

## Open energy market spikes Queen's electricity bill

BY CELIA RUSSELL

Queen's can expect to pay at least \$1.5 million more annually for power when the province opens the electricity market to competition May 1.

"The impact of the open market on Queen's will be somewhere in excess of \$1.5 million a year or more in additional electrical costs," says Tom Morrow, associate vice-principal, operations and finance. "The rate is going from seven cents a kilowatt hour to 9.5 cents. Our current \$5-million annual electrical bill is going to increase to about \$6.7 million."

The university had to go out to tender for the energy component of its power, he says. "So we have firm prices from our vendors. Based on that, the price

seems to be going up. We now know the cost of our electricity - what we don't know yet is the cost of distribution. We will get that in the next couple of months from Hydro One and Utilities Kingston." (Hydro One Inc. is a holding company that operates through its subsidiaries in electricity transmission and distribution, telecom, and energy services businesses.)

Queen's has been taking steps, however, to minimize the impact of increased costs, Mr. Morrow says.

"Over the last six to eight months, we have been working with the Ontario Association of Physical Plant Administrators for a group purchase of electricity so that the Ontario universities can get the best deal they can.

"We've also been investigating the potential for establishing a cogeneration (the utilization of the normally wasted heat energy produced by a power plant or industrial process to generate electricity) facility on campus. We are also looking into cooling technologies that we are using or going to be using to cool the existing and future buildings on campus."

The timing of the Queen's Energy Campaign launch this month couldn't have been better, he says. "Physical Plant Services is going to be working on things to help minimize the impact. In turn, we also want the campus community to do some things to reduce energy use."

For more on the launch of the Queen's Energy Campaign, see page 2. □



Pour it on: Workers pipe cement into an upper floor of the new School of Business building on Alfred at Union streets last Thursday. Goodes Hall is scheduled to open officially this September.

Celia Russell

## Science Magazine: Hats off for Queen's SNO project

BY CELIA RUSSELL

One of the world's leading scientific journals, Science Magazine, ranks the Sudbury Neutrino Observatory second in the top 10 scientific breakthroughs of 2001 for solving the case of the missing solar neutrinos.

Last June, the 30-year-old case of the missing solar neutrinos was cracked, the magazine reports in its Dec. 22 issue. "SNO was able to count the number of electron neutrinos coming from the sun and compare it to the total number.

The number of electron neutrinos was still too small to match nuclear physicists' theories, in agreement with past experiments. However, the total number of incoming neutrinos matched expectations: The predictions were correct, but the neutrinos were swapping identities on the way to the detector. Hats off to Art McDonald and his team..."

"We are very pleased to have received this recognition for our work from such a prestigious international journal," says Art

McDonald, Professor of Physics and SNO Project Director.

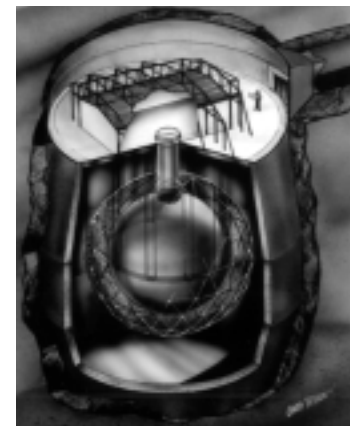
The magazine picked the wiring of molecules into circuits (nanoelectronics) as the top breakthrough of 2001.

The SNO team, led by Dr. McDonald not only solved the 30-year-old puzzle of why some neutrinos were missing from the sun; they also provided important information about the sun and the future evolution of the universe. The results are the first fruits of intense work by a collab-

oration of nearly 100 scientists at 11 universities and national laboratories in Canada, the United States and the United Kingdom. Seventeen Queen's faculty, staff and graduate students are involved in the project.

Construction of the \$73-million SNO laboratory, a 1,000-ton sphere of heavy water two kilometers below the Earth's surface in Sudbury, began in 1990 and was completed in 1998. □

[www.sno.phy.queensu.ca](http://www.sno.phy.queensu.ca)  
[www.sciencemag.org](http://www.sciencemag.org)



Artist's conception of the SNO detector

Photo courtesy of SNO

### Special insert introduces new faculty

Wondering about those new faces you've been seeing on campus this year? Today's issue includes our special annual supplement on new faculty profiles. You can find this pull-out section in the middle of today's Gazette.

### In this issue...

#### Reaching out globally

See page 3



## Breast cancer cells made more responsive to chemo

BY ANNE KERSHAW  
NEWS AND MEDIA SERVICES

Breast cancer cells that develop certain types of resistance to chemotherapy treatment will become responsive if the cells are exposed to low concentrations of nitric oxide releasing drugs such as nitroglycerin, Queen's researchers have discovered.

The study has just been published in the U.S. *Journal of the National Cancer Institute* in a paper entitled "Nitric-Oxide Mediated Regulation of Chemosensitivity in Cancer Cells."

These are very promising results, says Charles Graham (Anatomy and Cell Biology), research team co-leader with Michael Adams (Pharmacology

and Toxicology). "They raise the possibility that relatively innocuous drugs like nitroglycerin may assist in significantly increasing the potency of cancer fighting chemotherapeutic agents."

Other team members include first author Nicola Mathews, a former graduate student in Anatomy and Cell Biology and currently a medical student at Queen's, Lori Maxwell (Anatomy and Cell Biology and Vaxis Therapeutics) and Teneille Gofton (Pharmacology and Toxicology).

Their findings show that different types of cancer cells (human breast cancer and mouse melanoma cells) made resistant to commonly used chemothera-

peutic agents such as 5-fluorouracil and doxorubicin by incubation under low levels of oxygen could be made susceptible to these drugs again if the cells are exposed to low concentrations of nitroglycerin.

Drs. Graham and Adams are consultants to the U.S.-based Cellegy Pharmaceuticals and inventors on international patent applications filed by Queen's University's PARTEQ on the use of low-dose nitric oxide releasing compounds for the prevention and treatment of cancer. These patent applications are now part of Cellegy's intellectual property portfolio as a result of the company's recent acquisition of Vaxis, a spinoff company of

PARTEQ Innovations.

"We are very excited by these data because of the potential to develop a novel therapy that is both effective and safe. Of course, our biggest hope is that if the current experimental results with nitroglycerin can be replicated in clinical studies, there would be a tremendous benefit to cancer patients," says Dr. Adams.

The research leading to the discovery was funded by the Canadian Institutes of Health Research and by Vaxis Therapeutics Corporation. □  
[anatomy.queensu.ca/faculty/graham.cfm](http://anatomy.queensu.ca/faculty/graham.cfm)  
[meds-ss10.meds.queensu.ca/medicine/pharm/](http://meds-ss10.meds.queensu.ca/medicine/pharm/)



# Small deeds add up to big energy savings

BY REBECCA SPAULDING

"If everyone on campus did one small thing a day to conserve electricity and water, the overall savings to Queen's would be significant," says Tom Morrow, Associate Vice Principal (Operations and Facilities). On behalf of Physical Plant Services (PPS), he invites everyone to participate in an energy and water conservation campaign launched this month.

Conservation is not new to the Queen's community but it has become important to renew our efforts so that the university can make the best use of its resources. Energy and water are costly now and will continue to become more expensive with the deregulation of the Ontario electrical market and increasing efforts to ensure clean, safe drinking water.

"Although the university has little control over the purchase price of utilities, there are many things we can do to slow the growth in our energy and water consumption," says Mr. Morrow.

To do this, individuals can make no-cost conservation habits part of their normal work and study routine at Queen's. Two upcoming articles in the Queen's *Gazette* will highlight what PPS is doing to control consumption and how individuals can contribute to reducing our dependency on energy and water.

Why conserve? It's simple. "Any reduction in utility costs will benefit the Queen's commu-



nity indirectly by making more resources available for other campus priorities," Mr. Morrow says.

## Deregulation

The current provincially regulated system of production and sale of electricity ends in May. Under the new deregulated system the generation and sale of electricity will be privatized. Ontario Power Generation (a branch of the former Ontario Hydro) will no longer monopolize the market. Electricity will be sold on an open commodity market and the cost will be based on supply and demand.

"The experience of other deregulated markets such as Alberta and several US states suggests that this change in how electricity is sold will mean higher costs for power in Ontario," says Larry Pattison, PPS electrical engineer.

Customers will be able to choose from whom to buy their power. Electricity generators will be able to sell their electricity to the highest bidder, and prices will rise and fall through the day depending on the demand for electricity by the consumer. The structure of the North American electrical transmission grid will place Ontario in competition for electrical supply with the Eastern

USA. "Currently, prices are generally higher in the USA than in Ontario so Ontario consumers will likely have to pay more to get electricity," says Mr. Pattison. Experience has shown that when the demand is high, such as during mid-day on hot July days, electricity can become expensive very quickly. Since Queen's peak demand for electricity is in the summer, when rates are expected to be the highest, price increases resulting from deregulation of electricity are of concern. To put the prices in perspective, operating a 400-ton chiller, like one of the units that air conditions Biosciences, cost about \$26 per hour last summer. If Queen's bought energy on the open market, the cost could reach \$1,200 per hour this summer during high demand times.

## Campus growth

Coupled with the expected price increase of utilities is the university's growing demand for electrical power and water. "Consumption is expected to rise more steeply as the campus continues to expand and modernize," says Ken Hancock, PPS engineering manager.

Queen's stays competitive by keeping pace with the changing needs of research and teaching. It adds new facilities and upgrades old ones. Over the next four years the campus facilities will grow an additional 46,000 m<sup>2</sup> when six new buildings are completed. It is predicted that even

with the new, efficient energy and water systems included in the new structures, the additional campus area will increase the demand for electricity by approximately 10 per cent to operate the heating, cooling, lighting, ventilation and other building systems.

Research, teaching and administrative activities are also increasingly more technologically based and equipment intensive. "The expected long-term impact of these factors on the overall electricity and water consumption by the university makes every small act of conservation that much more important," said Mr. Hancock.

## New buildings, energy efficient systems

The newer campus buildings and renovations are designed to meet rising expectations for a more comfortable indoor environment. Compared to older campus structures, modern buildings offer their occupants better lighting, ventilation and are air-conditioned. Improved building environments use the newest, most energy efficient building systems, but they still consume energy. In fact, they consume more energy and water than the earlier campus buildings, largely because the older buildings do not provide such features as air conditioning. The ongoing challenge is to use energy and water wisely and to minimize its waste. □

# Pension Committee to discuss proposed change to indexing formula

The Pension Committee will hold a "town hall" meeting next week to discuss a proposed change to indexing formula used to adjust pension payments after retirement.

The open meeting takes place at Grant Hall on Wednesday, Jan. 23 at noon, and will deal with the proposal that was outlined in a memo mailed to active and deferred plan members late last week. The committee has been examining the formula used to phase-in annual post-retirement pension increases and is contemplating making a recommenda-

tion to the Board of Trustees to amend this formula slightly for those plan members who initiate pension payments after Aug. 31, 2002. Members who have already begun to receive a pension or who initiate pension payments prior to Sept. 1, 2002 will not be affected by this proposal.

The current "excess interest" formula uses a rolling four-year average of investment returns achieved by the pension plan to determine the increase (if any) that will be passed along to pensioners in any given plan year

(pensions are based, in part, on the assumption that investment returns will average six per cent following retirement, and if the annual four-year average is greater than six per cent, the excess is passed along as an increase). Recent volatility in annual investment returns has raised concerns that the existing formula disproportionately penalizes members who start their pensions after one or two years of low or negative returns.

The proposal, which would limit the pre-retirement returns

used in the first four years of retirement to a floor of minus four per cent and a ceiling of 16 per cent, is intended to lessen somewhat this post-retirement inequity between those who retire in different years. The Pension Committee's proposal is also designed to moderate this risk of unduly depleting the plan's surplus while preserving the pension-increase-smoothing benefits of the four-year-averaging formula.

With the help of the plan's actuary, the Pension Committee studied the above proposal and many alternatives and concluded that the proposed amendment to the first three years of post-retirement pension increases strikes the optimum balance between the interests of pensioners and the interests of the university and its pre-retirement employees. Bill Cannon, Chair of the Pension Committee, and Bill Forbes, Director of Pensions, Investments and Insurance, have met with all the employee groups and feedback to-date has been favorable.

For more information, please contact the Department of Pensions, Investments, and Insurance at ext. 36414. □

## Clarification

A Bulletin Board item on PDF International Visitors in the Dec. 17 *Gazette* should have noted that the following visiting scholars are visiting Queen's under joint applications.

Hugh Corder, University of Cape Town, Southern African Research Centre/Law; Daya Reddy, University of Cape Town, Southern African Research Centre/Applied Science.

