

United Way hits a high note

Queen's community donates a record \$230K

BY CELIA RUSSELL

Staff, faculty, students and retirees have dug deep into their pockets this year to hit an all-time high contribution to the United Way campaign for Kingston and District. As of Nov. 23, the total was just over \$230,000, with more to come, reports Queen's campaign co-chair Dan Norman. Last year at the corresponding time, the total was \$222,000.

He and co-chairs Sherri Ferris and Lauren Sharpe applaud the generous response from so many retirees, faculty, and staff: Donations and pledges, not including those from students, recorded by Queen's Financial



Services totalled \$198,000 compared with \$192,000 a year ago.

This is great news, coupled with the news that the Kingston, Frontenac, Lennox & Addington United Way recently announced its campaign total of \$1.9 million is the largest raised in its 60-year history, Dr. Norman says. (He also noted that some Queen's people send their contributions directly to United Way headquarters, so they show up in the grand total but not this total.)

Principal Bill Leggett is thrilled that the campaign has surpassed last year's record of \$226,000. "I congratulate all faculty, staff and students who have so generously
United Way, page 4



Celebrating staff accomplishments: Join (from left) Jennifer Read (Mathematics), Christian Boer (Microbiology & Immunology), Tammy O'Neil (Education), Nadine Thompson (Education) and Melody Monte (Psychology) today at 12:30 pm in Grant Hall as Principal Bill Leggett recognizes them as 2001 Staff Recognition Award winners. The winners' citations will appear in the Dec. 17 Gazette.

Celia Russell

The drive to solve Queen's parking problem

BY ANNE KERSHAW

Tom Morrow, associate vice-principal operations and finance, remembers well the message conveyed at the dean's meeting he attended to discuss parking issues. It was loud and clear. Access to parking for new employees is a critical factor in the university's ability to recruit faculty and staff.

A family doctor and a parking space – "and not necessarily in that order," quips the university's parking chief.

It's just one of the compelling reasons Mr. Morrow is trying to come to grips with a waiting list for parking permits that is at an all-time high.

"Traditionally, we have had anywhere from 120 to 150 people on the waiting list. This year the numbers moved up to about 400 people," he says.

There are currently 1,800 parking spots on campus. The

number has gradually increased over the years but never quite kept pace with the demand. "If you look back over the past decade, we've continually added new parking facilities on campus, but we've never been able to meet the constantly growing need."

There are a few reasons that the demand for parking permits has grown more pronounced in recent years. One method Queen's has traditionally used to manage demand for parking permits is a policy that makes those living within a "core zone" bounded by the lake, Princess Street and Mowat Avenue – those separated from campus by a brisk walk – ineligible for a parking permit. But the policy speaks to another time. The demographics of the Queen's community have changed over the years. "The new staff and faculty replacing those who have retired would have a hard time paying for a house in what has become an increasingly pricey area. And many with young families seem to prefer the suburbs to the downtown area," says Mr. Morrow. "They live farther away and they have to drive to get here."

Consequently, the demand for parking from faculty and staff is increasing. The challenge presented by this demographic trend has been compounded by the numerous building projects now under way at Queen's – the

Parking, page 4

Susan Cole, David Lillicrap win Canada Research Chairs

BY CELIA RUSSELL

Susan Cole (Pathology and Cancer Research) and David Lillicrap (Pathology) have been recognized for their leadership roles in research by being awarded Canada Research Chairs.

As Tier 1 winners, Drs. Lillicrap and Cole will receive \$200,000 in research funding over seven years. Both say that the awards will serve to strengthen their research programs and also those of their colleagues.

For Dr. Cole, it will further her research into the battle against cancer and chemical toxins.

"It will assist in the recruit-

ment of a junior faculty member with research expertise in animal models of drug and carcinogen metabolism," says Dr. Cole, who is also a senior scientist of Cancer Care Ontario. "These activities will complement my research as well as that of several members of the Cancer Research Institute and the Department of Pharmacology & Toxicology. It will also enhance my ability to contribute to the new drug development and translational research activities of the Queen's University Cancer Research Institute."

In addition it will assist in the recruitment of top-calibre graduate students and post-doctoral fellows. The equipment that

comes with the award will provide a much needed modernization of Dr. Cole's tissue culture facility as well as instrumentation for enhanced throughput assays that will be used by Dr. Cole and at least 12 other faculty members in the departments of Pathology, Biochemistry and Pharmacology & Toxicology.

For Dr. Lillicrap, the award will advance his research into inherited blood disorders.

"This award will enable our group to take advantage of the many opportunities that are now presenting themselves in the areas of genetic and molecular medicine," he says. "As our understanding of the genetic
Research chairs, page 3

Council examining issues raised in employment equity survey

BY CELIA RUSSELL

Despite a marginal response to an employment equity survey earlier this year, the Queen's University Advisor on Equity says the results are extremely useful and she is not surprised at the issues it raised.

"I'm concerned, but not upset," Mary Margaret Dauphinee says of the 196 responses the Council on Employment Equity received from an anonymous survey carried in the March 12 *Gazette*. "We did get some valid information

that shows we are on the right track and that the issues we were already working on were relevant."

The survey aimed to reveal the major employment equity issues of faculty, staff and students working on campus.

Although the response rate was less than 10 per cent, the opinions and observations of those who did respond are important and helpful in identifying both circumstances of inequity at Queen's and strategies for their elimination, she

says. "These show up over and over in surveys that get thousands of replies. They are the same issues that I've been dealing with for the last 35 years."

Over the next several months, members of the Queen's Council on Employment Equity will research five main equity issues raised in the survey, which was directed to faculty, staff and students working on campus. They are: Promotion of a social atmosphere affirming diversity (34.5

Survey, page 5

In this issue...

Solar success!

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Letters

Bloated bureaucracy?

Why, given the lack of movement of personnel at faculty level, hiring freezes, collapses, and the like, do we need increasing numbers of administrators—associate deans, VPs, staff, and other administratium?

Would someone please explain why the bureaucracy seems so swollen?

Thank you.

Geoff Smith
PHED/History

If students pay more, professors must deliver

The Whig Standard of Nov. 19 contained some useful reading for those who are concerned about tuition levels and the prospects for increased government support of universities. An article points out that the Ontario government, facing an unexpected deficit, will "move immediately" to cut a further 5 per cent from its budget. The cuts will not be evenly spread, but

"The problem is not that we have failed to make people understand our needs. It is that there are so few who care."

"steps [will] be taken to preserve or increase spending on health care—still a key concern of most Ontarians".

In a separate column on the same page, we see that in a recent poll, by a margin of greater than two to one, Canadians prefer tax cuts to increased government spending as a tool to stimulate the economy. The Canadian Taxpayer's Federation is "delighted", but the Canadian Centre for Policy Alternatives is not: "If people had been asked specifically if they'd support...health, the environment and road repair, more would have preferred the option over tax cuts."

Road repair? An advocacy group for the poor mentions road repair but not postsecondary education?

Perhaps the situation has not been entirely clear, so let's just state the obvious: Queen's will get no more money from the provincial government.

The problem is not that we have failed to make people understand our needs. It is that there are so few who care. Fewer than 20 per cent of people aged 18 to 24 are in university. These people, the "best and the brightest", are the most fortunate members of their generation, and will remain so throughout their careers. It is a simple fact that the hardship of university students garners no great sympathy among voters.

On the other hand, 100 per cent of us will eventually get sick and die. Sooner or later we will all need serious medical attention. And there is a large and politically active group, the "baby boomers", who are approaching this age with alarming speed.

The financial problem we face at Queen's is serious. It is already affecting the quality of the education we offer students, and the quality of the research we offer the world. This matters for the continuing success of students and for our ability to attract good students and faculty in the future. It is in all our interests to maintain and enhance the quality of a degree from Queen's University.

Students have already seen substantial increases in tuition. What's worse, they have been receiving less and less in return as provincial funding has been cut back even more. But it is the unfortunate truth that right now, tuition increases provide our only hope.

We don't know yet if Queen's will be allowed to set tuition rates locally for students in Arts and Science. But if we are, this time it has to be different. If students are to pay more, then we must do everything we can to return the favour: In smaller classes, in student aid for those who need it, in professors who have the time for individual con-



Chris Rapson, President of the Arts and Science Undergraduate Society addresses the crowd at a pro Arts and Science rally last Wednesday outside Stauffer Library. For more information on the debate over quality, accessibility and locally set tuition fees, see the documents linked off Queen's Today, www.queensu.ca/today.

tact. It should be an explicit deal with timelines and deliverables. The choice we make about tuition levels must be a choice we make about the quality of the education we want to provide at Queen's. Otherwise it's no choice at all.

Lorne Carmichael
Economics

Campus Crusade for Christ: Debate or recruitment ruse?

