



Dr. John Rudan (seated) aligns an artificial knee implant using morph-based guidance software from iGO Technologies.

## Morphing discovery makes surgery easier

BY ANNE KERSHAW  
NEWS AND MEDIA SERVICES

A radical new approach to computer-assisted surgery developed by Queen's and Kingston General Hospital (KGH) researchers has not only freed an elderly woman from the pain of arthritis; it has made the operation safer for patients and easier for the surgeon.

Orthopedic surgeon Dr. John Rudan performed the groundbreaking knee operation earlier this month at KGH. It employed sophisticated computer modeling and a mathematical innovation that eliminates the need for patient CAT scans or real-time X-rays in the operating room.

"We've been able to significantly reduce the X-ray radiation exposure to the patient. And we have been able to provide the surgeon with a level of

confidence and accuracy needed to perform a delicate operation without having to rely on CAT scans or bulky X-ray equipment that cramps an already crowded operation room," says project leader Randy Ellis, of Queen's Computing and Information Science, principal investigator with the Queen's-KGH Human Mobility Research Centre.

The starting point is an "atlas" of the typical healthy knee, an image constructed by compiling CAT scans from volunteers. The shape of the patient's knee is then "morphed" onto this computer model of the ideally functioning joint. This provides the surgeon with both a visual picture and detailed mathematical information that guides the operation. The knee operation on the Kingston patient was

*Computerized surgery, page 2*

Video capture by Dave Smith

## The quest to maintain quality at Queen's

*University considers locally set tuition levels*

BY CELIA RUSSELL & ANNE KERSHAW

Attaining the option to set tuition fees locally will enable Queen's to significantly enrich its learning environment, the dean of Arts and Science told department heads at a recent meeting.

Robert Silverman held the Nov. 9 meeting to bring the heads up to date on ongoing talks between the university administration and the provincial government about how to advance both the quality of Queen's programs and accessibility to those programs.

"Our discussions are far more fundamental than tuition policy," says the dean. "They are about our ability as a university community to sustain and enhance academic program quality."

The challenges facing the uni-

versity as it comes to grips with the need for cutbacks in its operating budget and a government that is increasingly tying funding to enrolment growth are becoming more apparent to the Queen's community.

"I don't think anybody is in favour of raising tuition," says Computing and Information Science head Janice Glasgow. "As the mother of a Queen's student, I don't like the idea. But the alternatives are much worse."

"The impression I got from most of the heads is that we're in a totally impossible situation," says Paul Stevens, English head.

"This is simply about keeping us alive. If people feel that raising tuition fees is unacceptable, then they need to contribute by suggesting other solutions."

William McLatchie, Special Assistant to the Principal, has expressed his concern that Queen's has experienced a general erosion of quality across the university and growing disparity amongst academic programs.

"Academic program quality is considered a hallmark of Queen's, and it is under threat from inadequate funding levels," he says. "This threat is greatest in

*Quality, page 3*

### Putting a price on quality

Queen's concerted discussions on quality were launched last February with a retreat organized by the University Secretariat and attended by a cross-section of faculty, staff and students. Subsequently, the faculty of Arts and Science established a task force on quality to more thoroughly examine how the university defines quality and how it should go about achieving its goals.

As part of that endeavor, the task force made up of faculty and students conducted a survey of Arts and Science department heads, asking questions related to the need for more faculty, technical and support staff, teaching assistants and library resources. (The committee had previously established that in order to reach the 1990 student/faculty ratio under current student enrolments, the university would need to add 119 professors to year 2000 levels.)

The survey of 26 department heads, who worked independently in determining the number of faculty needed for their own department, produced a result that only reinforced the earlier finding: The aggregate number they generated was 128 professors beyond current numbers.

Given the current budgetary realities, the Arts and Science faculty is looking at \$2.4 million in cuts in each of the next three years. With 430 faculty currently, the faculty will need to cut about 65 positions through retirement and attrition over the same period.

## Queen's hits top three again in Maclean's rankings

NEWS AND MEDIA SERVICES

Queen's has again placed in the top three in *Maclean's* prestigious medical/doctoral category, reserved for those universities that offer undergraduate and PhD programs as well as medical schools.

"Queen's reputation for quality has endured for 160 years," says Principal William Leggett of the third-place ranking. "And we have every intention of ensuring that future generations of Canada's best and brightest students have access to a learning environment of the highest quality."

However, the challenges now facing Queen's are immense, he says. "At a time when the operating budgets of universities have gradually been eroded due

to inflation and increasing costs, the government has made known its intention to tie new funding to enrolment growth. This approach to funding creates special challenges for Queen's, given our determination to uphold quality by maintaining class sizes and supporting high levels of interaction between students and faculty. Still, we are unwavering in our resolve to find solutions as we move ahead that will only further distinguish the quality of Queen's and its graduates."

The Nov. 19 *Maclean's* Magazine Exclusive University Rankings issue extensively quotes Registrar Jo-Anne Brady about entrance requirements and other issues facing prospective

*Maclean's rankings, page 2*

## What triggers depression?

*Queen's psychologist seeks answers*

BY ANNE KERSHAW  
NEWS AND MEDIA SERVICES

With statistics indicating about 200,000 Canadian adolescents suffer from depression, a Queen's psychologist is investigating how life experiences and other variables combine to put teenagers at risk of

developing this serious mental health problem.

Kate Harkness is collecting and analyzing information from 500 Kingston area youths in an attempt to gain a better understanding of what triggers depression in young people and how it

*Depression, page 2*

In this issue...

**In-class  
discussions  
after Sept. 11**

See page 5





# How do our students fare in math and science?

How well do Canadian students do in math and science compared to the rest of the world? David Robitaille, international coordinator of the Third International Mathematics and Science Study (TIMSS), will discuss the implications of the most recent findings at the annual MSTE Royal Bank Lecture, Monday Nov. 26 at 7 pm. The lecture takes place in A237 Duncan McArthur Hall on Queen's west campus. Initiated in 1990, TIMSS has studied the curriculum, textbooks, teaching approaches, and student

achievement in more than 50 educational jurisdictions. Canadian students participated in all levels of the study: Grades 4, 8, and the final year of high school. Professor Robitaille is Professor Emeritus in the Department of Curriculum Studies, Faculty of Education, University of British Columbia. His work in mathematics curriculum development, comparative education, and large-scale assessment of students' educational achievement has received funding from Canadian, US, and United Nations agencies.

## Depression *continued from page 1*

might be prevented. "So often we hear from adults that they first became depressed when they were age 14 or 15. This suggests to me that there may be critical opportunities to introduce early intervention programs that will prevent a life-long course of depression," says Dr. Harkness.

Her research represents a departure from traditional approaches to understanding teen depression, which has tended to look at causal factors in isolation. It is well documented, for example, that parental depression or early childhood abuse or neglect puts children at a higher risk of becoming depressed. It is time to more thoroughly investigate exactly what combination of risk factors may lead to depression and why some young people are especially susceptible, she says.

"We already know that a child whose parent is depressed is more likely to become depressed and that this is partly because the child is at a higher risk of experiencing some kind of abuse or neglect. We also know that children, as a result of early childhood experiences, form certain core beliefs that may put them at a higher risk of becoming depressed. They may come to see the world as a dangerous place. Alternatively, some who have experienced trauma as children may come to see them-

selves as having what it takes to overcome adversity."

The Queen's research, by exploring a more integrated model for identifying risk factors for depression, will better equip mental health workers and parents to identify youth who are at risk and ensure they receive the benefit of intervention programs.

"Hopefully, by following these young people over time, we will begin to see how factors such as early childhood experiences, core beliefs and other important variables such as support from friends intersect to put someone at risk and better enable us to predict both the onset of depression and the likelihood of recurrent episodes."

In addition to the adolescent study, funded by the Advisory Research Council at Queen's and the Canada Foundation for Innovation, Harkness is collaborating on a study with Queen's psychologists Mark Sabbagh and Jill Jacobson (funded by CFI). It will examine the connection between adult depression and a person's ability to read certain facial cues — the body language that provides the sort of critical information people use to successfully relate with others.

"We know that people with depression often have very profound interpersonal difficulties and tend to rate the few social contacts they do have as negative. A prevailing theory is that

## Maclean's rankings *continued from page 1*

Queen's students. "When parents ask me if their son or daughter will get into university, I say yes," says Ms. Brady. "But will they get into the university of their choice? That's a hard one."

Maclean's ranks Canadian universities across three categories: medical/doctoral; comprehensive; and primarily undergraduate. Since Maclean's rankings were introduced in 1991, Queen's has consistently ranked as one of the top three universities in Canada in the prestigious medical/doctoral category. Leading Queen's in the medical/doctoral category were the University of Toronto and University of British Columbia in first and second respectively; McGill ranked fourth. The top four rankings

were unchanged from last year.

In the reputational rankings, Queen's maintained its first-place hold for Highest Quality in the medical/doctoral category. Maclean's surveys guidance counselors, academic administrators and CEOs of major corporations across the country to determine these rankings.

Queen's reach extends far beyond its Kingston campus through its International Study Centre in the UK, its "world first" MBA for science and technology attracting graduates from around the globe, its more than 40 international student-exchange programs and partnerships involving Queen's faculty and students worldwide. □ [www.macleans.ca](http://www.macleans.ca)

depressed people have a propensity to interpret the world and their interactions with others more negatively," says Harkness.

She seeks to understand whether the origins of depression are more deeply rooted in basic perceptual differences that influence the way depressed and non-depressed people process social information. The ability to form a "theory of mind" — or make accurate judgments about what another person is thinking or feeling based on visual cues — may strongly influence a person's success in sustaining meaningful relationships, she says.