# Help Lines

Campus Security  
Emergency Report Centre:  
**533-6111**

## Human Rights Office

533-6886  
*Irène Bujara, Director*

## Sexual Harassment Complainant Advisors:

Margot Coulter, Coordinator  
533-6629

Millard Schumaker – Religion  
533-2106 ext. 74323

Chuck Vetere – Student Counselling  
533-2893 ext. 77978

Robin Cameron – Ban Righ  
533-6000 ext. 75363

## Anti-Racism Complainant Advisors:

Stephanie Simpson,  
Coordinator 533-6886

Audrey Kobayashi – Geography,  
533-3035

## Anti-Heterosexism/Transphobia Complainant Advisors:

Julie Darke, Coordinator  
533-6886

Eleanor MacDonald, Politics  
533-6631

## Secretary of the University

533-6095

## Sexual Harassment Respondent Advisors:

Paul Banfield – Archives  
533-6000 ext. 74460

Mike Stefano – Purchasing  
533-6000 ext. 74232

Greg Wanless – Drama  
533-6000 ext. 75740

## Anti-Racism Respondent Advisor:

Ellie Deir – Education  
533-6000 ext. 77673

## Internal Dispute Resolution (Students & Staff):

### University Advisors – Students:

Mel Wiebe – English  
533-2153

Shirley Eastabrook – Nursing  
533-6000 ext. 74755

Carol McKeen – Business  
533-2326

### University Advisors – Staff:

Jane Baldwin – Surgery  
533-6302

Brenda Barker –  
Industrial Relations Centre  
533-6628

Kathy Beers – Student Affairs  
533-6944 ext. 74022

Sandra Howard-Ferreira  
School of Graduate Studies  
and Research  
533-6100 ext. 77310

Gary Racine – Telecommunications  
533-2233

## Freedom of Information and Privacy Protection

Don Richan 533-2378

## Employee Assistance Program

1 800 387-4765

## University Chaplain:

Brian Yealland  
533-2186

## Rector

Daniel Sahl  
533-2733

## Student Counselling Service

533-2893

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

# Gazette

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# Beyond Borders

Highlighting Queen's research and teaching initiatives abroad

BY CELIA RUSSELL

Over the last decade, Queen's and other universities throughout the world have increasingly embraced the concept of internationalization. In the 21<sup>st</sup> century, global awareness is now no longer a theory but a reality and a necessity. The events of Sept. 11 served to crystallize this.

Internationalization has long been an integral part of Queen's teaching, training and research.

This trend continues to grow, with the official opening of the Southern African Research Centre (SARC) last fall and ever-increasing enrollment in such courses as Development Studies. Both signal a keen awareness in internationalization and a continuing commitment on the part of the university to support the broader learning environment.

## New centre now leads Canadian R&D in southern Africa

After apartheid, southern African countries entered a phase of rapid social and economic change. Many countries are attempting to rebuild after 30 years of internal and regional strife. Queen's long association with the area has now been recognized officially with the opening of the Southern African Research Centre – now a focal point in Canada for research and international development programs for 13 countries.

Its aim is to help those countries meet the challenges they face in several areas including community health, education, development, women's and environmental studies.

The significance of the centre can be gauged by the impact of its projects, which have received \$6.8 million in external funding. Essential to the projects' success, however, are the centre's partnerships with several prominent institutions in the region. In turn, the partners are grateful for the help that Queen's has offered.

"I think it's very rare to find such a degree of commitment to Southern Africa anywhere else in the world," says Vincent Williams, Manager of the Cape Town Democracy Centre, a SARC partner. "I'm very pleased that such a centre has been set up to assist us in the process of developing our own capacity to do things."

"The establishment of the centre is an important and exciting opportunity for Queen's to formalize its partnerships with universities in the southern African development community," says Kerry Rowe, Vice Principal (Research). Internationalization is essential to the growth and development of Queen's, and the long-standing connection with the southern African region fits well with this priority.

"One of the first things that strikes new students and visiting faculty at Queen's is the extraordinary richness of the library resources devoted to Southern Africa," says the centre's first director, Jonathan Crush. "These strengths will be consolidated and extended with the establishment of SARC."

The centre's focus reflects the expertise of Queen's faculty - from international migration and immigration policy to evaluation of HIV/AIDS interventions to environment and social policy.

Several years in development, SARC involves faculty from Community Health, Education, Geology, Development Studies, Women's Studies and Environmental Studies, all bound with a common interest in southern Africa.

"The challenges of economic

and social development in that region are enormous, and SARC is positioned to help Canadians play a role," says Dr. Crush, who directs one of the centre's three main projects, the Southern African Migration Project. This project, funded by the Canadian International Development Agency (CIDA), lends Canadian expertise to the governments of Southern Africa facing tremendous challenges with the issues of unregulated movement of people across borders.

David McDonald, who is also director of Queen's Development Studies program, directs the Municipal Services Project. This policy and education initiative examines the restructuring of urban municipal services in southern Africa and is funded by the International Development Research Centre. Research centers on the impact of decentralization, privatization, cost recovery and community participation on the delivery of basic services to rural and urban poor.

The CIDA-funded HIV/AIDS and Human Mobility Project, partnered with Queen's Social Program Evaluation Group will raise funding and develop partnerships with southern African Organizations to work with high-risk migrant populations.

The centre's main goals are: to motivate for, to manage and to implement multi-partner policy and research projects; to facilitate advanced training of graduate students and junior faculty from or working on the Southern African region and to foster innovative and timely links between Canada and the countries of the Southern African region. □

[www.queensu.ca/sarc](http://www.queensu.ca/sarc)



Debbie Alsen, Arts'01 (centre) on her Zanzibar placement.

## Making sense of the world around us

Faculty identity is a major facet of the student experience at Queen's. One has only to look around campus to see different coloured jackets, advertising faculty, year and course of study. There are, however, classrooms on campus where medical students can be found taking notes next to film students; where commerce students work alongside engineering students. Their common goal: To learn more about global issues and how they impact not only their areas of study but on their lives and the lives of others.

Development Studies (DEVS) teaches students to think critically about international issues, says program director David McDonald. "Students know they can no longer shelter themselves from global change. It's no longer just about Europe. Two-thirds of the world population lives in Africa, Asia and Latin America. "There is an awakening to the world, a questioning of our values here at home and how our lives impact on other parts of the world, particularly developing countries. Development Studies is one place where students can come together and learn about this in a coherent way."

For example, he says, students learn the reasons behind the current conflict in Afghanistan, that unrest has been a part of Afghan existence for years. They learn about the dynamics, the political unrest, why the tensions exist, so the news does not surprise them.

"We live in an increasingly globalized world," says Dr. McDonald. "The clothes we wear, the food we eat, the cars we drive, the music we listen to - virtually every aspect of our lives today is a product of global trade and cultural interaction. We want our students to have a critical understanding of these changes and to be able to apply them to whatever they do after graduation - be it local or international."

Intensified interest in the field is apparent not only at Queen's but also at universities across Canada, where burgeoning enrollment in Development Studies has become the rule.

"At Queen's, we see students from just about every discipline in the Faculty of Arts and Science apply to the medial program. We also have students from other faculties taking DEVS courses," he says "Through the program, students get a comprehensive understanding of the world around them."

Over the past year, enrollment has shot up from 70 to 120 students, and most are in the medial program, says program assistant Katherine Brady. "There's a constant flow of students into the office, asking how they can get in to the program. The best part is seeing the students after they've returned from a work placement. They're excited to see that their work can make a difference."

Along with exploring issues facing developing countries and Aboriginal communities, students examine political systems, culture, gender relations and physical environments as agents of change in countries in the South and discuss their implications for North-South relations. Courses taught include those dealing with poverty indicators, human rights, social policy and trade relations. A new course introduced this year examines the development issues Canada's own Aboriginal peoples face.

Interest in the program has grown enormously since it was established in 1997, largely due to the work of previous program coordinator Bob Stock, says Dr. McDonald. Offering medial and minor courses of study, the interdisciplinary program involves the departments of Geography, Economics, Environmental Studies, History, Political Studies, Sociology and Women's Studies as well as the Queen's Aboriginal Council. Students enter the medial program in second year and choose their courses around a specific region and development theme. In fourth year, students may do a work/study placement with a development organization or an international exchange. Students have traveled to such destinations as Bangladesh, Bolivia, China, Cuba, Ecuador, Guyana, India, Nepal, the Philippines, South Africa, Uganda, and Zanzibar. □

[www.queensu.ca/devs](http://www.queensu.ca/devs)



Jonathan Crush

## Renowned Canadian pianist to visit Queen's

One of Canada's most prominent and distinguished artists will be Visiting Artist in the School of Music from Jan. 17

to 20. Jane Coop's visit is made possible through the Scholar-in-Residence program of the Faculty of Arts and Science and

the George Taylor Richardson Fund.

Jane Coop is a household name in Canada, due to her broadcasts on CBC radio. Her sophisticated musicianship and passionate sense of communication has earned her warm responses from both critics and audiences. Based in Vancouver, she has toured extensively throughout North America, Britain, Western and Eastern Europe, and the Far East. Ms. Coop has worked with such

eminent conductors as John Eliot Gardiner, Andrew Davis, Rudolf Barshai and Mario Bernardi.

Ms. Coop has also appeared with every major orchestra in Canada as well as international orchestras. A sought-after chamber music partner, she has collaborated with many established groups and leading instrumentalists. She frequently performs at chamber festivals and is a regular artist/teacher at the prestigious Kneisel Hall Festival in Blue Hill, Maine. □



Jane Coop

### Jane Coop's schedule:

**Jan. 18:** Lecture. Chopin and his Milieu: antecedents and consequences  
Harrison-Lecaine Hall  
Room 124, 12:30 pm. Free.

**Jan 19:** Recital. Works by Beethoven, Haydn, Rachmaninoff and Schubert  
Dunning Hall Auditorium, 7:30 pm. \$5 adults, \$3 students and seniors.

**Jan 20:** Master Class, Dunning Hall Auditorium, 1:30 pm. Free.

[www.skylark-music.com/coop-bio.htm](http://www.skylark-music.com/coop-bio.htm)



# University Roundup



## Deconstructing evil

At a time when the "E word" has become part of the everyday lexicon of US President George Bush, a new electronic journal devoted to deconstructing evil has been launched, reports *The Chronicle of Higher Education*. Entitled *Perspectives on Evil and Human Wickedness*, the journal will publish scholarly articles and reviews that address the "many manifestations and representations of evil". It will also seek writings by psychologists, prison guards, lawyers and nurses. "Some people use the word evil as a way of stopping discussion rather than starting it. That's one of the dangers of evil being so broad and nebulous," says Rob Fisher, journal editor and former head of the theology department at the University of Oxford's Westminster College.

## Human rights survey finds campus mostly positive

About 90 per cent of those who identified as lesbian, gay, bisexual

and transgendered in a survey by the University of Guelph's Human Rights and Equity Office said they have not had to interrupt their academic activities or been advantaged or disadvantaged in class or at work because of their sexual orientation, reports News@Guelph. The survey, which polled 3,000 faculty, staff and students (eight per cent self identified as LGBT), was part of Project Vision: Toward a Campus Free From Harassment and Unfair Treatment Based on Sexual Orientation, initially launched in 1997 by the HREO.

## Leap in Saturday learners

Weekend University, a program that lets students pursue a university education on Saturdays, is proving to be highly popular, reports the University of Calgary *Gazette*. Now in its sixth year, the program offered through the Faculty of Continuing Education has grown from seven courses in 1996 to nearly 80 courses today. "We're finding increasingly that

there's no such thing as a typical university student, says U of C President Harvey Weingarten. "Many are working full-time or raising families and aren't able to attend traditional Monday through Friday classes."

## Wailing and wringing wrongheaded

Research and development strength is measured by more than research numbers, says *University Affairs*. Reporting on a recent one-day conference on university research and the involvement of the private sector, the magazine quotes William Bridger, president of the Alberta Ingenuity Fund and a conference participant on the topic of corporate involvement at universities. "My advice to government is to get on with it. Never mind the wailing and wringing of hands from academic organizations and Nobel Prize winners who misunderstand that involvement with commercialization does not taint the basic role of the university." □

# Teaching Issues

Teaching tips and ideas from the Instructional Development Centre



## Less is more: preparing for teaching

BY KATHERINE LAGRANDEUR

A new year is upon us, and with it, the pressure of resolutions that we are bound to break by the middle of the term. To relieve some of that pressure, at least in our teaching, here is a promise to ourselves that should be easy to keep: Do less!

In his book *Advice for New Faculty Members*, Robert Boice offers the following suggestion with respect to preparing for teaching: *nilhil nimus*, or "nothing in excess". He provides eight general strategies to help us work more moderately at our teaching, with the added promise that this approach should increase the quality of our work.

