a fresh angle.

Queen's News and Media Services, Anne Kershaw, Associate Director, ext. 74038; Nancy Marrello, Coordinator, ext. 74040 and Lorinda Peterson, Communications Assistant, ext. 77559.

Students experience impairment symptoms first-hand in innovative rehab course

BY LORINDA PETERSON
NEWS AND MEDIA SERVICES

Heidi Cramm and a group of fellow students left the Louise D. Acton Building wearing walkmans, eyeglasses wrapped in saran wrap, and tensor bandages tightly wound around arms or legs. But they were neither listening to their favorite tunes nor heading to a costume party.

On their way to Campus Bookstore to purchase a prescribed list of items or to the John Deutsch Centre to access a bank machine, these students were participating in simulation exercises as part of Terry Krupa's rehabilitation therapy course, Occupational Therapy and Mental Health II: Impairment.

Simulating the symptoms of psychosis, the walkmans worn by Ms. Cramm and her friends repeat messages over and over as if outside voices are inside the students' own heads. The voices may make derogatory comments or, on the other hand, resemble the calming voice of a deceased loved one affirming their love. The audio input may be dis-

torted music blaring at a very high volume with voices trying to intrude or short bursts of sound followed by long silences.

The audio tapes and "physical disablers" used in the simulation exercises were developed at the Clark Institute of Psychiatry by Carrie Clark and Lynn Cockburn, one-time colleagues of Dr. Krupa's, and with input from people with specific psychological disorders who tested prototypes of the tapes for accuracy of symptoms.

Increasingly being used as a teaching tool in School of Rehabilitation Therapy courses at Queen's, the simulation exercises tend to be popular with students and often what students remember most about a course. "The simulation exercises are an excellent opportunity to consolidate what we have learned and talked about in our course work," adds Ms. Cramm.

Dr. Krupa's simulation exercises are designed to help students gain insights into the experience of living with a disability. "In the middle of the simulation, they often start to cope

with the symptoms, actively, on their own, without an expert telling them how to do it. And if students understand that they themselves just sort of kick in and start to make adjustments, they start to understand that that's the experience for everybody."

In an attempt to break down the us-them dichotomy of expert and client, Dr. Krupa encourages rehabilitation therapy students to see "other-abledness" as a continuum in which they themselves have a place. "For simulation exercises to be an effective teaching tool, they must allow the student to experience something they can relate to their own lives."

At de-briefing sessions after the simulation exercises, students will often say they have experienced something similar in their personal lives. One student cited sleep deprivation while studying long days and nights for exams that made him hypersensitive and less trusting of the way he perceived the world around him.

"Understanding disability

means not treating it as something that belongs to somebody else. If we're honest with ourselves, we know that disability is something we all deal with," says Dr. Krupa, recipient of the 1999 Alumni Award for Teaching Excellence.

It was with these learning principles in mind when exploring innovative approaches for teaching the human geography curriculum in a spring-summer session of Geography and the Environment that graduate student, Janine Wiles, approached Dr. Krupa. "I was looking for interesting assignments that get at deep learning. The idea was to identify ways of teaching concepts and developing the ability of students to apply them to different situations," says Ms. Wiles.

As part of a simulation exercise for the geography course, former student Catherine Hagerman attempted to access campus buildings, to move from floor to floor, to get in and out of campus washrooms and to retrieve books from shelves at campus libraries while using a wheelchair.



Aneta Chakala

The impact of the learning experience was so great that Ms. Hagerman joined the Queen's Safety Audit which ensures safe access not just for physically impaired individuals but for everyone at Queen's. "You simply can't replace practical experience with theory alone. As a learning tool, practical experience is necessary to reinforce what we are taught and to make us think more deeply. I will never forget the experience," Ms. Hagerman says. □

Heidi Cramm now works as an Occupational Therapist at Hotel Dieu Hospital and Catherine Hagerman has received her degree in Sociology and works at Queen's Pension, Investments & Insurance.

News Notes

VP (Academic) appointed to jobs task force

Suzanne Fortier, Queen's Vice Principal (Academic), has been appointed to an Ontario government task force on economic competitiveness established to strengthen the province's ability to compete globally for jobs.

In making the announcement last week, Premier Mike Harris and Bob Runciman, Minister of Economic Development and Trade, committed substantial resources toward helping to create jobs.