Re: the recent debate hosted by the Campus Crusade for Christ, Nov. 15 at Dunning Auditorium – Campus crusading for Christ and the existence of good intentions and bad manners.

As one professor to attend the debate at Dunning Auditorium on the perennial question, "does God exist?", after receiving a personal invitation from one of my students, 24 hours after the event, I can't help but feel a little dirty. Hosted by the Campus Crusade for Christ, the turnout was astronomical to say the least. (Unfortunately, the same cannot be said for the arguments put forward by either side – truly terrible all around).

I was fortunate to find a seat, though, ending up next to my student (my choice not his) but an arrangement that seemed all too providential. Was providence also largely responsible for the presence of other members of my department, one who said that he, too, was there because of a student invitation? One hopes that the event was not a sell-out merely because of a clever and

perhaps unscrupulous marketing strategy which used the teacher-student relationship to fill seats and, one presumes, save professorial souls for Christ. If so, then the question of whether God exists on the secular campus of Queen's University is small beer, indeed.

Clyde R. Forsberg, Jr.
History

Aboriginal symposium thanks sponsors

Four Directions Aboriginal Student Services and the Symposium Planning Committee wish to thank the following for their generous financial support of the third Annual Aboriginal Studies Symposium Nov. 3 and 4 at Queen's University. Queen's Aboriginal Council; Four Directions Traditional Knowledge Program; Development Studies; Department of Health Sciences; Department of Philosophy; Faculty of Arts & Science; Faculty of Law; Kingston Regional Cancer Centre; Office of Research Services; Office of the Vice-Principal (Academic); School of Policy Studies; Office of Human Resources; Department of Sociology; International Centre; Office of the University Registrar; School of Music; Department of Economics; and the Office of the Advisor on Equity.

Susan DeLisle
on behalf of Four Directions
Aboriginal Student Services and
the Symposium Planning Committee

Correction and addition

On page 4 of the Nov. 19 Gazette (*Physicists win NSERC Synergy Awards for work with industry partners*) the identifications under the photos of David Atherton and Michael Sayer were inadvertently switched. Drs. Atherton and Sayer of the Physics department won two out of six national awards handed out this year. In addition, this is the second Synergy Award for Dr. Atherton, who also won in 1995. He is the only double winner to date.



Michael Sayer



David Atherton

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*Internal number may be accessed from a touch-tone phone off-campus by dialling 533-6000 + extension number.

Gazette

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Mirage harnesses sun to finish fifth in World Solar Challenge

Team tops in production class

BY CELIA RUSSELL

Queen's solar car team harnessed the sun and raced to an overall fifth-place finish in this year's World Solar Challenge (WSC) in Australia.

Mirage was sixth over the finish line Nov. 23 in the 3,010 km Darwin to Adelaide race, which took place over four days in the hot Australian Outback. However, penalties imposed on other

teams moved Queen's into the top five. The car placed first in the production class recognizing vehicles that don't use the expensive technology of space-grade solar cells and batteries used in the open class.

Queen's was top Canadian team and the third-ranked undergraduate university team in the world behind the University of Michigan and the

University of Missouri-Rolla.

Their success is just as sweet as two years ago, when Radiance finished second overall in the last World Solar Challenge, says project manager Zoë Calleja, a mechanical engineering student. "We ran a flawless race, with no mechanical problems. That's never happened before. We are all very happy with the result." The team is also thrilled with its

first-place finish in the production class, she says. "Because we use terrestrial grade cells and batteries available on the market, the production class application properties are more realistic."

Many of the nearly 33 teams behind Queen's were from the open class, which shows the strength of Queen's years' of experience and thousands of kilometers of testing, says project manager Jeff Bird.

The 10-member Australian team included faculty advisor Steve Harrison and team "Mom" Peggy Woodruff (team member Andrew Woodruff's mother). "It was great having her along," says Ms. Calleja. "She was a fantastic support. She also drove the trailer behind the car."

As major competitions happen every other year, the team plans an educational tour for the late spring, and will also spend the next 18 months redesigning the car in preparation for 2003, says Ms. Calleja. With the help of the Ministry of Education, Science and Technology, the team will tour Ontario schools and sci-

ence centers, with the aim of sparking young people's interest in solar energy, engineering and post-secondary education. The team's educational outreach program also includes E=MC², an enrichment mini-course program for advanced high school students, Solar Quest, a mini solar challenge for high schools, and biweekly trips to schools in the surrounding Kingston area.

The team has built eight cars since the program began in 1988 and competed in countless races. In the summer of 2000, *Radiance* drove across Canada and set a Guinness World Record (2002 edition) for the longest distance driven by a solar vehicle in a single journey (7,044 km). This summer, the team placed fourth in the 2001 American Solar Challenge after an amazing comeback from 14th place due to an early accident. In 1999 it placed second in the WSC and Sunrayce, now the American Solar Challenge. □

www.solarcar.queensu.ca
www.wsc.org.au



Queen's Solar Vehicle Team

Following the sun: Andrew Woodruff checks systems as driver Erin Smith gets ready to drive during the World Solar Challenge

The ice is out and the desks are in

Exams Office prepares for another smooth session

BY CELIA RUSSELL

While students hit the books to prepare for December exams, Exams Office staff members are ensuring the time they spend testing their knowledge goes as smoothly as possible.

Security arrangements will continue to be in place at Jock Harty Arena and other official exam venues through the Dec. 7-20 exam period. "The SCAP (Senate Committee on Academic Procedures) subcommittee on exams recommended that the security arrangements put in place for last April should continue for at least this academic year," says Pam Marriott, Manager - Course Evaluation, Exams and Timetabling. The changes were part of a large number of actions identified by

the university's Exam Working Group earlier this year, due to a rash of malicious fire alarms and bomb threats that took place during the December 2000 exams session. The April 2001 exam session was disruption-free. The Exams Office, Campus Security and Physical Plant Services coordinate the security arrangements. The main venue, Jock Harty arena, can accommodate more than 900 students if the mezzanine level is used. The total exam seating capacity per period is about 1,400.

After classes ended Nov. 30, a study period takes place from Dec. 1 through 5 before exams start Dec. 7.

"We did notice that the number of private exams increased from 56 to 90 between April 2000

and April 2001 - maybe as a result of last December's many disruptions because instructors were trying to avoid disruptions by staying away from the central exam sites," says Ms. Marriott. "The number of private exams for this December is back to normal."

This December, 634 exams are scheduled with 43,520 student sittings, compared with 659 exams and 42,375 sittings in December 2000. In April 2001, there were 793 exams and 46,790 student sittings, compared with 773 exams and 47,473 student sittings in April 2000. Exam totals include those exams scheduled and administered centrally by the exams office, and exams scheduled centrally but administered privately by the instructor. □

Research Chairs

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basis of many diseases continues to increase, we can look forward to an enhanced potential for the application of novel diagnostic and therapeutic strategies. The area in which we are working, that relating to the genetics of blood clotting, continues to be at the forefront of these innovations."

Drs. Cole and Lillicrap join the following eight Queen's researchers who were named chairs in the previous two rounds: James Bergin (Economics), Ian Moore, (Civil Engineering), Doug Munoz, (Multidisciplinary Health Research), Almeria

Natansohn (Polymer Chemistry), John Smol (Evolution and Ecology), Zonchao Jia (Biochemistry), Kevin Robbie (Physics) and Praveen Jain (Electrical and Computer Engineering).

Last week's federal announcement of 97 new Canada Research Chairs at 34 universities across the country brings to 448 the number of Canada Research Chairs that have been established since December 2000. An additional investment of \$19.6 million from the Canada Foundation for Innovation (CFI) will provide

infrastructure support to Canada Research Chairholders. This brings to \$49.4 million the total CFI support to the Chairs Program.

The \$900-million initiative was established to help Canadian universities attract and retain the best researchers and achieve research excellence in health, natural sciences, technology, social sciences and the humanities. Two thousand research chairs will be established across Canada during the five-year program. Queen's is expected to receive 57 of them. □ www.chairs.gc.ca

New medical chair honours long-time Queen's faculty member

BY PETER AITKEN

Queen's Faculty of Health Sciences has founded a new academic chair in honour of Kingston physician and long-time Queen's faculty member Dr. James Day. Once formally approved by Queen's Senate, the James H. Day Chair in Allergic Diseases and Allergy Research will support the research and teaching activities of the Allergy/Immunology Unit, a division in the Department of Medicine, since 1967.

"The James Day Chair will have a significant impact in continuing the excellent work of the Allergy/Immunology Unit" says Dr. David Walker, Dean of Queen's Faculty of Health Sciences, at a reception last week to mark the event. "New academic chairs provide vital support to the faculty by helping us both attract and retain senior academics and researchers of exceptional distinction, especially in today's highly competitive markets."