Her methodology involves presenting both clinically depressed people and non-depressed people with a series of pictures that show "eyes only" expressing a range of emotions. How well the subjects identify the images with the correct corresponding emotion will be an indication of their ability to form an accurate "theory of mind".

"This will provide clues as to whether someone's ability to formulate an accurate "theory of mind" is related to the state of



Kate Harkness

being depressed or might even indicate a vulnerability to depression. We will be interested to see whether this is a state of mind that changes once someone recovers from depression or is instead a basic trait that can help to explain why someone has a tendency toward depression."

The results of clinically depressed and non-depressed people will be compared with results from people with autism who are known to score low on theory of mind tests. □

[psyc.queensu.ca/faculty/harkness/kateharkness.html](http://psyc.queensu.ca/faculty/harkness/kateharkness.html)

*Dr. Harkness is seeking both depressed and non-depressed teenage volunteers willing to take part in her research on adolescent depression. She is also seeking depressed and non-depressed adult women willing to volunteer for her research on theory of mind and depression. Call 533-6003.*

## Computerized surgery *continued from page 1*

done through a minimally invasive incision about half the usual size, using a new surgical technique developed by the research team led by Drs. Ellis and Rudan.

"We are very excited and encouraged by the success of our first operation," says Dr. Rudan. "It has been very gratifying to see how our patient's quality of life has improved."

The Human Mobility Research Centre focuses on developing early detection and early intervention approaches and technologies to treat arthritis, osteoporosis, and bone and joint

injuries using a strategy that integrates mechanical design (prostheses, implants), biological approaches (tissue reconstruction, cartilage repair), and information technologies (computer-assisted surgery, integrated information systems).

The breakthrough software that guided the operation was developed by a team from Queen's, KGH and iGO Technologies, a Kingston-based company that provides a range of computer-assisted surgical and diagnostic products for detecting and treating conditions such as arthritis and osteoporosis. □

## 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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# Better beginnings do make better futures, Queen's-led study finds

*Local control key to success in disadvantaged communities*

BY NANCY MARRELLO  
NEWS AND MEDIA SERVICES

A new approach to addressing the needs of families living in disadvantaged neighbourhoods has resulted in significant reductions in everything from child emotional and behavioural problems to demand for special education services.

These are just some of the findings of the most extensive, comprehensive early childhood prevention research project in Canada. The Better Beginnings, Better Futures project, run in eight Ontario communities (Ottawa, Toronto, Guelph, Kingston, Highfield, Sudbury, Cornwall and Walpole Island) represents a unique approach where parents and other community members play a key role in designing the prevention programs offered in their own neighborhoods.

"These results are very promising," says Ray Peters, Better Beginnings, Better Futures research director and Queen's psychology professor. "The success of

Better Beginnings shows that community-based programs can provide an effective and cost-efficient way to better the lives of children and families in disadvantaged communities."

The findings, says Dr. Peters, will have important implications for the National Children's Agenda, a federal-provincial-territorial initiative to establish effective programs for early childhood development.

"This is the first time in Canada that a multi-site, large scale prevention program for young children has been studied and evaluated intensively from the outset," says Dr. Peters. "Our research will not only provide policy makers and governments with a picture of the long-term effectiveness of community-operated programs, it will provide other Canadian communities with information on how to set up their own prevention programs."

The Ontario Ministry of Health and Long-Term Care recently committed up to

\$4.6 million in funding, enabling the Better Beginnings research program to move to the next phase of its 25-year longitudinal study. Researchers from Queen's, Guelph, Wilfrid Laurier, Ottawa, Ryerson Polytechnic, Windsor and Laurentian universities will follow nearly 2000 children and their families, in order to determine the long-term effects of Better Beginnings programs on everything from educational achievement and school completion rates to drug and alcohol use and the use of health, social and correctional services. The core research team is primarily responsible for developing research designs and measurement plans, overseeing the implementation of the research, maintaining the database at Queen's University, and analyzing and reporting the research findings. Along with Dr. Peters, other Queen's researchers include William Boyce, Social Program and Evaluation Group and Sharon Burke, Nursing.

Major short-term findings include:

- A 27-per-cent decline in emotional problems of younger children (birth to four years)
  - A seven per-cent decline in anxiety of older children (four to eight years) versus a 45-per-cent increase in anxiety for children in non-project sites
  - Decline in rates of special education services in the three older child Better Beginnings sites from 12.5 per cent to 5.8 per cent versus an increase at non-project sites from 11.4 per cent to 14.5 per cent
  - Cornwall experienced the most significant drop in special education needs – from 20 per cent to 8 per cent
  - Adult smoking rates dropped from 45 per cent to 35 per cent in homes of younger children (birth to four years). The provincial figure for women smokers of similar age is 28 per cent.
  - Adult smoking rates in the older child sites (four to eight years) dropped from 46 per cent to 26 per cent. □
- bbbf.queensu.ca

## Quality

*continued from page 1*

programs where tuition fees are not set locally." Currently, tuition in Arts and Science, Education, Nursing and Rehabilitation Therapy is capped by the provincial government at two per cent.

In a letter distributed last week, Dr. Silverman invited Arts and Science students to an open forum on Nov. 22 to discuss issues related to quality. Currently, Arts and Science undergraduate courses with the highest enrolment are Psychology, Sociology, History and English.

University leaders realize that many students continue to associate the idea of locally set tuitions with a decrease in accessibility. A referendum last year resulted in a 91-per-cent "no" vote to supporting deregulation in an Arts and Science

Undergraduate Society referendum.

"Our reaction today is the same," says Alma Mater Society President Scott Courtice. "We're opposed to it because it raises serious concerns related to accessibility. We firmly fault the provincial government for forcing the university into this position, thanks to 10 years of chronic underfunding."

Students also fear that their debt load will continue to increase, Mr. Courtice says. "It is unclear what type of student support would be available under the proposed system. We're already graduating students with high debt loads. What we need are grants and bursaries."

The university is keenly aware that any increase in tuition carries with it the risk

of decreased accessibility, says Dr. Silverman. "That is precisely why the proposal contains a commitment to monitor key indicators of accessibility and diversity across incoming Queen's students to ensure that neither is compromised."

Queen's currently contributes 30 per cent of tuition revenue to student assistance. Under the plan now being discussed, the university would undertake a major fundraising campaign that would match, dollar for dollar, the 30 per cent contribution that normally flows from increased tuition revenue for student assistance. Overall, this would mean a commitment by Queen's to additional financial assistance equal to 60 per cent of every additional dollar raised through a

tuition increase.

"Queen's would also expand its ability to assess student need and provide financial advice and assistance," says Dr. McLatchie. "Our discussions with government are premised on the understanding that Queen's will continue to receive government operating grants for its programs, and remain eligible for all other government support on the same basis as other public institutions in Ontario."

The link between tuition levels and accessibility was explored in a recent study commissioned by the Council of Ontario Universities. The findings indicate that students of modest means are applying to universities in growing numbers despite tuition increases. Between 1998 and 2001, applicants to Ontario's 17 universities from families reporting incomes of less than \$30,000 a year increased from 22 per cent to 28 per cent. Students with family incomes under \$20,000 made up 20 per cent of applicants, up from 14.9 per cent in 1998. At the same time, applicants from families with incomes of more than \$120,000 a year decreased from 10.4 per cent to 9.5 per cent between 1998 and 2001.

An informed discussion of the issue that presents students with all the facts is what's needed, says Dean Silverman. "I think we are giving a fair representation to students. I think they have to know the downside too, if we don't get local control. This is going to have to happen, unless the government decides to give us a large grant. And I don't see any empirical evidence of this happening soon."

"It's important for the entire Queen's community to engage in this debate," says Mr. Courtice, referring to the upcoming quality forum. "We've got some pretty smart people at this university. I think we can come up with a solution and hope that the government buys it."

The open forum meeting with students will be held Thursday, Nov. 22 at 4:30 pm in Biosciences, Room 1101.

The dean has also established an email address (destiny@post.queensu.ca) and encourages input from Arts and Science students. □



Reach for refreshment: Occupational Therapy student Serena Lee demonstrates how to use an assistive device, called a reacher, while classmate Chantal Côté looks on. The two were helping out at an interactive display in the John Deutsch University Centre last week as part of Rehabilitation Awareness Week activities.

Celia Russell



# Physicists win NSERC Synergy Awards for work with industry partners



David Atherton Michael Sayer

Queen's researchers David Atherton and Michael Sayer have won Synergy Awards from the Natural Sciences Engineering and Research Council (NSERC) and the Conference Board of Canada. The awards, announced last week, recognize the year's best research collaborations between Canadian universities and industry.

Dr. Atherton and his Applied Magnetics research group won for his partnership with the Pressure Pipe Inspection Company and its success in

developing and exporting its electromagnetic signaling technology. Used for inspecting large-diameter pre-stressed concrete pipe in water-supply systems, Pressure Pipe's technology is now being used by clients in North Africa, the Middle East and the Southwestern U.S.

Datec and Millenium Biologix shared the multi-partner award with Dr. Sayer and his Applied Solid State research group at Queen's.

Datec Coatings was recognized for its development of a ceramic coating process, developed by Dr. Sayer and graduate students David Barrow and Ted Petroff. The Datec process, which produces a dense, hard, wear-resistant ceramic surface on metallic components, was recently patented for use in Europe.