Roger Martin, dean of the Joseph L. Rotman School of Management at the University of Toronto and head of the new economic task force, is joined by a team of business and academic leaders, all focused on job creation. Dr. Fortier, one of fifteen appointees to the task force, has held numerous administrative and collegial posts. She is currently chair of the Ontario Science and Innovation Council and a member of the Council of Science and Technology.

Task force members will assess Ontario's economic competitiveness according to five strategic goals: knowledge and skills; innovation culture; strong global orientation; building on industry and regional strengths; and favourable investment climate.

HPCVL celebrates official opening

Queen's High Performance Computing Virtual Laboratory celebrates its official opening Nov. 1 with a symposium open to the public, reporting work related to supercomputing. It takes place in 517

Watson Hall at 1:30 pm and will be chaired by Andrew Pollard of Mechanical Engineering. The speakers, who represent a cross-section of disciplines are: Chris Ferral, Economics and Doug Mewhort, Psychology, of Queen's; Gary Slater, Physics, and Alain St-Amant, Chemistry, of the University of Ottawa and Joreg Sack, Computing Science, Carleton University.
hpcsv1.hpcvl.queensu.ca

Farm machinery deaths on the rise, study shows

Machinery-related fatalities on Canadian farms increased significantly during the 1990s, according to a study conducted by researchers with Queen's Department of Emergency Medicine.

While fatalities related to the operation of farm tractors were seen to decrease in recent years, other "machinery-related injuries" are on the rise and now represent the leading type of work-related death on Canadian farms, says the report of the Canadian Agricultural Injury Surveillance Program (CAISP), a Queen's-led initiative that monitors and identifies farm injury patterns.

The researchers, whose objective is to reduce the frequency and severity of farm injuries, documented patterns indicating that the vast majority of accidents are preventable. "Our data shows that there are recurrent patterns of injury across the country. These are not random or isolated accidents," says Dr. Robert Brison, an emergency medicine physician and director of the program.

The study, which spans nine years, documented 1,049 farm fatalities in Canada for the period from 1990 to 1998,

an average of 117 a year. The majority of these deaths (85.9 per cent) occurred during work activities.

Overall, the number of work-related farm fatalities declined modestly over the nine-year period, from 116 in 1990 to 86 in 1998. This decline is attributed in part to a drop in the number of tractor rollovers and runovers. However, the number of entanglements rose to a total of 91 fatalities between 1990 and 1998. These events occur most often when clothing becomes entangled in an unguarded, rotating shaft; the machine is being adjusted while under power; or a person falls into or against the machine while under power.
meds.queensu.ca/~emresrch/caisp/

All invited to Aboriginal Studies Symposium

Join the third-annual Aboriginal Studies Symposium at Queen's University, Nov. 3 and 4 in the Policy Studies building, room 202. Aboriginal and non-Aboriginal scholars and students will share their knowledge and perspectives, with Aboriginal community members and Elders as participants and stakeholders. Academic presentations will take place in a "talking circle" in accordance with traditional Aboriginal protocol. The program runs 8:30 to 5 pm on the Saturday. Sunday's program runs 8:30 pm to noon. A feast and social will follow. Details: 533-6970, or 533-6000 ext. 77997.

Shogun's Palace: Step into a fantasy

Don't miss the Queen's Engineering Society Formal open house, Saturday, Nov. 3, 1-4 pm at Grant Hall. Applied Science

students will transform the interior into Shogun's Palace, complete with rock gardens, giant glowing lanterns and a huge pagoda. Admission is free, but donations to Kingston Literacy will be gratefully accepted.

Rock mechanics thesis judged best in world

Mark Diederichs, (Geological Sciences and Geological Engineering) has been awarded the 2002 Rocha Medal by the International Society of Rock Mechanics for his PhD thesis entitled *Instability of Hard Rockmasses: The Role of Tensile Damage and Relaxation*.

The Rocha Medal is a prestigious award (first presented in 1982 in the memory of the society's first president, Manuel Rocha) presented to the author of what is judged to be the best new doctoral thesis in the world for the designated year. The award is given for a thesis in the fields of rock mechanics, rock engineering or mining geomechanics. This is the third time that the award has come to North America.