**1. Plan early.** According to Mr. Boice, an early (if informal) start on our course and lesson planning allows us to avoid some pitfalls of teaching that are time and energy consuming in the long run, including insecurities about our abilities; mechanical, unreflective teaching that misses the point; writing out lectures in too much detail; writing too hurriedly then presenting lectures in the same way; and forgetting to think about how students will understand and perceive the material.

**2. Wait, patiently and actively, to begin formal planning.** "Active waiting" means making occasional, small, informal starts at planning before undertaking formal preparations. This relieves the pressure that comes with

doing everything at once or putting things off until later. "Active waiting" can be as simple as jotting down ideas as we get them, during pauses in other activities. Its spontaneity allows us to reflect more playfully and imaginatively on our courses, leading ultimately to lectures that are better organized and easier for students to understand.

**3. Work in regular sessions.** Mr. Boice encourages us to work on our teaching in brief, regular sessions. To get started, he recommends writing freely your first thoughts about a new or revised lecture, or else reworking notes or outlines that we prepared during the previous session. Brief, regular sessions translate into teaching preparations that are "unpressured, reflective, constant, and timely".

**4. Stop, before diminishing returns set in.** "Timely stopping" reminds us to quit working when we have done enough for the moment and to hold back from taking on too many commitments. This includes ending our classroom sessions early so that students have time to address questions or concerns, and are not stressed about getting to their next class on time. It also means saying no to requests that overextend us.

**5. Moderate over attachment to content.** Mr. Boice urges us to let go of perfectionism, over preparedness, and ownership. He suggests that we prepare in mod-

eration, perhaps writing out some things in detail, but relying on brief notes for the rest. This will free up more time and energy for other things, and will create more openness and spontaneity in our teaching.

**6. Moderate negative thoughts and strong emotions.** This guideline encourages us to refrain from negative self-criticism that only leads to anxiety as well as to ignore the pressure that we may feel to "entertain" students in a flurry of emotions and energy. This fast pace may actually hinder their learning because they are not given enough opportunities to pause and reflect on the material, and may feel too rushed to take effective notes.

**7. Let others do some of the work.** This is a suggestion to share some of our work with colleagues, readers, listeners, and learners. This makes teaching more public, and relieves the pressure to control everything.

**8. Moderate classroom incivilities.** Mr. Boice's research shows that students who consistently experience classroom incivilities become increasingly "uninvolved, oppositional, and combative". No teacher looks forward to teaching students who are in a negative frame of mind. He recommends that we moderate classroom incivilities early on by communicating expectations clearly, offering positive motivators, and teaching with compassion. □

# Queen's in the News

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

Through our proactive media strategy, *Queen's News and Media Services* identifies newsworthy faculty expertise and research to bring to the attention of the national media.

Dec. 12 – Jan. 8

**Randy Ellis** (Computing Science) was quoted in a *Globe and Mail* special report about his views on scientific developments in 2001.

The current issue of *Science Magazine* cited the **Sudbury Neutrino Observatory** as one of the top 10 scientific breakthroughs of 2001. SNO placed second in the ranking.

Queen's expert **Don Stuart** (Law) was quoted in two *National Post* stories about Canada's Bill C-36, which gives police unprecedented powers of arrest and investigation. Prof. Stuart was also interviewed on CBC Radio about the controversial bill.

Research by **Charles Graham** (Anatomy and Cell Biology) and **Michael Adams** (Pharmacology and Toxicology) that may have resulted in a breakthrough in treating breast cancer cells that are resistant to chemotherapy received extensive national coverage including the *National Post*, *Ottawa Citizen*, *Calgary Herald*, *Prince George Citizen*, *Whitehorse Star*, *North Bay Nugget*, *Fort McMurray Today*, *Barrie Examiner*, *St. John's Telegram*, *Cornerbrook Western Star* and *The Windsor Star*.

Research into a special antifreeze protein by **Mike Kuiper**, **Peter Davies** and **Virginia Walker** (Biology and Biochemistry) was featured in the *Toronto Star*.

A *Toronto Star* story quoted **Julian Barling** (Business) about strategies to address bullying in office workplaces.

Queen's emeritus professor **Duncan Sinclair** (Policy Studies) was quoted in the *Toronto Star* about the Tory government's failure to expand and modernize home-care services before closing Ontario hospitals.

Queen's business strategy expert **Douglas Reid** (Business) was quoted in an *Ottawa Citizen* story about a new security surcharge on airline tickets; that story was also covered by *Fort McMurray Today* and *The Whitehorse Daily Star*. Prof. Reid was also quoted in *The Toronto Sun* about Canada 3000's plan to start flying again.

**William Leiss** (Policy Studies) was quoted in the *Ottawa Citizen*, *Brantford Expositor*, *North Bay Nugget*, *Barrie Examiner*, *Welland Tribune* and *Regina Leader Post* about the lack of good and timely information around health risks related to wireless communication (cellphone) signal transmission.

The *Ottawa Citizen* featured an op-ed piece by **Matthew Mendelsohn** (Political Studies) about democratic reform in Canada.

**Robert Ross** (Physical and Health Education) received extensive coverage about his research on weight loss and making healthy body changes including *The Whig-Standard*, *Victoria Times Colonist*, *Kenora Daily Miner and News*, *Brockville Record and Times*, *Pembroke Daily Observer*, *The London Free Press*, *Sault Star*, *Corner Brook Western Star*, *Trail Times*, *Alberni Valley Times*, *Hamilton Spectator*, *Cornwall Standard-Freeholder*, *Peterborough Examiner*, *Halifax Daily News*, *Calgary Sun*, *Calgary Herald* and *Vancouver Province*.

CBC Newsworld Health Matters and The National featured an interview with **Malcolm Anderson** (Rehabilitation Medicine) about his (and co-investigator **Karen Parent's**) research findings on the mental health of seniors.

**Sandra Crocker** (Research Services) and **Michael Cunningham** (Chemical Engineering) were quoted in this month's *University Affairs* in a story about research grant application services. Ms. Crocker says last year Queen's submitted 313 applications to the three federal granting councils, 31 percent more than it did in 1998.

*University Affairs* quoted **Chris Knapper** (Instructional Development Centre) about a new electronic etiquette required as a result of student access to the Internet in classrooms.

A recent issue of *Marketing Magazine* quotes marketing expert **Ken Wong** (Business) about the marketing strategy behind Mary Kay's recent launch of a new line of cosmetics.

The *Calgary Herald* quoted **Ross Finnie** (Policy Studies) about planned increases in law-school tuition at Canadian universities. The story was also covered in the *Brantford Expositor*.

**Kathy Brock** (Policy Studies) was quoted in the *Saskatoon Star-Phoenix* about recent statistics in Canadian giving.

**Queen's solar vehicle team** and solar-powered vehicle *Mirage* continued to receive coverage for their sixth place finish in the recent World Solar Challenge in Australia most recently in the *Saskatoon Star-Phoenix*, *North-Shore News*, *St. Catharines-Niagara Standard*, *Kamloops Daily News* and *Cornwall Standard-Freeholder*.

The *Whig-Standard* quoted **Mark Busch**, **Peggy Cunningham** and **David Rutenberg** (Business) about economic forecasts presented at the Queen's School of Business Forecast 2002. □

# People



**George Henderson** (Archives, retired) has won a 2001 Kingston Historical Society Award recognizing his contagious enthusiasm for historical research and his ability to provide individual encouragement, which in particular has been a stimulus for success and continuing interest in history for countless users of the Archives.

**Praveen Jain** (Electrical and Computer Engineering) has been elected a fellow of the Institute of Electrical and Electronics Engineers (IEEE). Dr. Jain was recognized for his contributions to efficient high-frequency power converter systems.

**Jack Jeswiet** (Mechanical Engineering) recently gave the keynote address to the Eighth Life Cycle Engineering Seminar at a meeting in Varna, Bulgaria. His address, "Engineering the Life Cycle of a Product", was

printed in the *Bulgarian Mechanical Engineering Journal*.

**Alec Stewart** (Physics) was recently honoured by being named an officer of the Order of Canada.

**Gary Trotter** (Law) recently won the Foundation for Legal Research's Walter Owen Book Prize annual conference of the Canadian Bar Association. Professor Trotter won for his book titled *The Law of Bail in Canada*. The \$10,000 prize recognizes a work that is both substantial and topical, and is judged to be the most outstanding book written about law in Canada in a two-year period. [qsilver.queensu.ca/law/news/inthe-news/trotter.htm](http://qsilver.queensu.ca/law/news/inthe-news/trotter.htm) □

*People highlights the accomplishments of Queen's community members. Email your items to [gazette@post.queensu.ca](mailto:gazette@post.queensu.ca).*

# Welcome to *New Faculty Profiles*



Volume XXXIII Number 1

Welcome to the second annual issue of New Faculty Profiles.

This addition to the *Gazette* offers you an at-a-glance guide to some new faculty faces on campus.

For your convenience, listings will appear in alphabetical order. Although we have not included the information here, many new faculty members have their own web pages that you can access through their respective departmental home pages or via the People Find function on the main Queen's home page. We would like to thank all of the new members of Queen's faculty who took time to respond to our requests for information.

#### Did we miss you?

While we have done our best to include those members whose appointments at Queen's began as of July 2001, please let us know if we have inadvertently omitted you, and we will be sure to include you in next year's issue. We welcome your feedback. Please drop us a line at [gazette@post.queensu.ca](mailto:gazette@post.queensu.ca) or via *Gazette*, 107 Fleming Hall.

#### Mohamed J. Ali



RDCS, MD, FRCPC (University of Ottawa, University of Toronto)

Assistant Professor,  
Anesthesiology and Surgery

#### Area(s) of expertise:

Ultrasound of the heart during cardiac surgery and in the cardiac intensive care unit to diagnose problems and monitor the success of the operation.

Research interests include investigation of stroke and cognitive impairment in patients undergoing heart surgery. Recently received 2-year outcome's research grant from the American Society of Echocardiography and Canadian Anesthesiologists Society in the amount of \$120,000 to study this problem.

#### Why you chose this area of study:

Ultrasound of the heart or echocardiography has become an important tool in the operating room in US and Europe. It has permitted procedures on the heart that would otherwise be impossible. Echoanesthesiology is a nascent area that will revolutionize the discipline of anesthesiology and surgery by offering better patient care and research opportunities.

siology and surgery by offering better patient care and research opportunities.

#### Interests:

Classical music, ancient history, tennis.

#### Kim Brooks



BA (University of Toronto) LLB (University of British Columbia) LLM (York University)

Assistant Professor, Law

#### Area(s) of expertise:

Tax (particularly tax policy, corporate tax and international tax). I am currently working on several papers in the area of tax law and policy, including a paper on the taxation of fringe benefits and a paper on the tax treatment of corporate losses. I am also working on a larger project on the tax expenditure concept.

#### Arthur John Cockfield



BA(Hons) (University of Western Ontario), LLB (Queen's University) JSM, JSD (Stanford University)

Assistant Professor, Law

#### Area(s) of expertise:

My main research interests surround the taxation of electronic commerce and Internet law.

#### Why you chose this area of study:

My research interests lie in emerging areas of law that relate to information technology developments.

#### Richard J.F. Day



BASc (University of British Columbia) MA (York University, University of Toronto), PhD (Simon Fraser University)

Assistant Professor, Sociology

#### Area(s) of expertise:

Social, political, and cultural theory; multiculturalism; radical social movements; globalization and anti-globalization.

#### Why you chose this area of study:

Out of a desire to identify relations of domination and exploitation in contemporary societies, and perhaps to help resist and alter them.

#### Susan Finch

BSc (Queen's) MD, CM (McGill University), FRCPC (University of British Columbia)

Assistant Professor, Psychiatry

#### Area(s) of expertise:

I am interested in social psychiatry and the use of coercion in psychiatry. I am also interested in trauma and patients with borderline personality disorders.

#### Why you chose this area of study:

Interest in social aspects of Psychiatry and the history of these. I have an interest in trauma and enjoy working with patients with borderline personality disorder. These patients seem to fall through the cracks in services and create a great deal of controversy. There is a lot of controversy and discomfort with the use of coercion in psychiatry, and very little research in the area.

#### Nathalie Garcin

PhD (Université du Québec à Montréal)

Assistant Professor, Psychiatry

#### Area(s) of expertise:

I have been providing services to individuals with developmental disabilities over the past five years. Current interests include the planning, delivery, and assessment of mental health services to individuals who have a dual diagnosis (concurrent diagnosis of a developmental disability and psychopathology). My research interests also include transition planning to adult life, the measurement of adaptive behavior, and treatment of challenging behaviors in individuals with a developmental disability.

