

Arts and Science grapples with budget cuts

Faculty forced to collapse 22 faculty positions, cut \$1-million from operating budgets

BY CELIA RUSSELL

The Faculty of Arts and Science will collapse 22 full-time faculty positions because of an anticipated four-per-cent university operating budget decrease in 2002-2003. The cuts will be realized through a combination of retirements, resignations and reduction of vacant positions, Dean Bob Silverman says.

At a meeting of Arts and Science departments earlier this month, the dean also announced a cut to departmental operating budgets totaling \$1 million.

"Departments are now

responsible for making their own budget cuts," he said in a recent interview. How many staff and adjunct professor positions will be affected by this is unknown at this time. "That is up to the individual departments. But these measures will definitely result in a higher student-to-teacher ratio."

Queen's has seen this ratio climb steadily throughout the 1990's. The student-to-faculty ratio for 2002-2003 will be 22 to one, compared to a ratio of 14 to one in 1991. And the ratio will climb even higher with the dou-
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Fair trade coffee: Fair enough? Tim Brown and Kate Baldwin of Queen's Ontario Public Interest Research Group (OPIRG) and Queen's Project on International Development (QPID) sell coffee to passersby at Union and University to raise awareness of international fair trade. Their goal is to see all cafeterias on campus sell fair trade coffee by the fall.

Lorinda Peterson

Principal vows to continue efforts supporting quality, accessibility

Despite the Training, Colleges and Universities minister's announcement last week that the province has rejected Queen's proposal for an alternative funding model, Queen's will continue its efforts to convince the Ontario government of the need to increase funding for universities and to consider adopting alternative funding approaches.

"I am grateful for the careful consideration that the Ontario government, and particularly Minister Dianne Cunningham, gave to Queen's *Pathfinder Proposal* and for the opportunity I have recently had to engage in a vigorous public discussion about issues of quality and accessibility in Canadian universities.

"We are pleased that the Ontario government has publicly stated its support for a goal of quality and accessibility for Queen's and all other Ontario universities. Clearly the challenges we face our great," he says.

Chronic under-funding from three successive provincial governments has left Ontario ranked 59th out of the 60 provinces and states in North America in per-student operating funding according to a recent survey by the Council of Ontario Universities (COU). This is having a dramatic impact on class size, student/faculty ratios, student access to courses and programs, and the quality of lecture and laboratory

facilities at universities across the province, the principal says.

"I would now welcome a commitment from the Ontario government to adopt a funding policy that would see Ontario move into the top ten in post-secondary education funding in North America.

"While the provincial government is not prepared at this time to endorse an alternative funding proposal, my hope is that Queen's efforts to bring to light the critical issues and challenges in higher education with respect to funding and the quality of the learning environment will be a catalyst for a more sustained public discussion and debate."

The government decision means that Queen's will have to proceed with planned budget cuts of approximately 4% per year over the next four years. This will require departments to carefully evaluate their budgets with respect to programs, services and staffing to ensure they can meet the required cuts.

Queen's primary objective from the outset has been to ensure that it can continue to provide a learning environment equal in quality to that of the world's best universities while continuing to build on its longstanding commitment to accessibility, the principal says.

Queen's is among the top universities in Canada in terms of its per student

funding for student assistance. In the last five years, it has more than doubled its student aid endowment to \$165 million and already allocates 72 per cent of its student aid on the basis of need, up from 11 per cent in 1995.

The principal says he looks forward to future discussions with the Ontario government about the principles outlined in *Pathfinder*. Along with other universities and COU, Queen's will also continue its efforts to convince the provincial government of the need to increase funding for universities and adopt alternative approaches to the funding of higher education.

In her letter to Principal Leggett, the minister states:

"The Queen's proposal has been carefully reviewed in the context of the entire postsecondary sector. I am now advising you that the government is not prepared to make any exception to the regulated system of tuition fees at this time.

"Our government's commitment to students and parents is accessibility and quality in postsecondary education. I strongly support this goal for Queen's and all other Ontario universities and I look forward to continuing our discussions on alternative approaches to achieving this goal." □

Working group paves way for double cohort

BY CELIA RUSSELL

When students of the double cohort converge on campus in September, 2003, Queen's intends to be ready for them.

Computer site support, course access, additional housing both in the city and through Queen's housing programs are just a few issues the Double Cohort Working Group has identified. Established last fall by the Office of the Vice-Principal (Academic), committee members represent a cross-section of the university community, says group chair Tom Morrow, associate vice-principal, operations and finance.

"We've met several times so far and have developed a checklist that we felt the university should be exploring," he says. Once an issue is identified, the particular campus unit is con-

tacted. Although it has no decision-making powers, the group acts in a coordinating capacity to ensure that plans are on track. The group will continue in this monitoring role virtually until the double cohort is here.

The double cohort refers to Ontario's phasing out of Grade 13, when Grades 12 and 13 students graduate together in spring, 2003.

Latest figures from Institutional Research and Planning show that the impact will likely be spread out over the course of a few years, Mr. Morrow says. Some may accelerate their studies in order to enter university this fall; other secondary school graduates may decide to take a year off before university.

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Promising researchers recognized with Chancellor's Awards

BY NANCY DORRANCE

Five accomplished researchers working in a variety of areas from youth street crime to non-verbal computers have been recognized by the university with 2002 Chancellor's Research Awards.

Recipients are: Richard Ascough (Religious Studies), \$60,000; Stephen Baron (Sociology),

\$60,000; Michael Cunningham (Chemical Engineering), \$50,000; Beatriz de Alba-Koch (Spanish & Italian), \$60,000; and Roel Vertegaal (Computing & Information Science), \$50,000.

"The research excellence, scholarship and promise evident in this year's applications made the committee's selection task

extremely difficult," says Kerry Rowe, Vice-Principal (Research). "There were many deserving candidates, and the finalists should be extremely proud of their accomplishment. We hope that this recognition through the Chancellor's Research Awards Program of their work to date, and their promise for the future, will

provide an added stimulus to the careers of these young researchers."

"We are very excited about the support we can lend to the ground-breaking research of the Chancellor's Award winners," adds Ulrich Scheck, Dean of Graduate Studies and Research. "By supplying funds that allow

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the Enrolment Planning Task Force (Jan. 18, 2000), the dramatic increase in demand for university education could be as large as 40 per cent or 89,000 students province wide. The accommodation of this demand will be equivalent to adding six new universities the size of Queen's.

The group has also discussed the issues surrounding younger

students on campus, Mr. Morrow says. "Most are going to be 17 when they get here. There will be issues surrounding the operation of campus pubs, alcohol law, and even binding legal contracts with landlords when students are under 18."

Mr. Morrow may be contacted at morrowt@post.queensu.ca. □

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these young scholars to employ graduate students as research assistants, we also achieve our goal to further the academic development of our students and to provide them with necessary financial support."

Established in 1998, and mainly funded by the School of Graduate Studies and Research, the Chancellor's Research Awards are the largest single awards made by Queen's to its researchers. The awards recognize the work of full-time faculty members in any discipline who have been appointed to their first full-time position within eight years of application.



Richard Ascough specializes in the study of early Christian community formation within the the Greco-Roman World. His research explores the types of group formations known from that time, and how various groups attracted, maintained, and lost members. He focuses on epigraphic and literary texts from Jewish, Christian and "pagan" associations in antiquity, seeking the factors that made these associations attractive, allowed them to flourish, and caused them to endure.

Stephen Baron's main focus of investigation is youths living on the streets in Canada, and their involvement in crime and substance abuse. He has examined how situational factors in disputes influence the use of violence by street youth in three different Canadian cities, and the various factors contributing to their behaviors on the street. His research also encompasses criminological theory, young offenders and the law, as well as public attitudes towards punishment.



Michael Cunningham specializes in the design of advanced polymeric materials and in biomedical applications, which may lead to improved products in the areas of coatings, latexes and adhesives, and further applications such as controlled drug delivery. He uses a new, innovative chemistry to design polymer particles in which the molecular properties can be controlled and tailored to a much greater degree than is currently possible.



Beatriz de Alba-Koch was recognized for her research in colonial and 19th-century Spanish-American literature. She has investigated the works of Mexican Utopian writers and the Baroque and Enlightenment in New Spain, focusing on transatlantic literary exchanges and Creole nationalism. Currently, she is studying female quixotism.



Roel Vertegaal's expertise is in the area of human-computer interaction, and his current research is on the psychology and design of non-verbal computers. He is developing "attentive interfaces" (technology that actually pays attention to its user) in the Human Media Lab. One of the recent innovations to come out

of this lab is a cell phone that turns off whenever its user is in a face-to-face conversation. □



A handful of support: Students protest at a recent student rally outside Richardson Hall in support of a tuition freeze. Last week, the province rejected Queen's proposal to set tuition fees locally in order to preserve education quality.

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ble cohort arrival in the fall of 2003. "The budget has been reduced at a time when the student population is increasing, and it's going to get worse, if we stick with this schedule."

