



Celia Russell

Please, come back! This delightful metal figure sculpture by fine arts student Kelly Eyamie made its home under a tree behind Ontario Hall for several days recently. The sculpture was an assignment for Ted Rettig's second-year sculpture class. Ms. Eyamie's sculpture disappeared early last week. Anyone with information is asked to email kelly_leighe@hotmail.com.

Short recession, slow growth

BUSINESS FORECAST 2002

BY CELIA RUSSELL

The terrorist events of Sept. 11, while tragic, have little to do with the current economic downturn, Queen's business experts say.

While the deaths of 3,000 people and the loss of real estate had a psychological effect on people, their impact on the world labour force and the size of capital lost are meaningless from an economic standpoint, business economics professor Merv Daub said at a media conference last Wednesday at the 20th Annual Business Forecast at the Donald Gordon Centre.

Other members of the panel agreed.

"The underlying anxiety was already present, and the shock of Sept. 11 crystallized it," said international business professor

David Rutenberg.

"The airlines that went bankrupt after Sept. 11 were in trouble before then," said Peggy Cunningham, adding that the terrorist attacks on the World Trade Centre in New York City and the Pentagon in Washington, D.C., served to precipitate their demise.

Professors Cunningham, Daub, Rutenberg, international business professor Marc Busch and finance professor Bill Cannon predicted a year of anemic growth in 2002 relative to 2001 with the recession lasting about nine months. Despite this small downturn, they do expect the economy to perform decently over the next decade.

For 2002, prices are forecasted to fall and unemployment to rise as a result of this weaker growth.

Interest rates will fall relative to 2001 but will increase later in the year as both the Federal Reserve Bank and the Bank of Canada withdraw excess liquidity from the economy in a counter cyclical fashion. Finally the value of the Canadian dollar relative to the U.S. dollar will likely remain essentially unchanged in 2002.

Professor Busch was more optimistic than his colleagues, predicting an upturn around the second quarter of 2002. Average returns on stocks will be between seven and eight per cent for the next decade, predicted Professor Cannon.

As for their track record on last year's predictions, "we did get the downturn, but it was rather more dramatic than we predicted," said Professor Daub. □ business.queensu.ca

Federal support will aid Queen's research backbone

BY CELIA RUSSELL

New federal funding to support the indirect costs of research is great news for Queen's, says Associate Vice Principal (Research). "It's a very important step forward, as it will help us to maintain and improve our infrastructure in support of our research program," says Bruce Hutchinson.

Dr. Hutchinson was responding to the Dec. 10 federal budget announcement to allot \$200 million as a one-time investment to help support world class research facilities and respond to the needs of Canada's smaller universities in their efforts to become more research-oriented.

It is one thing to have a strong research program, but the indirect costs of research need to be addressed too, he said. "Many people have no idea that research grants do not support the indi-

rect costs - space, utilities, information technology services, and all the services that support the research effort, such as Human Resources, Research Services and Environmental Health and Safety.

"This is money for costs that previously had not been funded," he says. How much of that \$200 million will go to Queen's is unclear at this point. Dr. Hutchinson expects that it will be based on the percentage of grants Queen's receives from the three main federal granting agencies: Natural Sciences and Engineering Research Council (NSERC), Social Sciences and Humanities Research Council (SSHRC) and the Canadian Institute of Health Research (CIHR).

"We're delighted with the announcement," said Kerry *Federal support, page 2*

TRACK RECORD ON LAST YEAR'S PREDICTIONS

	Predicted for 2001	Actual (est) for 2001	Error
Change in real GDP	3.3% (↓)	1.5% (↓)	+1.8%
Changes in Prices (CPI)	2.4% (↓)	2.8% (→)	-.4%
Unemployment Rate	7.1% (↓)	7.0% (↓)	+0.1%
Interest Rate (Prime)	6.9% (↓)	6.0% (↓)	+0.9%
Exchange Rate	\$0.68 (↓)	\$0.65 (↓)	+\$0.03

SYNOPSIS: Growth and exchange rate substantially overestimated but rest of forecasts close to actuals. Overestimated strength of CDN and U.S. stock markets but CDN bond forecast pretty good.