Millenium Biologix was honoured for its development of

Skelite, a synthetic bone biomaterial used in orthopedic, dental, diagnostic and dental products. The technology, which promotes rapid, normal healing and long-term stability in orthopedic transplants, was also founded on research by Dr. Sayer. The research was sparked by a colleague who questioned whether synthetic material could be made to act just like a natural bone, he says.

Dr. Sayer's attempts to answer this query with funding from the Ontario Centre for Materials Research and its successor Materials and Manufacturing Ontario led to the creation of Millenium Biologix in 1992.

All three companies were founded on technologies developed at Queen's.

The awards, which include \$25,000 research grants for the university, will be presented Tuesday, Nov. 20, in Montreal. □

## Books and Bytes

News from Queen's University Libraries

### The new plagiarism: The rise of the "copy-and-paste" generation

BY CORY LAVERTY  
QUEEN'S LIBRARIES

Plagiarism. Despite its sinister connotations, a new form of plagiarism is on the rise: "Copy and paste" is effortless. Paper mills are a click away. The temptation to copy is there. Is technology actually contributing to a decline in thinking and learning?

In practice, plagiarism takes many forms. It may involve failure to cite another author's work, paraphrasing without sufficient acknowledgement, and direct word-for-word copying. Queen's policy defines plagiarism as "... presenting work done (in whole or in part) by someone else as if it were one's own." Some students plagiarize deliberately but others are unaware of what really constitutes plagiarism.

Plagiarism may come into play when a student is unable to find appropriate learning resources, analyze information, or construct an argument. When materials are difficult to interpret because of their reading level or complexity, copying can result. During the collection and analysis of information, unorganized or ineffective note taking and unsystematic tracking of citations and direct quotations can contribute to plagiarism. Point-form notes help the learner interpret what is being read and gain personal understanding.

Crafting an argument is an

essential skill in higher education. Students learn this through extended practice and constructive criticism. Initially, they may be unfamiliar with techniques for explaining their own opinions and comparing and contrasting them with those of other writers to demonstrate analysis and understanding. When to cite an idea, paraphrase, or include a direct quote is not always clear.



According to *Listening to the world: Cultural issues in academic writing*, by H. Fox (1994), cultural background can influence the degree to which expert opinion is favoured over personal viewpoint.

Several pedagogical incentives can minimize plagiarism. Original thought is promoted when assignments challenge students with research questions as opposed to gathering information on a "topic" or doing a scavenger hunt. Expectations of information tools should be stated so students do not assume that websites are sufficient.

Documenting the investigation is a useful learning experience and a good method of tracking the effort behind the final product:

Use a journal to record search strategies including descriptions of successful and unsuccessful methods.

Where appropriate, review a variety of types of information (e.g. scholarly articles, primary sources) to provide evidence from different perspectives.

Annotate references giving reasons why the resource was selected.

Develop criteria for the selection of websites.

With documentation in hand, students' research methods can be assessed and instructors can discuss research and writing techniques in the classroom further deflecting plagiarism.

The electronic universe provides a wealth of information with the potential to enrich the learning experience. It can just as easily tempt us to substitute mechanical keystrokes for intellectual pursuit. Assignments that foster interpretation and understanding discourage the copy and paste phenomenon and open the door to both sound thinking and perpetual learning. □

[library.queensu.ca/inforef/plagiarism/index.htm](http://library.queensu.ca/inforef/plagiarism/index.htm)  
[www.queensu.ca/secretariat/senate/policies/acaddish.html](http://www.queensu.ca/secretariat/senate/policies/acaddish.html)

## Queen's in the News

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

Nov. 1-13

**Don Stuart** and **Gary Trotter** (Law) were quoted in *The Globe and Mail* and *Toronto Star* about the federal government's proposed anti-terrorism legislation.

Queen's airline expert **Douglas Reid** (Business) was quoted in *The Globe and Mail*, *Report on Business* about recent crises in the airline industry. Reid received extensive coverage for related airline issues including the *National Post*, *Cornerbrook Western Star*, *New Glasgow Evening News*, *Halifax Daily News*, *Montreal Gazette*, *Brantford Expositor*, *Saskatoon Star Phoenix*, *Edmonton Journal*, *Vancouver Province* and *Victoria Times Colonist*.

**Ray Peters** (Psychology) was quoted extensively about findings from the Queen's-led research project Better Beginnings, Better Future, including CBC Ontario Morning, CBC Radio Ottawa and Ontario region news broadcasts, CFLY radio, CKWS TV, *The Kingston Whig-Standard* and *Cornwall Standard*.

Queen's expert **Douglas Bland** (Chair Defence Management Studies) was quoted in a *National Post* lead story about a study that calls for a review of Canadian defence policies. Bland was also quoted in the *Toronto Star* about Canada committing to peace-keeping in post-Taliban Afghanistan.

A *National Post* story about solar power mentioned that **Queen's students** have built a car that can travel several thousand kilometers on the same amount of power it takes to run a toaster.

**Poh-Gek Forkert's** (Anatomy and Cell Biology) research findings that workplace exposure to TCE can damage human sperm badly enough to cause infertility were highlighted in the *Toronto Star*, *Edmonton Journal*, *Vancouver Sun*, *Cornwall Standard-Freeholder*, *Timmins Daily Press*, and *Nanaimo Daily News*.

**Dr. Randy Ellis** (Computing Science) was quoted in *The Toronto Star* about using computer-assisted technology to define the way surgery will be done in the future.

**David Lyon** (Director, Surveillance Project) and **Felix Stalder** (Sociology) were quoted in a *Toronto Star* story about the effectiveness of ID immigration cards to ensure public security in Canada.

**Jo-Anne Brady** (Registrar) was quoted in *Maclean's* University Rankings issue about entrance requirements and other issues facing prospective Queen's students. **Bob Silverman** (Dean, Arts and Science) was quoted about the dramatic shift in student-faculty ratio and future budget cuts.

**Geoffrey Smith** (History) was quoted about the university's inability to properly fund teaching assistants.

CBC Newsworld broadcast four programs as a result of a one-day conference with Queen's Political Studies' **Centre for the Study of Democracy**. The conference focused on the implications for Canadian democracy of changes in the technology of the media of mass communications.

**Alasdair Roberts** (Policy Studies) had an op-ed piece in *The Ottawa Citizen* about proposed restrictions to the Access to Information Act.

Queen's policy expert **Tom Courchene** (Policy Studies) was quoted in *The Globe and Mail*, *Vancouver Sun*, *Victoria Times Colonist* and *Owen Sound Sun Time* about North American monetary union.

**A. C. Hamilton** (English) was recognized in the *London Times Literary Supplement* for editing the Spenser Encyclopedia published in 1990.

**Jerome Bickenbach** (Philosophy) was quoted in *Report Magazine* about whether obesity is a disability and airlines should be required to provide additional seating to overweight passengers without charge.

**Lynda Colgan** (Education) was featured in a *Whig-Standard* column about province-wide testing of mathematics at the Grades 3 and 6 levels.

**Kerry Rowe** (V.P. Research) was interviewed on FLY FM about the unveiling of Queen's new High Performance Computing Virtual Laboratory (HPCVL). **Kerry Rowe** was also interviewed on FLY FM about six Queen's researchers who recently earned the Premier's Research Excellence Awards for promising research. Recipients **Heather Stuart**, **Christopher Mechefske**, **Fady Alajaji**, **Michael Cunningham**, **Scott Lamoureux**, and **Kevin Robie** were highlighted in *The Whig-Standard* story.

Queen's third place ranking in the annual *Maclean's* university rankings issue received coverage in the *Toronto Star*, *Edmonton Sun*, *Hamilton Spectator* and *Whig-Standard*. ("Queen's ranks third in poll"). **Principal Leggett** was interviewed by CKWS about the Queen's ranking.

**John Molloy** (PARTEQ) was quoted in *The Whig-Standard* about Cytochroma's recent \$12 million in private equity financing believed to be the second largest investment in a biotechnology company in Kingston's history.

**Allan Manson** (Law) was quoted in a cover story about the ethics of privatization in *The Canadian Bar Association's National* magazine. □

## media TIP

Let us know if you are going to present a topical research paper at a meeting or conference. Research becomes "news" when reported at a major conference. Media often cover these events and may decide to report your findings. Given the opportunity, we can prepare a Queen's news release in advance that can be distributed to media attending the conference and to other reporters who may not be at the event but who would also likely be interested. This ensures that the media will have access to something that explains your research and its significance in everyday language, minimizing the likelihood of inaccuracies. □

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



# Teaching Issues

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



## After Sept. 11: Inviting the personal and the political into your classroom

BY MARK WEISBERG

At 9 am on Sept. 11, I was in Torts class with 28 law students. Only after we left the room did we learn of the attacks on the World Trade Center and the Pentagon. Our next class was scheduled for 8:30 the next morning. Thinking it would be inappropriate to proceed as if nothing had happened the previous morning, and after noting our situation the previous day, I said I wanted to allow some space for people to say anything they wanted to say about the tragedy. No one volunteered, so we returned to our cases.

Initially, I was surprised that no one had said anything. However, after reflecting, I realized that what I had offered at 8:30 am must have felt like the usual "Do you have any questions?" which often seems to insure there are none. Certain that people had strong personal responses to the event, but uncertain why they hadn't offered them (could they be feeling they were inappropriate in a first year law school classroom? were they afraid of the responses they might receive from their classmates and from me?), and equally

uncertain how or whether to try again to elicit them, I decided not to try.