The number of courses and sections that may have to be reduced or cancelled as a result of budget and faculty decreases will not be known until budget meetings are completed.

The provincial government announced last May that it would provide funding for enrollment growth only and not for inflationary expenses for the next three years. For Queen's, this means a four-per-cent operating budget decrease in each of those years.

To ease the strain and maintain quality, the university asked the province for permission to set tuition fees locally in Arts and Science, Rehabilitation Therapy, Nursing and Education. Currently, the province caps tuition increases in those areas at two per cent.

As a result of the province's announcement last Wednesday rejecting Queen's proposal, the dean sent a message to his department heads, stating: "Needless to say, we will continue to try to get adequate funding into the system. However, the implication of Wednesday's decision is that the budget scenario you have been recently given is the one we will

have to live with for the next year."

Arts and Science department budget cuts are not across-the-board; they were arrived at using a complex formula based on accommodation of history and need, Dean Silverman says. Some departments escaped without cuts to their programming. "We have some very tiny, very poor departments."

There may be some redress to the 22 collapsed positions, through funding external to the Arts and Science budget, he says. "Some positions are compensated by Board of Trustee bridge funding (money the board can release to hire a faculty member a few years in advance of another who is about to retire). Queen's National Scholars are funded through the Vice-Principal (Academic)'s office, and Canada Research Chairs are federally funded. But it is too early to tell how this will affect the situation."

If Queen's had gained approval to set its own tuition fees, the faculty would have been able to borrow against the future to put back some of the positions and the budget in some of the more critical areas, he says. The highest demand areas in Arts and Science are Psychology, Sociology, Biology, English, History and the Life Sciences program. □

Help Lines

Campus Security
Emergency Report Centre:
533-6111

Human Rights Office
533-6886
Irène Bujara, Director

Sexual Harassment Complainant Advisors:
Margot Coulter, Coordinator
533-6629
Millard Schumaker – Religion
533-2106 ext. 74323
Chuck Vetere – Student Counselling
533-2893 ext. 77978

Anti-Racism Complainant Advisors:
Stephanie Simpson,
Coordinator 533-6886
Audrey Kobayashi – Geography,
533-3035

Anti-Heterosexism/Transphobia Complainant Advisors:
Julie Darke, Coordinator
533-6886
Eleanor MacDonald, Politics
533-6631

Secretary of the University
533-6095

Sexual Harassment Respondent Advisors:
Paul Banfield – Archives
533-6000 ext. 74460
Mike Stefano – Purchasing
533-6000 ext. 74232
Greg Wanless – Drama
533-6000 ext. 74330

Anti-Racism Respondent Advisor:
Ellie Deir – Education
533-6000 ext. 77673

Internal Dispute Resolution (Students & Staff):
University Advisors – Students:
SGPS Student Advisor Program
533-3169
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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Campaign Update

This is the first in a series of Gazette articles about the Campaign and the Queen's community. Questions regarding the Campaign for Queen's may be directed to Peter Aitken, Campaign Marketing Manager at aitkenp@post.queensu.ca



Raleigh Robertson

BY ANITA JANSMAN

Raleigh Robertson, Director of Queen's University Biology Station (QUBS) and Professor with the Department of Biology will be the first scholar appointed to the Baillie Chair in Conservation Biology. Through the years, Dr. Robertson has worked closely with the Department of Development to raise funds for initiatives at QUBS, including the Baillie Chair. Recently, he talked with the *Gazette* about his fundraising efforts.

What led you to become involved in Queen's fundraising efforts?

I started fundraising in 1972 when I became director of QUBS. Some land near the station at Lake Opinicon was for sale so I set out to raise money to purchase it. Since then I have worked with a number of people in the Department of Development from John Heney through to George Hood to raise funds for various initiatives.

Why did you feel it was important to do so?

There were things we wanted to buy in order to develop QUBS – land, a new lodge, student bursaries. We had to find

donors who were interested in preserving natural habitats and in promoting education programs in conservation and biology. It's important to work with fundraising professionals who have the skills and expertise to identify potential donors and work through the process – from prospect identification through to stewardship.

What was accomplished?

Since I began fundraising for QUBS, we've acquired large amounts of land around Lake Opinicon. For example, thanks to one of our great benefactors, Hilda Pangman, we secured 607 hectares (1,500 acres) in 1994. We successfully raised funds for the new lodge at QUBS and, most recently, for the Chair in Conservation Biology when another great friend to Queen's, Charles Baillie, agreed to fund the chair on behalf of his family.

What is the impact of the fundraising efforts for your own department?

The Chair in Conservation Biology ensures permanent stability for the field station because the Chair is explicitly

linked to QUBS. It means that when I leave, there will definitely be a replacement. Also, the endowment will grow over the years and we'll be able to draw from that to create new programs. Acquiring land around Lake Opinicon is vital for ensuring that the natural habitats in that area will be preserved forever – and that excellent programs will be offered there.

What are your thoughts generally on the faculty's role with respect to fundraising?

It's essential for faculty members to become involved in fundraising activities if they want their programs funded. The university just doesn't have the fiscal flexibility to support new programs necessary to deliver high quality education. Donors are particularly interested in initiatives that ultimately help students, and faculty members are best equipped to convey how their programs will do that. They can best represent the interests of their departments and programs. Fundraising is a very rewarding experience. It's satisfying to bring together the needs of university with the wishes of the donor. □

Physical Plant Services takes conservation seriously

BY REBECCA SPAULDING

Physical Plant Services (PPS) is serious about energy and water conservation. "It is the environmentally and fiscally responsible thing to do," says Tom Morrow, associate vice-principal (operations and facilities).

With the launch of this month's energy and water conservation campaign, PPS is asking the campus community again to help reduce consumption. In addition to individual efforts, PPS will continue to make the most efficient use of these precious resources.

For decades, Physical Plant Services integrated energy and water conservation measures into new building structures, systems and ongoing campus maintenance. Until the early 1970's, energy and water conservation took a back seat to projects intended to improve occupancy comfort. The uncertainty after the 1973 oil embargo prompted the university to focus more attention on energy and water use and how to reduce it.

By the early 1980s, major energy conservation projects were in full swing. Fluorescent replaced incandescent lighting as the campus standard. The first computerized Queen's University Environment Management System (QUEMS) was introduced. "The second generation of QUEMS currently operating, schedules mechanical building systems such as heating, cooling and ventilation so that equipment runs "smarter," matching the comfort of the building occupant with energy and water savings," says Larry Pattison, PPS



electrical engineer.

Whenever possible, improving energy and water conservation is part of normal campus maintenance. For more than 15 years, it has been routine practice to replace worn-out standard efficiency motors with high efficiency models. The change is significant, given the hundreds of motors on campus. They range in power from a fraction of a horsepower to 100 horsepower and are used in a variety of applications including building system pumps and fans.

Another important change is in lighting. A large portion of the electricity consumed by Queen's is used to light the campus. Lights in some buildings use as much as 40 per cent of the building's total electrical consumption. In the early 1990's, energy-efficient T8 fluorescent lighting replaced T12 lamps as the campus standard. T8s use 12 per cent less electricity, but produce better colour rendering and the same brightness as T12 lamps. A large portion of the campus has been converted to the T8 lighting system. Incandescent lights are now only installed in exceptional circumstances.

Beyond the conservation measures included in new building design, renovations and routine maintenance activities, money is allocated every year to

special energy or water efficiency projects that have a payback period of three years or less.

"Finding energy and water efficient systems that also meet comfort and safety needs of building occupants is a challenge," says Mr. Pattison. The main difficulty is the ongoing historical shift in priorities. A hundred years ago, people were satisfied to work and study in the dimly lit and drafty university halls. The architectural legacy of those early days remains, but expectations have changed: Health and safety standards continue to improve; requirements for occupancy comfort are increasing while the need for the environmental and fiscally responsible use of energy and water increases.

Balancing these priorities with shrinking financial resources is a challenge. Fortunately, the knowledge and experience PPS gains from executing each new building and renovation, coupled with evolving building codes and new technologies, broadens the options for energy and water efficiency for projects that follow. For example, the ventilation systems in Botterell Hall (1970), Biosciences Complex (1998) and Chernoff Hall (2002) are progressively more energy efficient while still meeting health, safety and comfort needs.

PPS will continue to implement the long list of efficiency projects and explore new opportunities to conserve. "Each member of the campus community can make a difference in helping the university conserve. If everyone did one small thing to

reduce their energy and water use every day, the additive effect of their actions, coupled with

those of Physical Plant Services, would be significant," says Mr. Morrow. □

Making sense of occupancy sensors

Other schools use occupancy sensors. So, why not Queen's? Occupancy sensors are electronic devices that detect a person's movement or body heat in a room and may be used to control turning on lighting, ventilation, heating or cooling. They are used to help conserve energy.

