



Celia Russell

About 75 vocal Queen's students joined their counterparts across the country last Wednesday, calling for a freeze and reduction of tuition fees. The Canadian Federation of Students organized the national day of action.

Senate defeats motion opposing tuition deregulation

BY CELIA RUSSELL

Queen's Senate has voted 32-17 to defeat a motion against using tuition deregulation to preserve education quality.

Arts and Science Faculty Senator Annette Burfoot presented the motion at the Jan. 31 Senate meeting. It stated, "that Senate opposes the deregulation of tuition in all currently regulated programs and faculties and opposes continued efforts by the university through the *Pathfinder Program* and other means to seek government approval for deregulation" "Deregulation allows for fees to go anywhere," Dr. Burfoot told Senate, wrapping up an hour-long, occasionally emotional

debate by Senators. "I feel it is not fair to shift the burden to the students."

In his address, Principal Bill Leggett referred to a document, *Accessible Education for Citizens and Leaders in a Global Society of the 21st century* that Senate approved in March 2000. He noted the university was acting in accordance with principles outlined at that time.

"It says, tuition increases are to be a last resort as a means of addressing chronic (government) under funding," he said. "We're there and this is it."

The province recently rejected Queen's bid to set tuition fees locally in the faculties of Arts and *Tuition deregulation, page 2*

Queen's administrative costs leanest of all, COFO statistics show

BY CELIA RUSSELL

When it comes to administrative costs per student, Queen's runs the tightest ship of Ontario's 17 universities – and also of Canada's top 10 research-intensive institutions, according to figures from the Council of Ontario Finance Officers Universities of Ontario (COFO-UO).

The figures also show that administrative costs for Ontario universities as a whole are the lowest in the country.

On the other hand, Queen's tops the list of expenditures on instruction per student. In addition to faculty salaries, this shows that Queen's spends as much of its operating resources as possible on classroom activities. "It's important for the public to know that Ontario universities are

already well managed and that these figures have been very stable over the last few years," says David Anderson, Vice Principal (Operations and Finance).

Unfortunately, this good news won't help to soften impending cuts to Queen's operating budget – four per cent in each of the next three years. These cuts are going to affect everyone, and not just faculty, stresses Dr. Anderson. "It is not only the academic side of the house – staff will be affected in academic as well as service units. All university units have been asked to take a four-per cent budget cut for 2002-03," he says. "We're all in this together."

As a "people-intensive" service industry, a high percentage of Queen's operating budget is spent on salaries and benefits, he says. Salaries and benefits for the total operating fund represent 68 per cent of the budget, says Glenda Kay, Director, Financial Analysis and Budget. Other large expenses include items such as student financial assistance and scholarships and utilities.

Some academic departments, particularly those where tuition is set locally, may have alternate sources of revenue, Dr. Anderson says. For administrative units, however, there is virtually no escape valve. "They have to be funded appropriately. It is very difficult to cut when we're

already at the lowest level. There will be significant pain not only to those in the classroom but also to those supplying support services."

Last year's provincial study, the Investing in Students Task Force, also concluded that Ontario's universities are administratively lean. "While the administrative operations of Ontario institutions have been responsibly managed and cost-effective compared to other jurisdictions, we have reached a crossroad. The post-secondary sector is facing many challenges: A record number of students who will soon enter the system (including the double cohort), aging institutions, retiring faculty and increasing technology requirements," the study states. It calls for a system-wide investment in technology, student services and collaborative ways for developing and delivering services, and recognizes that additional sources of revenue need to be found.

Queen's and other Canadian universities supply operating budget and expense information annually to COFO, an arm of the Council of Ontario Universities (COU). COU supplies these figures to the Canadian Association of University Business Officers (CAUBO). In turn, CAUBO sends this information to Statistics *COFO stats, page 2*

Researchers awarded \$20 million from CFI

BY NANCY DORRANCE
NEWS AND MEDIA SERVICES

Queen's researchers – involved in eight Queen's projects and one national initiative through the Canadian Microelectronics Corporation – have received more than \$20 million from the Canada Foundation for Innovation (CFI). Queen's also receives \$640,000 from a collaborative project with the University of Toronto.