Our next class was the end of our second week, and not thinking about the 11<sup>th</sup>, but wanting to check in with my students to see how they were doing, I decided to try out a strategy a friend calls the "Weather Report." It's a go-round, inviting each person to talk about their "weather:" to mention what's going on for them - in the course, in law school, outside of school - to say whatever they want to say. People can pass. I explained the strategy, and early on in the round, someone mentioned how disturbed they'd been by the events on the 11<sup>th</sup>; after that comment, most of the others also referred to the 11<sup>th</sup>. People talked about feeling depressed, being unable to study all week, having relatives in the Middle East, or friends and family in New York. No one passed.

I wonder whether this experience illustrates what educator Peter Elbow suggests when he argues that if you want to close down people's thinking, ask them a question and tell them to think hard about it right now (see his *Embracing Contraries:*

*Explorations in Learning and Teaching*). Whereas, when after a few days I asked an open-ended question and waited for responses, people were much more willing to bring themselves and their concerns into our classroom. That's something I hope students will do; after all, one of the central questions for many law students is whether it will be possible to bring their personal values to their work.

What did you do in your classes after Sept. 11? Did you speak about the events? Invite your students to speak? Not mention what happened? Do you think it's appropriate to spend class time discussing significant social and political events? Appropriate in any class, no matter what its subject matter? Do you think it's necessary? If so, would you express your own views to your students, invite them to discuss and possibly debate theirs?

The Chronicle of Higher Education recently reported that in the United States, after Sept. 11, several faculty members at different universities spoke out against the United States' response to the terrorists and were threatened and/or censored by

their university presidents. Would that happen here?

If you did invite people to respond personally to world political events, how would you facilitate the ensuing discussion? How would you respond to high emotions, tensions, and possible racist comments that might occur? In my class, the weather during the "weather report" was cloudy but not stormy. People expressed fears and sadness, but since it was a go-round, there was no debate or argument; people listened to each other. Of course, arguments could arise. If you're interested in resources to help you think about how you might respond, check out the IDC library, which contains a variety of resources on this topic. One recent issue of CORE (Volume 11, Number 1), the newsletter of the York University Centre for the Support of Teaching, features a particularly helpful discussion of how to present and to manage these discussions. □  
[www.queensu.ca/idc](http://www.queensu.ca/idc)

Mark Weisberg is a faculty associate at the Instructional Development Centre

## News Notes



### HPCVL named a Sun Microsystems Center of Excellence

Sun Microsystems, Inc and HPCVL (High Performance Computing Virtual Laboratory) has announced the selection of HPCVL as a Sun Center of Excellence in Secure Grid and Portal Computing. Queen's, Carleton University, The Royal Military College of Canada, and the University of Ottawa formed HPCVL, dedicated to providing a secure high performance computing (HPC) environment for researchers. For details, see [www.hpcvl.org](http://www.hpcvl.org).

### Developmental delay research gets a \$94,000 boost

A Queen's-led research team studying how to identify factors that enable some children to overcome developmental delay problems has received \$94,000 from the Scottish Rite Charitable Foundation of Canada. The foundation directs its support toward research addressing illnesses related to intellectual impairment, from problems affecting children to diseases such as Alzheimer's in older people. "We are extremely grateful for this generous support which will enable us to move forward with research that we believe has the potential to significantly improve the quality of lives of many children," says Maurice Feldman, is a Queen's professor of psychology and chief psychologist a Ongwanada Resource Centre. He and his colleagues work with children in 250 families in four provinces, including several families in Kingston and area. The children typically were born prematurely, have low birth weight, Down Syndrome, cerebral palsy or spina bifida. Through a better understanding of the "resiliency" of some children, the researchers hope to be able to develop effective intervention programs that will prevent developmental delay problems from becoming more severe.

### Flower power at the Fowler

View a Canadian treasure at the W. D. Jordan Special Collections & Music Library and the Fowler Herbarium. Canadian ferns, mosses and wild flowers, a scrapbook of dried plants collected, mounted, and annotated by Catherine Parr Traill in 1891 for her grandson, Nargrave N. Nuchall is the centrepiece of an display on three early Canadian botanists. Works by Mrs. J. Roy and Miss A.A. Boyd are also featured in the exhibit, which runs to mid-December in the Douglas Library building. The display, compiled by Adele Crowder, Professor Emeritus, consists of books (including contemporary 19th century works on botany), articles, photographs and plant specimens.

### Retirement reception for Chris Chapler

Chris Chapler is retiring after a 33-year career at Queen's. Dr. David M.C. Walker, Dean, Faculty of Health Sciences is hosting a retirement reception to honour Dr. Chapler, Associate Dean, Faculty of Health Sciences, on Wednesday, Dec. 5, 4:30 - 6:30 pm at the University Club, Lakeside Lounge. All are invited to wish him well. RSVP to Cathy Clare at 533-6000 ext. 77575 by Nov. 27.

### Not So Dumb performance not just child's play

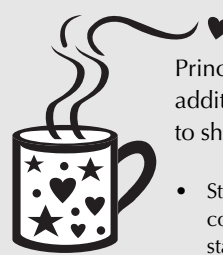
Queen's students have teamed with Kingston kids to present the play "Not So Dumb," by John Lazarus, Nov. 23 and 24 at the Baby Grand Theatre, 218 Princess St. Evening performances start at 7:30 pm and there will be a 2 pm Saturday matinee. Tickets are \$5 and are available at the Grand Theatre box office and at the door. The iSTORM Children's Theatre Company is a not-for-profit group that

creates shows to educate and stimulate children. The production will be preceded by a short prologue created and performed by The Young Actors Company, a group of children ages 8 to 11, based on their own ideas and experiences related to the themes of the play. A musical finale,

featuring the young actors company and the adult cast of Not So Dumb, will complete the show. Activities will take place immediately following the performance designed to continue the fun and encourage reflection upon the ideas of the play. □

Staff Appreciation Day officially recognizes the contributions staff make to Queen's reputation of excellence.

## Staff Appreciation Day 3 December 2001



Principal Bill Leggett is highly supportive of this initiative. In addition to the official events below, departments are encouraged to show their appreciation of staff in some tangible way on Dec. 3.

- Start your day with a complimentary medium cup of coffee or tea, courtesy of Queen's administration. Until 10:45 am, just show your staff card at JDUC, Mac-Corry, Botterell, Biosciences or West Campus cafeterias.
- Participate in a professional development workshop from 9-11:30 am or 1:30 - 4 pm. Take the Step, The Bridge Will Be There. Some people take the step, but they have no faith, so the bridge doesn't appear. Others believe their bridge will be there, but somehow always manage to postpone action. Faith and Action are like two wings of an airplane. You need both if your life is to take flight. Has your life taken flight or do you feel stuck? What dreams have you postponed? What "undones" do you have? Are you feeling grateful for the miracle of your life or do you just put in time? Have you considered how you want to belong to the world? Pre-registration is required, ext. 32070 or email at [hadmin@post.queensu.ca](mailto:hadmin@post.queensu.ca).
- Attend the Principal's Reception in Grant Hall and applaud your colleagues who receive the Staff Recognition Awards from the Principal at 12:30 pm.

Watch for your flyer in campus mail. It means your name is automatically entered in the Staff Appreciation Day draw. Prizes have been donated by senior administration, and names will be drawn that afternoon. Winners' names will appear in the *Gazette*.

We hope you'll participate in as many events as possible. Questions? Call Human Resources, ext. 32070.





## 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, Nov. 27 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 Coordinator, Surgery 2001-79  
**Mara Kottis** (Faculty of Health Sciences)

Admissions Clerk  
Office of the University Registrar  
(Admissions Services) 2001-101  
**Christina Wilson**

Student Resource Assistant  
Office of the University Registrar  
(Admissions Services) 2001-102  
**Yolanda Croke**

Faculty Relations Assistant,  
Office of the Vice-Principal (Academic)  
2001-106  
**Jackie Cleary** (Human Resources)

News and Media Services Writer,  
Marketing and Communications  
2001-113  
**Nancy Dorrance**

(Marketing and Communications)  
Animal Health Technician  
Animal Care Service 2001-105  
**Laura Dineley**

Senior Secretary/Receptionist, Mechanical  
Engineering 2001-108  
**Susan Bowen** (Mechanical 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](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.

### Employee Relations Assistant Human Resources 2001-123

This is a one-year term appointment.

**Major Responsibilities:** provide administrative support in the day to day activities relating to the development, negotiation and administration of policies, programs and procedures affecting unionized and non-unionized staff; maintain the grievance and arbitration processing system; schedule meetings, prepare agendas, coordinate background information and participate when required in meetings; attend joint Labour/Management meetings, take comprehensive

notes and draft minutes or transcripts; assist with the production of surveys and statistical reports; and research information on employee relations issues.

**Requirements:** three-year community college diploma in Human Resources Management (or equivalent combination of education and experience); general knowledge and understanding of labour relations procedures, including collective bargaining, gained through direct work related experience; demonstrated proficiency with computer application programs such as word-processing, database and spreadsheet packages; excellent organizational skills; strong verbal and written communication skills; and the ability to maintain confidentiality.

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

### Computing Systems Technologist 2001-124

#### Physics

This is a one-year term appointment beginning Jan. 18, 2002.

**Major Responsibilities:** provide technical computing-related support and advice to members of the department; operation of the department's computer network and servers; select, install and maintain hardware and software; provide network security; set-up and maintain networked file sharing systems, printer systems and networked data backup system; user account creation and maintenance; disk space management; act as the departmental computing representative.