PPS has tested these devices in offices, classrooms and other settings and found them to be too expensive and unreliable for campus use. With a life span of only five years, they do not have a favourable payback period (unlike turning the lights off manually which has a zero payback period). Sensors can also turn the lights off when you don't want them to. "Motion sensors will turn the lights out when no motion is detected for instance, when one is quietly working at a computer or reading. This can be annoying," says Larry Pattison of PPS. PPS will continue to keep an eye on the market for improved systems.

A sampling of 2001 energy and water conservation projects

- Lighting retrofits
- Grant Hall balcony lighting
- McArthur Library ceiling lighting
- Etherington Hall Auditorium
- Mackintosh-Corry corridor lighting
- Dunning Hall classroom and corridor lighting
- New energy efficient chiller, Watson Hall
- Cold water pump pressure booster replaced with non-water-cooled, energy efficient model, Botterell Hall
- Student residence projects: Thermal window retrofits. All student residences are being upgraded with thermal windows. Buildings completed this year include Victoria Hall.
- Lighting retrofits: Harkness Hall electrical from incandescent to fluorescent lighting

Major upcoming projects with conservation in mind

- Electricity and steam cogeneration plant
- Integrated Learning Centre
- New student residences

James McKeen recognized for research excellence

BY SHELLEY PLEITER

A premier researcher in the Application of management information systems in business and industry has been awarded the School of Business Research Excellence Award.

Instituted in 1988, it recognizes James McKeen's extensive track record in the area. The author of an award-winning book, *Management Challenges in IS: Successful Strategies and Appropriate Action*, Dr. McKeen is also a widely published contributor to several journals including the *International Journal of Management Reviews*, *Journal of Information Technology Management* and *MIS Quarterly*. He has been a featured columnist for Ernst & Young's *IT Management Issues* and served as MIS editor for the *Canadian Journal of Administrative Sciences*. Dr. McKeen earned his MSc in Computing and Information

Science from Queen's, and his PhD, majoring in Management Information Systems, from the University of Minnesota.

Currently a Visiting Research Scholar at the Institute of Knowledge Management in Cambridge, Mass., Dr. McKeen is on sabbatical from the Business school and his dual role as a professor, and the director of Queen's Centre for Knowledge-Based Enterprises. "The KBE Centre has proven to be a perfect fit for me," says Dr. McKeen "Much of what is happening in the field of knowledge management relates directly to changes in technology. This brings me back to my roots, my first love, which is information technology - specifically, how technology can be used to leverage peoples' skills in the workplace." Dr. McKeen is making the most of his time at the Institute



School of Business

for Knowledge Management. "There are nearly 50 universities, think tanks and institutes in the Boston area. From my window, I can see Cap Gemini Ernst & Young's Center for Business Innovation, Accenture's Research Institute, the Monitor Group, Boston University and MIT. The amount and breadth of research that is going on here is quite extraordinary, and I'm thrilled to be a part of it." □

Ace programmers seek funds for worlds

BY CELIA RUSSELL

Queen's programming students have earned a trip to Hawaii by scoring big in the recent 2001 ACM East Central Regional Programming contest. Queen's teams placed second and 35th out of 122 teams. Queen's second-place team lost by a time penalty to the University of Waterloo, but answered the same number of problems. University of Toronto placed third followed by Carnegie Mellon University in fourth.

The top two teams advance to the world finals March 20-24 in Honolulu, Hawaii, but they are in need of financial assistance to help fund their trip, estimated to

cost about \$12,000. The students are appealing to the public to help fund their trip.

In keeping with the Hawaiian theme, and the team's favorite brain food, the students changed their team names from A and B to Pineapple and Bacon for this year's competition. "As we often have pizzas before practice, we chose our favorite pizza toppings as the team names. I think they subconsciously chose bacon and



pineapple because these are the toppings on Hawaiian pizza," says Mr. Tang.

Team members attending the finals are Gary Linscott, Chris St. John, Chris Wolfe and a reserve. Other members are Kate Davison, John Orazem, David Tausky, Jennifer Thompson, Daniel Trang, and Leonard Wong. All are second-to-fourth-year students in Engineering or Computing and Information Science.

Those interested in helping the team may contact Amber Simpson or Thomas Tang at acmteam@cs.queensu.ca. □

acm.ashland.edu
www.cs.queensu.ca/~acmteam

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.

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Alistair Maclean (Psychology) was quoted in the *National Post* about effective methods for inducing sleep in response to a recent poll that suggests 75% of Canadians sleep well. The story received extensive coverage including the *Toronto Star*, *Whig-Standard*, *Cape Breton Post*, *Halifax Daily News*, *Montreal Gazette*, *Barrie Examiner*, *Sault Star*, *Hamilton Spectator*, *Windsor Star*, *North Bay Nugget*, *Regina Leader Post*, *The Star Phoenix*, *Calgary Herald*, *Prince George Citizen*, *Kamloops Daily News*, *Nanaimo Daily News*, *Brockville Recorder and Times*, *Whitehorse Star*, *Prince Rupert Daily News* and *Trail Daily Times*.

Susan Lederman's (Psychology) haptic exploration and manipulation research was highlighted in a *Globe and Mail* feature article. Haptics is the science of touch.

Doug Bland (Defense Management Studies) was quoted in a *Globe and Mail* story about support for Canada's combat mission in Afghanistan.

A *Globe and Mail* story highlighted Queen's **School of Business'** 46th place ranking in Financial Times' full-time MBA 2002 rankings, up from 87th last year. The story was also covered in the *National Post*.

Research by **Charles Graham** and **Michael Adams** continued to receive coverage most recently in the *BioWorld Today*, a daily biotech newsletter based in Atlanta, GA. The researchers may have found a breakthrough in treating breast cancer cells that are resistant to chemotherapy.

Suzanne Fortier (VP Academic) and **Cynthia Fekken** (Associate Dean, Arts and Science) were quoted in a *Whig Standard* story about plagiarism. □

Queen's SNO Project Director **Art McDonald** (Physics) was interviewed by CFLY and Country 96 radio about SNO's second place ranking by *Science Magazine* in the top 10 scientific breakthroughs of 2001.

Roxy Denniston-Stuart (Student Affairs) was interviewed by CKWS TV about how Queen's is preparing for the double cohort.

The work of the Queen's **International Centre for the Advancement of Community Based Rehabilitation** in Kosovo was highlighted in a feature piece on CKWS TV.

Nick Bala (Law) was quoted in a *London Free Press* story about the number of children in government care bogging down the judicial system.

Don Stuart (Law) was quoted in a *Victoria Times Colonist* story about the murder trial of Hell's Angels leader, Maurice Boucher.

Queen's economics expert **Tom Courchene** (Policy Studies) was quoted in an op-ed piece in *The Guelph Mercury* about the future of health-care in Canada.

Louis Delvoie (Centre for International Relations) was quoted in the *Edmonton Journal* about Canada's role in Afghanistan.

Queen's marketing expert **Stephen Arnold** (Business) was quoted in the *Hamilton Spectator* about Dave Thomas' branding of Wendy's hamburger chain.

Principal Bill Leggett has done numerous interviews about Queen's Pathfinder Proposal in response to requests from local and national media, as well as university student newspapers from across the province. These include interviews with the *Toronto Star*, the *National Post*, the *Globe and Mail*, *CBC Ontario Morning*, *CBC radio (Ottawa)*, *TVO's Studio 2*, *Canadian Press*, *CKWS* and *The Kingston Whig-Standard*. □

media TIP

Before an interview, take the time to plan what you want to say. Write the three main points that highlight the unique and innovative aspects of your research, project or program and then ensure you communicate them. If the reporter's questions don't relate to the main point of your research, you can ensure you get an opportunity to effectively convey your points by saying, "I think the important aspect of my work is..." or "The main point here is..." □

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

Books and Bytes

News from Queen's University Libraries

Digital copyright issues: Make sure you're not in the breach

BY NICHOLAS PENGELLEY
LAW LIBRARIAN

Do you think it is OK to scan articles and upload them to your website for students to view? Do you host a website and make it possible for people to upload and download material - and think that you have no liability for users breaching copyright? Well think again because such activity is quite possibly a breach of copyright. The current Copyright Act is simply not up-to-date when it comes to this kind of activity - being designed principally to cover print materials and 'reprographic' copying - photocopying, but not digitization or any form of electronic reproduction. The "fair dealing" exception

in the act for research and study covers "published works" and it is arguable that this does not apply to electronic works. That position will certainly be argued by most copyright owners who are worried about mass dissemination of their works on the web and consequent economic loss. And the university's licence agreement with Cancopy does not cover electronic reproduction.