A new faculty member, Dr. Diederichs completed his doctorate in Civil Engineering at the University of Waterloo. He was co-supervised by Peter Kaiser of Laurentian University and Maurice Dusseault of Waterloo.

The winner will be recognized at the annual meeting of the International Society (Eurock '02), next November in Madeira, Portugal. Mr. Diederichs will present his work in a special plenary session at the conference. □

Queen's policy expert points to massive turnover of Ontario principals

NEWS AND MEDIA SERVICES

Ontario is facing a massive turnover of principals and vice-principals, according to Tom Williams, author of a report commissioned by the Ontario Principals' Council (OPC.)

He says that 1,900 public schools will see their principals retire in the next three years. Those currently in the role are struggling to keep up with all the changes brought about by the provincial government, making it difficult to attract new high-achieving school leaders.

"By 2005, 60 per cent of principals and 30 per cent of vice-principals in Ontario's school boards will have retired," says Dr. Williams, of Queen's School of Policy

Studies. "This critical and growing problem does not appear to be on any priority list at either the provincial or local level."

The study also uncovered a number of factors that current school leaders cite as making the role difficult or unattractive. All 946 study participants noted that the number one source of dissatisfaction to the role is the pace and degree of change brought about by the provincial government. Coupled with this is the lack of adequate resources to implement these changes.

"We now know that the shortage of principals and vice-principals will be far greater than anyone has anticipated," notes Martha Foster, President

of the Ontario Principals' Council. "This could have a detrimental impact on our students if their school leaders are not properly trained and prepared to keep our schools running in an increasingly complex and demanding environment."

The identification and training of high caliber replacements will become a crucial issue for school boards across the province. Unless plans are made now, even if the ranks of retired principals and vice-principals are filled by 2005, new principals will be ill-equipped to handle the growing responsibilities of the role.

OPC has been working closely with the Ministry of Education and local school

boards to develop and deliver professional development programs for current school leaders. In 2000-2001, over 140 professional learning opportunities for principals and vice-principals were sponsored by OPC and financially supported by the ministry.

The Ontario Principals' Council is the professional body representing 5,000 principals and vice-principals in Ontario's publicly funded elementary and secondary schools. Set up in 1998, OPC provides professional support to its members and advocates on behalf of public education. □



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. 30 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

Program Assistant
Radio Station CFRC-FM 2001-72
Stuart Mills
Registrar, School of Graduate Studies and Research 2001-91
Monica Corbett
(School of Graduate Studies and Research)
Coordinator, Alumni Services,
Department of Alumni Affairs 2001-94
Norine Tousignant
(School of Business)
3rd Class Stationary Engineer
PPS - Central Heating Plant 2001-96
Greg Morris
(PPS - Central Heating Plant)
Undergraduate Program Assistant,
Chemical Engineering 2001-99
Tina McKenna
(Continuing and Distance Studies)
Departmental Assistant, Microbiology and Immunology 2001-104
Diane Sommerfeld
(Chemical Engineering)

Staff Vacancies

Following the completion of the Queen's Job Evaluation (QJE) review for positions in Grades 2 - 9, you will notice we have included the cluster in the following job ads which represents the job family, branch and grade (e.g., ADMG5 is Administration Family, General Branch, Grade 5). Generic position overviews for clusters can be found on the HR website at www.hr.queensu.ca.

Specific job overviews for positions advertised under 'Staff Vacancies', with the exception of CUPE Local 229 postings, continue to be available in the HR department.

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

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

This position is being reposted to reflect changes in the terms of the appointment. Please note this is a **one-year term** appointment working 80% 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)

Student Services Coordinator 2001-116 Faculty of Arts and Science

Major Responsibilities: report to the Manager, Student Services Division; responsible for the production, content and distribution of the Faculty of Arts and Science *Calendar* (edit *Calendar* copy, prepare the text for printing by incorporating all revisions and new copy, liaise with the OUR regarding revisions of

courses and programs); provide administrative support and coordinate the work of the Curriculum Committee, the Awards Committee and the Board of Studies; provide assistance to the Registration Coordinator; maintain the web version of the *Calendar*.