**Requirements:** Ontario CAAT three-year diploma in Computer Engineering Technology or a B.Sc. in Computer Science with several years of practical experience or the equivalent combination of education and experience; must continually upgrade knowledge through appropriate courses and self-directed study; proficiency with server software especially email (SMTP, POP3, IMAP servers), web services (Apache, MS IIS), FTP servers and remote access protocols such as telnet and secure shell; proficiency with network management tools such as Sun Microsystems NIS or NIS+ or the Internet Engineering Task Force Standard LDAP, and multiple host configuration tools such as Cfengine or PIKT; understanding of network design basics; knowledge of security design and implementation issues such as firewall design and host-based packet filtering; proficiency with Linux on Intel platforms, Solaris on Sun SPARC platforms, Linux on DEC Alpha and AIX on RS/6000; proficiency with DOS and Windows (3.1, 95, 98, Me, NT, 2000); familiarity with both computer hardware and software, including PC-class and RISC workstation class hardware and operating systems; familiarity with the UNIX development environment and the C programming language used in software installation and troubleshooting; experience with installation and management of commercial software such as Maple, Matlab, Mathematica; analytical and creative skills; ability to make independent decisions; excellent organizational skills and sound judgment.

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

**Tentative Hiring Salary Range:** \$39,052 - \$46,472 **Points:** 332

### Faculty Projects Assistant 2001-125 Faculty of Health Sciences

This is a three-year term appointment beginning Jan. 2, 2002.

**Major Responsibilities:** provide administrative support to the Faculty Development Officers (FDOs); assist in the planning of special events associated with campaigns and annual fundraising objectives; respond to miscellaneous requests from staff such as investigating biographical information and gift details for the preparation of acknowledgement letters; plan and execute direct mail solicitations as well as request information downloads and reports for FDO/Faculty use; provide superior computer support to prepare professional reports, graphic presentations, letters and invitations etc.; assist FDOs with basis research on prospects and coordinate requests with the Development Research Unit; perform general office duties.

**Requirements:** two-year post-secondary education (or the equivalent combination of education and experience); training in office administration; experience in a service-oriented administrative office in a coordinating role; proficiency with Windows 98, Microsoft Office, internet tools, Netscape, Email, graphics programs and PCICS; ability to master new technological developments and computer programs as they are implemented; demonstrated experience in a demanding work environment with multiple sources of work assignments; proven time-management and organizational skills; knowledge of Queen's University history, administration, governance and fundraising techniques an asset; strong interpersonal and communication skills; excellent writing and interpretive skills; ability to take initiative to improve efficiency; discretion in handling confidential materials; and ability to work effectively as part of a team.

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

### Financial Assistant 2001-126 Faculty of Health Sciences

This is a three-year term appointment beginning Jan. 2, 2002.

**Major Responsibilities:** report to the Senior Finance Officer; assist in the financial operation of the Dean's office; maintain the endowment accounts; process all deposits to various Faculty accounts; reconcile monthly financial statements; prepare cheque requisitions and journal entries; liaise with Advancement to ensure that Terms of Reference and endowment reports are processed appropriately and to set-up new endowment accounts; update and maintain the web-site for the Faculty Finance Office.

**Requirements:** two-year post-secondary school diploma and six months to two years of job related experience (or the equivalent combination of education and experience); knowledge of and experience with Queen's financial and administrative systems; proven aptitude for working with numbers; understanding of basic accounting principles; proficiency with word-processing and spreadsheet programs; excellent interpersonal and communication skills; must be self-motivated and highly organized; ability to maintain confidentiality; demonstrated high standards of accuracy; knowledge of university policies and procedures with respect to Queen's financial accounts; flexibility in order to accommodate shifting priorities.

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

### Budget and Staffing Manager 2001-127 Faculty of Education

This is a continuing appointment beginning Jan. 2, 2002.

**Major Responsibilities:** manage all aspects of the Faculty's budget and financial processes; develop and analyze financial, statistical and budgetary information needed for planning initiatives; work as part of the senior administrative team to develop short and long term strategic plans and administrative policies; coordinate processes and procedures under the Collective Agreement related to appointment, reappointment, promotion, renewal, tenure and leaves for academic staff and adjunct academic staff; provide leadership and direction in the delivery of administrative services; manage the human resource function for the Faculty; provide administrative support to the Dean and Associate Dean for conducting investigations under the Collective Agreement; oversee physical space, technological needs and building renovations.

**Requirements:** undergraduate degree and a professional accounting designation; two to five years of progressive administrative experience including budgeting and staff management; familiarity with university policies and procedures an asset; excellent communication, interpersonal and leadership skills; demonstrated analytical and problem solving skills; proficiency in financial management, budgeting and accounting; strong organizational and planning ability; proven time-management skills; proficiency with a variety of computer programs including data analysis, word processing, spreadsheet and database

management software; and ability to adapt to and implement new technologies.

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

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

### Senior Secretary 2001- 128 Department of Chemistry

This is a term appointment effective Jan. 2002 for a period of one year.

**Major Responsibilities:** report to the Administrative Secretary; assist in the administration of the graduate program in conjunction with the graduate secretary, including registration and record keeping; provide secretarial support such as sending graduate packages to potential students, graduate postings, maintaining lists, etc.; assist Graduate Recruitment Committee with all aspects of recruitment and act as the contact person for scheduling visits of potential graduate students; perform receptionist and clerical duties; prepare the weekly calendar and provide assistance for the annual departmental alumni newsletter; maintain departmental files.

**Requirements:** one year of post-secondary training in business administration practices with relevant experience (or an equivalent combination of education and experience); fast and accurate typing and proficiency with a variety of word processing, spreadsheet and database applications; ability to learn new software packages as required; familiarity with the Queen's mainframe environment an asset; ability to work under pressure and remain calm in a fast-paced office environment; proven organizational and time management skills; ability to set and reassess priorities; excellent communication and interpersonal skills to deal with faculty, students and persons within and outside the university community.

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

### Programmer/Analyst 2001-129 Office of the University Registrar (Records and Services)

**Major Responsibilities:** report to the Coordinator, Business and Information Systems; perform routine and sophisticated reporting of data pertaining to the Student Information System; assist with the development, implementation and maintenance of automated solutions to promote and enable access to student-related data (generate reports and automated solutions using data contained in the Student Information Systems, interact with all levels of personnel, determine effective solutions to problems, work in a team environment and liaise with co-workers and external customers, provide desktop technical support to the Registrar's office, assume leadership for specific projects).

**Requirements:** three-year information systems and programming diploma with some proven relevant experience (consideration will be given to an equivalent combination of education and experience); strong organizational and communication skills; good analytical skills to synthesize information and conceptualize creative plans and solutions; programming skills including relational databases such as Access, Oracle and SQL Server; ability to learn and apply other programming languages as requested; proven ability to work effectively as part of a team with minimum supervision.

**Minimum Hiring Salary:** \$38,773 Salary Grade 7-ITUS7

### Office Manager 2001-130 Office of the University Registrar (Student Awards)

**Major Responsibilities:** report to the Associate University Registrar (Student Awards); administer, plan and coordinate the delivery of services within the operation of the Office; activity and priority planning; staff supervision and human resources functions; adapt processes and services to respond to changes in technology and to increase efficiency and effectiveness in the Office; apply automated systems; communications and information management within a diverse and dynamic environment; make recommendations for change resulting from government and

other external programs; review and comment on policy; perform or delegate the duties required of the departmental computing representative; assume a leadership role in administering the Queen's student loan program; participate in team leader meetings and represent the organization when required.

**Requirements:** undergraduate degree and several years of related experience in a university or related environment (consideration will be given to an equivalent combination of education and experience); experience directing and motivating people; demonstrated leadership skills to create a positive work and service environment; advanced administrative skills including the use of computers for workflow and decision processes; thorough working knowledge of the University's priorities, Senate policies and procedures, academic programs and regulations and administrative systems; knowledge of student financial assistance; excellent organizational skills with the ability to manage multiple demands and resolve priority conflicts; excellent communication and interpersonal skills; proven analytical, interpretive and problem-solving skills; excellent planning skills to propose and implement new initiatives and to improve efficiency.

**Minimum Hiring Salary:** \$46,744 Salary Grade 9-ADMG9

## Other Positions

### Better Beginnings, Better Futures Research Coordination Unit Full-Time Data Analyst

**Major Responsibilities:** Analyze data, particularly longitudinal data from the Better Beginnings database and comparative sources (e.g., Statistics Canada). Supervision of junior staff may also be required.

**Requirements:** Masters degree in a related field and several years experience with quantitative statistical analyses; familiarity with regression analyses using SAS or SPSS is desirable; knowledge of psychometric analyses and supervisory skills an asset.

**Salary:** Start mid December, 35 hours/week. Grade 8. Contract will be renewed on a yearly basis if funding permits.

Apply by **Monday Nov. 26** at 4 pm to Kelly Petrunka, Research Coordinator, Better Beginnings, Better Futures, Queen's University, 98 Barrie Street Kingston Ontario, K7L 3N6. Fax 613-533-6732, email [bbbf@post.queensu.ca](mailto:bbbf@post.queensu.ca)

### Centre for Studies in Primary Care, Department of Family Medicine (Two positions)

#### 1. Administrative Assistant

This is a full-time one-year contract position to start immediately.

**Major Responsibilities:** Report to the Research and Programs Manager, Centre for Studies in Primary Care; provide general administrative and secretarial support to the research team including report preparation, filing, correspondence/email, scheduling, and mailings; assist with preparation of research grant proposals.