AVERAGE FORECAST FOR 2002

	Predicted for 2002	vs '01
Change in real GDP	.9%	(↓) vs '01
Changes in Prices (CPI)	1.5%	(↓) vs '01
Unemployment Rate	7.8%	(↓) vs '01
Interest Rate (Prime)	3.8%	(↓) vs '01
Exchange Rate	\$0.61	(↓) vs '01

SYNOPSIS: Slow growth coming out of short recession; prices and interest rates down; unemployment up. Canadian stocks up by 10 - 12%, US markets up 8 - 10% at year end 2002. Long-Canada bond yields will rise slightly to about 5.60% by end 2002.

Bracken Library joins forces with Quinte Healthcare to improve patient care

NEWS AND MEDIA SERVICES

Physicians and other professional staff in local hospitals now have instant access to a full-service, university-based health sciences library, a first in Ontario. Health care professionals now have Internet access to the Queen's Bracken Health Sciences Library, thanks to a partnership between the library and Quinte Healthcare Corporation (QHC). This will put the most current,

specialized medical information at their fingertips.

With a few clicks of a mouse, QHC professional staff and physicians can access medical journals, books, and other health care information. Materials that aren't available electronically can be borrowed from the library by ordering them on-line. The service not only saves time for users, but also defrays costs associated with purchasing expensive texts

and journals that quickly become outdated, a cost saving that will be realized by each of the QHC hospitals.

"This initiative is in keeping with Queen's Faculty of Health Science's commitment to enhancing collaboration with hospitals and health care professionals across Southeastern Ontario," says Vivien Ludwin, Head, Bracken Health Sciences Library. library.queensu.ca/webmed/

In this issue...

Computer cheer for the New Year

See page 3



Queen's considers alcohol-free residence concept

BY CELIA RUSSELL

Queen's may consider the option of alcohol-free residences or floors as it deals with the double cohort student influx in 2003.

Alcohol abuse continues to be a problem among some Queen's students, Robert Crawford, dean of Student Affairs told Senate at its recent meeting. "Whether it's

disruptions to our neighbours, incidents surrounding Orientation, problems in residences or general misbehaviour, alcohol is often a major factor," he said in his office's annual report to Senate. All residence buildings are currently ruled smoke and drug-free.

"This has been an issue for a long time," said Principal Bill

Leggett. "We can't let up on it. The vast majority of students behave responsibly. Some, from time to time, do not."

Alcohol over-consumption is an increasing concern across Canada. "This is something that we and our colleagues are dealing with as an ongoing challenge," Roxy Denniston-Stewart, associate dean of Student Affairs

said in a recent interview. The issue will be of particular concern after the year 2004, when virtually all incoming students will be under the legal drinking age of 19. This trend has forced the office to take a long, hard look at its policies regarding underage drinking as well as over-consumption, and find

Alcohol-free, page 2

Scotiabank gift supports broader learning

A \$750,000 gift from Scotiabank will boost the School of Business's commitment to international education, says the dean of the Business school. "The trend towards globalization has made it essential for all business leaders to operate effectively around the world," says Margot Northey. "At Queen's School of Business, we ensure all of our students graduate with an international perspective gained through a mix of curriculum content and student travel." Sixty percent of third-year Queen's Commerce students study abroad at one of the university's 30 partner universities located in 19 countries. The recent funding ensures ongoing support for international student exchange. A portion of the gift (\$50,000) will go to help establish Scotiabank Graduate Fellowships in Mathematics and Statistics and \$200,000 will support the building of Goodes Hall, to be opened this fall.

www.business.queensu.ca

Good bye, Mrs. Chips

After 18 years selling lunch to countless hungry Queen's students, staff and faculty, Hildegard Mitchell is calling it quits. Her last day at "Thee Small Fry" outside the PhysEd Centre on Union Street was Dec. 5. "I've got lots of fun things lined up for my retirement," she says. Along with the usual winter trips to Florida, she plans to do some serious gardening. "I've got 4.6 acres and I'm going to go wild with it." The chip truck will still be around for lunch, however, under the new ownership of Liz Gallant. □

Federal support

continued from page 1

Rowe, Vice-Principal (Research). "We're looking forward to working with the government to ensure this funding is ongoing."