The Allergy/Immunology Unit has been a division in the Department of Medicine at Queen's since 1967, providing services for various medical aspects of the immunologic diseases, including asthma, rhinitis, adverse reactivity to foods and medication, insect stings and various other conditions.

"I am thrilled and honoured to be recognized by Queen's



Dr. J.H. Day

with this academic chair," says Dr. Day. "But none of this would be possible without the research successes resulting from the incredible support and work of my colleagues in the Allergy/Immunology Unit".

A member of a prominent Kingston family whose history in this community extends back to 1795, Dr. Day received an Honours BA from Queen's in 1953. He obtained his MD from McGill University in 1959.

In 1964 Dr. Day was appointed as Chief Resident in Medicine at Kingston General Hospital, and was appointed to his Alma Mater in 1967 as an Assistant Professor in the Department of Medicine. □

Parking

continued from page 1

new and expanded academic facilities and residences that will ensure Queen's can continue to provide a quality learning environment. "We are continually losing parking spots as we make way for the new School of Business building, the new Integrated Learning Centre, the new chemistry building and the new residence buildings," says Mr. Morrow. "We lost close to one hundred parking spaces as a result of the School of Business project alone."

As well, says Mr. Morrow, Queen's faces challenges not found at other urban universities in Canada. "We don't have the benefits of a large-scale public transportation system, as in Toronto, Ottawa or Montreal, and our campus is fairly tightly constrained by the developed areas around it."

At a time when the gap between the haves and the have nots appears to be widening, it's reasonable to wonder: will there ever be enough parking at Queen's? Actually, yes. It appears there will come a time in the not-too-distant future when parking could actually become a non-issue. There are both short-term and long-term strategies in play, says Mr. Morrow, that will eventually bring supply in line with demand.

To ease the loss of parking in large lots as a result of capital construction projects, the university has developed alternative parking options. Measures already taken include the introduction about a year ago of on-street permit parking for Queen's staff on Stuart Street, Queen's Crescent and Arch Street. Queen's has also added a number of small lots around campus. Currently, about 50 per cent of the parking spots are found in the large lots (Mackintosh-Corry, Miller and Dupuis) and 50 per cent in the small lots. The university is also looking at the feasibility of building a large parking structure on campus.

The benefits and costs associated with launching a major building project to alleviate parking have been weighed carefully, Mr. Morrow says. "If we were to create parking in a parking structure, it would cost us about \$25,000 per parking spot for below grade (underground). An

Back in the shuttle loop

Queen's and Kingston General Hospital have put their heads together to save the day for about 100 KGH parkers who suddenly found themselves out of the shuttle loop.

The KGH employees had been parking at St. Mary's of the Lake and then hopping aboard the shuttle heading to their own hospital. This was leaving St. Mary's without enough spots for patients arriving for appointments. As a result, St. Mary's has eliminated its shuttle service, effective Dec. 3, before 9 am and after 3 pm.

Now, the Queen's shuttle and the KGH shuttle have come up with a plan that better meets the needs of employees at both institutions.

The KGH shuttle bus #2 will run on the hour and half hour from West Campus with a direct route to KGH and then again from 3:30 to 5 pm back to West Campus from the hospital. KGH has incorporated a stop from 5:30 to 9 pm across from Richardson Hall. The first such bus is at 5:38 pm and then about every 20 minutes. This shuttle bus will be signed as KGH shuttle service Bus #1 and is another chance for riders who have missed the 5:24 pm Queen's shuttle.

Queen's 24-seat bus shuttle from West campus, which runs weekdays from 6:30 am to 9 am and from 3 pm to 5:30 pm, has now changed its route slightly and added two new spots, one at the Burr Wing of KGH and another on lower University Avenue. The service was introduced earlier this fall as a means of reducing the number of vehicles on campus and those parked on the streets of surrounding residential neighborhoods.

Copies of the shuttle map and schedule are available on the Queen's Shuttle Bus or from the Parking Office. For further information contact Parking Services at 36979.

above grade structure would cost anywhere from \$18,000 to \$20,000 per parking spot."

There are some other drawbacks associated with construction of a parking structure.. Underground parking structures present personal safety issues and the operating costs are high. "The facilities have to be ventilated and we would have to pump a lot of water out of them given our water table level," he says. But an aboveground structure is unrealistic given other competing demands on scarce land at Queen's. "Once a tiered parking facility has been built, it can't simply be moved to make way for an academic building. And when we ask people where on main campus they would like to see a four- to five-story parking structure, no clear consensus emerges."

Surface parking at ground level is the cheapest to create and provides the most flexibility with respect to future land use, he says. "If at some point you want to put a building on the spot, you still have the option of digging a hole and putting in underground parking."

"We feel it's reasonable for the university to think about building one or two underground lots as long as they can be effectively patrolled and are large enough to ensure a steady flow of traffic in and out so that people feel comfortable and safe using such facilities." For the moment, the university considers one likely location for underground park-

ing – up to 500 new spaces – to be under the proposed new student life centre to be located north of the Phys-ed Centre. This initiative alone could eliminate the waiting list.

Queen's is also in the process of reclaiming Queen's parking spaces that are currently on loan to KGH. More than a decade ago, the university made a commitment to provide some parking spaces to the hospital in return for the land on which Botterell Hall was built. Queen's sells 225 surface permits on a yearly basis to KGH for use of its employees. In addition, the 150-space central heating plant lot (south of King Street across from KGH) is leased on an annual basis to KGH.

Mr. Morrow is developing a strategy that will enable Queen's to pull out of the arrangements with KGH but at a pace that ensures the hospital isn't itself left with a difficult parking problem.

Queen's is also attempting to manage the demand side of the parking equation through its new ride share and west campus shuttle programs. The university is also in discussions with the city regarding public transportation to the campus.

The long view, at least, is starting to look pretty good. "Once we have reclaimed spots leased to KGH, and if we are able to proceed with an underground parking facility of approximately 500 spaces, we'll be close to adding 1,000 new spaces to our current parking stock." □

Queen's in the News

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

Nov. 14-28

Kate Harkness' (Psychology) depression research received extensive media coverage including radio interviews across Canada with *CBC Syndication*, *CBC's Ontario Morning*, *FLY FM*, *GTO 960* and *The Kingston Whig-Standard*.

A front-page *Ottawa Citizen* story quoted Queen's risk management expert **Bill Leiss** (Policy Studies) about the government's poor performance keeping the public informed about terrorist risks since Sept. 11. The story was also covered in *The Kingston Whig-Standard* and the *St. Catharines Standard*.

Louise Delvoie (Political Studies) was interviewed by Mary Lou Findlay on the *CBC radio* program 'As It Happens.' Delvoie was interviewed about the prospects for a post-Taliban government in Afghanistan.

Don Stuart (Law) was quoted in the *National Post* about the federal government's proposed anti-terrorism legislation.

The Washington Post and *The News York Times* highlighted research by **Paul Davidson** and **Kevin Parker** (Psychiatry) on the effectiveness of a controversial popular treatment for post-traumatic stress disorder (PTSD) called Eye Movement Desensitization and Reprocessing.

Merlin Donald (Psychology) was interviewed about evolutionary psychology on "Science Odyssey," a *National Public Radio* program broadcast live to 280 U.S. stations.

A Queen's Surveillance Project seminar on security and surveillance after Sept. 11 resulted in a *CKWS TV* feature broadcast with interviews by **Art Cockfield** (Law) and **David Lyon** (Sociology).

Queen's airline expert **Douglas Reid** (Business) was quoted in the *The Toronto Star*, *The Kitchener-Waterloo Record*, *Fort McMurray Today* and *The Saskatoon Star-Phoenix* about airline competition between Air Canada and Westjet. **Reid** was also quoted in *The Montreal Gazette* about fees for airport improvement, and the *National Post* about no-frills airline services.

A front-page *Kingston Whig-Standard* story quoted Queen's military historian **Allan English** (History) about the number of Canadian military now stationed overseas.

Queen's Solar Vehicle Team received extensive coverage on their fifth-place finish in the World Solar Car Challenge including the *The Toronto Star*, *The Kitchener-Waterloo Record*, *The Calgary Sun*, *The Edmonton Sun*, *Calgary Herald*, and *The Kingston Whig-Standard*.

The *Ottawa Citizen* quoted Queen's criminal law expert **Don Stuart** (Law) about new anti-terrorism legislation that eclipses Canada's spy agency in their ability to wiretap phones. The story was also covered in the *St. Catharines Standard*, *The Sault Star*, *The Montreal Gazette*, *Edmonton Journal*, *The Windsor Star*, *The Victoria Times Colonist*, *The Saskatoon Star Phoenix*, *Calgary Herald* and *The Kingston Whig-Standard*.