#### Why you chose this area of study:

Like many others in this field, I found myself interested in services to individuals with a developmental disability quite by accident. I developed my interest towards individuals with developmental disabilities as a teenaged camp counselor in British Columbia. Following this summer experience, I was motivated to pursue my studies in psychology with a specific interest in this population of individuals.



## Marie-Andree Harvey

MD (Laval University)

Assistant Professor, Obstetrics and Gynecology

### Area(s) of expertise:

Urogynecology, Pelvic organ prolapse, Urinary incontinence

## Keyvan Hashtrudi-Zaad



BS (Sharif University of Technology-Tehran, Iran) MASC (Concordia University) PhD (University of British Columbia)

Assistant Professor, Electrical and Computer Engineering

### Area(s) of expertise:

Control Systems and Robotics, specifically in telerobotics, virtual environments, control of robot motion and contact force, control and load monitoring of hydraulic excavators, control of flexible robots.

### Why you chose this area of study:

The reasons I chose Control Systems and Robotics are: robotics is a fascinating multidisciplinary area of research connecting many subjects including mechanics, electronics, communications, signal processing, control and automation; control of robotic manipulators is an interesting and practical application of different branches of control systems theory; and the application of robotics has constantly been growing in our lives in many ways including in areas such as manufacturing, construction, agriculture, medicine, space, under water, service industry and education.

## Russell Hollins

BSc (Hons) (Queen's) MD (University of Ottawa) FRCSC (University of Toronto)

Assistant Professor, Department of Otolaryngology

### Area(s) of expertise:

Otolaryngology

### Why you chose this area of study:

I find it to be a fascinating surgical specialty with a variety of subspecialty areas, most of which I enjoy tremendously.

## Jill Ann Jacobson



BA (Northwestern University) MA, PhD (Ohio State University)

Assistant Professor, Department of Psychology

### Area(s) of expertise:

My primary research interests are in motivated social cognition, and most of my studies have centered around depression and its effects on the impression formation process. More recently, I have examined other motivational factors, particularly exposure to information that is inconsistent with one's desires, and also begun work on the psychological processes involved in end-of-life medical decision-making.

### Why you chose this area of study:

Someone once told me that this was an inadequate answer to this question, but the reality is that I grew up in a small town where I got to know a variety of people very well and could observe them over a long period of time. This allowed me to develop specific expectations for people's behavior and to actually be able to ask them why they chose to do certain things when they didn't conform to my expectations. I still find people's explanations for their actions very interesting; thus it is not surprising that I wanted to study attributions and person perception as a graduate student.

### Interests:

Reading, movies, playing and watching sports (particularly Big 10 and Chicago teams).

## Praveen Jain



BSc (Allahabad), MASC, PhD (University of Toronto)

Professor and Canada Research Chair in Power Electronics, Electrical and Computer Engineering

### Area(s) of expertise:

Telecommunications Power Electronics

The 21st century belongs to the 'information age' where individuals and organizations throughout the world will be networked in order to communicate with anyone else, anywhere, and at any time. This increased and open communication has the potential to significantly improve industrial productivity as well as the quality of life for broad segments of society.

In forming these emerging information networks, many industries such as computer, broadcast and telecommunication, for example, are now converging as they enter a new age of technology and business innovation. This infrastructure, as it evolves, will be capable of providing a platform for a wide range of broadband, multimedia, entertainment, communication and information services. Power electronics is an integral component of this infrastructure and must fulfill its potential to provide cost effective and reliable end-to-end solutions for the emerging information networks.

### Why you chose this area of study:

Challenges in efficient electrical energy conversion and its utilization in every day applications.

### Interests:

Traveling

## Li-Jun Ji



BS, M.S. (Beijing University), PhD (University of Michigan)

Assistant Professor, Psychology

### Area(s) of expertise:

How culture shapes the way people think.

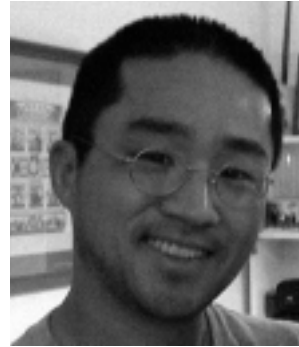
### Why you chose this area of study:

I have always been interested in culture, and my former advisor made me love thinking and reasoning. In combination, I'm doing research on both. I found reasoning styles differ across cultures, which has important implications for many fields, including education and business.

### Interests:

Watching football games.

## Perry M. Kim



BSc, PhD (University of Toronto)

Assistant Professor, School of Environmental Studies and Pharmacology and Toxicology

### Area(s) of expertise:

My research focuses on environmental chemicals and therapeutic agents that initiate DNA damage and toxicity (e.g. cancer, birth defects). I am specifically interested in how DNA damage is repaired and how deleterious DNA repair mediates toxicity.

### Why you chose this area of study:

The study of chemical toxicity has occurred for over a century, but only in the last decade or two have toxicologists had the molecular tools necessary to actively search for mechanistic answers as to how chemicals mediate toxicity. It is these new molecular techniques and technologies that have made toxicology an exciting and vibrant research area that holds much promise in elucidating the etiology of various chemical-initiated diseases.

## Don Albert Klinger



BSc, BEd (University of British Columbia) PhD (University of Alberta)

Assistant Professor, Education

### Area(s) of expertise:

Quantitative design; assessment and evaluation. My main research interests are technical issues associated with large scale testing and the use and misuse of assessment data for decision-making and policy directions.

### Why you chose this area of study:

My interest in assessment and evaluation arose largely in my negative response to the expansion of large scale testing programs in British Columbia. This led to a growing exploration of

assessment issues at the school and district level.

### Interests:

Soccer, skiing, fishing, exploring Ontario with the family.

## Elizabeth (Zabe) MacEachren



PhD (York University) M.Sc (Lesley College) BEd, BNSc, HBOR (Lakehead University)

Outdoor Experiential Education Coordinator, Faculty of Education

### Area(s) of expertise:

Environmental, Outdoor and Experiential Education Specific interests: pedagogical approaches directed at shaping perceptions of environmental awareness, narrations use in education, critical analysis of making experiences, Native education.

### Why you chose this area of study:

I recognize that education is both part of the problem and solution to the environmental concerns of these times.

### Interests:

Traditional wilderness travel skills, perceptions of the winter season, craftmaking education.

## Lynne Magnusson



BA (Hons) (University of Manitoba), MA (University of Toronto), PhD (University of Toronto)

Professor, English Language and Literature

### Area(s) of expertise:

Shakespeare's language; letter-writing by early modern Englishwomen; discourse analysis, or the study of how language works in specific social and cultural contexts; more generally, English Renaissance literature.

## Chris K. Mechefske

PhD Mechanical Engineering  
(Monash University), BSc  
(Hons) (University of Guelph)

Associate Professor, Mechanical  
Engineering

### Area(s) of expertise:

Mechanical Vibrations and Acoustics. I look at the way things vibrate and what sounds they make. I then try to use this information to determine if there is something wrong with the machine or equipment being investigated, diagnose the type of specific problem and then predict the time until ultimate failure.

### Why you chose this area of study:

The study of sound and vibrations takes in a very wide array of specific projects and also has lead to significant collaboration with industry. For instance, my research projects include: reducing the noise emitted by MRIs; detecting and diagnosing failures in 370 tonne haul trucks used in the mining of oil sand; and analysis and design of prosthetic knee joints for use in developing countries – to name a few.

## Gordon H. Morewood



BA, MD (Queen's), Residency in Anesthesiology (Harvard), Fellowship in ardiothoracic Anesthesiology (University of Pennsylvania)

Assistant Professor,  
Anesthesiology

### Area(s) of expertise:

Anesthesia for patients undergoing surgery on the heart or lungs; the use of echocardiography to diagnose cardiovascular problems in patients undergoing surgery.

### Why you chose this area of study:

This area of medicine allows the real-time application of cardiovascular physiology and pharmacology and challenges the physician to produce tangible improvements in patient outcome on a day-to-day basis.

### Interests:

Traveling, hiking, skiing, barbecuing, chasing (or being chased by) my son.

## Binu Mukherjee



BSc Equiv. (Sri Aurobindo International Centre of Education, India), BSc (Hons), PhD (University of St. Andrews, Scotland).

Professor. Department of Mechanical Engineering  
(Queen's: cross-appointment)

### Area(s) of expertise:

My general area of interest is in improving our understanding of the behaviour of materials. In the first part of my research career, I worked on the properties of superconductors, materials that lose all electrical resistance at low temperatures, and my research contributed to a better understanding of the intermediate state in these materials. I now work in the general area of piezoelectric and electrostrictive materials (ceramics, polymers, single crystals) that are important transduction materials, that is they transfer electric energy into mechanical or sound energy (e.g. loudspeakers) and vice versa (e.g. microphones). At RMC we have established a laboratory that has developed new methods of characterising these materials and this has contributed to a better understanding of the materials and towards optimising their use in applications. This work is ongoing and our laboratory is now one of the leading laboratories in this field of work. At Queen's University I am collaborating with Dr. Vladimir Krstic, Professor of Materials and Metallurgy in the Mechanical Engineering Department, to set up a Centre for the Manufacturing of Advanced Ceramics and Nanomaterials that will contribute to developing better materials and provide specialized education in this subject.

### Why you chose this area of study:

These materials are becoming extremely important in a very wide variety of applications such as medical ultrasound, underwater sonar for the detection of submarines and mines, health monitoring of civil structures, active control of noise and vibrations, fine control of mechanical displacements and shapes etc. At the same time, device developers have been handicapped by the lack of a complete knowledge and understanding of the behaviour of these materials.

### Interests:

My major interest is in human development and I use my research to provide the exercise necessary to further my own growth. Other interests include world affairs, gardening, cricket, short-wave radio and listening to music.

## Kofoworola Olufunsho Ogunyankin



MB,BS (University of Lagos Nigeria), Member Royal College of Physicians London  
Diplomate, American Board Internal Medicine, Fellow American College of Cardiology, Board Certified National Board of Echocardiography

Assistant Professor, Medicine

### Area(s) of expertise:

Echocardiography, General Cardiology, Internal Medicine; evaluation of the effects of hypertension on the size and function of the human heart.

### Why you chose this area of study:

Hypertension is very prevalent and under-treated because it causes damage to body organs without symptoms. Developing methods of measuring the damage to the heart caused by hypertension may help improve outcomes in the treatment of hypertensive patients.

### Interests:

Reading, Computers

## John Osborne



BA (Carleton University), MA (University of Toronto), PhD (London)

Professor and Head, Art

### Area(s) of expertise:

Material culture of medieval Europe and Byzantium, city of Rome in the Middle Ages, city of Venice in the Middle Ages.

My main interest lies in the material culture (art, architecture and archaeology) of early

medieval Europe, with a particular focus on Italy (especially Rome and Venice). I often work in conjunction with archaeological excavations, using the finds (especially painting and sculpture) to ascertain how different spaces were used, by whom, and when. I regard myself as an historian "in art", in other words using the evidence of art and archaeology as documents for the study of history. I am also interested in the survival of the classical tradition in medieval Rome, the cult of the saints, and much else!

### Why you chose this area of study:

I have long been fascinated by the Middle Ages, but my particular focus on Italy and Byzantium was sparked by taking the Queen's Summer School in Venice in its very first year, 1970. My life changed, and I haven't looked back!

## Kerry Rowe



BSc, BE, PhD, D.Eng.  
(University of Sydney) FRSC, FCAE, FEIC, FCSCE, FASCE, FIE (University of Australia)

Professor, Civil Engineering and Vice Principal (Research)

### Area(s) of expertise:

My research deals with theoretical analysis and its verification through laboratory and field testing related to Geotechnical and Geoenvironmental Engineering. The research in Geotechnical Engineering includes research into reinforced soil behaviour (i.e. the use of materials such as steel and plastics to strengthen soil). This is a relatively new and very cost effective alternative to conventional earth retaining structures and provides a means of allowing construction of safe steep slopes and embankments on very soft soil while minimizing environmental impact. Research in Geoenvironmental Engineering includes theoretical and experimental studies of barrier systems and landfill design. Barrier systems are designed to minimize both fluid and contaminant transport into the groundwater system. They may be used in landfills, lagoons, and tank farms to limit the movement of fluids (e.g. water, chemical spills). They are a critical component of modern waste management systems where, in some cases, they must be designed to serve the design function of controlling contami-

nant migration for hundreds of years. A major focus of the research is predicting the long-term performance of these systems.

## Jill Scott



BA (University of Manitoba), MA (Carleton University), PHD (University of Toronto)

Assistant Professor, German Language and Literature

### Area(s) of expertise:

My fields are German Studies and Comparative Literature and my main areas of research interest are fin-de-siecle Vienna, Freud, opera, and the interrelations of dance history and literature.