In addition, the government announced a \$160-million boost to the federal granting councils and research establishments. "Additional money for granting councils is also good news for Queen's researchers," said Dr. Hutchinson. "NSERC and SSHRC will be getting a seven per cent increase and CIHR will see a 15 per cent increase." By next year CIHR's budget will have doubled over the 1998-99 funding level of the former Medical Research Council. The new money represents an overall 10 per-cent boost to the base budgets of the three granting agencies. According to budget documents, these increases will translate into additional research opportunities across Canada and more fellowships and scholarships for graduate students. Queen's will also benefit from a \$25-million infusion over the next five years to the Canadian Institute for Advanced Research, as the university has several researchers involved in that institution, Dr. Hutchinson said. The university will also benefit from the

Canada-wide broadband initiative, which will receive \$110 million in 2001-2002 to help build CA*net4, linking research-intensive institutions across Canada.

Meanwhile, the group representing Canada's professors and academic staff warns this funding will not address the continuing lack of a federal commitment to increased core operating funding – the main problem confronting the country's universities and colleges. "The real problem we're struggling with is the reduction in core operating grants to universities and colleges," said Tom Booth, president of the Canadian Association of University Teachers (CAUT). "The big cutbacks we've seen over the past number of years mean there just aren't enough funds to keep tuition fees down or to renew the faculty needed to provide the teaching and research."

He was also concerned with the seven-per-cent increase in research funding to SSHRC. "Demand for SSHRC grants has been rising quickly. The inadequate increase in funding in this budget will mean programs will have to be cut." □

canada.gc.ca
www.caut.ca

Queen's in the News

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

Nov. 29-Dec. 11

Two reports by **Ross Finnie** (Policy Studies), one on brain drain, the other on student debt and the financing of post-secondary education in Canada continue to generate coverage most recently in *Toronto Star*, *National Post*, *Edmonton Journal*, *The Whig-Standard*, *The Calgary Herald* and *Peterborough Examiner*.

John Meisel (Political Studies) was quoted in the *Toronto Star* about recent bids to launch new TV stations in Ontario.

Elia Zureik, (Sociology) was quoted in the *Globe and Mail* about border security issues.

Dr. Alan Cruess (Ophthalmology) was quoted in the *Toronto Star* about preventing macular degeneration.

Nick Bala (Law) was featured in an article in a recent issue of *Law Times* about child testimony rules.

Queen's expert **Doug Reid** (Business) was quoted in the *Toronto Star* about a North American free trade of the skies. **Reid** was also quoted in the *Calgary Herald* about the Enron meltdown.

Queen's solar team and solar-powered car Mirage continue to receive coverage for their sixth place finish in

the recent World Solar Challenge in Australia, most recently in *The Vancouver Sun*.

Tom Courchene (Policy Studies) was quoted in the *Vancouver Province* about North American currency union.

Principal Bill Leggett was quoted in *The Whig-Standard* about the federal budget's \$200 million dedicated to universities. Leggett notes that costs associated with research are something that all of Canada's universities have identified as a top priority at the federal level and he's very pleased to see it acknowledged.

Queen's defence expert **Doug Bland** (Policy Studies) was quoted in the *Whig-Standard* about the federal budget short fall for meeting Canada's basic military needs.

Queen's retail expert **Stephen Arnold** (Business) was quoted in the *The Whig-Standard* about Christmas retail marketing for small business.

Jim McCowan and Jim Mason (Integrated Learning Centre) were interviewed in a *Toronto Star* article about the Integrated Learning Centre and the ongoing curriculum initiatives in the Faculty of Applied Science.

Alcohol-free

continued from page 1

solutions to these problems, she said.

These are much bigger issues than they were 25 years ago, due to changes in society's attitudes, she said. If someone over indulged then, it was considered their responsibility to face the consequences. Even 10 years ago, most Ontario students entering residence were 19 instead of 18. This fall, 50 per cent of 2,600 incoming students to residence were underage, and 25 per cent of them will still be underage in January, 2002.