**Requirements:** One-year post-secondary training in business administration practices, accounting/bookkeeping, or computers; relevant experience in office /service environment. Consideration will be given to an equivalent combination of education and experience; good communication and interpersonal skills; organizational skills; proficiency in word processing; and knowledge of spreadsheet and database programs; familiarity with the grant application process preferred.

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

#### 2. Research Assistant

This is a half-time one-year contract position (with the possibility of full-time) to start immediately.

**Major Responsibilities:** provide a diverse range of assistance to the research team at the Centre for Studies in Primary Care. Duties include conducting literature reviews, article retrieval, assistance with mail surveys, report preparation, data collection and data entry.

*continued*



# Human Resources *continued*

**Requirements:** undergraduate degree with experience in health research ; excellent communication and interpersonal skills and proficiency in wordprocessing; training and experience in research methodologies; knowledge of database programs and statistical packages would be an asset.

**Minimum Hiring Salary: Salary Grade 5-NAS5 \$30,151** (To be adjusted to reflect actual time worked).

For both positions, apply to Rachelle Seguin, Centre for Studies in Primary Care, Family Medicine Centre, 220 Bagot St, Queen's University, Kingston K7L 5E9.

## Employee Development

Call Human Resources at 32070 to register or for details. Register also at [www.hr.queensu.ca/News&Notes/seminars.htm](http://www.hr.queensu.ca/News&Notes/seminars.htm)

### Good Impressions in Business

**Thursday, Nov. 22, 9 am-noon**  
This fun, interactive workshop, will cover ten tips on how to work a room and many other business protocol techniques to help to attain a poised and confident manner.

Facilitator: Catherine Bell, President, Prime Impressions and author of *Managing Your Image Potential: Creating Good Impressions in Business*

### De-Stress Your Life

**Friday, Nov. 23, 9 am-noon**  
For staff who wish to increase their stress awareness and learn techniques to become "stress hardy".

Facilitator: Wendy Lloyd, Human Resources

### Employment Standards Briefing

**Friday, Nov. 23, 10:30 am-noon.**  
Major revisions to the *Employment*

*Standards Act*, 2000 and its regulations took effect on Sept. 4, 2001. If your department employs casual staff, the changes in the ESA have an impact on you.

Plan to attend this Special Briefing that will outline the new regulations related to parental leave, hours of work, overtime, statutory pay and family leave days.

Facilitators: Heather Douglas and Lorna Baxter, Human Resources

### Effective Manager Series: Hiring the Best!

**Thursday, Nov. 29, 9 am-noon**  
This interactive program provides common-sense approaches to assist you in finding the right person for your job.

Facilitators: Pat Eaton and Patti Evaristo, Human Resources

### Lunch and Learn Video Series

**12:05-12:55 pm**  
To pick up some pointers, join us for these informal video-assisted discussions.

**Dec. 4** How to Deal With Difficult People

**Dec. 11** The Ten Commandments of Communicating With People With Disabilities

**Dec. 18** HumourYour Stress

Facilitator: Wendy Lloyd, Human Resources

4:30 p.m., **Friday, Dec. 21, 2001.** Regular university operations resume on **Wednesday, Jan. 02, 2002.**

### December pay date (bank deposits)

The December pay date for monthly paid employees will be **Monday, Dec. 31, 2001.** Salaries deposited to bank accounts will be available at the banks by 10 am, Dec. 31. Salary advice statements will be mailed to the departments on Dec.14. The cut-off date for changes to the regular monthly payroll is Monday, Dec. 03.

### 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.

## Notices

### December Holiday Closing

This year, normal university operations for most (but not all) departments will close at

# Bulletin Board

## Awards and Grants

### Ontario Thoracic Society/ Ontario Lung Association

The Respiratory Group invites applications for Respiratory research in basic and clinical fields. The funds are mainly intended for use as SEED money, pilot projects, but are also available for interim funding. Applications by Monday, Dec.10. The maximum research grant is \$10,000. Information, Dr. D.E. O'Donnell, 102 Stuart Street, 548-2339.

## Committees

### Acting Associate Deanships in Faculty of Arts and Science

Two Acting Associate Deans are required in the Faculty of Arts and Science due to upcoming leaves. One position, for a two-year term, should be filled by a faculty member working in a science discipline. The other, for either one or two years, requires a faculty member from the social sciences or humanities.

Nominations (and self-nominations) are invited from the university community for faculty members to fill these positions. Please submit your nominations and comments to Dean Robert Silverman in writing to F300 Mackintosh-Corry Hall or by e-mail to [ras6@post.queensu.ca](mailto:ras6@post.queensu.ca) by Friday, Nov. 23.

### Headship, Department of Chemical Engineering

Dr. Ron Neufeld's term as Head of the Department of Chemical Engineering will end 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, Principal William C. Leggett has appointed a selection committee to advise him on the appointment of Dr. Neufeld's successor.

Elected Members, Chemical Engineering: M. Cunningham, S. Parent, Dr. T. Grandmaison, M. Kontopoulou, K. McAuley.

Appointed Members: D. Wardlaw, Chemistry; S. Milton, Engineering Chemistry (undergraduate student); C. MacLeod, Chemical Engineering (graduate student); S. Hodgson, Chemical Engineering.

Non-Voting Members: R. Boegman, Graduate Studies.

Chair: Tom Harris, Dean, Applied Science.

Faculty, staff and students are invited to submit their comments on the present state and future prospects of the Department of Chemical Engineering, and the names of possible candidates for the headship, to the Chair of the Committee, Tom Harris, c/o Donna Homer, by Nov. 30, 2001. All letters will be reviewed by the selection committee and will become part of the record of decision-making.

### Headship, Department of Ophthalmology

Dr. Alan Cruess' present term as Head of the Department of Ophthalmology will end on June 30, 2002. Dr. Cruess is eligible for reappointment. The procedure to be followed in reviewing the Headship of the Department of Ophthalmology is the Modified Reappointment Process for Heads of Clinical Departments in the Faculty of Health Sciences that was approved by Senate on Sept. 28, 1995 and last revised in July 2001. In accordance with this document, a group has been formed to review opinions received on the support for the reappointment of Dr. Cruess as well as the present state and future prospects of the Department. The composition of the group is: Dr. Christopher K. Chapler, Health Sciences; Dr. John F. Jeffrey, Obstetrics and Gynaecology; Dr. Peter W. Munt, KGH; Dr. Martin W. ten Hove, Ophthalmology; Neil McEvoy, Hotel Dieu Hospital; Dr. David M.C. Walker (chair), Health Sciences; Gail L. Knutson, Health Sciences.

All members of the University/health sciences community, faculty, staff and students who wish to comment regarding the Headship of the Department of Ophthalmology should do so in writing to the Chair by Friday, Dec. 14.

### Headship Review – School of Rehabilitation Therapy

Dr. Sandra Olney's term as Director of the School of Rehabilitation Therapy is scheduled to end on June 30, 2002. Dr. Olney is willing to consider reappointment if it is the wish of the university community.

In accordance with Article 35.3.2 of the Collective Agreement between Queen's University and the Queen's University Faculty Association, a partial Selection Committee has been constituted to determine if there is a clear departmental consensus in favour of renewal of Dr. Olney's term as Director. This committee has been elected by the QUFA members within the School of Rehabilitation Therapy and has the following members:

Elected Members: Dr. Brenda Brouwer, Dr. Elsie Culham, Dr. Cheryl King-Van Vlack, Dr. Terry Krupa, Dr. Kathleen Norman, Rehabilitation Therapy.

Faculty members, staff and students are invited to submit their views on the present state and future prospects of the School and the Directorship to the Chair of the Committee, Dr. Christopher Chapler, Associate Dean of Academic Affairs, Faculty of Health Sciences by Dec. 7, 2001. All letters will be reviewed by the Selection Committee and will become part of the record of decision-making.

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

Principal Leggett is pleased to announce the membership of the Advisory Committee for the Director of the Southern African Research Centre (SARC):

Keith Banting, Policy Studies; Rose Bruno-Jofré, Education; Patrick Oosthuizen, Mechanical Engineering; Mark Rosenburg,

Geography; Kerry Rowe, Vice-Principal (Research) (Chair); Marlene Rego, Office of the Vice-Principal (Research) (Secretary).

All members of the university community are invited to submit their comments on the present state and future prospects of the centre and its leadership to the Chair of the Committee, Vice-Principal Rowe, by Nov. 27, 2001. Respondents should state whether their letters may be shown, in confidence, to the members of the Advisory Committee.

### Headship, Department of Surgery

Dr. Peter Brown's present term as Head of the Department of Surgery will end on June 30, 2002. Dr. Brown is eligible for reappointment. The procedure to be followed in reviewing the Headship of the Department of Surgery is the Modified Reappointment Process for Heads of Clinical Departments in the Faculty of Health Sciences that was approved by Senate on Sep. 28, 1995 and last revised in July 2001. In accordance with this document, a group has been formed to review opinions received on the support for the reappointment of Dr. Brown as well as the present state and future prospects of the Department.

The composition of the group is: Christopher K. Chapler, Health Sciences; Joseph A. de Mora, KGH; Sherri McCullough, Hotel Dieu Hospital; Dr. John F. Rudan, Surgery; Dr. James W.L. Wilson, Urology; Dr. David M.C. Walker (chair), Health Sciences; Gail L. Knutson, Health Sciences.

All members of the university/health sciences community, faculty, staff and students who wish to comment regarding the Headship of the Department of Surgery should do so in writing to the Chair by Friday, Nov. 23, 2001.