### Why you chose this area of study:

I became a comparatist because I have always been fascinated by languages and by the different ways in which cultures overlap and engage with each other.

### Interests:

My two passions outside of academic life are cycling the countryside and singing in choirs.

## Peter Sephton



BA (Hons) (McMaster University) MA, PhD (Queen's)

Associate Professor, School of Business

### Areas of expertise:

Macroeconomic modelling and forecasting, monetary Policy

### Why you chose this area of study:

They lend themselves well to empirical analysis. We can see if economic theory does a good job at explaining what we see in the real world. Theory is great in and of itself, but its practical relevance is what is paramount.



## David J. Simourd

PhD (Carleton University)

Assistant Professor/Clinical Director, Psychiatry/Forensic Program - Providence Continuing Care Center

### Area(s) of expertise:

My main area of interest is in the assessment and treatment of criminal offenders and forensic patients.

## Marco Sivilotti



BSc (Hons) MSc, MD, (Queen's University)

Assistant Professor, Emergency Medicine and Pharmacology & Toxicology.

### Area(s) of expertise:

Primary research interests are acetaminophen hepatotoxicity, antidotal therapy for methanol/ethylene glycol poisoning, and emergency rapid sequence intubation.

## Steven Philip Smith



BSc, PhD (University of Western Ontario)

Assistant Professor, Biochemistry

### Area(s) of expertise:

My area of expertise involves the use of nuclear magnetic resonance (NMR) spectroscopy to determine the three-dimensional structures of biological molecules (proteins). The shapes or folds of these proteins provide us with important information into how the proteins function in the body, what roles mutants may have on the molecule's function in health and disease. This technique also allows us to see how proteins interact with one another at the atomic level that opens the possibilities of rational drug design.

### Why you chose this area of study:

I chose this area of research because it allows you to actually see what a molecule of interest looks like which then provides visual clues as to what the protein do in the body.

### Interests:

In my spare time I enjoy playing hockey, skiing and kayaking.

## B. Denise Stockley



BA(Hons), BEd, MEd (Brock University) PhD, ABD candidate (Simon Fraser University)

Advisor on Teaching and Learning, Assistant Professor, Instructional Development Centre. Cross-Appointment to the Faculty of Education

### Area(s) of expertise:

I have extensive experience as an educational developer and instructional designer for both classroom-based and on-line learning. My primary interests are professional development, multi-disciplinary collaboration, and educational technology.

My current research maps the landscape of technologically supported innovations in teaching at Canadian post-secondary institutions from two perspectives, that of the institution and that of professors who work at the front line of such innovation. Within this framework, I am investigating four areas, strategic planning, organizational management, resource management, and professional development. This research focuses primarily on institutional change by coupling two central issues that confront contemporary post-secondary institutions, improving teaching and incorporating technology.

### Why you chose this area of study:

My research relates to faculty issues and how institutions encourage or thwart faculty to use technology in their teaching. I chose this area of research based on my prior experience with a national research study that examined faculty who typically were the "lone rangers" or "pioneers" in their use of educational technology. I rarely worked with individuals who were struggling to use technology or tried using it and gave up. Although, we can learn a lot from lone rangers, I thought it was also important to research the faculty who were unsure about the use of technology in order to determine the types of supports and infrastructure that are necessary to support the long-term adoption of educational technology at a post-secondary institution.

## Dean A. Tripp



Ph.D (Dalhousie University)

Assistant Professor, Department of Psychology

### Area(s) of expertise:

My main research interests are in the field of Health Psychology. In particular, I conduct research on Pain, Pain coping, Pain related Disability, and Chronic Pain. In recent years I have examined postoperative pain and coping responses in athletes who had blown out their anterior cruciate ligament and opted for surgical correction. I am also involved in research examining men's health issues in various medical illnesses.

### Why you chose this area of study:

I have chosen this area of research because of my interests in understanding individual differences in pain and in dealing with distressing events in general. I have always been intrigued by how complex models of human thought, behaviour and health and pain provides the perfect arena to pursue these in

combination. Thinking has a powerful effect on how we deal with situations, and in pain this is clearly the case... want an example... I had a patient once who told me this story. His friend worked in a fish processing plant in rural Nova Scotia. He and three other men had the difficult task of hauling large sections on to a processing belt with a razor sharp hand held hook. One man suddenly let out a blood-freezing scream. The two looked over and there he was with the hook straight through the top of his protective sleeve covering his forearm. Through the bottom hole blood could be seen coming out of a puncture hole. The man fell down in pain holding his arm. They shuffled the man into a truck and impatiently drove to the emergency room. With the man screaming in pain and afraid to look down at his arm, the attending doctor cut away the protective material and paused... the hook had gone through the material but had barely scratched the man's arm... in fact, he didn't even require stitches. This is why I choose this area.

### Interests:

Teaching, learning, and learning some more.

## Louise M. Winn



BSc (Minnesota), MSc, Ph.D (University of Toronto)

Assistant Professor, Pharmacology and Toxicology and Environmental Studies

### Area(s) of expertise:

Developmental Toxicology. I am interested in toxicological outcomes in pregnant women exposed to chemicals during their pregnancy.

### Why you chose this area of study:

It is estimated that as many as 50% of all human fertilized eggs will die before birth. As many as 16% of those fertilized eggs that do survive will suffer from some form of birth defect, including functional defects when followed for several years. There is also a great need for further research in the area of in utero chemical-initiated childhood cancers. For example, it is known that the incidence of

childhood leukemias in developed countries has increased approximately 20% over the last two decades. Exposure to environmental toxicants, including benzene, has been proposed to be a primary reason for this increase and poses a significant clinical problem.

## Rosamund Ann Woodhouse



BSc (University of London (LSE)), MA & PhD (Queen's)

Director and Assistant Professor, Office of Health Sciences Education

### Area(s) of expertise:

Enhancing the quality of professional education, by understanding how learning is influenced by curriculum and instructional approaches, and by language and cultural factors. Improving patient safety through education on how human factors affect professional performance.

### Why you chose this area of study:

Because they bring together interests and experience I have had in different fields, in a way that is meaningful and can make a positive difference. □



## Sandy Staples wins Business school's New Researcher Award



Sandy Staples

**BY SHELLEY PLEITER**  
Telecommuting and virtual teams. Wireless technologies and collaborative tools. These innovations are changing the landscape of business at a rapid pace. At the forefront of this field of study is Sandy Staples, this year's recipient of the Queen's School of Business New Researcher Award. This award honours faculty who have made outstanding contributions to their chosen research field within seven years of receiving their PhD.

Dr. Staples' research centres on how technology is changing the way organizations work. Building on the concept of telecommuting, he investigates the nature of work in geographically dispersed environments. How is the relationship between employee and employer affected when they are working in different locations? How can teamwork be created when team members work remotely? How does one measure productivity and evaluate performance when employees are out of sight? The answers to these and related questions

will guide the way people work in years to come. "Particularly in a business school, we need to research relevant topics," Dr. Staples says. "Learning how technology can make organizations more effective, and how people adapt to these new technologies are topics of relevance to managers and workers alike."

A graduate of the universities of Guelph and Western Ontario, Dr. Staples joined the School of Business after a two-year stint as a research fellow at the University of Melbourne in Australia. His papers have appeared in such journals as *Organization Science* and *The Journal of Strategic Information Systems* and he is a regular contributor to international conferences.

From the use of telecommunications in business for second year Commerce students, to the complexities of knowledge management theory at the graduate level, Dr. Staples practices what he preaches. He believes in bringing the complexities of his research into his undergraduate and graduate classrooms. "We're in the business of acquiring knowledge at Queen's but it would be rather pointless if the process ended there," he explains. "The transfer of that knowledge to students is a very important part of the job." □

## Five recognized with 2001 Special Recognition for Staff Awards

The following were awarded 2001 Special Recognition for Staff Awards last month at the Principal's Holiday Reception in Grant Hall.



Chris H. Boer

(Microbiology and Immunology): The technical and administrative supervisor who ensures labs and research facilities run smoothly in the department of microbiology and immunology; a pathfinder who guided his departmental colleagues on a decade-long journey through thorny budget thickets using innovative solutions, unfailing common sense, expert advice, and thoughtful diplomacy; known as a considerate and thoroughly unselfish self-starter who brightens continuous improvement theory with a warm human face, always encouraging others; whose legendary skill at troubleshooting and fixing things is attested to by researcher-beneficiaries in his department and beyond; who is "on call" 24/seven for lab floods, freezer malfunctions, and general calamities; a phenomenal supervisor who is not bound by his job description as he purposefully shuffles priorities to save researchers and students, time, money, and frustration; a determined preventive maintenance guru respected for schooling himself on new equipment and using his talents for creative acquisition to find, restore, and reuse disparate pieces from defunct machines; and a tantalizing clip artist whose snippets of poetry and history are sprinkled with the professional materials he posts and shares; a champion for science literacy who created course materials and received a perfect score for teaching effectiveness and the wise advocate for fellow staff members.



Melody Monte

(Psychology): An undergraduate assistant whose contributions consistently exceed the expectations of faculty, staff members and students; a conscientious administrator, caring friend and remarkable juggler of the competing demands she receives from chairs, coordinators, advisors, student reps, associate deans, staff colleagues, career counselors, and 1,000 or more undergraduates; experienced in the art of mentoring and guiding students through academic and non-academic roadblocks, and on to program completion and graduation; an A-plus participant at Faculty Board; an office energizer and departmental early-warning system admired for generously offering her counsel on what is about to come down the pike, who pre-emptly countless problems through her diligence and thoughtful awareness. Widely respected as an influential and thoughtful regulation translator and office institutional memory who knows which wheels have already been invented; endowed with excellent judgment and an uncanny knack for knowing how and when to go the extra mile for students; celebrated website magician whose user-friendly ways are networked in varieties of innovative processes and procedures that streamline work, deliver news, and generally make life easier for colleagues and students; a model of dedication and good cheer who unfailingly gives her time and expertise to always getting things done with characteristic humility and charm.



Jennifer Read

(Mathematics and Statistics): Super senior secretary oft celebrated as the glue that holds together the graduate program;

the sustaining human link between graduate students, supervisors and the graduate school, who meticulously coordinates communications and tracks deadlines while managing endless volumes of paperwork, who has patiently seasoned five graduate coordinators in more than a dozen years. By creating the gift of time, she has taken one of the worries out of being department head; who kindly shepherds generations of new students into life in Math and Stats, and serves as the unofficial counselor in the office where the buck stops, an advisor, personal confidant and immigration expert; an activity initiator and self-taught computer whiz; reliable resource for departmental traditions whose consummate understanding of regulation lore streamlines procedures and eliminates tricolour tape; crackerjack editor, composer, and reviewer of applications and nomination documents by a record number of faculty and student applicants and nominees who have become success stories; whose definition of normal working hours in not constrained by numbers and who possesses the extraordinary quality of embracing unexpected demands with ease and a sympathetic ear always available for those in need of attention. The "Math and Stats Jen," a gem whose infectiously cheerful spirit shines brightly, warmly reflecting an honour well-deserved.



**Tammy O'Neil and Nadine Thompson** (Education): Revered practicum placement team; a dynamic duo that provides vital human links between host schools, faculty home base, and all our teachers-in-training; Respected exemplary administrators who get wonderful results as they manage complex relationships with schools and produce significant in-school experiences for Queen's teaching candidates; recruiters and innovators skilled in the art of friendly persuasion, who magically harmonize students and complicated curriculum options and make winning matches with associate teachers; determined sleuths who quietly track students through the extended practicum process, on to evaluation and the successful completion of professional requirements; who possess a volunteering spirit and a remarkable capacity for winning lost causes; Who tackled the colossal problem of dwindling placement partnerships; who used their extraordinary mining skills to seek and find places for budding teachers at a time when nothing was "business as usual" in demoralized school environments plagued with job action; elevated to near Guinness record status for placing every one of more than 600 students during three years of practice teaching drought; who we recognize now as ambassadors of pedagogy, thankful for their unstinting commitment to Queen's teacher education programs and their courage in saying "no problem" in the face of adversity. □

## Senate

### Notes from the Nov 29 session of Queen's Senate



Senate heard **memorial tributes to Derek Crawley, John Milliken and Harry Osser** read by Mel Wiebe (English), Dr. Donald Brunet (Medicine) and Glen Eastbrook (Education).

**Major campus building projects are on time and within budget**, Jamey Carson (History) reported on behalf of the Campus Planning and Development Committee. The Chemistry building, Chernoff Hall, is now enclosed, as is Goodes Hall, the new School of Business.