The Kingston Whig-Standard featured **Randy Ellis's** (Computing Science) radical new approach to computer-assisted surgery. His research was also covered on *FLY FM* radio and *CKWS TV*.

A report on the "brain drain" by **Ross Finnie** (Policy Studies) generated extensive media coverage including *The Globe and Mail*, *The Toronto Star*, *National Post*, *Le Devoir*, *CBC Radio-Canada*, *CBC Radio Montreal*, *940 News (Montreal)*, *CJAD (Montreal)*.

Finnie's report on student loans was covered in the *National Post*, *Edmonton Journal* and *The Hamilton Spectator*.

Kathleen Lahey (Law) was quoted in *The Globe and Mail* about a class-action suit launched by a prominent gay-rights activist against the federal government.

The Toronto Star quoted **Geoff Flynn** (Biochemistry) about the federal government's response to an independent study that concluded Canadians weren't adequately protected from the risks of genetically modified foods.

The *Kingston Whig-Standard* quoted **Don McNamara** (Business) for a story about national security since Sept. 11.

media TIP

When being interviewed by radio or TV reporters, be aware of time constraints and the need to get to the heart of the matter quickly. You have between 10 and 15 seconds for each answer. If you go beyond this limit, you increase the likelihood that your answers will be edited or paraphrased and that your ideas will be distorted or misrepresented. □

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

United Way

continued from page 1

contributed to this worthwhile cause. At \$230,000, we are at an all-time high for Queen's. Now, more than ever, the need is exceptionally great, and I encourage those who haven't thought about participating to do so. It isn't too late to make a difference in the lives of so many in our community."

He also congratulated the organizing team of Sherri Ferris, Dan Norman and Lauren Sharpe who

have helped to make this year's drive the most successful yet.

So far, 833 faculty, staff and retirees have donated to this year's campaign, compared with a total of 802 last year.

The campus-wide United Way Pick-a-Prize initiative was a huge success, says co-chair Lauren Sharpe. "The response was terrific," she says.

People pitched in more than

\$600 for chances at numerous prizes donated by several university units and Kingston businesses. (Watch for a prize list in an upcoming *Gazette*.) Other initiatives included Queen's Football's Have your photo taken with the Grey Cup for \$5 earlier in the fall.

Student Co-Chairs Alice Kwok and Joanna Neil are pleased that many students chose not to opt out on the United Way student fee,

thus leaving a \$15,500 student contribution for the United Way. With the help of Jessica Leung, Janet Nelson, Allison Fan, Andrea Rosebrugh, Jesse Ovidia, Maureen Connolly, Lanny Cardow, students have fund-raising activities planned that will continue in the winter term to contribute to next year's total.

The Kingston, Frontenac Lennox and Addington United

Way funds 44 programs at 31 member agencies and benefits one in three people in the community.

Although the campaign officially ended at the end of November, those still wishing to make a one-time donation or join the payroll deduction plan may contact Dr. Norman at normand@mast.queensu.ca. Any amount is welcome. □

University Roundup



Free trade in higher education

So how will free trade affect higher education? Education services, including higher education, are one of 12 broad sectors up for discussion under the General Agreement on Trade in Services (GATS), the multilateral, legally binding agreement covering international trade in services. The implications for Canadian universities remains somewhat unclear, reports *University Affairs* magazine. One concern is that the trade agreement could lead to a different mindset on what is considered publicly funded higher education and have an impact on exchange programs and areas where postsecondary education competes with commercial interests. The advent of legislation in some provinces opening the door to private universities only further muddies the water. – *University Affairs*

Only approved spying allowed on campus

James Turk, executive director of the Canadian Association of University Teachers (CAUT), wants to make sure that post Sept. 11 intelligence-gathering doesn't subvert academic freedom at Canadian universities. After learning recently that a University of Toronto secretary informed on two geology professors for the Canadian Security and Intelligence Service (CSIS), Turk demanded a meeting with the spy agency to discuss the case. He says that an agreement between CAUT and the federal government in the early 1960s established guidelines about intelligence services activities on Canadian campuses. "They agreed not to conduct undercover activities or use informants on Canadian campuses without prior written approval by the Solicitor-General, Turk said. The agreement was ratified by the Lester Pearson government and confirmed by a number of subsequent governments, as recently as 1996. – *The Bulletin*

Defending academic freedom post Sept. 11

In a statement published in the latest *Simon Fraser University News*, about 50 faculty and staff expressed support for Sunera Thobani, professor in women's studies and former head of the National Action Committee on the Status of Women, whose post Sept. 11 public comments about world events and US foreign policy caused a major stir. The quote which sparked the most furor and even drew condemnation from Prime Minister Chretien was that U.S. foreign policy is "soaked in blood". The contents of her speech and her right to voice her views have been debated on editorial pages and talk shows across the country. The SF faculty statement reads: "We strongly endorse academic freedom, a concept which is internationally acknowledged as fundamental to excellence in university research and teaching. Sunera Thobani's analysis represents a legitimate perspective within the larger informed and critical discussion of the consequences to civil society of any war on terrorism." – *Simon Fraser University News*

A journal of their own

Realizing students have a hard time competing with professors for space in established academic journals, the University of Alberta Graduate Student Association has founded a new on-line journal for budding academics. *Crossing Boundaries* is a forum for grad students to share their research and experience the editing process of the academic world. "It maybe doesn't have the same prestige as *Science* or *Nature* but the work still is published and it gives students some practice in what to expect later in their career," says the managing editor and vice president of the graduate student association. The first edition is located at www.ualberta.ca/GSA/ejournal/vol1no1/front.htm. – *University of Alberta Folio*

U.S. students not taking the bait, says Pickrell

Finding that American students equate low tuition with low quality and associate Saskatchewan with a wilderness destination rather than an education destination, the University of Saskatchewan has backed off its recruitment efforts in Minneapolis and Minnesota. "A number of Minnesota students have seen their father come here to fish, so we're really competing with our own tourism reputation," says Alison Pickrell, Director of International Recruitment and Admissions. "If we had stayed, we would have focused on programs like environment studies, land use, ecology, biology – anything to do with animals, lands or wilderness. Then we could have played into that tourism reputation instead of against it." As if that weren't enough, Pickrell says, the U. of S. also found itself competing for students with McGill, Queen's and the University of

Toronto who bill themselves in the U.S. as the Canadian Ivies. – *University of Saskatchewan on campus News*

Scientists losing influence

As reported in the latest *Chronicle of Higher Education*, scientists in the US are growing increasingly concerned about their lack of influence when it comes to shaping public policy. Government decisions on issues such as controls on stem-cell research, rejection of the Kyoto accord on climate change and testing and deploying of a national missile-defense system are pretty much at odds with the views of the science community. Says the article: "Some politicians and public policy scholars believe scientists mostly have themselves to blame. They are so preoccupied with securing money that they have essentially ceded the questions of policy and priorities to others." – *Chronicle of Higher Education* □

News Notes



Queen's alumnus wins national poetry award



George Elliott Clarke has won the 2001 Governor General's Award for Poetry. Dr. Clarke completed his PhD in English at Queen's in 1993, under the supervision of the late John Matthews. The collection that earned him the prize was *Execution Poems* published by Gaspereau Press. Dr. Clarke is currently an assistant professor of English at the University of Toronto. He also holds a BA in English from the University of Waterloo and an MA in English from Dalhousie.

International Centre advisor wins award

Susan Anderson, (International Centre) received an International Education Leadership Award from the Canadian Bureau for International Education (CBIE) at its annual conference last month in Banff, Alberta. The awards committee noted that Ms. Anderson, who is International Student Advisor, "has played a leadership role in developing the profession of international student advising." She has served as mentor to new advisers and has designed and delivered workshops and seminars for advisers and students. In addition, she has developed tools to help students on campus. In par-

ticular, her video *Soft Landings*, has been adopted and adapted by other institutions as part of their student orientation programming. CBIE is one of Canada's leaders in international education, comprising a cross-sectoral membership of 185 universities, colleges, school boards, schools, organizations and individuals.

Queen's Centre offers knowledge research funding

Did you know that Queen's Centre for Knowledge-Based Enterprises funds research projects from all faculty members, and not just the School of Business? The center is about to issue a second call for research proposals for studies into the use of knowledge in modern organizations. Seed funding of up to \$5,000 per project is available. "Enterprises of all kinds are increasingly knowledge-based," notes centre director Brent Gallupe. Several faculty, including Roberta Lamb of the Department of Music and Sergio Sismondo of the Department of Philosophy, were awarded first-round funding. Dr. Lamb's study examines the knowledge-sharing culture within a local performing arts organization to identify beliefs and norms characteristic to that organization, and the factors motivating or inhibiting knowledge-sharing within it. Dr. Sismondo's study, entitled "Sharing embedded knowledge: enculturation, translation or coordination" aims to contribute to a theoretical understanding of the nature of knowledge and knowledge sharing by looking at knowledge sharing in scientific laboratories.