"Alcohol-free residences are very common in the U.S. because the drinking age is 21 in all but one state," said Dr. Crawford. "Students normally don't turn 21 until halfway through their junior year." Giving Queen's students a choice to live in an alcohol-free building or on such a floor is at the most preliminary discussion stage. A committee chaired by Mike Condra (Health Counselling and Disability Services) is looking at issues involving the younger students coming, including alcohol issues,

he said. As for process, the Ban Righ (Residences) Board would make a decision on any official proposal, but that is a long way off. People, especially parents concerned about the effects of second-hand smoke, welcomed the residences' decision to go smoke-free this year, he added.

In residence life, students are treated as adults, said Ms. Denniston-Stewart. "But in a situation where everyone is underage you need to adopt a higher level of care for the students. We also have to provide alternatives for students who do not drink for religious or personal considerations."

The option of substance-free floors would also reduce the peer pressure to over-consume, she said. All students are exposed to Residence Life education programs, in conjunction with Health, Counselling and Disability Services, that discuss limiting alcohol abuse and promoting a healthy lifestyle.

For a report on other Senate business, please see the Jan. 14 issue of the *Gazette*.

Clarification

On page 1 of the Dec. 3 *Gazette* (Susan Cole, David Lillierap win Canada Research Chairs) the word "annually" was inadvertently deleted after the figure \$200,000. Each researcher will receive \$200,000 annually for the next seven years for a total of \$1.4 million each, plus \$325,000 each for equipment.

Happy holiday wishes from the Gazette!

See you Jan. 14 (copy deadline Jan. 7 at noon)

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

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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Associate Director: Anne Kershaw
Director: Richard P. Seres
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QUEEN'S TODAY

HOMEPAGE www.queensu.ca/today

ISSN 0319-2725



Melody Burton

The library elf

When Meds student Kirsti Boyd saw the Christmas tree in the loggia of Stauffer Library decorated with the names of local boys and girls, she knew she had to do something. Ms. Boyd collected the remaining 19 names and solicited contributions from her classmates – Meds '04. She bought gifts for all the children and convinced Wal-Mart to donate the wrapping paper. She's pictured here with two book trucks full of gifts. AMS volunteers pick up the gifts and deliver them to the Boys and Girls Club of Kingston.

Wise tips for a happy, healthy New Year reboot

BY NECOLE WAKELIN
COORDINATOR
COMPUTING INFORMATION CENTRE

ITServices would like to wish everyone at Queen's a happy holiday. Before you shut down for the break here are some things you can do to make sure that your new year gets off to a good start, computer-wise.

Back up your data. With your data you can recover from even the worst catastrophe.

Lock your office door and windows. Campus will be deserted over the holidays and that makes easy pickings for thieves. Make sure the latest anti-virus software is installed. Some viruses are time-activated and could lay dormant on your computer. If no one else relies on your equipment (shared files or printer, for example), you may want to turn off your computer before you leave. Disconnect it from the electricity. Make sure it is away from windows or pipes that could break.

The ins (and outs) of email. The inbox is probably the most misunderstood part of email. It's like the mailbox on your house. Each day the mailman puts in mail. If you look at the mail and put it back in the mailbox, your mailbox will soon be overflowing. Letters will fall on the ground and get lost. Your email inbox is much the same. If you don't empty your inbox on the mail server, you will get a note from our system administrator asking you to do it. You can check to see how much disk space your mail is using by typing diskquota at the main menu of your post or qsilver account. To keep email healthy (and our system administrator happy) you should:

Check email regularly. You can use the web version of email to check your email while you are at home. All you need is an Internet connection and a web browser. Connect to: post.queensu.ca/mail. You can log on to your email server directly and check and send email. For instructions on how to log on to the server go to www.its.queensu.ca/cic/logon.html. You can also forward your email to another email account that you use at home.

Clear out your inbox now. When you read your email either delete it, or save it to another folder. You can set up multiple folders. For example, job-related issues, mailing lists, etc. If you use Eudora or MS Outlook to check email, make sure it is not set to leave the mail on the server indefinitely. Go to: Tools > Options and check the settings for incoming mail.