### Headship, Department of Urology

Dr. James Wilson's present term as Head of the Department of Urology will end June 30, 2002. Dr. Wilson is eligible for reappointment. The procedure to be followed in reviewing the Headship of the Department of Urology is the Modified Reappointment Process for Heads of Clinical Departments in Health Sciences that was approved by Senate on Sept. 28, 1995 and last revised in July 2001. In accordance with this document, a group has been formed to review opinions received on the support for the reappointment of Dr. Wilson as well as the present state and future prospects of the Department. The composition of the group is:

Dr. Peter M. Brown, Head, Surgery; Christopher K. Chapler, Health Sciences; Dr. Peter W. Munt, KGH; Dr. J. Curtis Nickel, Urology; Phil Thom, Hotel Dieu Hospital; Dr. David M.C. Walker (chair), Health Sciences; Gail L. Knutson, Health Sciences.

All members of the University/health sciences community, faculty, staff and students who wish to comment regarding the Headship of the Department of Urology should do so in writing to the Chair by Friday, Dec. 14, 2001.

## Conferences

### First Interdisciplinary Roundtable on The Catastrophic Costs of Injustice

This roundtable seeks essays in-progress that will be critically discussed, with the aim of enhancing their rhetorical force. Possible areas are: Representations of Justice / Injustice in the Media; Formal Theories and Analyses of Injustice; Case Studies at the Individual or Local Level; Case Studies at the Historical or Global Level; Ways of Accounting the Costs of Injustice; Political-Economic Theories of Injustice as Inefficiency; Critical Legal Theory of Justice and Injustice. Conference Committee: Shehla Burney, Faculty of Education, Queen's University: [burneys@educ.queensu.ca](mailto:burneys@educ.queensu.ca); Floyd Rudmin, Dept. of Psychology, University of Tromsø: [frudmin@psyk.uit.no](mailto:frudmin@psyk.uit.no). No registration fee. Limited to 25 participants. Conference Dec. 15, submissions deadline Nov. 23.

## Faculty Appointments

**Kunal Karan**, Department of Chemical Engineering  
**Don Albert Klinger**, Faculty of Education

## Notices

### Alumni Award for Excellence in Teaching

Nominations are now being accepted for the 2002 Alumni Award for Excellence in Teaching. Nomination forms, signed by five members of the Queen's community, should outline reasons why the nominee is a superior teacher. The award consists of a statuette and \$5,000. Deadline, Friday, Jan. 25, 2002. Nomination forms can be picked up in Alumni Affairs, West Wing, Summerhill. Inquiries and nominations to Deborah Shea, 533-6000 ext. 74008 or 1-800-267-7837 or e-mail [shea@post.queensu.ca](mailto:shea@post.queensu.ca).

### Pension plan AGM set for Dec. 5

All plan members, including retirees, are invited to attend. Investment counsellors, actuarial consultant, and members of Pension Committee will answer questions and discuss issues of concern relating to the Queen's Pension. Dunning Hall Auditorium, 1.30pm. Information, ext. 36414.

### Retirement reception for Christopher Chapler, Associate Dean, Academic Affairs, Faculty of Health Sciences

David M.C. Walker, Dean, Health Sciences is hosting a retirement reception to honour Chris Chapler, Associate Dean, Health Sciences, Wednesday, Dec. 5, 4:30-6:30 pm at the University Club, Lakeside Lounge. Join us in wishing Chris well on his retirement. RSVP 533-6000 ext. 77575 by Nov. 27.

### What's happening at Queen's? Check it out!

Did you know that you can post calendar submissions on the web for all the Queen's community and the rest of the world to see? It's fast, free and easy. All you need is an account on Queen's University Web Events Calendar, your one-stop source for Queen's events. For details, email [infogaz@post.queensu.ca](mailto:infogaz@post.queensu.ca), [advancement.queensu.ca/calendar/](http://advancement.queensu.ca/calendar/).

## PhD Exams

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

Tuesday, Nov. 27

**Alexander James Lang**, Pharmacology. Human Topoisomerase II, Investigation of Human TOP2A and TOP2B: Gene Structure and Regulation. Supervisor: S. Cole. Room 552, Botterell Hall, 9 am.

Tuesday, Nov. 27

**Cinde Louise Lock**, Education. The influence of a Large-Scale Assessment Program on Classroom Practices. Supervisor: R.J. Wilson. Vernon Ready Room, Duncan McArthur Hall, 1:30 pm.

Friday, Nov. 30

**Paul A. Bartlett**, Geography. Modelling with Class: Representing surface-atmosphere interaction in temperate and boreal forests using the Canadian Land Surface Scheme. Supervisor: J.H. McCaughey. Room E310, Mac-Corry Hall, 11 am.

Monday, Dec. 3, 10 am

**Neta Gordon**, English. Charted Territory: Women Writing Genealogy in Recent Canadian Fiction. Supervisor: S. Söderlind. Room 401, Watson Hall, 10 am.

## Volunteers Needed

### Osteoarthritis study

Do you have osteoarthritis in the hips? A new research study at Queen's and KGH is looking for hip osteoarthritis patients to help evaluate a new treatment. The medication is free and parking expenses will be reimbursed. Details 533-6896.

### Have you ever attempted to commit suicide?

Queen's Personality Assessment Laboratory is conducting research on why people attempt to end their own lives. Participation involves completing a brief, confidential survey. If you have attempted to end your life, are 18 years or older and interested in participating, contact Dr. Ronald R. Holden, 533-2346 or [holdenr@psyc.queensu.ca](mailto:holdenr@psyc.queensu.ca).

### Pregnant, nonsmoking, physically active female subjects needed

Participants needed for a research study on the effects of prolonged exercise in the regulation of blood acidity and breathing during late pregnancy. If you are 20 to 40 years old and interested in participating in prenatal exercise classes, exercise tests and other procedures to promote your physical fitness, contact Sarah Charlesworth at 533-6284, e-mail [Osac@qink.queensu.ca](mailto:Osac@qink.queensu.ca).



# Calendar

## Art

### The Agnes Etherington Art Centre

University Avenue  
Tour of highlights and permanent collection: Diana Thorneycroft, *The Body*, its lessons and camouflage to Dec. 9; Love Without an Object, *The Art of David Milne* to June 30 2002.  
[www.queensu.ca/ageth/](http://www.queensu.ca/ageth/).

**Union Gallery**, first floor, Stauffer Library Vessel. An exhibition featuring students Kate Reid, Natalie Sauliner and Kathryn Wehrle. Nov. 6-27.  
<http://stauffer.queensu.ca/webugall/>.

## Drama

### iSTORM Children's Theatre Company.

Not So Dumb, John Lazarus. Baby Grand Studio Theatre, 218 Princess St., Nov. 23, 7:30 pm and Nov. 24, 2 pm. Tickets \$5, Grand Theatre box office or at the door.

## Music

### Wednesday, Nov. 21

#### School of Music

Queen's Choral Ensemble, Michael Tansley, conductor. Works by Schultz, Handel and Vivaldi. Also Queen's Brass Ensemble, Dan Tremblay, conductor. Grant Hall, 7:30 pm. Adults \$6, students and seniors \$3.

### Friday, Nov. 23

#### School of Music

Queen's Jazz Ensemble, Greg Runions, conductor. Original jazz music by Rob McConnell, Bill Holman, Pat Metheny and Bret Svacek. Dunning Auditorium, 7:30 pm. Adults \$6, students and seniors \$3.

### Saturday, Nov. 24

#### School of Music

Heather Schmidt, pianist and composer, winner of the 2001 Eckhardt-Grammatte National Competition. Dunning Auditorium, 7:30 pm. Free.

### Sunday, Nov. 25

#### School of Music

Kingston Symphony Orchestra, Glen Fast, conductor, featuring Carol-Lynn Reifel, soprano. Works by Beethoven. Grant Hall, 2:30. Tickets 530-2050.

Queen's Polyhymnia, Karen Frederickson, conductor and Queen's Choral Ensemble, Michael Tansley, conductor. Grant Hall, 7:30 pm. Donations to Queen's Foodbank.

### Tuesday, Nov. 27

#### School of Music

Student Chamber Ensembles, 120 Harrison-LeCaine. 11:30 am. Free.

### Wednesday, Nov. 28

#### School of Music

Mosaic, a concert of contemporary music featuring compositions by School of Music faculty and students. 120 Harrison-LeCaine, 8:30 pm. Free.

### Friday, Nov. 30 and Saturday Dec. 1

#### Kingston Symphony

The Nutcracker. Features artists of the Quinte Ballet. Friday 8 pm, Saturday 2 pm and 8 pm. Grand Theatre. Tickets 530-2050.

## Public Lectures

### Tuesday, Nov. 20

#### The Sinclair Lecture

Robert Evans, University of British Columbia. Is Medicare "sustainable"? Phoney arguments and real issues. Etherington Hall, 5 pm.

### Thursday, Nov. 22

#### 19th Annual Queen's University

#### Archives Lecture

W. Craig Ferguson, Queen's. The Oberon phenomenon: A family affair. 202 Policy Studies, 3:30 pm. Details: 533-2378.

### Monday, Nov. 26

#### MSTE Royal Bank Lecture

David Robitaille, Queen's. International studies of mathematics and science achievement: What can we say about Canada? Lecture Theatre A237, Duncan McArthur Hall, 7 pm.

### Thursday, Nov. 29

#### Mark Bunting Lecture

Alistair Macleod, Queen's. Philosophical prerequisites for a progressive politics. 517 Watson, 7:30 pm.

## Meetings & Seminars

### Tuesday, Nov. 20

#### Pathology

Ted Wright, Queen's. Hepatocyte growth factor interaction with its receptor MET in breast cancer: Development and screening of potential antagonists. Richardson Amphitheatre, 4 pm.