Along with project funding, the centre most recently sponsored its second-annual Knowledge Summit on the theme of Innovation and Economic Growth. For information on research funding or to obtain a copy of the White Paper from the recent Knowledge Summit, please contact Assistant Director Kate Cassidy at 533-3088. □

Survey

continued from page 1

per cent of responses), implementing policy and procedure to enforce workplace diversity (27 per cent), discriminatory behaviour in salaries and promotion (24.2 per cent), discriminatory behaviour in hiring and recruitment practices (19.4 per cent) and physical impediments in the workplace restricting mobility (eight per cent).

Council subcommittees will gather additional in-depth information on the issues that the survey raised. These will form part of the first year of a five-year plan of action for the equity council.

"The survey also brought forward a number of human resources issues, in addition to equity issues," she says. For example, about 50 responses dealt with issues such as unreasonable workload, promotion practices, inadequate remuneration for work and unfair treatment from supervisors. "There is a lot of misunderstanding over what is a human resource issue and what is an equity issue. But any forum we can provide to uncover an injustice is useful."

Discerning the fine line between equity

and what is strictly a human resource issue is a key task for the subcommittees, says Ms. Dauphinee. For example, an equity issue may be involved if a complaint originates with a someone from one of the five designated equity groups: women, members of a visible minority, persons with disabilities, Aboriginal people and lesbian, gay bisexual and transgendered individuals.

Members of the Council on Employment Equity represent a cross-section of the university community, and include faculty, staff and representatives of student associations, unions, Human Resources and Human Rights offices.

When research is completed, the five task groups will recommend strategies to eliminate any inequities to the council, which will in turn distribute these recommendations to the respective university groups for action.

Human Resources will address the human resource-related findings of the subcommittees when they receive them, says Richard Weatherdon, Associate Vice Principal (Human Services). □



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, Dec. 11 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

Conference Services Assistant
Residences 2001-88

Gillian Stagg

Financial Assistant
Civil Engineering 2001-109

Fiona Froats (Stauffer Administration)

Admissions Officer
Office of the University Registrar
(Admission Services) 2001-112

Danette Allen (Faculty of Education)

Student Services Coordinator
Faculty of Arts and Science 2001-116

Norma St. John (History)

Staff Vacancies

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

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

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

Student Resource Assistant 2001-131 Faculty Registrar's Office, Faculty of Education

This is a term appointment until Nov. 29, 2002.

Major Responsibilities: report to the Assistant Faculty Registrar; perform receptionist duties including the updating of telephone scripts; respond to/redirect

email inquiries; schedule student/applicant appointments for the Faculty Registrar and Assistant Faculty Registrar; maintain the general office inventory including front counter notices, forms etc.; maintain and update the B.Ed. and C.Ed. inquiry databases and prepare mailings; receive, date, sort and distribute all incoming mail and faxes as well as track the receipt of B.Ed. Statement of Experience forms; prepare letters for signature; maintain a good working knowledge of the Faculty's admission/program policies and procedures.

Requirements: successful completion of a community college administration program (consideration will be given to the equivalent combination of education and experience); one year of related work experience; experience in a customer service role; familiarity with the services of other departments at the University is considered an asset; good organizational skills; strong communication skills, including a pleasant and helpful manner with people; ability to pay attention to detail, to work with constant interruptions and to produce error-free work; proficiency with a variety of computer applications, especially MS Word, PCICS, File Maker Pro (database management), and Corporate Time (appointment scheduler); fast and accurate keyboarding skills; ability to work independently as well as in a team environment.

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

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

Departmental/Financial Assistant 2001-132 Queen's University Libraries (Administration Office)

Major Responsibilities: report to the Administrative Assistant; provide administrative support to the Business Officer in addition to support for the daily operation of Administrative Services (administer departmental accounts, prepare financial spreadsheets, monthly reports and reconciliation of accounts, prepare bi-weekly casual payroll, maintain account files, process requisitions and purchase orders, reconcile daily cash activities and maintain various financial and statistical databases); perform secretarial and administrative duties including routine correspondence, minutes and reports; provide reception services and perform other administrative support duties.

Requirements: two-year program in Business Administration with emphasis on financial accounting and previous relevant experience in an office/service environment (or an equivalent combination of education and experience); sound knowledge of bookkeeping/accounting practices and the ability to synthesize and organize financial information; proficiency with a variety of computer software packages including Word, Excel and Access; excellent interpersonal skills for effective communication (verbal and written) with other staff, students and outside contacts; proven organizational and time management skills; ability to maintain focus in a varied and hectic work environment; good analytical and problem-solving skills; ability to work in a team-based organization; knowledge of university structure and financial/computer systems an asset.

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

Student Advisor/Publications 2001-133 Ban Righ Foundation

This is a continuing term appointment working approximately 25 hours per week from Sept. 1 until June 30 each year.

Major Responsibilities: assess, guide and advise mature women students in overcoming barriers to academic achievement; develop, design, write and oversee the production of a twice-yearly newsletter and other publications; assess confidential financial need and bursary eligibility.

Requirements: university degree (or an equivalent combination of education and experience); familiarity with a wide range of women's issues including systemic barriers they face in accessing higher education; experience working with women in a personal support and crisis intervention capacity; working knowledge of university and community resources and social policy; knowledge of the principles of adult education; excellent human relations skills; proven initiative and organizational and problem-solving skills and ability to maintain confidential information; proficiency with computers; willingness to work occasional evenings and weekends; university qualification in teaching, counselling or related professional field an asset.

Minimum Hiring Salary: \$38,773 Salary Grade 7 - HSS7 (Salary will be prorated to reflect actual time worked.)

Other Positions

Research Technician Cancer Research Laboratories

A full time contract position is available in the Cancer Research Labs. The successful candidate will be responsible for establishment and maintenance of tissue culture stocks for several laboratories. Additional duties will include large scale preparation of sterile media, serum testing, mycoplasma testing, and ordering of supplies and reagents. Expert knowledge and demonstrated skill in sterile tissue culture techniques is essential and excellent organization and interpersonal skills are required. Previous experience in a cellular biology laboratory is a major asset. A BSc or equivalent in a life science is preferred. Minimum hiring salary is \$28,763 Grade 4. Please send resumes to John Singleton, Cancer Research Laboratories, room 315, Botterell Hall.

Dr. Margaret Angus Research Fellowship Museum of Health Care

The Museum of Health Care invites proposals for a summer fellowship relevant to the history of health and health care utilizing the museum's collection and/or programs.

The goals of the fellowship are: to develop an appreciation of the value of the history of health care; to become familiar with research methodology in the history of health care; to understand the role of health care museums in the history of health care; to become familiar with the goals, policies and operation of a health care museum; and to make a contribution towards understanding the

artifacts in the museum's collection.

Details: Dr. Lynn Kirkwood, Chair of the Program Committee (1-613-272-3081) or Dr. James Low, Manager at the Museum, (548-2419). www.museumofhealth-care.ca.

Apply to: Dr. Lynn Kirkwood, Program Committee, Museum of Health Care, Ann Baillie Building, George Street, Kingston, ON K7L 2V7. Applications should include a brief description (300-350 words) of their plan and two letters of reference.

Value: \$3,680

Deadline: Feb. 28, 2002.

Research Assistant Department of Pathology

A part-time research assistant position (0.5 FTE) is available immediately to study and identify subtle disease-causing chromosome duplications using molecular cytogenetic techniques. The successful candidate will prepare and perform experimental protocols and interpret results using a variety of DNA based molecular biology techniques (gel electrophoresis, nick translation, DNA extraction and quantitation). Familiarity with molecular cytogenetic techniques such as fluorescence in situ hybridization would be a valuable asset. Demonstrated initiative, ability to work independently and to function in a group are essential. Applicants should have completed post-secondary education in an appropriate discipline. Salary will be in accordance with Queen's University guidelines. Funding for this position is available for one year with continuation dependent upon funding renewal.

Please submit a resume and names of three references to Dr. Karen Harrison, Department of Pathology, Douglas 4, Room 8-432, Kingston General Hospital. Fax: 613-548-1356; Email: harrison@cliff.path.queensu.ca.

Employee Development

Call Human Resources at 32070 to register or for details. Register also at www.hr.queensu.ca/News&Notes/seminars.htm

Lunch and Learn Video Series

Pick up some pointers at 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: Humour Your Stress.

Facilitator: Wendy Lloyd, Human Resources. 12:05 - 12:55 pm.

Effective Presentation Skills

The ability to speak in front of a roomful of strangers or your peers, and present ideas and information in an engaging and interesting way, is one of the most important business skills you can acquire. Yet many people avoid making presentations because they believe they cannot overcome their nervousness or fear. This two-session program provides practical techniques for giving more effective presentations.