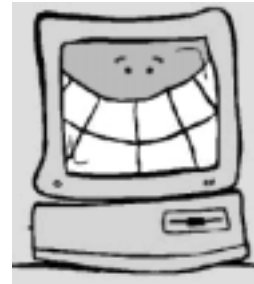
If you use Pine, you can download your mail folders to a floppy disk using WS-FTP (available through Packman). Connect to post.queensu.ca (or whatever your server name is) and log in with your userid and password. Download your email folders, then empty them.

Unsubscribe from mailing lists. When you return you can catch up on what you have missed.

If someone regularly sends you large files (for example, mp3s, video trailers, graphics) ask them not to. Suggest they create a web page where you can get these when you are ready.

Unfortunately, junk mail or spam is something we all receive. Sometimes these include a virus. When you return in January, update your anti-virus software BEFORE you open your email.

For more, contact the ITS Help Desks. 533-6666 or helpdesk@post.queensu.ca. □



Board of Trustees

Notes from the Nov. 30 session

BY CELIA RUSSELL

About a dozen students who had planned to storm a recent meeting of the Board of Trustees were instead invited to voice their concerns over a Queen's proposal to locally set tuition fees in a special session at the start of the meeting. For about 45 minutes, representatives of the group expressed their concerns at the Nov. 30 session that accessibility for students of moderate means to a Queen's education would be severely compromised should tuition fees be allowed to rise unchecked. Citing untenable debt loads from student loans, they also asked for concrete evidence of an effective student aid program featuring bursaries and grants should the provincial government approve the university's proposal to set tuition fees locally in Arts and Science, Education, Nursing and Rehabilitation Therapy.

In other business, trustees applauded the news from Principal William Leggett that the Campaign for Queen's surpassed its goal of \$200 million in November and is now at \$208 million and climbing. Advancement Committee of the Board chair Tom O'Neill pointed out that just 25 per cent of the major donor pool was tapped to reach the \$200 million.

The Board gave its support to the Advancement Committee to explore

options that would ensure the gains made in donor relations during the current campaign would not be lost. The Board added their support to that of the Advancement Committee to keep current advancement activity levels in place post-campaign.

In other business the Board approved:

- a revised policy on the gifting of securities.
- the appointment of External Auditor KPMG on the recommendation of the audit committee.
- policy statements on environmental management and on Health and Safety.
- an increase in fees for the International Law program at the International Study Centre from \$6,750 to \$7,750 for Spring 2002 and from \$6,950 to \$7,950 for Spring 2003, to account for an enriched field studies program.
- budget increase to Cancer Research Institute building from \$14.2 million to \$16 million.
- the Macdonald Hall renovation phase II budget of \$3.7 million and permission to award tender.
- \$250,000 for renovation design work to Gordon Hall and Gordon Hall annex (once chemistry has moved to Chernoff Hall in 2002). □

www.queensu.ca/secretariat



Human Resources

www.hr.queensu.ca

Please Note:

- Departments requiring casual hourly paid secretarial or clerical assistance should contact Patti Evaristo in Human Resources, 533-2070.
 - Requisitions for staff replacement, with appropriate approvals, must reach the Human Resources Department by noon of the Monday one week prior to the date of issue.
 - Applications received from internal candidates will be acknowledged by the Department of Human Resources. The results of each competition will be posted under the *Gazette* heading "Appointments" as soon as possible after the conclusion of the recruitment and selection process.
 - Closing date for the following positions is **Friday, Jan. 4, 2002 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

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

Manager, Communications and Development
Industrial Relations Centre 2001-107
Alan Morantz

Business Manager, CTEP
Faculty of Education 2001-110
Robin Keeler

Donor Relations Officer
Department of Development 2001-117
Kim Garrison (Clinical Education Centre)

Helper
Physical Plant Services
(Central Heating Plant) 2001-119
Dan Graham (Central Heating Plant)

Helper
Physical Plant Services
(Central Heating Plant) 2001-120
Paul O'Marra (P.P.S.)