**Maclean's rankings redux:** Queen's last-place spot in the number of tenured professors teaching courses in the recent *Maclean's Magazine* rankings is misleading, said Bob Silverman, dean of Arts and Science. Of the 300 introductory courses in the faculty, about one-third are one-on-one music courses where the instructor is an adjunct. Similarly, adjuncts usually teach language laboratories frequently History seminars. It would be possible to reorganize these classes, said Principal Bill Leggett. "But we're not going to engage in a sleight of hand to improve our rankings. It would be misleading in doing so. In addition, Queen's third-place ranking was neither a surprise nor a disappointment, Principal Leggett said. "What is disturbing is that 11 out of 17 Ontario universities slipped in the rankings overall. There is something afoot, and I think we all know what it is," he said, alluding to a continuing lack of a federal commitment to increased core operating funding.

**Honorary degree recipients:** Senate learned the following have accepted invitations to receive honorary degrees at

Spring and Fall 2002 Convocations: Sheila McDonough (DD), Thomas Kinnear (LLD), David Dodge (LLD), Horace Craver (LLD), Shirley Tilghman (DSc), Margaret Hooley (LLD), Manual Castells (LLD), Anne Carson (LLD), Angela Hewitt (LLD), Sadako Ogata (LLD) and Balfour Mount (LLD). The new Chancellor's installation will take place during the morning convocation ceremony on Oct. 31.

#### Senate approved:

- the Baillie Family Chair in Conservation Biology, subject to ratification by the Board of Trustees. The chair will be linked to Queen's University Biological Station and is intended to strengthen research in conservation and biodiversity
- the Official Convocation Program for 2001 submitted by the Committee on Academic Procedures. In 2001, Queen's conferred a total of 4,728 degrees, diplomas and certificates at its spring and fall Convocations, compared with 4,556 in 2000.
- the internal academic reviews of the Chemical Engineering, Civil Engineering, Electrical and Computer Engineering, Mechanical Engineering and Mining Engineering departments.
- the election of the following to Senate committees: Academic Development, Anwar Upal (student); Budget Review, Keith Child (student); Senate Orientation Activities Review Board, Jordan Cummings, Erik Opoien Gaustad, John Mould and Sabrina Wong (students), Joan Jones and Hilary Sirman (staff); International Centre Council, Colin Galinski (student); University Promotion Advisory Committee, Bernard Kueper (faculty). □

www.queensu.ca/secretariat





## 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, Jan. 22 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

Financial Officer, 2001-85  
Faculty of Arts and Science  
**Withdrawn**

Administrative Secretary, 2001-98  
School of Medicine, Faculty of Health Sciences  
**Withdrawn**

Manager, Processing and Operations, 2001-114  
Office of the University Registrar (Admission Services)  
**Suzanne Arniel**

Manager, eQUIP Task Force, 2001-115  
Office of the Vice-Principal (Research)  
**Mary Purcell**

Manager, 2001-118  
University Information Systems  
**Dave Hallett**

Employee Relations Assistant, 2001-123  
Human Resources  
**Withdrawn**

Financial Assistant, 2001-126  
Faculty of Health Sciences  
**Peggy Kelly** (School of Business)

Budget and Staffing Manager, 2001-127  
Faculty of Education  
**Stephen McCourt**

Senior Secretary, 2001-128  
Department of Chemistry  
**Maureen Brown**

Student Resource Assistant, 2001-131  
Faculty of Education  
**Nicole Hunter** (Instructional Development Centre)

Departmental/Financial Assistant 2001-132  
Queen's University Libraries  
**Terry Gratto** (Physics Department)

## Staff Vacancies

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

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

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

### Printing Technician 2002-01 Printing Services

**Major Responsibilities:** Operate the high-volume Xerox 5390 copier and the Xerox Docutech 135 digital copier; determine workflow and priorities; price all printing requests and provide estimates of printing costs; consult with clients on job layout; suggest modifications to job requests to improve output/reduce costs; receive and prepare jobs for the system; scan input documents; set job requirements for standard and signature jobs; prioritize jobs in the printer queue; check final output to ensure job requirements are met; monitor operation of system for problems; monitor copy quality and take corrective action as required; solve most operational questions through use of the technical guidebook or by contacting the service technician; understand system configuration and follow recommended safety protocols; order stock; report daily production records to Manager; act as backup at the Dunning Hall location and to the Manager.

**Requirements:** Thorough knowledge of print shop operations; two years of job-related experience in a print shop or completion of a two-year community college program in the printing field; proficiency in electronic (digital) printing; strong computer skills including desktop publishing and word processing; good interpersonal skills; proven organizational skills; and sound judgment.

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

**Tentative Hiring Salary Range:** \$33,010 - \$39,282 **Points:** 228

### Evaluation Assistant 2002-02 School of Medicine, Faculty of Health Sciences

This is a three-year term appointment.

**Major Responsibilities:** Assist in the development of examination materials for the MD program; maintain a computer database of examination questions; classify, code and catalogue examination materials; set up answer key and marker lists; compile feedback information for students and faculty; score multiple choice exams; prepare grading database for short answer and practical exam results, as well as, Honours/Pass/Fail reports; update curriculum database and prepare reports as required; compile awards lists; develop annual alumni survey and maintain the alumni database; maintain the Undergraduate Medical Education website; provide backup support to the Evaluation and Information Resources Administrator; provide secretarial support for the Undergraduate Medical Education office as required.

**Requirements:** Two-year post-secondary education in an office administration or information technology program (or the equivalent combination of education and experience); strong computer and office skills with proficiency in Microsoft Office (Word, Access, Excel), WordPerfect and HTML; experience with FoxPro or dBase an asset; database management experience; excellent interpersonal and communication skills; excellent organizational and time management skills in order to cope with peak work periods and meet deadlines; ability to maintain strict confidentiality; previous experience in an educational setting is desirable; and the ability to perform the physical requirements of the job, in particular, the lifting and carrying of heavy boxes.

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

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

### Senior Secretary/Receptionist 2002-03 Department of Physics

**Major Responsibilities:** Report to the Administrative Coordinator; perform receptionist duties including answering phone and greeting visitors, providing general information and directing queries to appropriate individuals; perform general accounting/bookkeeping procedures

including cost recoveries for the department; provide financial summaries as required and resolve discrepancies; secretarial and clerical support such as word processing and typing, scheduling and room reservations, preparing correspondence, notes and memos, designing or creating forms and deciding on document format; advertise and distribute all departmental colloquia and seminars.

**Requirements:** One year post-secondary training in business administration, accounting/bookkeeping or computers (or an equivalent combination of education and experience); computer and office skills including proficiency with a variety of word processing, spreadsheet and database applications; ability to learn new software; familiarity with Queen's mainframe environment and the Web; ability to perform technical typing; good writing, editing and proofreading skills with attention to detail and accuracy; general accounting/bookkeeping skills and familiarity with the Queen's electronic financial system; must have a service-oriented perspective with the ability to maintain strict confidentiality; proven organizational, time management and problem-solving skills.

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

### Senior Secretary 2002-04 Department of Art

**Major Responsibilities:** Report to the Administrative Assistant; provide a full range of secretarial and clerical services to support the undergraduate and graduate programs in the Department of Art (includes Art History, Fine Arts, and Art Conservation); responsible for preparation of correspondence, data management, information distribution and liaison activities; reception and clerical duties (direct phone calls and visitors); perform administrative duties as assigned.

**Requirements:** One year of post-secondary training in business administration practices, accounting/bookkeeping or computers (or an equivalent combination of education and experience); previous related experience within an office/service environment; excellent interpersonal and communications skills; proficiency with computers including word processing, spreadsheet and database applications; ability to learn new software; excellent writing, basic editing and proofreading skills and proven attention to detail and accuracy; ability to maintain strict confidentiality; proven organizational, time management and problem-solving skills; familiarity with the Queen's mainframe environment and exposure to the Web an asset.

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

### Coordinator, Computer Support 2002-05 Department of Geography

This is a term appointment until Dec. 31, 2002.

**Major Responsibilities:** Report to the Head of the Department; provide support for the LAN (Local Area Network) used for general departmental communications (including GIS); provide advice on equipment and software use; evaluate and maintain computer systems; troubleshoot and handle a variety of application-oriented software; provide training and supply expert advice; develop and maintain web page, site or server; assist in the design and production of computer derived maps and graphics.

**Requirements:** A relevant three-year college diploma such as Computer Science, Geographic Information Systems Applications Specialist or a related area, and relevant work experience; formal training in LAN support and network administration and an in-depth working knowledge of operating systems (Windows NT, Windows 98/XP); strong communication skills and problem-solving abilities; ability to learn and apply new technology as it emerges; ability to work independently or as part of a team; proven ability to handle a variety of application-oriented software including GIS, statistics (SAS, SPSS), word processing, spreadsheet and database applications; must be familiar with TCP/IP, FTP,

Telnet; excellent interpersonal skills to advise, train and support users with a wide variety of backgrounds and levels of technical familiarity; must have a client-service approach; clear and concise writing skills to produce documentation and technical support materials.

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

### Coordinator of Dispute Resolution Mechanisms 2002-06

**Office of the University Secretariat**  
This is a continuing appointment working four days per week, or 80% time.

**Major Responsibilities:** Report to the Secretary of the University; coordinate and administer grievance and complaint procedures for students, non-unionized faculty and non-academic and non-unionized staff; provide training and coordination for volunteer advisors; facilitate communication; administer all formal and informal procedures; provide impartial advice and liaison; ensure accountability; contribute to policy development; act as Secretary to the Senate Committee on Non-Academic Discipline, the Senate Grievance Board and the Harassment and Discrimination Complaint Board.

**Requirements:** University degree preferably in a discipline related to dispute resolution, mediation, negotiation or law; experience with non-academic discipline in an academic setting normally acquired through formal training, practical experience and/or professional development; experience in selecting programs or developing training tools for individuals or groups; understanding of administrative law; experience with policy development in an academic setting; proven ability to provide sensitive advice to senior administrators and recommend appropriate actions; excellent communication skills; ability to provide objective, fair and impartial guidance in volatile situations; excellent organizational, time management and facilitation skills; ability to work independently in a broadly diverse and quasi-legal area with exceptional sensitivity to confidentiality.

**Minimum Hiring Salary:** \$46,744 Salary Grade 9 – ADMSF9

### Financial Officer 2002-07 Arts and Science

**Major Responsibilities:** Report to the Business Manager; budgetary and overall review of relevant documentation to support initiation, changes and termination of appointments in the Faculty; administer Faculty accounts, prepare/analyze complex budget proposals, monitor account activities; provide high-level administrative support for departments within the Faculty as well as within the Office of the Dean; assume responsibility for overall administration of projects when assigned; act as departmental computing representative as designated.

**Requirements:** Chartered Accountant (CA) or Certified Management Accountant (CMA) designation with substantial related experience; excellent communications and interpersonal skills to interact effectively with a wide variety of people from within and outside the university; good organizational and planning skills to coordinate work of department and individuals; broad knowledge of university procedures, policies and regulations an asset; knowledge of applicable legislation and regulations; ability to perform accounting and financial management duties including the ability to analyze and present financial data; analytical, interpretive and problem-solving skills; advanced administrative skills including the use of computers for data and statistical analyses and word processing, spreadsheet and database management; ability to adapt to and implement new technologies.

**Minimum Hiring Salary:** \$46,744 Salary Grade 9 – ADMSF9

### Director 2002-08 School of English

This is initially a five-year term appointment beginning July 1, 2002.

**Major Responsibilities:** Develop and manage the School's cost-recovery program including student recruitment, contract negotiation, national and international rep-

resentation of the program, liaison with other units (foreign, national and internal), and supervision of the administration of the unit (budget, policy, curriculum, human relations and general administration); responsibility for the direction of the Enrichment Studies unit.

**Requirements:** Significant teaching experience in an English for Academic Purposes (EAP) program; graduate degree in a subject relevant to the teaching of EAP, adult education, applied linguistics or a foreign language; demonstrated commitment to English language education and cross-cultural educational issues; extensive experience within a university administration including budgeting, planning and personnel management; experience in revenue-generating program development; demonstrated entrepreneurial experience; working knowledge of a second language; experience working or living in a cross-cultural setting and direct experience in international education and/or with international students (assets); excellent communication, interpersonal, leadership and motivational skills with the ability to inspire trust and develop/maintain a collegial working and learning environment; willingness to travel and work non-traditional hours when necessary.

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

## Other Positions

### BIOCAP Canada Foundation Communications Officer

**Major Responsibilities:** Writing, editing, media relations, education and outreach activities, publications, correspondence and Web site development.

**Requirements:** A college diploma or university degree in communications, journalism, media relations, human relations, business or environmental science along with demonstrated editing and writing skills. Experience in a newspaper/magazine or media-related setting, politics, environmental studies, public relations, or another relevant area considered an asset.