Facilitator: Wendy Lloyd, Human Resources. Dec. 13 and 20, 9 am to noon.

Notices

Employee Assistance Program

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

Human Resources early closing

The Human Resources department will close at 12:30 pm. on Friday Dec. 14, 2001 for its annual holiday luncheon.

2002 Observed Holidays

Jan. 1	New Year's Day
Feb. 18	Monday of Reading Week / Heritage Day
March 29	Good Friday
May 20	Victoria Day
July 1	Canada Day
Aug. 5	Civic Holiday
Sept. 2	Labour Day
Oct. 14	Thanksgiving Day
Dec. 25	Christmas Day
Dec. 26	Boxing Day

Obituaries

The following employees have recently passed away:

Kennard, David W. (Sept. 19, 2001) Member of Queen's community since Aug. 13, 1970.

Moyse, Frederick Robert (Nov. 1, 2001) Member of Queen's community since Nov. 14, 1966.

Milestones

Compiled by Faye Baudoux

If you have a milestone of 5, 10, 15, 20, 25, 30, 35, 40 years or more of continuous service coming up and you do NOT wish your name to be included in the listing, please contact Faye in Human Resources at 77791.

Congratulations to those who reached the following milestones in November, 2001.

30 years: Mai Chen, William R. Lederman Law Library; Lorraine Helsby, Stauffer Library; Thelma Rikley, Faculty of Health Sciences.

25 years: Janet Lambert, Campus Planning and Development; Bryne Smalridge, PPS.

20 years: Leon McRae, PPS; Kenneth Revell, Residences; Terry Stover, Student Awards.

15 years: Ela Rusak, Geological Sciences and Geological Engineering.

10 years: Rhonda McKnight, Athletics and Administration; Laird Monahan, PPS; Timothy O'Toole, Postal Services; Margaret Wilson, PPS; Steven Young, Printing Services.

Five years: Tina Burke, Office of Research Services; Patricia Forrest, ITS; Ruth Santamaria, Human Rights; Stephanie Simpson, Human Rights.

Bulletin Board

Appointments

Janet Brooke appointed Director, Agnes Etherington Art Centre

Principal William C. Leggett is pleased to announce the appointment of Janet Brooke as Director of the Agnes Etherington Art Centre, for a five-year term, beginning March 1, 2002. This announcement follows on the strong recommendation of both Vice-Principal (Academic) Suzanne Fortier and the advisory committee.

An art historian with over 25 years' experience in museum practice, Ms Brooke was Curator of European Art at the Montreal Museum of Fine Arts from 1975 to 1989, and subsequently Senior Curator of European Art and Interim Chief Curator at the Art Gallery of Ontario. For the past six years she has worked independently from Montreal, on exhibition and research projects for museums in Canada, Britain and France.

Ms. Brooke brings a range of accomplishments to her position. She has published widely on 19th and 20th century European and Canadian painting and sculpture, and on the history of collecting. She has curated over thirty exhibitions, and has taught undergraduate and graduate courses in museology and art history at several Canadian universities, including the University of Toronto and the Université de Montréal. She has been a board member of the Canadian Museums Association since 1992, serving as its president in 1999-2001, and most recently as co-organizer of an international symposium on Holocaust-era cultural assets.

In making this announcement, Principal Leggett wishes to extend his thanks to the members of the advisory committee and to express his sincere appreciation to David McTavish who held the position of Director for some ten years. The principal would also like to take this opportunity to thank Dorothy Farr, who is serving as Acting Director of the AEAC until Ms. Brook takes up her appointment.

Carl Hamacher appointed Acting Head, Department of Electrical & Computer Engineering

Principal William C. Leggett is pleased to announce that Carl Hamacher has been appointed acting head of the Department of Electrical & Computer Engineering from January 1, 2002 to June 30, 2002.

Professor Hamacher was a member of the Electrical Engineering and Computer Science departments at the University of Toronto from 1968 to the end of 1990. Since January 1991, he has been on the faculty of the Electrical and Computer Engineering department at Queen's. While at Toronto, he served as the Chair of the Division of Engineering Science, and the Director of the Computer Systems Research Institute. At Queen's, he was Dean of the Faculty of Applied Science from January 1991 until June 1996. His teaching and research interests are in the area of Computer Engineering, with a research focus on parallel interconnection networks for multiprocessor systems. He is a coauthor of the textbook "Computer Organization", McGraw-Hill, 5th edition published in August 2001. He has spent sabbaticals at IBM Research in San Jose California, the University of Grenoble, the University of California at Riverside, and the University of Paris VI. He is a Professional Engineer in the Province of Ontario, and a member of IEEE and ACM.

In making this announcement, Principal Leggett wishes to express his appreciation for the outstanding leadership provided by John Cartledge during his term as Head of the Department of Electrical & Computer Engineering.

Hussein Mouftah appointed Associate Head, Administrative Affairs, Electrical & Computer Engineering

Tom Harris is pleased to announce that Hussein Mouftah has been appointed Associate Head, Administrative Affairs, in the Department of Electrical & Computer Engineering effective July 1, 2001 to Dec. 31, 2002.

Hussein Mouftah joined the Department of Electrical and Computer Engineering at Queen's University in 1979, where he is now a full professor, after three years of industrial experience mainly at Bell Northern Research of Ottawa (now Nortel Networks). He has spent three sabbatical years also at Nortel Networks (1986-87, 1993-94, and 2000-01), always conducting research in the area of broadband packet switching networks, mobile wireless networks and quality of service over the optical Internet. He served as Editor-in-Chief of the IEEE Communications Magazine (1995-97) and IEEE Communications Society Director of Magazines (1998-99). Dr. Mouftah is the author or coauthor of two books and more than 600 technical papers and 8 patents in this area. He is the recipient of the 1989 Engineering Medal for Research and Development of the Professional Engineers of Ontario (PEO). He is the joint holder of an Honorable Mention for the Frederick W. Ellersick Price Paper Award for Best Paper in Communications Magazine in 1993. Also he is the joint holder of the Outstanding Paper Award for a paper presented at the IEEE 14th International Symposium on Multiple-Valued Logic. He is the recipient of the IEEE Canada (Region 7) Outstanding Service Award (1995). Dr. Mouftah is a Fellow of the IEEE (1990).

Doug Munoz, appointed Chair, Centre for Neuroscience Studies (CNS)

On the recommendation of the Advisory Committee chaired by Kerry Rowe (VP Research), Principal William C. Leggett is pleased to announce the appointment of Doug Munoz as Chair of the Centre for Neuroscience Studies for a five-year period commencing Nov. 12, 2001. Dr. Munoz has served as interim director of CNS since it was reformed from the Centre for Studies in Molecular Neuroscience and renamed the Centre for Neuroscience Studies in January 2001.

Doug Munoz received his PhD from McGill University in 1988 in Neurology and Neurosurgery, followed by a Post-doctoral Fellowship at the National Eye Institute, National Institutes of Health in Bethesda, Maryland. He came to Queen's in 1991 as an Assistant Professor in the Department of Physiology and member of the MRC Group in Sensory-Motor Neuroscience. He is currently Professor in the Department of Physiology. In 1999 he was awarded a Premier's Research Excellence Award and he currently holds a Canada Research Chair in Neuroscience.

Awards and Grants

Chancellor Richardson Memorial Fund

The Advisory Committee of the Chancellor Richardson Memorial Fund invites departments and other university agencies involved in Canadian studies to submit proposals for the purchase of Canadiana teaching and research materials. Under the terms of the university's agreement with the Richardson Company, the fund shall be used for the following purposes:

1 The acquisition by and for the university, and the maintenance, of teaching and research material in the field of Canadian studies and within the following categories:

a) Literary, political, historical and other published works of older out-of-print vintage: monographs, local histories, reports of companies, societies and other voluntary associations, bibliographical aids and specialized reference works, biographical studies, almanacs and Yearbooks.

b) Documentary materials: National and provincial Royal Commission reports and papers, newspapers, (preferably microfilm), periodicals, political and literary manuscripts and papers (in cases where these can only be obtained by purchase), broadsides and political manifestos.

c) French-Canadian material: books, documents, poetry, broadsides and pamphlets, fiction and non-fiction.

d) Old, rare and, in some cases, unique items; early explorations and travels, maps and atlases, fine editions and expensive sets.

2 The acquisition of library resources for the university, in the form of books, aids to study or research, and information storage and retrieval systems and services.