Senior Secretary
Faculty of Health Sciences 2001-122
Withdrawn

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.

Community Liaison and Recruitment Coordinator 2001-134 Clinical Education Centre

This is a three-year term appointment working 11 months of the year (91.67% time).

Major Responsibilities: promote the activities of the Centre and elicit assistance in the procurement of potential volunteer patients by developing, maintaining and updating a network of hospital and community health care practitioners, services and organizations as well as various media organizations; develop, conduct and promote orientation and education sessions for community participants; in consultation with teachers and other users, recruit and coordinate appropriate volunteers for specific education programs; develop guidelines for the use of volunteers in teaching sessions and act as a resource to teachers and students on these guidelines; elicit participant and user feedback to enhance services; ensure that volunteer needs and comforts are met and act as an advocate for volunteers while they participate at the Centre.

Requirements: undergraduate degree in health sciences or equivalent; experience in a related field that includes a high degree of interaction with the public; experience in developing volunteer programs is desirable; familiarity with the Southeastern Ontario Health Sciences Centre considered an asset; excellent organizational skills; strong problem solv-

ing ability; superior interpersonal and communication skills (both oral and written); ability to make presentations and promote the Centre to academic and public audiences and to various media organizations; discretion in dealing with highly sensitive and confidential information; high level of initiative, clinical knowledge, analytical skills and judgment to develop successful recruitment strategies; demonstrated ability to use a variety of computer applications especially MS Word, Excel and PowerPoint; ability to work effectively in a team environment; up-to-date CPR and First Aid certification.

Minimum Hiring Salary: \$38,773 Salary Grade 7 – ADMSF7 (Salary will be adjusted to reflect actual time worked)

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

Senior CIS Analyst and Programmer/Information Systems Officer 2001-135 Office of the University Registrar (Records and Services)

Major Responsibilities: report to the Associate University Registrar (Records and Services)

Human Resources *continued*

and Services); provide audit, data analysis and specialized programming and reporting expertise connected with the university's funding programs to minimize risks to the institution and to optimize funding opportunities for the university; perform sophisticated and routine applicant and student information reporting; carry out sophisticated programming, analysis and modeling techniques in support of operational and planning requirements; re-engineer registrarial processes to maximize efficiencies and reduce administrative costs.

Requirements: undergraduate degree in business or computing and substantial work experience with an emphasis on management information systems and computerized solutions; extensive research, senior level programming and analysis experience; re-engineering processes experience; proven related experience using systems and technology to provide business solutions and to capture, retrieve, manipulate, program and report information; proven experience with specific programming, analytical and technical tools in support of information analysis and reporting (i.e., Mark IV/V); (consideration will be given to an equivalent combination of education and experience); proven analytical, problem-solving, organizational, time management and project management skills; excellent planning skills to plan and coordinate short-term operational and informational plans and longer-term strategic direction for system development; ability to work both independently and as part of a team; excellent communication and leadership skills; proven programming skills including extensive experience with legacy mainframe systems and IMS databases; judgement, tact and foresight to predict trends and adapt processes.

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

Development Officer 2001-136 Department of Development

This is a one-year term appointment.

Major Responsibilities: report to the Director of Development; liaise with the Director of Operations for the Human Mobility Research Centre (HMRC) to formulate and implement strategies compatible with a diverse fund raising environment; identify, evaluate, cultivate and solicit appropriate prospective donors including individuals, corporations and foundations; develop an annual plan of goals and strategies, with precise deadlines, to maximize private funding for the centre's priorities to coincide with the goals of the university and the Department of Development.

Requirements: bachelor's degree (Queen's degree preferred); several years of fund raising experience, including volunteer work, in a related field; ability to communicate orally and in writing in a concise, creative manner; ability to fulfill the needs of the centre while working as a team with the Department of Development; experience in both mainframe and PC environments; ability to provide an analysis of large amounts of data on prospects and donors.