Requirements: two years of post-secondary education with several years of relevant experience in a post-secondary setting (or an equivalent combination of education and experience); progressive experience in a service-oriented administrative office in a coordinating role; good working knowledge of faculty academic programs, regulations, policies and procedures; general understanding of the various student services; proficiency with Windows and PC applications software including word processing (Word), spreadsheet packages, internet tools and PCICS; excellent writing and interpretive skills to record and transcribe minutes, edit publications and to understand and explain academic regulations and procedures; proven attention to detail; strong interpersonal, communication and analytical skills; excellent time management and organizational skills; proven ability to work under pressure and to participate effectively as part of a team.

Minimum Hiring Salary: \$34,192 Salary Grade 6-ADMSF6

Donor Relations Officer 2001-117 Department of Development

Major Responsibilities: report to the Director of Development (Donor Relations and Stewardship); participate as an integral member of the Donor Relations and Stewardship team; take the lead ensuring that Queen's is attentive in keeping donors informed about the impact of their gifts and updated about projects and programs, work with development officers to develop plans for key donors, research and write project/program updates, ensure website provides updated information for donors, provide writing assistance/guidance as necessary, develop criteria which assist in measuring program effectiveness, ensure fiscal responsibility and be accountable for utilization of resources.

Requirements: university degree and job-related experience; must be a self-starter with a proven track record in finding creative ways to add value for external clients; must be highly organized and goal oriented, balanced with the ability to interact effectively with both donors and colleagues; strong research and writing abilities; excellent personal commu-

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 October 2001.

30 years
Bonnie Livingstone, Residences

25 years
Clifford McEwen, Printing and Materials Distribution

20 years
Barbara Brooks, Purchasing; Andy Hooper, ITS; Linda MacKeen, Office of the University Registrar; Barbara Paquette, VP (Academic).

15 years
Donald Conners, PPS; Gail Deschamps, Residences; Robert Ewart, Custodial Services; Douglas Greenaway, Custodial Services; Herbert Henderson, Custodial Services; Dianne Johnston, Clinical Trials Group; John Morgan, Custodial Services; Eleanor Rogers, School of English; Joanne Surette, Biology; Jeffrey Tryon, Residences.

10 years
Monica Bacon, Clinical Trials Group; Doris Bell, Parking and Grounds; Colin Inalsingh, Microbiology and Immunology; Laurence Pattison, PPS; Nora Vincent, School of English; Paul Wiens, Stauffer Library; Kathy Williams, Animal Care Service.

Five years
Karl Hinch, PPS; Xuhong Li, Biochemistry; Hartmut Schmider, HPCVL; Karleen Schulze, Oncology.

Employee Assistance Program

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

continued on page 7

Human Resources *continued*

communications skills; ability to work with colleagues to achieve goals; proven project management skills; experience within a fundraising environment an asset.

Minimum Hiring Salary: \$43,968 Salary Grade 8-ID8

Manager, University Information Systems 2001-118 Information Technology Services

Major Responsibilities: report to the Director; responsible for planning, directing, scheduling and staffing the development and support of the university's major administrative information systems; participate as a member of the management team to recommend and provide central administrative information systems; direct a team of professional programming staff to meet the needs of the customer departments and reflect the mission of

Information Technology Services and the strategic goals of the university.

Requirements: University degree in a related discipline (or an equivalent combination of education and experience); substantial progressive experience in a university or organizationally relevant setting with proven strategic planning skills to deal with administrative information systems; experience in developing institutional policies and procedures regarding information systems; familiarity with the e-Business/workflow environment; demonstrated leadership skills to direct and motivate people to foster a team approach to service delivery; excellent communication, organizational, time management and analytical skills.

Minimum Hiring Salary: \$71,092 Salary Grade 12

Other Position

Human Mobility Research Centre Motion Analysis Lab Technologist

The Human Mobility Research Centre (HMRC) brings together a world-class team of researchers to improve human mobility through the development of innovative and effective treatment strategies for bone and joint disorders caused by arthritis, osteoporosis, and injury. HMRC's laboratories are located in Kingston General Hospital in partnership with Queen's University, federal and provincial governments and private industry. The Motion Analysis Lab Technologist will provide support for all motion analysis labs associated with HMRC.

Major responsibilities: Schedule, prepare, perform, and record the results of experi-

ments/studies; use computer software in analysis and present information in an appropriate form, including report preparation and graphs; maintain equipment, monitor safety; and provide guidance in appropriate use of apparatus; respond to requests for information, and provide advice and direction as required to students; perform other support duties including administrative functions and specialized support such as computer, photographic, or assist in manuscript preparation. Independent judgement is required in determining optimal protocol and analysis of data.