All proposals submitted for consideration by the Advisory Committee should include the following information:

1 a clear indication whether the proposal has been considered by a departmental committee or an informal group or whether it is the submission of one individual,

2 as clear and specific a description as possible of the materials proposed for acquisition,

3 a clear statement of the gap in the Canadian collection which the proposed acquisition would fill, relating this to existing holdings and to current collecting policies,

4 an indication of any research projects which would be facilitated by the proposed acquisition,

5 the probable costs of acquiring the proposed acquisition,

6 an indication of the probable costs of preserving and protecting the proposed acquisition,

7 an indication whether the desired materials are currently available for purchase, and an indication of whether part or all of the desired material is available in other than original form, e.g., microfilm, reprint or xerox copy,

8 an indication whether the purchase of the desired materials might be financed in whole or in part from sources outside the university, e.g., Canada Council or other research foundations.

During the past few years the fund has supported the purchase of a variety of materials including specific research material, and acquisition projects to develop Canadiana collections. These purchases have included:

1 microfilm copy of newspapers from all provinces

2 family papers of representative Canadians

3 monograph material illustrating the social and cultural development of Canada

4 original drawings and photographs of buildings in the Kingston area

5 sets of data relating to Canadian studies

6 records and scores by Canadian composers

7 Canadian art, particularly items which have local interest or complement drawings or paintings held in the art centre.

The advisory committee and the administrators of the fund reviewed proposals submitted in response to the previous invitation and the following allocations were approved:

- \$30,500 to purchase two major art works
- \$4,150 to purchase specific films and videos to build a Canadian collection

Additional information concerning these acquisitions and the Opportunity Fund can be obtained from the chairman of the advisory committee, Brian Osborne, or the secretary of the fund, Deborah Shea, ext. 74008, email: shea@post.queensu.ca.

Proposals should be submitted to Deborah Shea, Department of Alumni Affairs by **Jan. 18, 2002** for consideration by the advisory committee.

Cold Beverage Exclusivity Fund Request for submission for funding

Applications are now being accepted for The Cold Beverage Exclusivity Fund. Monies arising from the university's agreement with Coca-Cola provide funding to the campus community for a variety of projects and initiatives. For details on the criteria and process, contact the Office of Residence & Hospitality Services, Room 015D, VictoriaHall. **Deadline:** Dec. 14, 2001.

Last year, the following groups received funding:

Queen's Libraries – Circulation & reserves merger

Grad Club – Network connection

Environmental Studie – Water Resource Conference

ASUS Core – Upgrade of computer resources

Ban Righ Centre – Computer purchases

International Centre – Enhancement of print and electronic resources

Peer Support Centre – Peer support program

Health, Counselling and Disability Services – Social norming and study skills projects

Social Issues Commission – Campaign to promote diversity

Career Services – Computer purchases

Chairs

Chair, Developmental Consulting Program

Applications from Queen's faculty and faculty *emeriti* are invited for the position of Chair of the Developmental Consulting Program (DCP). DCP is a Queen's University based consulting group in the social service and health care fields with a special interest in developmental disabilities. DCP supports the coordination of teaching, service and research efforts in the developmental disabilities field and undertakes various consulting projects in social service and health care areas through its contract work with government and non-profit agencies. The position offers opportunities for those interested in expanding their field of interest to private and public sector work in the area of social and health care services. Responsible to the Dean of the Faculty of Health Sciences, the Chair provides leadership to the DCP, serves as Chair of the Advisory Council, represents the DCP on University committees and, in collaboration with the Program Coordinator, oversees the management of the DCP and contributes to its growth and development. A position description can be obtained by contacting DCP at 613-544-4885.

The qualified applicant will have proven administrative experience and strong leadership skills along with strategic planning experience in developing and facilitating growth and collaboration with others. He or she will be an excellent communicator and enjoy creating a constructive environment in which to pursue new directions and opportunities.

This is a two-year, renewable term appointment with an expected time commitment of three days per month. A stipend will be provided. Applications should be directed to David Edgar, Chair

of the Selection Committee, Faculty of Health Sciences by Jan. 20, 2002.

Committees

Advisory Committee on Safety in Academic Field Activities (ACSAFA)

Suzanne Fortier, Vice-Principal (Academic), will be appointing a committee to advise her on the formulation of a Queen's University policy on safety in academic field activities. The committee will be chaired by John Dixon, Associate Vice-Principal (Academic). It is intended that the new policy will complement the Field Research Safety Policy (www.safety.queensu.ca/safety/policy/fieldpol.htm) that was approved by the Board of Trustees on May 6, 2000. Members of the Queen's community are invited to nominate individuals for membership on the advisory committee. Nominations should be sent to the attention of Dr. Dixon (Office of the V-P (Academic), Room 239, Richardson Hall, or dixonj@post.queensu.ca) by **Dec. 10, 2001**.

Notices

Physical Education Centre

December exam period

hours of operation

Saturday, Dec. 1	8 am -10 pm
Sunday, Dec. 2	noon - 10 pm
Mon.Dec.3, Fri. Dec.7	7 am - 10 pm
Saturday, Dec. 8	8 am - 10 pm
Sunday, Dec. 9	noon - 10 pm
Monday Dec.10 to	7 am - 10 pm
Friday, Dec.14	
Saturday, Dec. 15	8 am -10 pm

December holiday hours of operation

Sunday, Dec. 16	1 pm - 8 pm
Monday, Dec. 17	8 am - 4:30 pm
Tuesday, Dec. 18	8 am - 4:30 pm
Wednesday, Dec. 19	8 am - 4:30 pm
Thursday, Dec. 20	8 am - 4:30 pm
Friday, Dec. 21	8 am - 4:30 pm
Saturday, Dec. 22	8 am - 4:30 pm
Sunday, Dec. 23	CLOSED
Mon.Dec.24 to Tue.Jan.1	CLOSED
Wed.Jan.2 to	7 am - 10 pm
Friday, Jan.4	
Saturday, Jan. 5	8 am - 10 pm
Sunday, Jan. 6	noon - 10 pm

* Regular building hours resume Monday, Jan. 7, 2002

The Jock Hartly Arena & indoor track will be closed Dec. 3 to Jan. 7, 2002.

Indoor track cancellation

Saturday, Dec. 1	6:30 -10:30 pm
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PhD Exams

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

Tuesday, Dec. 4

Andrew May, Electrical and Computer Engineering. Non-Destructive Eddy Current Testing of Embedded Steel Components in Pre-Stressed Concrete Cylinder Pipe. Supervisor: D.L. Atherton. Room 201, Stirling Hall, 1:30 pm.

Friday, Dec. 7

Jason Leo McDonough, Physiology. Myofilament protein modifications in myocardial ischemia/reperfusion. Supervisor: J.E. Van Eyk. Room 449, Botterell Hall, 9 am.

Monday, Dec. 10

Janine Lindsay Wiles, Geography. Performative Production of Homes as Places for Care: Narrative Experiences of People Caring Informally for Seniors in

Bulletin Board *continued*

Kingston, Ontario, Canada. Supervisor: M.W. Rosenberg. Room E310, Mac-Corry Hall, 9 am.

Kirsten Nicole Exall, Chemistry. Examination of the Behavior of Aluminum-based Coagulants During Organic Matter Removal in Drinking Water Treatment. Supervisor: G. vanLoon. Room F411, Frost Wing, 9:30 am.

Thursday, Dec. 13
Satyagraha Mohit, Mathematics and Statistics. Zeta-functions of Modular Diagonal Quotient Surfaces. Supervisor: E. Kani. Room 521, Jeffery Hall, 2:30 pm.

Friday, Dec. 14
Melvin Slaughter Munsaka, Mathematics and Statistics. Some Estimation Problems in Carcinogenesis Risk Assessment. Supervisor: A.M. Herzberg, D.J. Murdoch (Western). Room 521, Jeffery Hall, 8:30 am.

Ian Michael Janssen, Physical and Health Education. Linking Age-Related Changes in Skeletal Muscle Morphology with Metabolism and Disease. Supervisor: R. Ross. Room 205, Phys. Ed. Centre, 10 am.

Kyla Margaret Madden, History. Bandit Country: Forkhill, County Armagh 1787-1925. Supervisor: D. Akenson. Room B204, Mac-Corry Hall, 10 am.

Monday, Dec. 17
Michael Ronald Collins, Mechanical Engineering. Analysis of Solar Heat Gain and Thermal Transmission for Windows with Louvered Shade Systems. Supervisor: S.J. Harrison. Room 312, McLaughlin Hall, 9 am.

Surplus items

Anatomy and Cell Biology offers for sale:

1 Vickers high-pressure hydraulic pump and reservoir
PYB 15 RSY 31C11
1500 psi working pressure
20 hp
208/4/16 3 phase motor
recovery tank (C26-85-56A)
high-pressure accumulator
all flexible hoses in good condition

For information or to view call Anita Lister at 32849.

Submit sealed bids marked "Anatomy and Cell Biology" to Fran Lanovaz, Purchasing Services by 4 pm Dec. 10.