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

Employee Development

Call Human Resources at ext. 32070 to register or for details. Also register at www.hr.queensu.ca/news&Notes/seminars.htm

Lunch and Learn Video Series- Humour Your Stress

Tuesday, Dec. 18 - Viewing of the video *Humour Your Stress*. Bring your lunch. Humour expert Loretta LaRoche will

show us how to ward off stress with humour by seeing the folly of our ways and putting our lives back into perspective. 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: www.queensu.ca/eap/

Holiday Greetings

The staff of Human Resources would like to extend best wishes for the holiday season and the New Year.

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 December, 2001.

25 years
Olga Oleinikow, Student Awards.

15 years
Paul Halladay, PPS; Paul Woods, PPS.

10 years
Karey Barr, School of Business; Steve Gillen, Physics.

Five years
Darlene Daniels, Human Resources; Laurie Ross, School of Business.

Bulletin Board

Appointments

Industrial Relations Centre Review Committee

In accordance with procedures adopted by Senate for the review of university centres and institutes, the Dean of Graduate Studies and Research, Ulrich Scheck, has appointed a committee to review the Industrial Relations Centre.

Membership of the committee is as follows: David Arrowsmith, Carol Beatty, Deborah Leighton, Industrial Relations Centre; Peggy Cunningham, School of Business; Marsha Singh, School of Graduate Studies and Research (Chair); Lewis Tomalty, Microbiology and Immunology, Pathology; Susan Wilcox, Instructional Development Centre.

Members of the Queen's community are invited to submit their comments on the Industrial Relations Centre to the Chair of the Committee by Jan. 4, 2002.

Awards and Grants

Alumni Association

The Alumni Association has small awards of a few hundred dollars available to groups from Queen's wanting to introduce innovative programs. Applications are reviewed twice each year and can be picked up at Alumni Affairs, West Wing, Summerhill. Next deadline is Friday, Jan. 18, 2002. Information: Deborah Shea, Alumni Affairs (613) 533-6000 Ext. 74008, or E-mail: shea@post.queensu.ca.

Principal's Development Fund - Category A

Principal William C. Leggett and the members of the Selection Committee Vice-Principal (Academic) Suzanne Fortier, Associate Vice-Principal (Research) Bruce Hutchinson, Associate Vice-Principal (Academic) John Dixon and Special Advisor to the Principal William McLatchie are pleased to announce the following international visitors to Queen's for 2002-2003 supported under the Principal's Development Fund, Category A:

The International Visitors' Program provides funds to assist departments and faculties/schools in bringing to Queen's outstanding scholars from outside Canada. Visitors supported by the fund must spend no less than a week on campus, must contribute to teaching and interact with students and faculty in their area of scholarly activity. Funds from this program will be used to support travel and living expenses, and in some cases, a modest honorarium.

Eric Jones, University of Reading, UK; Arts & Science, Economics.

Tom Segev, Israeli historian & journalist; Jewish Studies.

Hugh Corder, University of Cape Town, South Africa; Office of VP (Research), South African Research Centre.

B. B. (Daya) Reddy, University of Cape Town, South Africa; South African Research Centre.

Joy Higgs, University of Sydney, Australia; Health Sciences, Rehabilitation Therapy, Arts & Science and Law.

Jules Coleman, Yale University; Philosophy and Law.

Prizes for Excellence in Research

Nominations are invited from members of the Queen's community. Nominations should include curriculum vitae of the nominee, a covering letter and a maximum of five reference letters that address the nominee's achievements in research and the importance of their contributions to the discipline. Submit to the Director, Office of Research Services by Feb. 5, 2002. Terms are available at www.queensu.ca/vpr/exeguide.htm.

Notices

Office of Advancement

The Office of Advancement will be closed from 12:30 to 5 pm Tuesday, Dec. 18 for the annual staff Christmas party.