Projects receiving CFI funding include a new facility to test microelectronic systems, facilities for drug discovery, evaluation and development, a high-speed information networks laboratory, an advanced ceramics facility, and infrastructure for advanced isotope research. Details are posted on the Queen's News website at: advancement.queensu.ca/qnews.html.

queensu.ca/qnews.html.

The foundation, an independent corporation established in 1997 by the federal government, recently announced Queen's funding as part of an overall investment of \$779 million to support research infrastructure projects at 69 Canadian universities, colleges, hospitals, and not-for-profit research institutions.

"The awards these researchers have received from CFI are a recognition of both their research excellence and the internationally competitive nature of their proposed research projects," says Kerry Rowe, Vice-Principal (Research). "We are extremely proud of the applicants and their co-applicants and congratulate each one of them. They have made a significant contribution to the Queen's *Research funding, page 4*

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Our enviable endowment

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Power plays

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Tracking space on campus

Committee wants input on hot-button issue

BY CELIA RUSSELL

With budget cuts putting pressure on resources, space is a hot-button issue at Queen's, says John Dixon, Associate Vice-Principal (Academic). Classrooms, labs and office space – "It's very important that we use our resources efficiently," says Dr. Dixon, who chairs

the Advisory Committee on Space Management.

The committee has been investigating the issues involved in managing space and wants to hear from faculty, staff and students.

Enrollment growth, increased research activity and the hiring of *Tracking space, page 2*

Tuition deregulation

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Science, Education and the schools of Nursing and Rehabilitation Therapy.

As part of her motion, Dr. Burfoot stated "there is no government mandate to deregulate post-secondary education provincially or federally, and the implications of Queen's doing so would likely trigger a domino effect throughout the province, lowering the quality of education province wide (increased tuitions are already associated with lower entrance grades in Ontario medical schools including at Queen's)."

Health Sciences Dean David Walker told Senators he wished to correct the "insufficient information" being put before them. Queen's medical school has not suffered because of tuition deregulation, he said.

"I'm here to tell you that if we reregulated to the original fee structure, this university would not have a medical school. Queen's at the moment has the highest entrance requirements of

any medical school in Canada. Despite a 33-per-cent increase in enrollment, applications are up and out-of-province applications are the highest in Canada and rising," he said. Tuition fees, however, are still below the provincial average. The faculty has seen \$1.5 million new dollars in endowments and bursaries, due in large part to the efforts of Queen's Office of Advancement, Dr. Walker said. Gifts and bursaries that come close to or exceed tuition fees support 36 per cent of medical students.

The principal must be able to pursue all options in seeking alternate sources of support, said Arts and Science Dean Bob Silverman. To oppose tuition deregulation would be to tie his hands. "We already have to cut 22 positions in Arts and Science this fall and it is quite possible we will have to do this twice more (in 2003 and 2004). What kind of faculty will we have when this ends? Not a very good one."

The *Pathfinder Proposal* document Queen's presented to the province would have ensured a level of accessibility at Queen's better than any place else, he said.

Although QUFA had not formally debated it, Queen's University Faculty Association President Barbara Kisilevsky said she felt members would be in favour of the spirit of Dr. Burfoot's motion. QUFA might word the motion in a more positive light, suggesting that the principal continue to lobby the government for more funding.

"The faculty recognizes that the financial problems universities are currently facing are the result of under funding by the provincial and federal governments over the last 10 years," she said.

Applied Science Senator Karen Rudie supported the motion saying that it spoke to an important principle of public education.

Arts and Science Senator

Andrew Pilliar, an undergraduate student, also supported the motion, partly out of the concern that some universities could be hurt financially by deregulation. "Should all Ontario universities be deregulated, not all of them have the same deep well to draw on that Queen's does."