### Wednesday, Nov. 21

#### History of Medicine

Dr. George Weisz, McGill University. Rethinking the origins of medical specialization in comparative perspective. B139 Botterell, 12:30 pm.

### Microbiology and Immunology

Dr. Nicholas Grammatikakis, Queen's. Chaperones folding kinases: An emerging concept in signal transduction. B143 Botterell, 1:30 pm.

### Neuroscience

Dr. Andrea LeBlanc, Sir Mortimer B. Davis Jewish General Hospital. Molecular mechanisms of human neuronal cell death in CNS neurodegenerative diseases. B143 Botterell, 4:30 pm.

### Religious Studies

Katherine Legrandeur, Queen's. God is not dead: Elie Wiesel and religion. Elias Andrews Room, Theological Hall, 3:30 pm.

### Thursday, Nov. 22

#### Philosophy

David Hunter, State University of New York College at Buffalo. Possible worlds and singular propositions, 517 Watson, 7:30 pm.

### Policy Studies

Joan Atkinson, Citizenship and Immigration Canada. The development of immigration policy. 202 Policy Studies, noon.

### Friday, Nov. 23

#### Chemical Engineering

Maria E. Theodorou, Queen's. Biological Warfare: the Medicine and the Mania. Dunning Hall Auditorium, 2:30 pm.

### Monday, Nov. 26

#### Pharmacology

Dr. Micheline Piquette-Miller, University of Toronto. Inflammation and Cytokine: Mediated regulation of the multi-drug resistance genes. B143, Botterell, 3:30 pm.

### Physiology

Peter Greer, Queen's. Transgenic manipulation of the fps and fer proto-oncogenes: Closing in on the biological functions of Fps and Fer protein-tyrosine kinases. 449 Physiology Library, Botterell, 11:30 am.

### Theological College

Jacob Neusner, Bard College, New York. The Ethical Imperatives of Holiness: How in Formative Judaism Theology and Law Come to Realization in Workaday Conduct. Ellis Auditorium, 7:30 pm. Reception to follow at Theological Hall.

### Tuesday, Nov. 27

#### Biochemistry/Pathology

Dr. Philippe Gros, McGill University. Nramp proteins, metal transport and resistance to infections. Richardson Amphitheatre, 4 pm.

### Theological College

Dr. Jacob Neusner discussing aspects of his research. Collins, Richardson Hall, 10 am.

### Wednesday, Nov. 28

#### Neuroscience

Dr. Heather Durham, Montreal Neurological Institute. How motor neurons handle stress: Implications for their vulnerability in amyotrophic lateral sclerosis. B143 Botterell, 4:30 pm.

### Thursday, Nov. 29

#### Policy Studies

Helen Cooper, Kingston. Disentanglement in Ontario: Will they ever get it right?" 202 Policy Studies, noon.

### School of Nursing

Sarah Crowe, Queen's. The cardio protective effects of L type calcium channel blockers in the chronically iron overloaded heart. Room 108, Catarqui Building, noon.

### Friday, Nov. 30

#### Business

Randall Morck, University of Alberta. Value enhancing capital budgeting and firm-specific stock returns variation. B204 Mackintosh-Corry, 10 am.

### Policy Studies

Ross Finnie, Statistics Canada. Immigrants and ethnic minorities: Who earns less, who doesn't, and why? 202 Policy Studies, noon.

### Tuesday, Dec. 4

#### Business

Ajay Agrawal, Queen's. Universities, firms, and the market for ideas. E229 Mackintosh-Corry, 2:30 pm.

## Special Events

### Tuesday, Nov. 20

#### German

Five young authors from Austria, Germany and Switzerland will read from their texts. 304 Kingston, 2:30pm. Reading in German.

### Wednesday, Nov. 21

#### Open House-School of Urban and Regional Planning

Coffee/doughnuts, exhibits and information on the Master of Planning program, admissions and job prospects; meet faculty and grads; talk about city planning as a career possibility. 554 Policy Studies, noon-2 pm.

### Thursday, Nov. 22

#### Queen's Community Meeting

To discuss proposed new funding model for the Office of Advancement. 1102 Biosciences, 4 pm.

### Saturday Dec. 1

#### Charles Dickens' - A Christmas Carol.

Featured performers: Helen Cooper, Dennis Curtis, J C Kenny, Judy Maddren, Joe Matheson, Dick Miller. Music by The Telemann Trio. Chalmers United Church, 212 Barrie St, Kingston. 7:30 pm, Carol singing 7 pm. Reception to follow in church hall. Ticket information ext. 77835 or [hickling@post.queensu.ca](mailto:hickling@post.queensu.ca).

## Courses and Workshops

### Ban Righ Centre

#### (32 Queens Crescent)

**Dec. 3:** Betty-Anne Howard, Money Concepts. Gifts and love: Issues women face around money. Noon.

**Dec. 5:** Deb Stagg. A knowing eye: Sensual portraits. Noon. Work displayed at Ban Righ to Jan. 18, 2002.

### ITS computing workshops

For faculty, staff and students:

**Nov. 21,** 2-4pm, MS Excel 2000 Basic Charts

**Nov. 22,** 10:30am-noon, MS Excel 2000 Sorting and Filtering Data

**Nov. 23,** 9:30-10:30am, Corporate Time Quick Start

**Nov. 29,** 1:30-4pm, Corporate Time

**Dec. 4,** 9:30am-noon, Introduction to Web Publishing in Windows

**Dec. 7,** 9:30-11 am, Putting Your Web Pages on the Internet

**Dec. 11,** 9:30-10:30am, Corporate Time Quick Start

**Dec. 12,** 9:30-11:30am, Web Publishing Colour and Images and Backgrounds

**Dec. 17,** 1:30-3:30pm, Web Publishing Tables and Design

Register on-line at [noteswww.queensu.ca/ITS/itscourses4.nsf](http://noteswww.queensu.ca/ITS/itscourses4.nsf).

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

Sunday lecture series D214 Mackintosh-Corry, 2 pm.

**Nov. 25:** Sister Joan Budzik. Happiness is ...

**Dec. 2:** Helen Cooper. Municipal government in Ontario: the case for reform in its relationship with the Provincial and Federal Governments.

**Details on weekday discussion programs: 544-0182.**

# Queen's United Way Campaign



## Did you know?

A donation of \$4 per week enables an economically disadvantaged family to use the YMCA for recreational purposes for an entire year.

### Contributions to Date

Cash donations active employees:	\$ 30,108
Payroll pledges active employees:	120,658
Cash donations retired employees:	21,305
Payroll pledges retired employees:	14,364

**Total to Nov. 16/01 \$186,435**

### Support the United Way!

Have you picked your prize? **Buy five tickets for \$2** and enter the **Pick-a-Prize** draw at Mackintosh-Corry, Nov. 20&27 or Biosciences Nov. 22 to win these exciting prizes: \$40 Gift Certificate-Flowers & Things; Gift Certificate-Campus Bookstore; \$50 Flex Card-Sodexo Services; Coffee-Cooke's Old World Shop; \$50-Grand Theatre (2 tickets); \$100 Dinner-University Club; \$50 Lunch-University Club; Stained Glass Angel Heart-AEAC Gift Shop; Haircut & manicure-Signatures; \$30 Gift Certificate-College Book Merchant; Gaels season football tickets-Athletics; Two tickets-Performing Arts Office; Two admissions-Festival of Trees; Gourmet Basket-QUSA; Tartan Blanket- Alumni Affairs; Backpack-Sport Mart; \$20 Gift Certificate-Denny's; Gund Teddy Bear-Olden Green; \$50 Gift Certificate-Kelsey's; \$50 Gift Certificate-Indigo Bookstore

### A gentle nudge

Last year, 830 Queen's employees and retirees supported the United Way campaign, raising \$192,000. As of Nov. 16 this year 758 Queen's people had contributed \$186,435. We're well on our way to topping last year's total. Please make your contribution today! If you have lost your response form, email [uway@post.queensu.ca](mailto:uway@post.queensu.ca) to request another.

## Why I give to the United Way

### Why I give to the United Way

Why do people support the United Way? The Queen's United Way Committee approached five members of the Queen's community for their thoughts on why the United Way is important to them.

### Susan Wilcox, Instructional Development Centre

My first professional job after leaving university was with a United Way agency in Montreal that supported low-income mothers. We did home visits, offering food and nutritional counseling, and I saw for myself the difference our programs made in the lives of these women and their young children.

### Kathy Beers, Student Affairs

I support United Way by payroll deduction as I strongly believe the agencies who receive funds are essential to so many who live in the Kingston, Frontenac, Lennox and Addington area. The diversity of the agencies is tremendous. The services and programs they provide are exceptional.

### Bob Weisenagel, Pensions and Investments

I give to the United Way because I can make a targeted donation to an agency that may not be as well-known as the more traditional organizations that serve our community. All of our social service providers need support from the United Way, especially those who may be overlooked because they deal with unpopular or marginalized members of our society.

### Spring Forsberg, Continuing and Distance Studies

Although there are many causes that I would like to support, I give what I can to the United Way. I appreciate the fact that even my minimal donation can help, and I also appreciate the fact that I can ' earmark' which area I choose to donate to. Like most of the staff at Queen's, my day-to-day life is very busy and I am grateful to those who volunteer their time so readily. In my own small way, making a donation is how I can contribute.

### Don Carter, Law

I support the United Way because I am not just a member of the Queen's community but also a member of the broader Kingston community.