Physical Education Centre

Family Swim cancellations

Saturday, Jan. 19 10-11:30 am
Sunday, Jan. 20 3-4:15 pm

Family Skate cancellations

Saturday, Jan. 19 9-10:50 am

Recreation Skate cancellations

Friday, Jan. 18 4:30-5:20 pm
Saturday, Jan. 19 4:30-5:20 pm
Saturday, Jan. 26 4:30-5:20 pm

Recreation Swim cancellations

Friday, Jan. 18 4:30-6 pm
and 10:30-11:30 pm
Saturday, Jan. 19 4:30-6 pm
and 9-10:30 pm
Sunday, Jan. 20 4:30-6 pm

Recreation Jogging cancellations

Friday, Jan. 11 6:30-10:30 pm
Saturday, Jan. 12 6:30-10:30 pm
Sunday, Jan. 13 1:30-6 pm
Wednesday, Jan. 16 6:30-10:30 pm
Friday, Jan. 25 6:30-10:30 pm
Saturday, Jan. 26 1:30-5:30 pm
& 6:30-10:30 pm
Sunday, Jan. 27 1:30-6 pm

PhD Exams

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

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. 312 McLaughlin, 9 am.

Wednesday, Dec. 19

Daren Sawkey, Physics. Thermo-mechanical Effect in Normal Liquid 3He. Supervisor: J.P. Harrison. 201 Stirling, 2 pm.

Thursday, Dec. 20

Hang-Keung Alex Choi, Political Studies. Non-Governmental Development Organizations (NGDOs) and Democracy in Thailand: The 1992 Bangkok Uprising. Supervisor: J. Lele. C326 Mackintosh-Corry, 9:30 am.

Robert Andrew Lawson, German Studies. Role Reversal and Passing in Postwar Austrian and German Jewish Literature. Supervisor: P. Fachinger. 410 Kingston, 1 pm.

Friday, Dec. 21

Todd Douglas Mattina, Economics. International Prices and Exchange Rates. Supervisors: B. Lapham and A. Head. 204 Mackintosh-Corry, 1 pm.

Thursday, Jan. 10, 2002

Shelley Lynn Brown, Psychology. The Dynamic Prediction of Criminal Recidivism - A Three-wave Prospective Study 1995-2001. Supervisor: E. Zamble. HH228 Humphrey, 1 pm.

Volunteers Needed

Hotel Dieu Hospital Division of Gastroenterology Heartburn Study

If you are 18 years or older; have been suffering with symptoms of heartburn for more than six months; are able to visit Hotel Dieu Hospital for outpatient procedures and clinic visits during a six-week period; and would like participate in a study of the effects of a new drug in patients with heartburn, please call Frances at 544-3400 ext. 3102.

Physical and Health Education 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 0sac@qlink.queensu.ca.

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-endar. 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.

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Departmental seminar schedules

Economics: qed.econ.queensu.ca/pub/calendar/week.html

30, 2002. Holiday gifts at the Gallery Shop. 533-6913.
www.queensu.ca/ageth/.

Art

The Agnes Etherington Art Centre

University Avenue
Tour of highlights and permanent collection: The Object of Art: European Paintings from the 16th, 17th and 18th Centuries; to Jan. 20, 2002. Amauti: Exploring the Presence of Inuit Women as Subject and as Artist to April 7, 2002. Tyiwara: A Selection from the Justin and Elisabeth Lang Collection of African Art; to June 30, 2002. Love Without an Object, The Art of David Milne, to June

Public Lectures

Thursday, Jan. 10

The Second Nathan Kaufman Visiting Lecturer

Janet Rossant, University of Toronto. Signalling pathways in early mouse development. Richardson Amphitheatre, 4 pm. Reception afterwards at the University Club.

Monday, Jan. 14

John M. Sherwood Memorial Lecture - History of Technology

Ruth Schwartz Cowan, State University of New York at Stony Brook. Gender and technology. 202 Policy Studies, 7:30 pm.

Meetings & Seminars

Tuesday, Dec. 18

Art

Barb Hunt, Sir Wilfred Grenfell College, Corner Brook, Newfoundland. From fibre to fire: Links between science and art. 217 Dupuis, 1 pm.

Pathology

Richard Beninger, Queen's. Dopamine signalling and the mechanisms of reward-related learning. Richardson Amphitheatre, 4 pm.

Tuesday, Jan. 8

Business

Peter Richardson and Elspeth Murray. Fastforward: Implementing organizational change. 11 Dunning, 2:30 pm.