The federal government, industry groups and a host of user entities (principally libraries and educational institutions) have recognized these problems for some time and the government is moving to address them - although slower than our cousins in other countries, such as Australia,

where remedial legislation has been in place for some time now. In June, Industry Canada and Canadian Heritage jointly released "A Framework for Copyright Reform" and two consultation papers on digital issues and retransmission rights (think ICraveTV and JumpTV with respect to the second issue) that discuss the issues to be addressed. A host of groups including the Association of Universities and Colleges of Canada (AUCC) and the Canadian Association of Research Libraries (CARL) have issued their own discussion papers in response. The debate is now well and truly joined and it is expected that further government papers and per-

haps even draft legislation will be issued before a report must be tabled by the Minister for Industry in September 2002. Links to all of the papers, legislation, relevant organizations and so on can all be found at the CARL web-site: www.carl-abrc.ca/. A copy of the university's Licensing Agreement with Cancopy can be found at stauffer.queensu.ca/cancopy/.

In the meantime, be aware that if you are intending to post material on the web such action might be a breach of copyright. This even applies to material made available by free web sites. Just because something is free does not mean that copyright has been waived. Only federal legislation

and the decisions of federal courts and tribunals can safely be copied and placed on the Web as the government has waived Crown copyright in respect of these materials. For other works, the safest way to proceed is with the permission of the copyright owner. If you host a website (act as an information service provider or "ISP") and become aware that material available at your site is potentially in breach of copyright, or may be offensive or defamatory - remove it immediately. □

If you have any questions about what you can and cannot do with respect to copyright, please call me at 533-2843 or email np3@post.queensu.ca.

Reading between the lines

Shakespeare's language offers insight into modern-day social dialogue

BY CELIA RUSSELL

The power of social discourse – it's as relevant today as it was in Shakespeare's time. Lynne Magnusson of Queen's English department is sharing her expertise on this intriguing topic at the prestigious Folger Institute in Washington, D.C.

Starting this month, she is conducting eight weekly seminars on "Historicizing Shakespeare's Language: Social Discourse and Cultural Production." The Folger is flying down Professor Magnusson to teach these sessions.

Founded in 1970, the institute is a center for advanced study and research in the humanities, sponsored by the Folger Shakespeare Library and a consortium of 38 universities.

Dr. Magnusson, who specializes in Shakespeare's language and Early Modern women's letters from the 16th century, says the Folger honour is the result of good timing. Her recent book, *Shakespeare and Social Dialogue*, had caught the attention of the scholarly world for its new approach to Shakespeare's language and the rhetoric of Elizabethan letters. In the book, she analyzes dialogue, conversation, sonnets and letters of the period, which are normally read as historical documents, as the verbal negotiation of specific social and power relations. The book discusses the "politeness theory" that still applies to modern-day communication.

"The methods I try to develop have a modern-day application," she says. "How does language shape culture, specifically in social arrangements? A subordinate person has to tell a superior to do something. The kind of polite language we use depends on how much power the other person has.

"In my research of Early Modern women's letters, I've found they use a politeness strategy I call 'trouble talking' in writing to a superior. The same tactics are evident in modern-day email correspondence. In



Lynne Magnusson: "The kind of polite language we use depends on how much power the other person has."

writing to a superior, you put more energy into your request. You signal that you appreciate that the superior's time is important, that you are not coercing them and that they have options. "The message conveyed is, 'we're cooperating in this together. I think well of you.'

"In email messages, the way a person writes to a superior is very different than the way you would write to a friend."

A lot of preconceptions exist about 16th century women's letters, she says. "They are important to study because there are so few kinds of writing by women of that time – mainly religious translations. But the surviving letters, are not, as we might expect, personal or intimate. Many of them are about money. For example, a widow left to run an estate would have to make business requests – to those having influence, and they were almost always men. So it was very important to write in a certain manner to achieve the desired outcome."

For example, in the 1500's, Lady Anne Bacon, mother of Francis Bacon, wrote almost every day to her grown sons. She was of high station, highly educated, and initially held linguistic authority in her communication with them. As her resources dwindled, however, she becomes increasingly bossy as her letters are less and less well received.

Unlike modern-day email involving two people and an Internet service provider, early

letters usually involved collaboration.

"A good proportion of women's letters were actually set down by a scribe or secretary, and then delivered by a carrier. Four people would be involved in the communication: author, scribe, carrier and reader."

Power relations can shape men's as well as women's language, says Dr. Magnusson. It also shapes how society treats its senior citizens. The way one uses language is related to one's self-esteem, which is affected by how others address you. How you speak is connected with your anticipated reception. What happens when you don't have that positive reception?

For example in Shakespeare's play *King Lear*, the king asks the same question four different times and no one answers him because his power is gone. This speaks to the whole issue of who can talk where depending on social status, or in *King Lear*'s situation, loss of social status.

Along with Sylvia Adamson, Lynette Hunter, Ann Thompson and Katie Wales, Dr. Magnusson recently edited *Reading Shakespeare's Dramatic Language*, a text for secondary school students to help them recognize the many similarities between the writing and language use of Shakespeare's time and our own, as well as to understand and appreciate the differences. □

www.folger.edu
qsilver.queensu.ca/english

Queen's recognizes International Development Week

Visiting Scholar promotes internationalization and higher education

The Faculty of Education, through the support of the Principal's Development Fund, will be hosting Josef Mestenhauser, a distinguished scholar in internationalization and higher education, during the week of Jan. 28.

Dr. Mestenhauser's visit coincides with International Development Week. Jan. 31 – Feb. 8. A Canadian International Development Agency (CIDA) coordinated annual event, International Development Week provides Canadians with a great opportunity to learn more about life in developing countries and increases awareness of the activities and the role that Canadians play in the field of international development. (For a detailed listing of IDW related events and activities at Queen's see the International Centre's News and Events web page at www.queensu.ca/quic/news/index.htm. Also see the listing in the *Gazette* Calendar section.)

Recently retired from the University of Minnesota, Dr. Mestenhauser brings with him a wealth of international experience and knowledge. He has written more than 100 articles, books, and chapters on internationalization. His research interests include internationalization as it applies to universities: the production, management, and transfer of knowledge in development education, cultural diplomacy, policy studies in international and cross-cultural education, the cultural variables of leadership, and cross-cultural dimensions of critical, creative, and comparative thinking and cognitive complexity. A three-time holder of Fulbright Scholarships, Dr. Mestenhauser is the recipient of honours from universities and governments around the world, including Japan, Belarus, and his native Czech Republic, where he was recently bestowed the title of

Honorary Consul (Mid-western United States) by Czech President Vaclav Havel. He has held teaching and consulting positions in universities and institutes across the United States, as well as Russia, Belarus, England, Japan, Thailand, Philippines, Singapore, and Hong Kong.

He will speak on Internationalization and Higher Education: Adding Action to Rhetoric, Wednesday Jan. 30 at 4 pm in Policy Studies 202. On Thursday Jan. 31, he will visit with students and members of the faculty and administration to discuss internationalizing the education curriculum. On Feb 1 and 2, he will be the keynote speaker at the national conference, *Connections and Complexities: The Internationalization of Higher Education in Canada*, organized by the Faculty of Education. The conference will be held in Conference Room C of the Donald Gordon Centre. Detailed conference information, including registration and program schedule, are on the web at www.educ.queensu.ca/~comcon02. Registration, while limited in number, is free of charge to members of the Queen's community. The luncheon address will cost \$25 to cover meal cost. Conference registration is required. For more on Dr. Mestenhauser's visit, please call 533-3031. □



Josef Mestenhauser

Courtesy of the University of Minnesota

News Notes

Writers' dinner kicks off Black History Month

A Canadian writers' dinner honouring Cecil Foster, Lawrence Hill, Rosemary Sadler and George Sefa Dei takes place at the University Club, Saturday, Feb. 2 from 4 to 9 pm. Tickets are \$35 and available at the USB Exchange, second floor, JDUC. Dress is business casual. The event is presented by the Faculty of Law, Education Equity Commission and Queen's. The Queen's and Kingston communities will be hosting films, art tours and lectures to recognize Black History Month. For a full

listing of events at Queen's and in the Kingston community, contact Makia Gibson, makiag@hotmail.com, ext. 75260.

Bill Leggett named to Order of Canada

Principal Bill Leggett has been named a Member of the Order of Canada. Dr. Leggett was cited as an outstanding scientist who has shown commitment to higher education in Canada. An international authority on the dynamics of fish populations, he headed the Ocean Production Enhancement Network and has served as

an advisor to the public and private sectors. The recipient of numerous awards in his field, he continues to promote excellence in fisheries research.