**Salary:** \$38,773-\$46,744 Grade 7-9 commensurate with experience.

Send applications to Holly Mitchell, Executive Managing Director, BIOCAP Canada Foundation, 22 Barrie Street, Kingston K7L 3N6 ([mitchellh@biocap.ca](mailto:mitchellh@biocap.ca), fax: 613 533 6645) by **Monday, Jan. 21, 2002** and include a resume and, if possible, samples of writing.

### Cancer Research Labs, Research Technician

A full time contract position is available in the Cancer Research Laboratories.

**Responsibilities:** establishment and maintenance of tissue culture stocks for several laboratories; large-scale preparation of sterile media, serum testing, mycoplasma testing, and ordering of supplies and reagents.

**Requirements:** Expert knowledge and demonstrated skill in sterile tissue culture techniques; excellent organization and interpersonal skills. Previous experience in a cellular biology laboratory is a major asset. A BSc or equivalent in a life science is preferred.

**Salary:** Minimum hiring salary is \$28,763, Grade 4.

Please forward your resume to John Singleton, Cancer Research Labs, 315 Botterell Hall.

### Don Positions (2002-2003)

#### Queen's University Residences

We are currently recruiting for Dons. If you are a Queen's upper year student, graduate student, faculty or staff member who would like to live in residence and provide leadership for the academic, social and educational aspects of residence living, then please contact us.

We welcome applicants from a wide variety of lifestyles, ethnic and cultural backgrounds and persons with special needs. Applications are available at [www.queensu.ca/residence/studentstaff.htm](http://www.queensu.ca/residence/studentstaff.htm) and the front desks of Victoria Hall, continued



# Human Resources *continued*

## Other Positions *continued*

Gordon/Brockington, Waldron Tower and Jean Royce Hall and at the Residence Life Office, C110, Victoria Hall.

### Information sessions:

Jan. 14, 5:30-7:30 pm, Upper Common Room, Victoria Hall

Jan. 16, 5:30-7:30 pm, C140, Jean Royce Hall

Jan. 17, noon-2 pm., Music Listening Rm., JDUC

Forward application, resume and references by **Friday, Jan. 25** to the Residence Life Office, Room C110, Victoria Hall, Queen's University, Kingston, Ontario, K7L 3N8 Telephone (613)533-6790, Fax (613) 533-2919, Email to [reslife@post.queensu.ca](mailto:reslife@post.queensu.ca).

### Department of Physiology

Two research technologists are required to work in a physiology/biochemistry laboratory that uses an integrated approach combining physiological assays with detailed protein analysis (proteomics) to understand the cause of heart disease. Proteomic analysis is a new field and our laboratory is developing and using these technologies. Furthermore, we are striving to develop new serum diagnostics for the identification and characterization of the various stages of heart disease and the eventual development of novel therapeutics for treatment.

**Responsibilities:** This position requires trained biochemical technologists able to perform general laboratory work including equipment maintenance and managing laboratory space; also general experimental duties such as gel electrophoresis (western blot and 2 DE gels) and the routine preparation of mass spectrometry samples with accurate data recording.

**Qualifications:** Post-secondary degree or diploma in physiology, biochemistry or chemistry; excellent organizational/analytical skills with the ability to coordinate workflow; attention to detail; ability to learn quickly. Experience in protein chemistry will be considered an asset. On-the-job training will provide the knowledge required to perform the duties.

**Salary:** \$28,763 - \$30,151 dependent on experience. One-year contract position (with possibility of renewal).

Resume to Dr. Jennifer Van Eyk, Physiology, 429 Botterell Hall, Queen's University, K7L 3N6 or [jve1@post.queensu.ca](mailto:jve1@post.queensu.ca).

### School of English

The School of English is now accepting applications for the following spring/summer positions: Monitor, Residence Coordinator, Events Coordinator, Clerical Support. For details see the Career Services website at <http://careers.queensu.ca/jobs/jobsList.asp>. Applications available at Career Services in MacGillivray-Brown Hall.

### Summer Orientation to Academic and Registration (S.O.A.R.)

S.O.A.R. Program orientates and helps new students and their parents with the "academics" of Arts and Science throughout July. We are looking for eight highly motivated, outgoing and enthusiastic Arts and Science students to work as Peer Advisers for our Program. \$12.00 per hour for 6 weeks.

Applicants must be entering third or fourth year of an Arts and Science program in September 2002; in good academic standing; committed to helping new students.

Details (including deadline dates), job description and application packages available Jan. 7, 2002 at Career Services and F200 Mackintosh-Corry Hall. The closing date is Friday Feb. 15.

## Employee Development

Please call Human Resources at 32070 to register for the following programs or to obtain further information or register at our Website:

### True Colors®

Friday, Jan. 18, 9 am - noon  
Learn about True Colors® and yourself in a fun and interactive environment. Assess your preferred way of being and acting – to increase self-awareness, specifically around your innate strengths, values, stress factors, and joys. Facilitator: Wendy Lloyd, Human Resources.

### The Effective Manager Series: Coaching and Giving Feedback

Tuesday, Jan. 22 from 9 am - noon  
This workshop will introduce you to the concept of coaching within a business environment and the use of feedback as a tool to help your staff grow and develop. Facilitator: Wendy Lloyd, Human Resources.

### Building High Self Esteem for Personal and Professional Success

Wednesday, Jan. 30, 9 am - noon  
Learn some techniques to enhance your self-confidence, self-respect and self-acceptance. Discover your inner source of confidence and motivation through discussion and self-reflection. Facilitator: Wendy Lloyd, Human Resources.

## 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/](http://www.queensu.ca/eap/)

### Attention students! 2001 T4'S

Payroll will be updating the T4 address database from the "mail address" field on QCARD. This update will take place on Feb. 1, 2002. Any address changes after Feb. 1 must be made in writing and sub-

mitted to the Human Resources department by Feb. 8 in order to have the correct mailing address reflected on 2001 T4's. Please note the T4's will be mailed by Feb. 28, 2002.

## Obituaries

The following employees have recently passed away:

Edmond E. Watson (Nov. 13, 2001)

Member of the Queen's Community since October 1, 1930

F. Lloyd Mussells (Oct. 19, 2001)  
Member of the Queen's Community since March 14, 1985

John Derek Finch (Nov. 24, 2001)  
Member of the Queen's Community since January 13, 1964

H. Martyn Estall (Dec. 8, 2001)  
Member of the Queen's Community since October 1, 1936

Violet M. Babcock (Dec. 31, 2001)  
Member of the Queen's Community since March 18, 1968

Norman Simms (Dec. 27, 2001)  
Member of the Queen's Community since February 19, 1973

# Bulletin Board

## Appointments

### Dr. Jonathan Crush, appointed Director, Southern African Research Centre (SARC)

On the recommendation of the Advisory Committee chaired by Dr. Kerry Rowe, Principal William C. Leggett is pleased to announce the appointment of Dr. Jonathan Crush as Director of the Southern African Research Centre for a five-year period commencing Dec. 3, 2001. Dr. Crush has served as interim director of SARC since April 2001.

Jonathan Crush received his PhD from Queen's University in 1984 in Geography. He returned to Queen's as a Canada Research Fellow in 1987 from the University of Alberta where he held a Mactaggart Research Fellowship. He was a Full Professor in the Department of Geography from 1993 to 2000. A renowned expert in Southern African studies and past winner of the Joel Gregory Prize of the Canadian Association of African Studies, Dr. Crush has gained an international reputation for his work on immigration policy and as founder and Director of the influential Southern African Migration Project (SAMP) at Queen's. SAMP is a seven-year CIDA-funded international development project linking Queen's in research partnerships with universities and NGO's in seven African countries.

### Dr. Samuel K. Ludwin appointed Associate Dean, Research, Faculty of Health Sciences and Vice-President, Research Development, Kingston General Hospital

Samuel Ludwin has been appointed as Associate Dean, Research in the Faculty of Health Sciences and Vice-President, Research Development at Kingston General Hospital and the Kingston teaching hospitals for a five-year term commencing Jan. 1, 2002. These appointments are announced by Principal William Leggett and Mr. Joseph de Mora, President and Chief Executive Officer at Kingston General Hospital.

After graduating from the University of Witwatersrand Medical School in Johannesburg, South Africa in 1967, Dr. Ludwin first completed a brief period of military service before undertaking his residency training in pathology and neu-

ropathology at the Stanford University Medical School in California. Upon completion of his training in 1975, he joined the Department of Pathology at Queen's University where he was promoted to Associate Professor in 1980 and to Professor in 1984. Dr. Ludwin was appointed Chair of the Department of Pathology at the University of Western Ontario in 1992 and returned to Queen's in 1993 as Vice-Head of the Department and Chair of the Division of Neuropathology. He served also as Medical Director of Kingston General Hospital from 1998 to 1999.

An internationally recognized neuropathologist, Dr. Ludwin serves on the Editorial Board of several highly respected journals, including the Journal of Neuropathology and Experimental Neurology and Acta Neuropathologica. He has served on numerous committees, has chaired grants panels for the Medical Research Council and Multiple Sclerosis Society, and he has held a variety of positions in professional organizations associated with his specialty. He is currently President of the International Society of Neuropathology and Chairman of the Medical Advisory Committee of the Multiple Sclerosis Society of Canada. Dr. Ludwin's research focuses on clinical and experimental Multiple Sclerosis, and on problems of central nervous system demyelination and remyelination. He is also a National Cancer Institute consultant for Clinical Trials of brain tumors. He has published extensively on both basic science and clinical subjects. In 1999, he was recipient of the Aesculapian Society Award for Teaching Excellence.

In making this announcement, Principal Leggett and Mr. de Mora wish to express their appreciation to Dr. Geoffrey Flynn for his outstanding contributions to the Faculty, University and Hospitals during his term of office as Associate Dean, Research and Vice-President, Research Development and to Dr. Tassos Anastassiades for his contributions as Acting Vice-President, Research Development.

## Awards & Grants

### Distinguished Service Award

Alumni and members of the Queen's University Council (which includes all

members of the Senate and the Board of Trustees) are invited to nominate anyone who, in their opinion, merits the University Council's Distinguished Service Award for 2002. This award, inaugurated by the Council in 1974, is a prestigious honour, normally granted to not more than six persons per year.

Potential recipients include anyone in the 'Queen's family' - faculty, staff or alumni who have demonstrated outstanding contributions to the University over a number of years. The Executive Committee of Queen's University Council chooses recipients, and the awards are presented at the Council's annual meeting in May. Winners of the award also become Honorary Life Members of the Council, welcome at all annual sessions.

Nomination forms are available at the University Secretariat, B 400 Mackintosh-Corry Hall, Queen's University, Kingston, Ontario, K7L 3N6, 613-533-6095 or on the web at <http://www.queensu.ca/secretariat/DSAnom.html>

All nominations must be signed by at least five Council or alumni nominators and received in the University Secretariat by Feb. 15, 2002.

### 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:

- 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:

- 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.

- 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.

- French-Canadian Material: books, documents, poetry, broadsides and pamphlets, fiction and non-fiction.

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

- 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:

- 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,

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

- 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,

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

- the probable costs of acquiring the proposed acquisition,

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

- 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,

- 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:

- microfilm copy of newspapers from all provinces

- family papers of representative Canadians

- monograph material illustrating the social and cultural development of Canada

- original drawings and photographs of buildings in the Kingston area

- sets of data relating to Canadian studies

- records and scores by Canadian composers

- Canadian art, particularly items which have local interest or complement drawings or paintings held in the Art Centre.

continued



Queen's  
UNIVERSITY

## Thanks...

to all of the faculty, staff and students who made a gift to Queen's in 2001. During the past year, many of you also gave generously of your time as volunteers by providing important service to Queen's and its people. Your support, in dollars and in kind, enriches the University every day.

Thank you sincerely for this generosity.

With best wishes for 2002.

William C. Leggett  
Principal and Vice-Chancellor



# Bulletin Board *continued*

Proposals submitted in response to the previous invitation were reviewed by the advisory committee and the administrators of the Fund 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 Brian Osborne, or Deborah Shea, Ext. 74008 or E-mail: shea@post.queensu.ca. Proposals should be submitted to Deborah Shea, Alumni Affairs by Jan. 18.

## Principal's Development Fund 2002/2003

### Category A – Support for Visitors to Queen's

#### A1 - \$140,000 International Visitors' Program

The International Visitors' Program provides funds to enrich the international dimensions of the University, both within our classrooms and within our research environment. Funds are intended to assist Departments, Faculties and Schools in bringing to Queen's outstanding scholars from outside of Canada. Visitors supported by the Fund will spend no less than a week on campus, must contribute to undergraduate teaching and will be expected to interact with graduate students and faculty in their area of scholarly activity.

An advertisement for the final round of applications for 2002/2003 will appear in late Feb. in the *Gazette*.