Principal Leggett urged Senators to act in accordance with their primary mandate. "As Senators, we have a responsibility to look out for the well-being of the Ontario post-secondary education system. But here in this room, we have another obligation to ensure the academic quality of our programs. And this obligation overrides our responsibility."

Senator and AMS President Scott Courtice urged those for and against the motion to work together cooperatively to solve the problem of chronic university under funding. □

For more Senate news, see page 3.

COFO stats

continued from page 1

Canada, which uses it to track trends in funding at Canadian universities.

"The CAUBO data is useful for looking at trends over time, specifically changes in government funding of university education and how it has switched from government grants to tuition-based" Ms. Kaye says.

Factors included in the administrative costs per student are operating expenses and the salaries and benefits of all those working in the principal's office, vice-principals' offices (Academic, Research, Operations and Finance), units such as Financial Services, Purchasing, Registrar's Office, Internal Audit, Pensions, Investments and Insurance, Human Resources, Research Services and other non-academic units that support the broader learning environment, Ms. Kaye says. Included in the instruction costs per student are all the costs of running the faculties, including the salaries and benefits of deans, associate deans,

faculty members and administrative support staff.

A recent COU survey shows Queen's ranks 59th out of 60 North American institutions in per-student operating funding.

The Ontario government has capped tuition increases in regulated faculties at two per cent, and provides for enrollment growth only and not inflation.

Some Ontario universities have chosen to try to grow out of their financial problems by increasing their enrollment. But this approach, of course, brings with it increased student/faculty ratios, class sizes and stress on existing resources, says Dr. Anderson. "We are in that group that has chosen not to expand, except for our plans to accommodate the double cohort in 2003-04."

The Queen's community will learn the full impact of the cuts when the Board of Trustees meets May 11 to formally approve the budget. □

"It is very difficult to cut when we're already at the lowest level."

Tracking space

continued from page 1

new faculty in some departments have all put pressure on the university's space inventory, Dr. Dixon says.

Concerns have been raised that space is not being used as efficiently or equitably as it could, and that some decisions regarding renovation and reassignment of space are made in isolation without taking into account the best interests of the university as a whole.

Good decision-making is hampered by inadequate information on the current use of space and in some cases a lack of established processes and criteria for making such decisions.

Reporting to the vice-principal (operations and finance), the committee has completed a study on current practices for allocating and using space on campus. The report is posted in pdf format on the web at www.queensu.ca/vpac/VPA_Report_SM_Issues.pdf. The committee would like comments and reaction to the report by Feb. 28.

"It's a study on how we are managing space and what steps we can take to manage it more effectively," he says. At present, we don't have a very good tracking system of how we use space. The goal is to explore the issues and get feedback."

Classroom space is currently

managed centrally, while departments and faculties manage research space, specialized teaching space, conference and meeting rooms and academic-administrative office space.

Every three years, the Council of Ontario Universities requires universities to submit information based on measures such as square footage per student, per faculty and per staff member. These statistics can be used to compare at the very broad scale from one university to another, says Dr. Dixon. "But it obviously doesn't fit too well for internal comparisons. We want to devise a system that tracks usage at a finer level of detail and that is more readily kept up to date, as well as a clear process on whose responsibility it is for assigning space and making changes in the use of that space. I encourage people to read the report and get back to us."

Send comments in writing to John Dixon, Associate Vice-Principal (Academic) and Chair, Advisory Committee on Space Management in writing c/o the Office of the Vice-Principal (Academic) or by e-mail to dixonj@post.queensu.ca. The deadline is Feb. 28. □

www.queensu.ca/vpac/VPA_Report_SM_Issues.pdf

Former Student Health director dies

Dr. James McSherry, who served as Queen's Student Health Services director during the 1980s and early 1990s, died Jan. 22 in London, Ont. He was 59. A professor of Family Medicine, Psychiatry and Dentistry, he was Chief of Family

Medicine at London Health Sciences Centre, and Medical Director at Victoria Family Medical Centre. He worked at Queen's from 1981 to 1993. He is survived by his wife Helen and children Peter, Stephen and Audrey. □

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):

SGPS Student Advisor Program
533-3169

University Advisors – Students:

Mel Wiebe – English
533-2153

Shirley Eastbrook – 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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The *Gazette* is published twice a month (except during the summer) by the Department of Marketing and Communications 107 Fleming Hall, Queen's University, Kingston, Ontario K7L 3N6.