Qualifications: Three-year post-secondary program in a biomechanics or a relevant field; experience in human motion analysis and with motion tracking equipment, general gait motion protocols and the custom software are assets. Ability to work independently within guidelines provided

by the projects' Principal Investigators; excellent interpersonal and communication skills, both verbal and written; the ability to deal with patients, staff, students, faculty and outside agencies. Professional attitude with patients and subjects and experience with DOS and Windows operating systems are required.

Minimum Hiring Salary: \$30,151 Salary Grade 5-NAS5

Please submit a cover letter, resume, and the names and phone numbers of three references to: Kari Hurst, Coordinator, Administration & Special Projects, Human Mobility Research Centre, Angada 1, Kingston General Hospital, Kingston, ON K7L 2V7. Fax: (613) 549-2529. Email: hurstk@post.queensu.ca. Deadline: Nov. 2, 2001. Information <http://www.queensu.ca/hmrc>.

Bulletin Board

Appointments

Dr. David McDonald appointed Director of Development Studies

Principal William C. Leggett is pleased to announce that David McDonald has been appointed Director of the Development Studies program in the Faculty of Arts and Science for a five-year term commencing Sept. 1, 2001.

Dr. McDonald holds a BA from the University of Western Ontario and an MA and PhD from the University of Toronto. He lectured at both the University of Toronto and the University of the Western Cape (South Africa) before coming to Queen's in 1996 as an assistant professor in the Department of Geography. For the past year he was a post-doctoral fellow in the Political Studies department. He has also served as project manager of the Southern African Migration Project, and is currently Co-Director of the Municipal Services Project.

Dr. McDonald's research focuses on three inter-related themes: globalization and cities; urban ecology; and cross-border migration. He has published widely on all of these themes, including *On Borders: Perspectives on International Migration in Southern Africa* (St. Martin's Press, 2000) and *Environmental Justice in South Africa* (Ohio University Press, 2002).

In making this announcement, Principal Leggett wishes to express his appreciation for the leadership provided by Bob Stock during his two years as coordinator of the Development Studies program.

Awards and Grants

The Chancellor's Research Awards

An award to provide junior researchers with demonstrated high research potential the means to achieve significant impact on their disciplines. Full-time faculty within 8 years of their first faculty position at date of application are eligible. Five awards may be given to persons in any field or discipline that supports research at Queen's. Deadline Dec. 1, 2001, value of Award up to \$50,000. Guidelines and forms are available at <http://www.queensu.ca/vpr/forms.htm#chancellor>. Chancellor's Research Awards **information session** will be held Nov. 2 at 10:30 am. Direct inquiries to Bonnie Stewart, ext. 74686.

Committees

Chemical Engineering Headship Selection Committee

Ron Neufeld's term as Head of the Department of Chemical Engineering ends June 30, 2002. Dr. Neufeld does not wish to be considered for reappointment at this time.

In accordance with the terms of the Collective Agreement between Queen's University and the Queen's University Faculty Association, a selection committee will be formed to consider the present state and future prospects of the Department of Chemical Engineering, and to assist the principal in selecting the head. Members of the bargaining unit in the Department of Chemical Engineering will elect five faculty members to serve on the selection committee.

Faculty members, staff and students are also invited to nominate staff and students from the Department of Chemical Engineering and faculty members from cognate disciplines for membership on the selection committee. Nominations should be sent to Dean Harris, Chair, c/o Donna Horner, by Nov. 2.

Search for new Director, Department of Information Technology Services

David Anderson, Vice-Principal (Operations and Finance) is pleased to announce the membership of the Committee to advise him on the selection of a new Director for the department of Information Technology Services and on the present state and future prospects of the department.