#### A2 - \$50,000 Visiting Scholars Program

Applications for support of Visiting Scholars may be made to a fund of up to \$50,000 apportioned to and administered by the Deans of Schools and Faculties to encourage academic visits by women, visible minorities, aboriginal peoples and people with disabilities. Apply directly to the Dean of your Faculty or School.

### Category B – Support for Research

**B1** A sum of \$190,000 is allocated to the Advisory Research Committee from the Principal's Development Fund in addition to the General Research Grant from SSHRC to fund the following three objectives:

- To provide support to new faculty members to assist them in beginning their

research programs and in obtaining external funding.

- To provide seed funding in support of new research initiatives for established faculty members.

Applications under sections i and ii of Category B1 will be submitted on ARC forms by Jan. 31, 2002 for the 2002/2003 competition.

- To provide funding for SSHRC applicants whose individual grant applications received an adjudication of *approved but not funded* (category 4A), in the most recent competition.

**B2** A sum of \$100,000 is allocated to the Office of Research Services to provide conference travel support for new and established researchers.

Applications are accepted each year on Sep. 15, Jan. 15, and April 15. Application forms are available from the Office of Research Services.

### Category C – Support for Artistic Production

The Fund to Support Artistic Production is administered as Category C of the Principal's Development Fund. The sum of \$25,000 has been allocated to assist Queen's faculty artists in the production of artistic work such as: the creation of visual art, the writing of a novel, poem, play or screen play, the composition of music, the production of a motion picture, the performance of a play, a musical composition, a piece of performance art or the production of a master recording of the same.

The production or performance does not have to take place at Queen's. Only Faculty Artists may apply. Applications are available from The Office of Research Services, Fleming Hall, Jemmett 301. Deadline: Feb. 15, 2002.

Further information: Bonnie Stewart, ext. 74686 or <http://www.queensu.ca/vpr/>.

## Committees

### Headship, Department of Emergency Medicine

Dr. Michael O'Connor's present term as Head of the Department of Emergency Medicine will end on June 30, 2002. Dr. O'Connor is eligible for reappointment. The procedure to be followed in reviewing the Headship of the Department of Emergency Medicine is the Modified

Reappointment Process for Heads of Clinical Departments in the Faculty of Health Sciences that was approved by Senate on Sept. 28, 1995 and last revised in July 2001. In accordance with this document, a group has been formed to review opinions received on the support for the reappointment of Dr. O'Connor as well as the present state and future prospects of the Department.

The composition of the group is: Christopher K. Chapler, Health Sciences; Carolyn S. Baker, KGH; Dr. John P. Cain, Anesthesiology; Dr. Gordon R. Jones, Emergency Medicine; Sister Theresa Shannon, Hotel Dieu Hospital; Dr. David M.C. Walker (Chair), Health Sciences; Gail L. Knutson, Health Sciences.

All members of the University/health sciences community, faculty, staff and students who wish to comment regarding the Headship of the Department of Emergency Medicine should do so in writing to the Chair by Thursday, Jan. 31, 2002.

### Executive Director, International Study Centre

Principal William C. Leggett has established a committee chaired by Suzanne Fortier, Vice-Principal (Academic), to advise him on the present state and future prospects of the International Study Centre at Herstonceux Castle (ISC) and on the selection of an Executive Director.

Membership of the committee is as follows: Maggie Berg, English; Jo-Anne Brady, University Registrar; Charles Dumbrille, Student (ISC Alumnus); William Flanagan, Law; Suzanne Fortier, Vice-Principal (Academic), (Chair); William McLatchie, Special Advisor to Principal; Sandy Montgomery, International Study Centre; Francesca Moultrie, International Study Centre; Merrilees Muir, Office of the Vice-Principal (Academic); Robert Silverman, Arts and Science.

Reporting to the Vice-Principal (Academic), the Executive Director will be the senior administrator at the International Study Centre, and as such will be resident at Herstonceux Castle and responsible for the overall administration at the ISC.

Members of the University community are invited to offer comments on the present state and future prospects of the International Study Centre at Herstonceux Castle (ISC) and its leadership.

These comments should be submitted in writing by Wednesday, Jan. 23, 2002, to Suzanne Fortier, Vice-Principal (Academic) and respondents are asked to state whether they wish to have their letters shown, in confidence, to the members of the Advisory Committee.

### Senate committees need members

Committees include: Academic Development, Educational Equity, Fine Arts & Public Lectures, Student Aid and more. Terms for faculty, students and staff start Sept. 1. Apply now! Deadline: Monday, Feb. 11. [www.queensu.ca/secretariat/senate/vacancy](http://www.queensu.ca/secretariat/senate/vacancy), 533-6095 or visit B 400 Mackintosh-Corry Hall.

### Internal Academic Reviews

#### Internal Academic Review Committee Reports to Senate

At the Oct. 4 and the Nov. 29 meetings of Senate, reports were received from the Internal Academic Review Committee (IARC) on the following units reviewed during 2000/2001: Canadian Studies, Development Studies, Geography, Political Studies, Chemical Engineering, Civil Engineering, Electrical & Computer Engineering, Mechanical Engineering, Mining Engineering, Law, Urban and Regional Planning.

The following internally accessible Senate websites include the IARC reports under item VI, Reports of Committees (Internal Academic Review): [http://www.queensu.ca/secretariat/senate/agendas/oct04\\_01.html](http://www.queensu.ca/secretariat/senate/agendas/oct04_01.html) [http://www.queensu.ca/secretariat/senate/agendas/nov29\\_01.html](http://www.queensu.ca/secretariat/senate/agendas/nov29_01.html)

## Notices

### Free Queen's

A volunteer program that offers free, non-credit evening courses to the Queen's and Kingston communities. The next course, "Civil Liberties after Sept. 11", runs Mondays, Jan. 21 until Mar. 25, 7-9:30 pm. Alan Borovoy of the Canadian Civil Liberties Association will teach the first class. To register or for information call 533-2563. Childcare available.

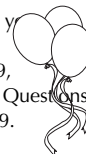
### The Positive Space Programme

An information session for staff and faculty will be held on Wednesday, Jan. 16

from 12-2 pm. To register, go to [www.queensu.ca/humanrights](http://www.queensu.ca/humanrights) and click on "Positive Space" or contact a committee member at ext. 75847.

### Retirement Reception for Paul Wood

Physical Plant Services invites you to a retirement reception for Paul Wood on Tuesday, Jan. 29, 3-5pm at the University Club. Questions? Call Ivan MacKeen, ext. 77509.



## PhD Examinations

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

### Wednesday, Jan. 16, 9 am

**Kelly Jennifer Powell**, Pharmacology and Toxicology. The Role of Sensory Neurotransmitters and Their Messengers in the Development of Spinal Morphine Tolerance. Supervisors: K. Jhamandas and R. Quirion. 569 Botterell.

### Wednesday, Jan. 23, 9 am

**John William Ma**, Chemical Engineering, Mechanistic Model Studies of "Living" Nitroxide-Mediated Styrene Mini-emulsion Polymerization. Supervisors: M.F. Cunningham and K.B. McAuley. 312 Dupuis.

### Friday, Jan. 25, noon.

**Jason Ian Gerhard**, Civil Engineering, DNAPL Infiltration, Redistribution, and Immobilization in Porous Media. Supervisor: B.H. Kueper. 212 Ellis.

## Volunteers Needed

### Weight Loss Study

Researchers at Queen's are looking for overweight, female volunteers. Dr. Robert Ross is studying the effects of weight loss through diet and exercise on the reduction of obesity and cardiovascular risk factors in women. If you are female, premenopausal, non-smoker, sedentary, overweight and interested in participating, contact Ann-Marie Kungl (613) 533-6000 ext. 75118.

# 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 communication 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/calendar](http://advancement.queensu.ca/calendar). To get an account to post events, email [infogaz@post.queensu.ca](mailto:infogaz@post.queensu.ca). In addition, departments who 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](mailto:gazette@post.queensu.ca).

## Art

**The Agnes Etherington Art Centre** University Avenue Contemporary Feature Gallery. *Who Means What?* Brent Roe. Jan. 5-April 28. Jan. 30, Roe Means What? Language, Meaning and Contemporary Painting. Davies Foundation Gallery. *More Than Meets the Eye: Exploring Works of Art*. Jan. 20 Slide presentation and opening. To June 9. Samuel J. Zacks Gallery. *Wild Things*. Jan. 25-Feb. 17. 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 Apr. 7, 2002. Tiwara: 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 30, 2002. 533-6913. [www.queensu.ca/ageth/](http://www.queensu.ca/ageth/).

**Union Gallery** Into the Edges. Queen's students Oriya Andrade, Amy Bagshaw, Lucy chung, Rebecca Greenbury, Greg Neudorf and Amy Spaulding. Jan. 11-29.

Cezanne's Closet. Gala fundraiser. Over 100 works of art. Tickets \$125, entitle you and a guest to go home with a work of art. Information: 533-6000, ext. 75384.

## Public Lectures

**Tuesday, Jan. 15**  
**People and Ideas in Jewish History**  
Jean-Jacques Hamm, Queen's. Culture and Stereotype: Images of the Jew in French Romanticism. 202 Policy Studies. 7:30 pm.

**Wednesday, Jan. 16**  
**14th Annual Hannah Happening**  
Michael Bliss, University of Toronto. Truth, Knowledge, and Medical Progress: A Historian's Perspective. Etherington Auditorium. 5 pm.

**Monday, Jan. 21**  
**Political Studies and the Human Rights Office**  
Alan Borovoy, General Counsel of the Canadian Civil Liberties Association. Recurring and Increasing Threats to Civil Liberties. McLaughlin Rm, JDUC. Noon.

**Tuesday, Jan. 22**  
**Continuing Medical Education**  
Dr. Frank Welsh, Health Canada. Preparing for the Future: A Federal Perspective on Health Emergency Preparedness & Response. Etherington Hall. 4:30 pm.

## Courses and Workshops

**Ban Righ Centre** (32 Queens Crescent) <http://www.queensu.ca/dsao/ind/ban-righ/main.htm>

**Jan. 15:** Student Brunch. Learn about Ban Righ Centre service, chat with staff and friends over juice and muffins. 10 am – noon.

**Jan. 22:** Kellye Crockett, Sacred Source. Making sacred space in your life: A twilight meditation to begin the year. 4:15 to 5:30 pm.

**Jan. 28:** Christine Peets, Kingston writer. Breaking patterns of depression and alcoholism with humour and hope. Noon.

**Jan. 30:** Alice Aiken, Queen's. Getting to the point of acupuncture. Noon.

### Register now for winter ISS Programs!

10 am - 4:30 pm at the Physical Education Centre  
Programs include: yoga, ballroom, jive, salsa, and highland dance, pilates, golf, fitness, tai chi, fencing, weight training, self defense, squash, hockey skills, learn how to figure skate, power skate, swim, springboard dive and scuba dive.  
Courses offered: CPR, personal trainer specialist, NCCP coaching, wrapping and taping, FOLP Leader in Action.  
Information: 533-6000 ext. 74715, [isshelp@post.queensu.ca](mailto:isshelp@post.queensu.ca) or [www.goldengaels.com](http://www.goldengaels.com).

### ITS Computing Workshops

The following non-credit, hands-on workshops are available for registration from Queen's faculty, staff and students:

**Jan. 16:** Test Drive an ElementK E-Learning License, 12-1 pm

**Jan. 16:** MS Excel 2000 Basics Part 1, 1:30-4 pm

**Jan. 17:** MS Excel 2000 Basics Part 2, 1:30-4 pm

**Jan. 21:** Introduction to Web Publishing, 1:30-4 pm

**Jan. 24:** Corporate Time 1:30-4 pm

**Jan. 25:** Putting Your Web Pages on the Internet, 1-2:30 pm

**Jan. 30:** Introduction to Web Publishing, 1:30-4 pm

**Jan. 31:** Putting Your Web Pages on the Internet, 1:30-3 pm

Register on-line at <http://noteswww.queensu.ca/ITS/itscourse/s4.nsf>.

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

Sunday lecture series D214 Mackintosh-Corry, 2 pm.

**Jan. 13:** Douglas Muirhart. How human memory uses knowledge.

**Jan. 20:** Gary Wanless. The Thousand Island Playhouse – from a dream to a cultural institution.

**Jan. 27:** Moustafa Fahmy. Islam in a nutshell.

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

### School of English

**Introduction to TESL**  
Jan. 29-March 14 (excluding Feb. 18-22), Tuesdays and Thursdays, 7-9 pm  
Optional Practicum Week: March 5-11, 2002. \$380 including materials. Queen's Campus, room to be announced. Contact School of English, 613-533-2472, [soe@post.queensu.ca](mailto:soe@post.queensu.ca). <http://www.queensu.ca/soe/TESL.html>