Submissions are welcome, but the *Gazette* reserves the right to edit and print contributions as space and staff time permit.

INQUIRIES

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SCHEDULE

Noon deadline	Publishing date
18 February	25 February
4 March	11 March

QUEEN'S TODAY

HOMEPAGE www.queensu.ca/today

ISSN 0319-2725

Queen's shows enviable endowment fund growth, according to international survey

BY ANNE KERSHAW

Queen's has seen an impressive growth in its endowment fund during a period when a majority of other universities and colleges across Canada and the United States experienced losses, a new survey of 610 universities and colleges conducted by the National Association of College and University Business Officers (NACUBO) shows.

Figures published in the report indicate a 24.7 per cent increase in the Queen's fund between June 30, 2000 and June 30, 2001 — making it one of the few Canadian universities to record endowment growth. The survey shows losses for the universities of Toronto (-10.7 per cent); McGill (-1.8 per cent); British Columbia (-6.1 per cent); and Alberta (-4.3 per cent).

The Queen's figure is somewhat inflated by the fact that the university shifted \$40 million from its investment fund to its endowment fund in the fall of 2000. This one-time transfer was approved by the Board of Trustees to provide a better matching of assets and liabilities in the investment fund. But even when the \$40 million transfer is

factored out, Queen's still shows an endowment growth of more than 13 per cent.

"By any standard this is a very impressive result for Queen's, one that reflects both the success of fundraising efforts by our Office of Advancement which has brought significant new funds into the endowment and the excellent investment returns achieved by the managers hired by the investment committee of the Board of Trustees," says Bill Forbes, director of Pensions, Investments and Insurance.

The university's ongoing capital campaign, *The Campaign for Queen's*, has added about \$2 million a month to the university's endowment fund during the

period measured by the survey.

"It has been extremely gratifying for us to be able secure the generous gifts from our alumni and friends that not only go towards bricks and mortar and ensuring our labs and classrooms match world standards but that also ensure future generations of Queen's students have access to the scholarships and bursaries they need," says George Hood, Vice Principal (Advancement).

The growth in Queen's endowment is also the result of an investment strategy that saw a one-year return of more than 11 per cent, a yield that puts the university in the first percentile according to a survey of Canadian endowments and foundations. In other words, Queen's return on

its investment was better than 99 per cent of other Canadian endowment investors who were surveyed. Longer term returns have also been very good, says Mr. Forbes.

With a current endowment of \$430 million, Queen's has the fifth largest university endowment in the country. "For a school of our size with a relatively smaller student body, this is quite an achievement," he says.

Given current financial issues facing the university, some members of the university community have suggested that Queen's relieve budgetary pressures by dipping into its endowment fund.

"This reflects a misunderstanding of the nature and purpose of the endowment," says Mr. Forbes.

The endowment is a long-term investment that is intended to produce income for the university through the interest it earns. The interest income is used primarily for student assistance (bursaries and scholarships) and to fund endowed Chairs and Professorships.

"Basically, the idea is to leave the principal untouched and to only take income and capital



gains generated by the capital in a such a way that the endowment continues to grow. This is money that has been given to the university by donors who have stipulated that they want to see their donations benefit generations of students to come.

"In fact, many donors specify that the gift capital cannot be spent; that it is to be held in perpetuity and that only the income be spent on the specified purposes. We are legally and morally bound by these agreements with donors." □

For more on the NACUBO report, go to www.nacubo.org

Researchers discover paradox of pain control

BY NANCY DORRANCE
NEWS AND MEDIA SERVICES

A surprising discovery by Queen's researchers could lead to the development of more effective pain-killing drugs, with fewer side effects, for terminally ill patients or people suffering from chronic diseases such as cancer or severe pain due to nerve damage.