Her Excellency the Right Honourable Adrienne Clarkson, Governor General of Canada, announced 96 new appointments Jan. 14. The new appointees include five Companions (C.C.), 29 Officers (O.C.) and 62 Members (C.M.). Former NDP Leader and recent visiting professor in the School of Policy Studies Ed Broadbent was promoted to the highest rank of companion. Established July 1, 1967, the Order of Canada recognizes people who have made

a difference to our country. From local citizens to national and international personalities, all Canadians are eligible for the Order of Canada, our country's highest honour for lifetime achievement. www.gg.ca

Business, Law profs to receive honorary degrees

In recognition of his work with the Canadian Forces College in Toronto and the program for a professional Master's degree, Brigadier-General

News Notes, page 6

Water Centre awarded \$2.5 million

Funding will be used to develop rapid bacteria test

BY QUEEN'S NEWS AND MEDIA SERVICES

Queen's Centre for Water and the Environment (CWE) will participate in a \$2.5-million project for research and development of an automated water testing system able to detect low levels of bacterial contamination within a few hours and immediately alert municipal water managers. Precarn Incorporated will provide \$1-million toward research



and development of the hi-tech bacteria test, with additional expertise and in-kind funding of \$1.5-million from industry partners The Thompson Rosemount Group Inc., Hall Coastal Canada Ltd., Qubit Systems Inc., and I-M Innovations Inc.

"This generous support will make it possible for our researchers to develop a rapid, on-line bacterial water test," says Moe Hussain, Director of Queen's Centre for Water and the Environment. Such a test has the potential to be a significant improvement in drinking water monitoring, ultimately saving lives and reducing health-care costs."

Currently it takes 24 to 48 hours before the results of a bacterial water test are known; in the meantime, residents in a community could be exposed to dangerous, life-threatening organisms.

"Our goal is to develop a rapid test, then automate it so that it can be connected on-line to either the water treatment plant or within the water distribution system network," says Kevin Hall, (Civil Engineering), a principal researcher on the project.

The research team, led by Stephen Brown, (Chemistry and Environmental Studies) aims to develop a test so sensitive that it could even detect a single coliform or E. coli bacterium in the drinking water – zero bacteria is the provincial drinking water standard. The technology could also be used to detect contamination in individual wells and at beach sites, as well as other bacteria that produce foul taste and odour in drinking water, and giardia, a parasite which causes an acute illness commonly known as "beaver fever." □

News Notes

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(Retired) Don Macnamara will receive an honorary degree from Royal Military College this June. Professor Macnamara is a long-time member of the School of Business specializing in International Business.

David Mullan (Law) is being awarded an Honorary Doctorate by the Law Society of Upper Canada at the Call to the Bar and Convocation Feb. 14 in Ottawa. Convocation presents Honorary Doctorates of Law to individuals who have shown themselves to be role models because of their high standards, dedication and outstanding contributions to society.

"I extend my congratulations to Professor Mullan and Professor Macnamara," Principal William Leggett said. "These honours are well deserved."

Burge composition featured at recital

Maxine Thevenot, organist, will perform DANCE, a composition by Queen's Music professor John Burge, and other works Friday, Feb. 8 at St. George's Cathedral, King and Johnson streets at 8 pm. Tickets are \$15 and \$10 and are available at the door. Once likened to a "rumba for organ" by a CBC broadcaster, the piece has the character of a playful rondo, interspersed with more active and rhythmically energetic musical material. It was commissioned by the Toronto Centre of Organists for performance at the 1993 International Congress of Organists Convention in Montreal, where it was premiered by Dr. Patricia Phillips. □



Human Resources

www.hr.queensu.ca

Please Note:

- Departments requiring casual hourly paid secretarial or clerical assistance should contact Patti Evaristo in Human Resources, 533-2070.
- Requisitions for staff replacement, with appropriate approvals, must reach the Human Resources Department by noon of the Monday one week prior to the date of issue.
- Applications received from internal candidates will be acknowledged by the Department of Human Resources. The results of each competition will be posted under the *Gazette* heading "Appointments" as soon as possible after the conclusion of the recruitment and selection process.
- Closing date for the following positions is **Tuesday, Feb. 5 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

Controls Mechanic, Physical Plant Services 2001-02

James Selkirk

Veterinary Technician, Office of the University Veterinarian 2001-121

Deborah Harrington

(Animal Care Services)

Computing Systems Technologist,

Physics 2001-124

Steven Butterworth

(Mathematics and Statistics)

Staff Vacancies

Following the completion of the Queen's Job Evaluation (QJE) review for positions in Grades 2 – 9, you will notice we have included the cluster in the following job

ads which represents the job family, branch and grade (e.g., ADMG5 is Administration Family, General Branch, Grade 5). Generic position overviews for clusters can be found on the HR website at www.hr.queensu.ca.

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

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

Student Resource Assistant 2002-09 Office of the University Registrar (Student Awards)

This is a term appointment working 100% time until April 30, 2003.

Major Responsibilities: report to the Budget Officer/Office Manager; verify and perform data entry for information provided in the general bursary application and assist with other data entry duties; provide information regarding available financial assistance; assist in the disbursal of all financial aid; maintain an accurate filing system; complete special projects as assigned.

Requirements: high school diploma; demonstrated ability with interpersonal relations; knowledge of financial aid programs and Microsoft Access assets; experience in a high-pressure environment; ability to retain vast amounts of information; excellent listening skills and attention to detail.

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

Administrative Program Assistant 2002-10 Department of Development

Major Responsibilities: report to the Director of Development (Planned Giving); provide administrative services to support the activities of the Director and Planned Giving Officers in meeting the financial and stewardship goals of Planned Giving (oversee all budgeting and invoicing activities, annuity and insurance programs, and the Board of Directors of the U.S. Foundation and the Crown Foundation, coordinate newsletter mailings, provide data entry and database management (may include updating unit web page), recommend and participate in the implementation of revisions to administrative procedures, maintain schedules and arrange travel and accommodation.

Requirements: completion of a business administration program with several years of administrative experience (or an equivalent combination of education and experience); familiarity with a broad range of university policies and procedures; sound knowledge of university administrative, finance, academic and governing structure; financial and accounting background with experience in bookkeeping; excellent computer skills with a knowledge of MS Word, Excel and the ability to learn new applications; proven ability to work under pressure to solve problems, set priorities and meet deadlines; excellent organizational skills with the ability to deliver accurate, high-quality work on a sustained basis without supervision; ability to interact effectively with people (both donors and colleagues) in person and in written communications; willingness to work as part of a team and maintain confidentiality.

Minimum Hiring Salary: \$34,192 Salary Grade 6 – ADMG6

Administrative Coordinator 2002-11 eQUIP Task Force

This is a term appointment working 100% time until April 30, 2003.

Major Responsibilities: report to the Manager; coordinate submission of institutional applications in support of human and physical research infrastructure and make recommendations to increase the effectiveness of the submission process; provide assistance and advice to project leaders; liaise with representatives of external agencies and internal departments; provide administrative support to the Manager and project consultants including Task Force budget preparation, monitoring and reporting; maintain schedules and coordinate arrangements for workshops and symposia; collect statistical data and prepare charts, graphs and reports for presentations; prepare draft agendas and coordinate collection of supporting materials for committees; engage temporary staff when necessary.

Requirements: three-year post-secondary training in business administration practices or accounting and relevant experience in an office/service environment (or an equivalent combination of education and experience); proficiency in standard administrative software applications including word processing, spreadsheet, presentation software, scheduling software and the internet; willingness and

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Pension plan voluntary contributions due Feb. 4

Members of the Queen's Pension Plan (QPP) who wish to make additional voluntary contributions (AVCs) to their accounts by payroll deduction – or who wish to change their existing monthly deduction – should note that the deadline for AVC authorizations is Feb. 4, 2002.

The AVC program was modified in 1999 to allow QPP members to make contributions by payroll deduction each month without interruption, subject to a monthly contribution limit based on annual pensionable salary (see accompanying chart). Under the program, which was outlined in a memo to all plan members earlier this month, contributions will be deducted *every month and will continue indefinitely*, so there is no need to renew each year.

With the exception of new employees (who are allowed to enrol at the beginning of their appointment), the opportunity to enrol in the payroll deduction program is only available in February of each year. This annual "window of opportunity" also allows existing AVC contributors to either increase their deductions (subject to the monthly limit) or decrease their deduction. Participants may also stop their deduction at any time during the year (subject only to re-enrolment restrictions).

QPP members who enrol in the monthly AVC program will also continue to receive notice of a lump sum or "top up" opportunity in the fall to maximize their contributions for the calendar year (this lump sum payment would be *in addition* to the regular monthly deduction). Members who do not make monthly contributions will also receive a general notice each fall, but individualized calculations of the lump sum

amount that may be deposited as an AVC will only be provided upon written request to the Department of Pensions, Investments and Insurance.

The maximum AVC for each salary range is based on the following factors:

- 18% of pensionable earnings to a maximum of \$13,500, less
- pension adjustment (PA) in 2002.

Note that the monthly AVC maxima have been established to allow some room even if salary increases occur. Queen's is required under legislation to ensure that no individual exceeds the prescribed annual limits. New limits for 2002 may require that existing monthly AVCs be reduced to avoid overcontribution problems – affected employees will be advised of any required modification of their monthly deduction.

In considering whether or not to make a voluntary contribution, plan members should keep in mind that AVCs made in the current calendar year will be taken into account in the determination of their RRSP contribution limit for the following year.