The membership of the committee is as follows: David Anderson (Chair), Vice-Principal (Operations and Finance); Jo-Anne Brady, University Registrar; Yolande Chan, Associate Professor, School of Business; Scott Courtice, President, Alma Mater Society; Sandra Crocker, Director, Research Services; Anne Godlewski, Associate Dean, Faculty of Arts and Science; George Hood, Vice-Principal (Advancement); Christopher Knapper, Director, Instructional Development Centre; Jim Lesslie, Manager, Distributed Information Technology, Department of Information Technology Services; Ken Low, Director, Financial Systems and Operations; Mary Mason, Associate University Librarian; Douglas Mewhort, Professor, Psychology; Tom Morrow, Associate Vice-Principal (Operations and Facilities) and Acting Director, Depart-

Did you know?



A donation of \$1 per day purchases 25 memberships for youth to attend programs such as the Boys and Girls Club during the school year.

Pick-a-Prize

The Pick-a-Prize draw kicks-off Tuesday, Oct. 23 in Mackintosh-Corry. Tickets are five for \$2. Choose the prizes you want and enter the draw to win.

Pick-a-Prize ticket sale table will change location as follows:

Oct. 23 and 25	Mackintosh-Corry
Nov. 20 and 27	Mackintosh-Corry
Oct. 30 and Nov. 1	JDUC
Nov. 6 and Nov. 22	Biosciences
Nov. 8	Botterell
Nov. 13	West Campus
Nov. 15	JDUC

Ticket sales end Nov. 27 and winners will be announced that day in the Gazette.

The Campus Bookstore, University Club, Marriott Foods, Signatures, College Book Merchant and Athletics Department have donated prizes.

Queen's beat Western at the Oct. 13 football game and raised \$2,500 for the United Way effort from photos taken with the Grey Cup.



Staff member Joe MacGinnis and his son Logan with the Grey Cup wearing the tri-colour.

ment of Information Technology Services; George Sweetman, Director, Integrated Learning Centre, Faculty of Applied Science; Myron Szewczuk, Professor, Department of Microbiology and Immunology, Faculty of Health Sciences and Chair, Senate Information Technology Committee; Elaine McDougall (Secretary), Executive Assistant to the Vice-Principal (Operations and Finance).

Members of the university community who wish to comment on the present state and future prospects of the department of Information Technology Services and on its leadership may do so by **Friday, Nov. 16, 2001**. Letters should be submitted to David Anderson, Vice-Principal (Operations and Finance) and respondents should indicate whether they wish to have their letters shown, in confidence, to the members of the Advisory Committee.

Search for Regional Education Director, School of Medicine, Faculty of Health Sciences

The Medical School is searching for an individual to coordinate the distribution of academic programs throughout south-eastern Ontario and the North. Affiliation agreements with regional hospitals, recognition of teaching practices and

appointment of adjunct faculty are allowing the school to broaden the scope and location of teaching programs at the undergraduate (MD), postgraduate and continuing education levels, a key strategy in adapting to increased enrolment in both the undergraduate and postgraduate programs of the school. The successful individual will be appointed in the Faculty, have knowledge and experience in medical education, and be able to build regional programs and partnerships.

Reporting to the Associate Dean, Academic Affairs, the Director will liaise with Associate Deans (Regional and Institutional Affairs, Undergraduate, post-graduate and Continuing Medical Education), the senior management group of the Faculty, the Directors of the Schools of Nursing and Rehabilitation Therapy and partners in south-eastern Ontario and the North. Funding will be provided to protect a significant portion of the Director's time in order to achieve the goals of this program.

The Dean will be advised by Associate Deans Academic, UG, PG, and CME in making this selection. Nominations and applications to David Walker, Dean, Faculty of Health Sciences, by Nov. 5.

Conferences

Aboriginal Studies Symposium

Academic presentations from Aboriginal and non-Aboriginal scholars. 202 Policy Studies, Nov. 3, 8:30 am to 5 pm and Nov. 4, 8:30 am to noon followed by a feast. Information 533-6970, or 533-6000 ext 77997.

First Interdisciplinary Roundtable on The Catastrophic Costs of Injustice

Co-sponsored by The Canadian Peace Research and Education Association

There is a long-standing and widespread practice of ignoring injustice, especially when the victims appear to lack the resources to assert themselves legally or politically, when the perpetrators appear too powerful, when the remedies appear too expensive, when the consequences of the injustice appear remote in time or geography, or when there is not a shared perception of injustice. This roundtable seeks essays in-progress that will be critically discussed, with the aim of enhancing their rhetorical force. Possible areas are: Reresentations of Justice / Injustice in the Media; Formal Theories and