Khem Jhamandas (Pharmacology and Toxicology) and his multidisciplinary team reported the "paradoxical" findings of their research on opioid drugs such as morphine in the February 2002 *Journal of Pharmacology and Experimental Therapeutics*. The usefulness of these powerful drugs can diminish dramatically after their prolonged use: A phenomenon described as drug tolerance.

Vanishingly small doses, opioid antagonists - normally used to block the toxic effects of opioids - instead enhance pain-killing action in experimental models, Dr. Jhamandas and his team found. Team members include graduate students Kelly Powell and Noura Abul-Husn (Pharmacology and Toxicology) and Asha Jhamandas, Mary Olmstead, and Richard Benninger (Psychology).

They also discovered that the development of tolerance to morphine was inhibited, and in cases where tolerance had already devel-



Khem Jhamandas

oped, it was actually reversed.

"When we received the results from the first experiment, I couldn't believe it," says Dr. Jhamandas, whose research is funded by the Canadian Institutes of Health Research (CIHR). "Everything we knew up to that point indicated that it shouldn't work - but it did!" Combining an opiate "agonist" like morphine with its "antagonist" - in this case, the drug naltrexone - is a radical approach that was inspired by suggestions in the scientific literature that opiates have both stimulatory and depressant effects. Both types of drug act on opiate receptors that are located on nerve cells that transmit pain signals. When activated by morphine, these receptors will powerfully suppress pain.

"We decided it wasn't a question of whether a drug is agonist or antagonist, but rather a question of the dose," he explains. "In higher doses, the antagonists will very effectively destroy the effects of morphine or any other opiate drug, and traditionally they have

been used to reverse toxic effects of opioids. But the paradox is that, in extremely small doses, the antagonists augment morphine's analgesic action, while reducing the development of tolerance to it. Where tolerance had already been acquired, the effectiveness of morphine was restored to between 80 and 90 per cent of its original amount."

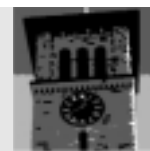
The latter finding is particularly significant for people with chronic illnesses who require long-term use of these drugs to control their pain. As tolerance to the drugs develops and the dose is subsequently increased, there is a greater potential for harmful side effects. As well, the manifestations of physical dependency - although not a major concern in terminal illness - can also act to increase the pain.

The next step in this investigation will involve clinical trials to determine if the same results that have been shown in laboratory rats can be produced in people.

"This is exciting because there are so many potent chemicals in the brain that can influence pain, and we're just beginning to comprehend their functions and their promise for yielding treatments providing optimal pain relief," he says. "In understanding how pain transmissions occur, we're learning the 'biology of pain' with the objective of making drugs that will work better." □

Senate

Notes from the Jan. 31 session



University chairs program approved

Senate voted down a motion against using tuition deregulation to preserve education quality (See story page 1)

Senate approved:

- A proposal to establish the Queen's University Chairs program. The program is designed as a companion to the Canada Research Chairs program to help the university retain distinguished researchers who have achieved international preeminence. Normally a maximum of five Queen's chairs would be awarded annually, although up to 10 awards may be made in the first year. Awards would be based on merit and would involve peer reviews, Suzanne Fortier, Vice-Principal (Research) says. Awards are up to \$20,000 and would come from interest gained on the university endowment fund.
- A proposal to establish the High Performance Computing Virtual Laboratory (HPCVL) as a university centre. It was established by a consortium of Carleton, RMC, University of Ottawa and Queen's of which Queen's is the lead institution.
- A proposal for a new Bachelor

of Music/Bachelor of Education Concurrent degree. The program addresses a concern about the potential shortage of music educators, and although similar to programs offered at universities in other provinces, the Queen's program will be unique in Ontario. Graduates also would have better employment options because it provides an integration of professional teacher education and music content knowledge and skills.

- A report on Orientation - Goals of Orientation, and Approving the Administration of Orientation
- The election of Janice Helland (Women's Studies) to the University Promotion Advisory Committee for 2002 and 2003.
- A review of the Institute for Intergovernmental Relations and that the institute continue operations for a further five years, July 1, 2000 to June 30, 2005 under the direction of Harvey Lazar.