The deadline for returning completed payroll deduction forms to the Department of Pensions, Investments and Insurance is **Feb. 4, 2002** (the enrolment/change form was included with the memo sent to plan members; additional forms may be obtained from Pensions, Investments and Insurance).

For more on AVCs and how they impact RRSP contribution limits, please visit the Finance Group web site available through the administration section of the Queen's homepage (<http://www.queensu.ca>). For more information, please contact Pensions, Investments and Insurance at 533-6414.

Estimated annual earnings	Maximum monthly AVC
Under \$17,500	\$75
\$17,500 to \$25,000	\$100
\$25,001 to \$30,000	\$150
\$30,001 to \$35,000	\$175
\$35,001 to \$40,000	\$200
\$40,001 to \$50,000	\$225
\$50,001 to \$60,000	\$240
\$60,001 to \$72,000	\$255
\$72,001 to \$78,000	\$200
\$78,001 to \$85,000	\$100
Over \$85,000	Not available

Human Resources *continued*

ability to learn new software packages as required; familiarity with university administrative and financial policies and procedures and the research environment (asset); excellent communication skills with attention to detail; knowledge and good understanding of data collection and interpretation and the ability to present data in a clear and concise manner; proven ability to recognize and handle confidential information in an appropriate manner; ability to understand and interpret program guidelines; ability to prioritize multiple tasks and work within a high-functioning team.

Minimum Hiring Salary: \$34,192
Salary Grade 6 – ADMG6

Other Positions

Operations Manager Centre for Manufacturing of Advanced Ceramics and Nanomaterials (CMACN) Mechanical Engineering

This is initially a one-year term appointment beginning February, 2002.

Major Responsibilities: Reporting to the Director, the incumbent is responsible for administering and coordinating the operational procedures of the centre, including financial planning; information flow; priority planning and coordination; implementing changes in procedures, policies and/or standards; data analysis and presentation activities; technical communication flow with outside agencies. Supervises and carries out research activities to meet the objectives of incoming contracts. Strong technical knowledge in the field of advanced ceramics and ceramic composites would be considered an asset.

Requirements: MScEng (2-year program) or PhD degree with proven research management abilities. Past administrative experience along with a sound knowledge of university policies and procedures. Ability to work independently, make decisions and solve problems.

Minimum Hiring Salary: \$46,744 Salary Grade 9

Apply with resume and cover letter by Feb. 4 to Dr. B. W. Surgenor, Head, Department of Mechanical Engineering, McLaughlin Hall.

Research Associate Human Mobility Research Centre

This is a two-year, potentially renewable contract position working 50 to 60 per cent time.

The Research Associate will play an integral role in expanding, managing and supervising research for Dr. Mark Harrison, an Orthopaedic Surgeon and a Principal Investigator focusing on human mobility. The Research Associate will be involved in all aspects of the research program including: planning and implementation, funding acquisition, data analysis, and publication production.

Responsibilities: design, test, and implement experimental protocols under minimum supervision; conduct procedures and observe and record results analyze and present results, including contributing to, co-authoring, or authoring papers; independent judgement is used to adapt procedures as the need arises; analyze results and prepare written and/or verbal reports; knowledge of computers is essential for data entry, processing, and presentation; supervise and coordinate junior staff; ensure projects comply with safety and ethical guidelines; liaise and communicate with other staff, labs, outside agencies and consult other researchers in the field in order to share information and collaborate efforts, perform some administrative duties.

Qualifications: excellent interpersonal skills, ability to work well in a team, possess a Masters or PhD in a relevant field with several years experience in related area or research. Research experience an asset. Consideration will be given to an equivalent combination of education and experience.

Queen's Salary Grade 7 (\$38,773). (Salary adjusted to reflect actual time worked.)

Apply with cover letter, curriculum vitae and the names and phone numbers of three references by Feb. 11, 2002 to: Kari Hurst, Coordinator, Administration & Special Projects, Human Mobility Research Centre, Angada 1, Kingston General Hospital, Kingston, Ontario K7L 2V7. Fax: (613) 549-2529. hurstk@post.queensu.ca.

School Of English Spring and Summer E.S.L Teaching Positions

Interviews will be held Saturday, March 23, 1-4 pm. Information and application form at www.queensu.ca/soe/ or The School Of English, 96 Albert Street, Kingston, Ontario K7L 3N6, phone 533-2472, fax 533-6809. Application deadline, March 1, 4 pm.

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/

Employee Development

Please call Human Resources at 32070 to register for the following programs or to obtain further information or register at www.hr.queensu.ca/news&Notes/seminars.htm

Time Out

Series of half-hour stretching, deep breathing and relaxation sessions. Learn the skills you need to calm nerves and relax muscles, lower blood pressure, increase energy, and reduce fatigue. No special clothing or equipment needed. Yoga and Relaxation Centre staff. Feb. 7, 14, 21 and 28, 12:15 pm.

Fish!

The Fish! philosophy is about choosing your attitude each day. Spend the morn-

ing Fishing and come away with a new way to look at work! Wendy Lloyd, Human Resources, Feb. 12, 10 am.

Effective Manager Series: Boost Morale, Motivation and Productivity with Fish!

Create good work health by including fun in your workday; connect with employees to increase productivity; learn how to stimulate enthusiasm for a fresh perspective for the workplace at this workshop! Discover the Fish! philosophy and how to make it 'stick' in your department. Wendy Lloyd, Human Resources. Feb. 21, 9 am.

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 available at: www.queensu.ca/eap/

Staff Appreciation Day Draw, Monday, Dec. 3, 2001

Donor

Principal William Leggett
Vice-Principal David Anderson
Vice-Principal Suzanne Fortier
Vice-Principal George Hood
Vice-Principal Kerry Rowe
Associate V-P Tom Morrow
Associate V-P Richard Weatherdon
Rosa Bruno-Jofré, Dean, Education
Tom Harris, Dean, Applied Science
Alison Harvison Young, Dean, Law
Marianne Lamb, Director, Nursing
Margot Northey, Dean, School of Business
Bob Silverman, Dean, Arts and Science
David Walker, Dean, Health Sciences
Joanne Brady, Registrar
Paul Wiens, Chief Librarian

Prize

Queen's Scarf and Mitts
Gift certificate from Campus Bookstore
Gift certificate from Agnes Etherington Art Centre
Queen's Hat and Shirt
Gift certificate from Loblaw's
Gift certificate from Campus Bookstore
Gift certificate from Pam's Flowers
Gift certificate from Wooden Heads
Gift certificate from Agnes Etherington Art Centre
Gift certificate from Campus Bookstore
Gift certificate from Campus Bookstore
School of Business Vest
Gift certificate from Campus Bookstore
Gift certificate from Chez Piggy
Gift certificate from Campus Bookstore
Gift certificate from Campus Bookstore

Winner

Kelly Rae Tugwood-Tryon, Residences
Patrick Patterson, Bracken Library
Paula Beaubien, Financial Services
Elvira Posthumus, Economics
Ellen Hawman, Disraeli Project
Kim Wilkinson, Advancement
Mary Jane Moore, Law
Terry Burns, PPS
Sera Sheridan, Principal's Office
Brenda Lesslie, VP Research
Peter Lewis, Education Library
Caroline Johnson, Law
Barbara Moore, Faculty of Education
Hartmut Schmider, HPCVL
William Sparrow, Athletics
Patrick Tracey, Athletics

A sincere thank-you to all who donated prizes to the draw. Congratulations to the lucky winners!

Bulletin Board

Appointments

New Faculty Appointments

Dr. Ickho Song – Electrical and Computer Engineering
Dr. Bradley Diak – Mechanical Engineering.

Awards & Grants

Chancellor Richardson Memorial Fund

The deadline has been extended to Jan. 31, 2002. Departments are invited to submit proposals for the purchase of Canadiana teaching and research materials. For details, see the Dec. 3, 2001 *Gazette*. Submit proposals to: Deborah Shea, Department of Alumni Affairs.

Committees

Headship Selection Committee Department of Psychology

Dr. Alistair Maclean will be stepping down as Head of the Department of Psychology as of June 30, 2002.

In accordance with the terms of Article 35 of the Collective Agreement between Queen's University Faculty Association and Queen's University at Kingston, a Selection Committee will be struck to consider the present state and future prospects of the Department of Psychology, and to assist the Principal in

the selection of a new Head. Members of the bargaining unit will be electing five members. Faculty members, staff and students are also invited to nominate staff and students from the Department of Psychology and faculty members from cognate disciplines for membership on the Selection Committee. Nominations should be sent to Dean Robert Silverman, Faculty of Arts and Science (ras6@post.queensu.ca) by Friday, Feb. 1.