Physical Plant Services offers for sale:

1997 John Deere F911, tractor/lawn-mower, 22 HP liquid cooled gas engine, front mount with 60" rear discharge mower, hydrostatic transmission, turf tires, 1110 hours

Minimum bid: \$4000

For information or to view, please call Deborah McElroy at ext. 77588 or 533-6431 or e-mail at mcelroyd@post.queensu.ca

Submit sealed bids marked "John Deere F911" to Deborah McElroy, Physical Plant Services by 11 am on Dec 14, 2001.

Mark all bids "Confidential". Queen's University is not responsible in any way for the condition of any item(s) it has made available, nor for any damage or injury that may occur due to use or removal of the item(s). Item must be removed by Dec. 19, 2001. Queen's University reserves the right to reject any or all of the bids. Only the successful bidder will be notified.

Volunteers Needed

Pretend patients

Standardized Patients needs people to play the roles of patients who have signs and symptoms of an illness. You will be interviewed and/or examined by medical students who are learning to communicate with patients or to examine patients with certain medical, surgical, emotional or ethical problems. Men aged 20-35 are particularly encouraged to apply. Details: Diane Morales, 533-6887, dlm1@post.queensu.ca.

Temporary hosts for international students

Throughout the year, but especially January, international students arrive without their permanent housing secured. We are looking for members of the Queen's community with whom these new international students might stay, at no cost, for a couple of nights while they look for permanent accommodation. All that is required is a couch to sleep on and an interest in providing welcoming and secure temporary accommodation. To volunteer for this very important service, contact the International Housing Office at IHC@post.queensu.ca or 533-2604, ext. 74650.

Calendar

Please note: We are revising the Queen's Gazette Calendar section to more closely reflect a community service column. Effective **Jan. 14, 2002**, eligible items will be limited to not-for-profit events and to those appealing to a general public audience.

Seminars, colloquia and workshops geared to a limited, highly specialized audience will no longer qualify.

The Gazette began publishing departmental meetings, seminars, and colloquia

before the advent of the web and widespread use of email, when it was the sole internal communications tool. There are now many more electronic communications options departments can use to spread the word internally, such as departmental listserves, bulletin boards and departmental newsletters.

Departments wishing to publicize events that target a select audience are encouraged to post them on the Queen's on-line calendar, at advancement.queensu.ca/cal

To get an account to post events, email infogaz@post.queensu.ca. In addition, departments that publish their seminar schedules on the web are encouraged to email the website address to the Gazette and we will include it in a standing list in the Calendar section.

Please also note as of Jan. 14 the new Gazette deadline for submissions will be at **noon on the Monday (normally one week before publication)**. Email your items to gazette@post.queensu.ca.

Art

The Agnes Etherington Art Centre

University Avenue
Tour of highlights and permanent collection: Diana Thomeycroft, The Body, its lessons and camouflage to Dec. 9; Love Without an Object, The Art of David Milne to June 30 2002. Holiday gifts at the Gallery Shop. 533-6913.
www.queensu.ca/ageth/.

Union Gallery, first floor, Stauffer Library Private Property. Amy Bagshaw, Samantha Cross, Brandi Johnson, Megan McChesney. Dec. 4 - Jan. 5. Opening reception: Dec. 7, 6-8 pm.
stauffer.queensu.ca/webugall/.

Public Lectures

Tuesday, Dec. 11
People and Ideas in Jewish History
David Eltis, Queen's. Jews, the Transatlantic Slave Trade and Slavery in the Americas. 202 Policy Studies, 7:30 pm.

Meetings & Seminars

Tuesday, Dec. 4
Pathology
Brandy Hyndman, Queen's. Identification and characterization of E2a-interactive proteins. Richardson Amphitheatre, 4 pm.

Wednesday, Dec. 5
Biochemistry
Blair Beslely, Queen's. Cell cycle dependent and independent inducible phosphorylation of human Rad9 checkpoint protein. B143 Botterell Hall, 2:30 pm.

Community Health and Epidemiology
Dick Zoutman. Antibiotic use in the community: too much of a good thing? B148 Botterell Hall, noon.

Neuroscience

Lynne Weaver, John P. Robarts Research Institute. Nerve growth factor, inflammation and autonomic dysreflexia after spinal cord injury. B143 Botterell Hall, 4:30 pm.

Physics

Hans-Peter Look, Queen's. Imaging of Excited State Dynamics, Stirling Hall, Theatre A, 1:30 pm.

Friday, Dec. 7

Physiology/Pharmacology and Toxicology/Biochemistry

Fabio Di Lisa, Biological Chemistry, University of Padova. Mitochondria and ischemic damage of the heart. B139, Botterell Hall, 2 pm.

Tuesday, Dec. 11

Pathology

Bob St. Onge, Graduate Student, Dept. Pathology. Dialing 9-1-1? Elucidating the role of hRad9 protein phosphorylation in checkpoint activation and cellular responses to DNA damage. Richardson Amphitheatre, 4 pm.

Queen's United Way Campaign



Did you know?

You've seen this symbol around - at health agencies, day care facilities, neighbourhood centres, and of course, all United Way - Centraide posters and publications. But did you know the symbol's very simple, yet conveys a universal message?

A rainbow springs from the helping hand, representing the hope of a better life possible through the United Way - Centraide. In these simple figures is the sum total of the United Way - Centraide philosophy - to promote voluntarism and to support voluntary organizations in their efforts to provide a better life for us all. The image in the center, based on the universal symbol of humankind, is cradled by the helping

hand. It shows that all people are supported and uplifted by United Way - Centraide efforts. At the bottom is a helping hand. The hand symbolizes the services and programs supported by the United Way - Centraide that in turn support the people in our community. It's called the helping hand symbol, and it is used by United Way - Centraide organizations all across Canada who are members in good standing with United Way of Canada - Centraide Canada, the national office.

Contributions to date: A record \$230,000 and still growing. Congratulations, Queen's faculty, staff, students and retirees!

Queen's Pension Plan

Quarterly Investment Report - Sept. 30, 2001

Capital Markets

Returns on investments in the various markets can be measured against a series of well-established indices. Index returns for the 3-month and 12-month periods ending September 30, 2001 are as follows:

		3 months	12 months
TSE 300	(Canadian Stocks)	-11.2%	-33.1%
TSE Capped		-11.2%	-22.8%
MSCI World	(Global Stocks ex Canada)	-10.9%	-24.2%
SCM Bonds	(Canadian Bonds)	4.7%	8.9%
T-Bills	(Treasury Bills)	1.2%	5.3%

Queen's Asset Mix

The investment managers have mandates established through a Statement of Investment Policies developed by the Pension Committee of the Board of Trustees. Investments in each asset class must be within a well defined range. The "normal" asset mix is a long-term strategy mix which is used as a "benchmark" when measuring performance of managers.

The current market value of the Queen's Pension Plan (QPP) of \$953 million can be broken down as follows:

	Permitted Range	"Normal" Mix	Current Mix
Stocks			
Canadian	25% - 55%	29%	29%
Global (ex. Canada)	10% - 25%	27%	25%
Bonds	20% - 70%	40%	44%
Cash	0% - 20%	4%	2%

Queen's Performance

1. Compared With Other Pension Plans

The fund lost 3.4% for the quarter ending September 30, 2001. This put the QPP slightly above the median when comparing performance to Royal Trust's universe of pension funds. The one-year return of -6.9% is 2nd quartile, the three-year return of 7.4% is third quartile, and the five-year return of 8.5% is at the third quartile break. The quartile breaks for Royal Trust's universe are as follows:

	3 months	1 yr	3 yrs	5 yrs
1st quartile	-2.3%	-1.4%	8.8%	9.4%
Median	-3.5%	-8.5%	7.9%	9.0%
3rd quartile	-4.8%	-11.4%	6.8%	8.5%

2. Relative to the Benchmark

	3 months	1 yr	3 yrs	5 yrs
Fund return	-3.4%	-6.9%	7.4%	8.5%
Benchmark return	-4.3%	-10.1%	7.6%	8.7%
Fund performance relative to benchmark	0.9%	3.2%	-0.2%	-0.2%

Note: returns for periods of one year and less are for the actual period; returns for three and five years are annualized.

3. General Comments

- The Sept. 11 terrorist attacks produced a significant sell-off in stocks globally.
- Both of our new managers are ahead of benchmark for the quarter. Burgundy Asset Management beat the TSE 300 by 800 basis points while Addenda Capital beat the bond index by 25 basis points.
- Our global equity managers had mixed results during the third quarter. AllianceBernstein was almost 3% ahead of its benchmark while Wellington Management was slightly below benchmark.
- Brinson Canada (formerly RT Capital) was about 50 basis points ahead of its benchmark for the quarter.
- The pension fund lost 3.4% in September - the first month of our new plan year. This rate is updated monthly on our web site.