The next Senate meeting takes place Thursday, Feb. 28, at 3:30 pm in Policy Studies, Room 202 (rescheduled from March 7). □ Meeting minutes are available at: www.queensu.ca/secretariat

Books and Bytes

News from Queen's University Libraries



Change demands new survey measures

BY ROBERT THOMSON
WILLIAM R. LEDERMAN LAW LIBRARY

While libraries often seek out the views of users informally through suggestion boards and feedback buttons linked to web pages, the practice of undertaking systematic surveys is a relatively recent one.

Next month, Queen's Libraries will be asking for assistance in filling out one such survey. It is the first step towards an ongoing process of "user needs assessment."

Why survey Queen's faculty and students about library issues? This is a time of unprecedented change for academic libraries. Technology has transformed how we serve the information needs of customers. Information needs are defined broadly and include instructional services, reference desk inquiries and the acquisition and accessibility of collections.

The range of possible services continues to grow. Electronic and print formats compete for fund-

ing. Fast turnaround times for interlibrary loans, long hours of opening and more in-depth services are in demand. But diminished purchasing power for collections and staff reductions mean that the libraries must be selective when acquiring resources and shaping services. At this moment of change and possibility, it is critical that the libraries ask their users about their research needs and their ability to meet them.

Expectations of a university library vary with different user groups - undergraduates, graduate students and faculty. The survey will measure current levels of awareness of Queen's Libraries current services, as well as priorities and expectations for future services from these three core user groups. We also hope to reach students and faculty who do not use the library and discover the reasons for this "non-use."

The general survey will be a foundation for ongoing consulta-

tion. Future efforts may involve other tools such as focus groups. Alternatively, future surveys may focus on narrower topics, such as electronic database usage, or target specialized user groups or individual libraries.

Conclusions from the survey will also contribute to the development of a new strategic plan for the library system.

The library established a user needs assessment committee to co-ordinate the current survey last spring. Two Commerce students from Queen's Small Business Consulting helped with survey design and statistical analysis of the results.

How can you help? Take time to respond to the survey! Let us know what you like and don't like about libraries at Queen's. Use the comment sections to expand on specific questions.

Stay tuned this winter for more about the Queen's Libraries User Survey, and look for a report on the results in an issue of the *Gazette*. □

Research funding

continued from page 1

research community and their innovations promise to improve the well-being of Canadians."

Projects receiving funding through the CFI Innovation Fund are:

National Microelectronics and Photonics Testing Collaboratory (\$9,310,238)

Provides microelectronics and photonics researchers with state-of-the-art infrastructure for testing their designs. Includes a network of four specialized test laboratories and remote-access sites at 21 institutions. Photonics Systems Test Lab - which received \$3.4 million of the \$9.3 million from CFI - will be at Queen's. Principal Investigator: John Cartledge (Computer and Electrical Engineering).

Facility for Manufacturing of Advanced Structural and Electronic Ceramics (\$3,862,024)

Operates within the Centre for Manufacturing of Advanced Ceramics and Nanomaterials (CMACN) at Queen's, and at three other institutions: University of Toronto, McGill University, and the Royal Military College. Complements CMACN research training and skills development program. Project leader: Vladimir Krstic (Materials & Metallurgical Engineering).

Accelerating New Drug Discovery through Design, Synthesis and Activity Evaluation (\$3,727,900)

Facility for new drug discovery, evaluation and development. Multidisciplinary team will seek

answers to fundamental questions at the chemistry-biology interface of the drug discovery process through discovery of new synthetic methods, analytical techniques and physical tools. Project leader: Victor Snieckus (Chemistry).

Isotope Research Facility (\$1,271,832)

Uses the newest isotopic technologies to help solve significant problems in both pure and applied science. Novel techniques for isotopic and chemical analyses of critical samples for diverse research programs will be developed, using three new types of mass spectrometers. Project leader: Kurtis Kyser (Geological Sciences).