Advisory Committee Human Mobility Research Centre

In accordance with procedures adopted by Senate for the establishment of University Centres, Dr. Kerry Rowe, Vice-Principal (Research) has established an advisory committee to advise him on a proposal for the formal establishment of the Human Mobility Research Centre (HMRC) as a University Centre. Committee members are: Randy Flanagan, Psychology; Gordon Jones, Emergency Medicine (HDH); David Skillicorn, Computing and Information Science; Joan Stevenson, Physical and Health Education; Brian Surgenor, Mechanical Engineering (Chair); Marlene Rego, Office of the Vice-Principal (Research).

The Human Mobility Research Centre (formerly the Clinical Mechanics Group) is a multidisciplinary group of clinician-scientists, basic scientists and engineers interested in the mechanisms of musculoskeletal diseases and disorders. The focus of the Centre is to help people live fuller, more mobile lives through the development of innovative and effective treatment strategies for bone and joint

disorders caused by arthritis, osteoporosis, injury, and related problems. Members of the University community are invited to submit their comments on the establishment of the Centre to the Chair of the Committee by Feb. 8. Also, individuals interested in reviewing the complete proposal may obtain a copy from Marlene Rego in the Office of the Vice-Principal (Research).

Advisory Committee Master of Industrial Relations

Ulrich Scheck, Dean of Graduate Studies and Research, has appointed a committee to advise him with respect to the continued viability and success of the Master of Industrial Relations program. During its deliberations, the committee will consult widely with members of the university community.

Members are: Robin Boadway, Economics (Chair); Anne Godlewska, Geography, Associate Dean of Arts and Science; Sandra Howard-Ferreira, School of Graduate Studies and Research (Secretary); Pradeep Kumar, School of Industrial Relations; Shawna O'Grady, School of Business, Ann Tierney, Faculty of Law.

The committee will present a final report of their findings to the dean by March 31, 2002.

Members of the university community are invited to submit their views on the present state and future prospects of the Master of Industrial Relations program. Please indicate whether you wish to have your letter shown, in confidence, to the members of the advisory committee.

Letters should be submitted to Sandra Howard-Ferreira, School of Graduate Studies and Research by Feb. 11, 2002.

Governance

Senate Meeting

202 Policy Studies, Thursday, Jan. 31, 3:30 pm.

The Senate agenda for Jan. 31 and minutes for Nov. 29, 2001 will be available at <http://www.queensu.ca/secretariat/senate/> after Jan. 25. Non-transferable tickets will be issued to faculty, staff and students who are not members of Senate on a first-come, first-served basis in B 400 Mackintosh-Corry the week of Senate from Monday at 9 am to Thursday at 3 pm. Please bring Queen's ID.

Notices

Queen's Parking

Parking Permit Waiting List: The Parking Office will no longer be starting a new waiting list every April 1. Once you have applied to be on the waiting list, your name will remain on the list until you receive a parking permit.

Temporary Main Campus Parking Permits: The Parking Office will no longer be selling temporary main campus parking permits for May and June. Temporary permits will now be available only during the July-August period. Questions? Please contact the Parking Office at ext. 36979.

Skates, skates, bring out your skates!

Cleaning out your basement? The School Of English is looking for used skates for international students who are here to learn English and enjoy what Canada has to offer. If you have a pair of skates, adult size, that you no longer need, and would like taken off your hands, please call Pam at 533-6000, ext. 75123.

PhD Examinations

Monday, Jan. 28

Sonya Marie Billiard, Biology. Toxicological significance of CYP1A induction in teleosts exposed to polycyclic aromatic hydrocarbons (PAH). Supervisor: P.V. Hodson. Room 3108, Biosciences Complex, 10 am.

Friday, Feb. 1

Vimal Kumar Balakrishnan, Chemistry. The catalyzed degradation of the organophosphorus pesticide, fenitrothion: the role of alkali metal ethoxides and cationic surfactants. Supervisors: G.W. vanLoon, E. Buncl. Room 218C, Frost Wing, 1:30 pm.

Friday, Feb. 8

Mark Huzzard Cunningham, Mechanical Engineering. Flow in non-symmetric Gas Turbine Exhaust Ducts. Supervisor: A.M. Birk. Room 312, McLaughlin Hall, 1 pm.

continued

Surplus Items

Environmental Health and Safety offers for sale:

3 Nokia Cell Phones, Digital. First cell phone is approx. five years old; second phone is approximately 2 years old; third phone is a year old. All are in working condition.

Submit sealed bids marked "Environmental Health and Safety" to Fran Lanovaz, Purchasing Services by 4 pm on the Monday after this issue. Please mark bids "Confidential".

Physical Plant offers for sale:

8-Foot Arctic Snow Plow - comes with mounting harness, which was mounted on a Ford F350. Mounting harness excludes hydraulic pump. Good condition. Minimum bid \$1000.

8-Foot Arctic Road Sander -working condition, 8 HP motor, heavy duty screen, cab controls, minimum bid \$1000; 8 Foot Meyer Snow plow - John Deere Tractor Mount for Front Forks, rarely used, Hydraulic Controls, Minimum bid \$1000.

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

Power Hacksaw Model # GHS-80, Good Condition.

Monarch Cement Mixer 1/3 HP, New Condition, Minimum Bid \$100.

For information or to view the Hacksaw or Cement Mixer, please call Keith Watson, Central Heating Plant, ext. 533-6077.

Submit sealed bids naming the item to Deborah McElroy, Physical Plant Services by 11 am on Feb. 5. Put each bid into a sealed envelope. Please mark bids "Confidential".

Queen's University is not responsible in any way for the condition of any item(s) it has made available, nor for any damage or injury that may occur due to use or removal of the item(s). Items must be removed by Feb. 8.

Queen's University reserves the right to reject any or all of the bids. Only successful bidders will be notified.

Volunteers Needed

Hotel Dieu Hospital Division of Gastroenterology Heartburn Study

If you are 18 years or older; have been suffering with symptoms of heartburn for more than 6 months; are able to visit Hotel Dieu Hospital for outpatient procedures and clinic visits during a 6 week period; and would like participate in a study of the effects of a new drug in patients with heartburn, please call Frances at 544 3400 ext. 3102.

Asthmatic volunteers

We are conducting a research project investigating mechanisms that effect the distribution of ventilation in the lungs. If you are asthmatic, 18-45 and are interested in participating or would like more information, please contact, Tom Fisher at 549-6666 ext. 4227. Compensation provided.

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.

Art

The Agnes Etherington Art Centre University Avenue

Jan. 30 - Roe Means What? Language, Meaning and Contemporary Painting. Panel discussion with artist Brent Roe and guest curators John Armstrong and Michelle Jacques, moderated by Jan Allen. Atrium, 7 pm. Reception.

Feb. 3 - Drawn to Art. 1:30 pm.

Ongoing exhibitions - Contemporary Feature Gallery. *Who Means What?* Brent Roe. Jan. 5-April 28. Davies Foundation Gallery. *More Than Meets the Eye: Exploring Works of Art.* To June 9. Samuel J. Zacks Gallery. *Wild Things.* Jan. 25-Feb. 17. 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. Bader Gallery. *The Contemplative Imagination.* Jan. 5 to Aug 17. 533-6913. www.queensu.ca/ageth/.

Union Gallery

Dawn of a New Error. Queen's students Julie Fiala and York Lethbridge. Feb 5-26. stauffer.queensu.ca/webugall/currentx.html

Drama

Two Absurdist Shorts, "The Successful Life of 3" by Mria Irene Fornes and "Play" by Samuel Beckett. Vogt Studio Theatre, Carruthers Hall. Jan. 30 - Feb. 2, 8 pm. Tickets \$5, information 533-2104.

Music

Jan. 28

School of Music

Mosaic. Contemporary compositions by Queen's faculty and students. 120 Harrison-LeCaine, 8:30 pm. Free.

Jan. 31

Denise Djokic, cello. Grant Hall, 8 pm. Tickets \$16, seniors \$14, students \$10. Information: 533-2558.

Friday, Feb. 8

MaxineThevenot, organist. Featured composition: Dance by John Burge, Queen's. St. George's Cathedral, King and Johnson Streets, 8 pm. Tickets at the door \$15, \$10.

Public Lectures

Wednesday, Jan. 23

International Centre

Eastern Europe & the CIS. Informative glimpses into regions of the world. Country representatives share their stories and advice. Music Listening Room, JDUC, 5:30 pm.

Wednesday, Jan. 30

International Centre

China, Japan, & Southeast Asia. Informative glimpses into regions of the world. Country representatives share their stories and advice. Music Listening Room, JDUC, 5:30 pm.

Thursday, Jan. 31

Art

Sebastian Schütze, Bibliotheca Hertziana, Rome. The Foundation of the Trinitarian Order by Juan Carreno: Trinitarian Spirituality, Cultural Politics and Artistic Innovation in 17th-century Spain. Sponsored by the Department of Art. B12 Mackintosh-Corry, 5 pm.

Philosophy

Dean Zimmerman, University of Notre Dame. Personal Identity and Conceptual Change. 517 Watson, 7:30pm

Wednesday, Feb. 6

Friends of the History of Medicine, Science and Technology

Jane Russell Corbett, Queen's. A doctor is no use, because it is lovesickness: The physician's visit in 17th-century Dutch painting. B139 Botterell, 12:30 pm.

Neuroscience

Society for Neuroscience Grass Travelling Lecturer

Dr. Peter Strick, University of Pittsburgh. Basal ganglia and cerebellar 'Loops' with the cerebral cortex: circuits for movement, cognition and perception. Room B143 Botterell Hall, 4:30 pm. Reception immediately following, Urquhart Room, University Club.

Religious Cafe

Religion in Lord of the Rings and Harry Potter. William James and Pamela Dickey Young, Queen's. Indigo Books, 259 Princess Street, 7:30-9:30 pm.

International Centre

Africa. Informative glimpses into regions of the world. Country representatives share their stories and advice. Music Listening Room, JDUC, 5:30 pm.

Thursday, Feb. 7

Philosophy

Olufemi Taiwo, Loyola University Chicago. TBA. 517 Watson, 7:30pm.

Tuesday, Feb. 12

Jewish Studies

People and Ideas in Jewish History. Rosemary Jolly. Jewish Identity in Post-Apartheid South Africa. 202 Policy Studies, 7:30 pm.

Departmental seminar schedules

Economics:

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

Physiology:

meds-ss10.meds.queensu.ca/medicine/physiol/physiol.sem.html

Chemistry:

www.chem.queensu.ca/NEWSANDEVENTS/Seminars/Seminar02W.PDF

Centre for Neuroscience Studies:

www.queensu.ca/neurosci/seminar.html

Special Events

Saturday, Feb. 2

Canadian Writers' Dinner

In honour of Black History Month. Cecil Foster, Lawrence Hill, Rosemary Sadler, George Sefa Dei. University Club, 4 - 9 pm. Dress: Business casual. Tickets \$35 at USB Exchange, second floor, JDUC. Presented by the Faculty of Law, Education Equity Commission and Queen's.

International Development Week, Jan. 31 - Feb. 8

A Canadian International Development Agency (CIDA) coordinated annual event, International Development Week provides Canadians with a great opportunity to learn more about life in developing countries and increases awareness of the activities and the role that Canadians play in the field of international development. For a detailed listing of IDW related events and activities at Queen's see the International Centre's News and Events web page at www.queensu.ca/quic/news/index.htm.

Jan. 31:

WaterCan information evening

WaterCan (www.watercan.com) is a non-profit organization that provides clean water and sanitation for people in underdeveloped parts of the world. Dunning Auditorium, 6:30 pm.

Rio Plus Ten Week Opening Party

The week kicks off with a party called FLOAT (a WaterCan@Queens Fundraiser) at 9 pm, Portsmouth Harbour. \$15, semi-formal attire, featuring Beduin Soundclash, Dougie Stylar and DJ Redd, Manolo. Tickets at the door.

Feb. 1

Connections and Complexities

A two-day regional conference on Internationalization and Higher Education in Canada. Donald Gordon Centre. The Honourable Gilbert Parent, Canada's Ambassador to the Environment, will deliver a lunchtime address on the role of higher education in promoting awareness of international global climate change. Admission to the address is free. Luncheon: \$25. For fur-

ther information, or to register for this or other conference sessions, please visit the conference web site <http://educ.queensu.ca/~comcon02/>.

Afternoon lecture

Kyoto and Canadian Policy toward the Environment, presented by The Honourable Gilbert Parent. 202 Policy Studies, 3 pm.

Feb. 2

Urban Air Quality Symposium

202 Policy Studies building, 9 am - 5 pm. Presented by ENSC400, it features speakers, workshops, a debate, lunch and coffee breaks. Admission is free, all are welcome. Stop by and learn about the air you breathe.

Feb. 4

"I Don't Get It!" Contradictions in the Environmental Age

Bob McDonald, author and host of CBC's Quirks and Quarks, will address one of the contributing factors to global climate change - rampant, wasteful and downright silly over-consumption in Western societies. Grant Hall, 7 pm.

Feb. 4 - 6

Aga Khan Foundation display

A display booth highlighting one of Aga Khan Foundation's Building and Construction Improvement Program (BACIP), will be set up during international development week at several university campuses. The display will highlight the impact of BACIP innovations on homes in Northern Pakistan. The display will focus on the impact of the project on health, livelihood and gender. Lower Ceilidh, JDUC, 11 am to 2 pm.

Development Studies booth

Come learn more about the Development Studies Program at Queen's. Lower Ceilidh, JDUC, 11 am - 2 pm.

Feb. 4- 8

Global Images: People and Places

The second annual photo exhibit & silent auction coordinated by Queen's Project on International Development (QPID). 9 am to 5 pm, JDUC.

Feb. 5

"Whatever Happened To Bangladesh?"

A movie exploring the role of the media, and more particularly Canadian media, in covering development stories. It highlights Canada's investment in Bangladesh and suggests that there is a story to be told - that development does work. International Centre Hall, JDUC, 1 -3:30 pm.

Film Night, presented by

Program for International Development - The Canadian Way

In times of almost Biblical bad weather, there is renewed concern about global climate change. Environmental experts say that Canadians, whose economy is largely based on energy resources, produce more greenhouse gas per capita than anyone else. At the Rio Earth Summit in 1992, Canada announced it would lead the world in reducing those emissions but then, quietly, those public intentions were undermined by power politics. The Canadian Way looks at how the fossil fuel industry led the Canadian government to break its promise to the rest of the world. Time and location to be confirmed. Please visit the International Centre's News and Events web page at www.queensu.ca/quic/news/index.htm for updates.

Feb. 8

Global Climate Change and International Development: Challenges, Strategies and Solutions

This day-long symposium brings together scholars, activists, industry and government representatives with a wide range of expertise. Their diverse perspectives will shed light on proposed solutions to the international development challenges posed by climate change. Three panels will move the analysis from a global level through issues of national concern to, finally, how individuals can make a difference in their daily lives.

Distinguished speakers include Elizabeth May of the Sierra Club of Canada, Md. Abdul Hassan, Acting High Commissioner for Bangladesh; Michael Glantz, Environmental and Societal Impacts Group; Bob Page, TransAlta Corp.; Romney Duffey, Atomic Energy of Canada Ltd; David Layzell, BIOCAP Canada; John Drexhage, International Institute for Sustainable Development; Gord McBean, University of Western Ontario; James Miller, Religious Studies Department, Queen's; Andrea Horan, Caravan for Climate Change Heather Eaton, St. Paul's University; and Tooker Gomberg, former candidate for mayor of Toronto. For further information, please check the web sites of the International Centre, www.queensu.ca/quic/news/index.htm, or Studies in National and International Development, www.queensu.ca/snid/rio.htm.

Tuesday, Jan. 29

QUSA General Meeting

McLaughlin Room, J.D.U.C., noon. On the agenda: Possible changes to the process of salary and benefits discussions.

Courses and Workshops

Ban Righ Centre (32 Queens Cres.) www.queensu.ca/dsao/ind/banrigh/main.htm

Jan. 28

Christine Peets, Local writer. Breaking Patterns Of Depression And Alcoholism With Humour and Hope. Her book With Humour and Hope: Learning from Our Mothers' Depression and Alcoholism will be for sale at a discounted price of \$15 for this occasion only! Noon.

Jan. 30

Alice Aiken, Queen's. Getting to the Point of Acupuncture. Discusses the origins of and theory behind acupuncture, and takes a look at how the modern healthcare practitioner uses acupuncture. Noon.

Feb. 5

Emebet Belete, Queen's. Meet the Artist. A short video and slides of her work. Noon. Her work will be displayed in the Jean Royce Lounge, Ban Righ Centre from Jan. 28 until March 15.

Feb. 6

Feminist Book Group. Celebrates Black History Month with a discussion of Maya Angelou's *I Know Why the Caged Bird Sings*. Noon.

ITS Computing Workshops

The following non-credit, hands-on workshops are available for registration from Queen's faculty, staff and students: Register on-line at noteswww.queensu.ca/ITS/itscourses4.nsf.

Queen's Institute of Lifelong Learning (QUILL)

Sunday lecture series D214 Mackintosh-Corry, 2 pm.

Feb. 3

Lt-Col John Moyer. Canada's Peacekeepers.

Feb. 10

A humorous approach to speaking in public.

Details on weekday discussion programs: 544-0182.

School of Medicine

TIPS for Residents & Graduate Students (Teaching Improvement Project System)

Intensive workshop includes presentations, discussions and individual work. The objectives are achieved through experience in defining objectives, planning lectures/seminars and demonstrations, preparing instructional materials and practicing teaching skills. Participants prepare and present two ten-minute teaching sessions from their own lectures/seminars (microteaches) which are video-taped for private viewing and evaluation followed by individual discussion with a leader. Donald Gordon Centre, May 2-3. Register by March 15. Information 533-2540 or cmeded@post.queensu.ca.