Power Electronics Laboratory for Designing Integrated Architectures for Computers and Telecommunications Systems (\$1,177,080)

New approaches and processes for powering high-speed information networks. Will design and develop high-frequency circuit topologies, system testing, silicon integration, and packaging required to conduct research in the field of low-power electronics. Project leader: Praveen Jain (Electrical and Computing Engineering).

Advanced Polymeric Materials and Processes (\$827,855)

Tailoring and controlling the properties of polymeric materials will allow development of applications such as a novel polymer blend for targeted delivery and controlled release of cancer-

curing agents. Project leader: Robin Hutchinson (Chemical Engineering).

Study of Biological Communications Systems (\$640,000)

Part of the \$4.5 million University of Toronto-led Centre for the Study of Biological Communication Systems. A Multimodal Research Facility will be located at Queen's. Project leader: Kevin Munhall (Psychology and Otolaryngology).

Integrated Rehabilitation Science Laboratory for the evaluation, enhancement and restoration of human mobility and function (\$307,207)

The process of disability, and how to reduce its impact and incidence in society. Linked with a new Department of Mathematics & Statistics initiative. Project leader: Sandra Olney (Rehabilitation Therapy).

Projects receiving funding through the CFI New Opportunities Fund are:

Ion Channel Research Facility for the Study of the Neural Control of Behaviour (\$120,000)

Research on how the nervous system initiates behaviour. Project leader: Neil Magoski (Physiology).

Molecular Genetics of Aging in *Drosophila Melanogaster* (\$83,479)

Key questions in aging, such as the relationship between genetic expression and senescence. Project leader: Laurent Seroude, (Biology). □

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.

Jan. 24 - Feb. 6

Khem Jhamandas' (Pharmacology and Toxicology) pain research received national media coverage in the *National Post* and regional/local coverage on CBC Ontario Morning radio and in *The Kingston Whig-Standard*, CFLY FM and Country 96 FM. The discovery by Dr. Jhamandas and his team may revolutionize pain relief. (see our Queen's news release at www.queensu.ca via *Queen's News* link)

A study co-edited by **Keith Banting** (Policy Studies) entitled *Health Policy and Federalism* was highlighted in the *Toronto Star*.

Gerald Wilde (Psychology) was quoted in an *Ottawa Citizen* story about risk taking in alpine skiing. The story was also covered in the *Edmonton Journal*.

Defense management expert **Douglas Bland** (Policy Studies) was interviewed by CBC Radio about Canada handing over prisoners to the Americans in Afghanistan.

Wayne Myles (International Centre) was quoted in the February issue of *University Affairs* feature story about study abroad. The story also quotes from 'Risk and responsibility in study abroad' co-authored by **Lynne Hanson** (Law) and Mr. Myles.

Elia Zureik and **David Lyon** (Surveillance Project/Sociology) were widely quoted in a *Technology in Government* feature that examines the pressure put on governments to find new solutions to protect their citizenry since Sept. 11 and the effectiveness of high-tech surveillance and security measures that have been near the top of the list seemingly everywhere. The research of internationally recognized animal communication expert, **Ron Weisman** (Psychology) on absolute pitch in songbirds and humans was discussed in a recent issue of *Discover Magazine*. Prof. emeritus **Weisman** was also interviewed about the biology of absolute pitch by Todd Mundt for his science show on National Public Radio.

Douglas Reid (Business) was quoted in a *Hamilton Spectator* story about the importance of WestJet Airlines to the future development of the Hamilton airport. Prof. **Reid** was also quoted in the *Montreal Gazette* and *Regina Leader Post* about Air Canada rethinking proposed Aeroplan changes.

Moe Hussain (CWE Director), **Kevin Hall** (Civil Engineering) and **Stephen Brown** (Chemistry) were quoted in the *Ottawa Citizen* and *The Kingston Whig-Standard* about Queen's Centre for Water and the Environment's participation in a \$2.5-million project for research and development of an automated water testing system. (see our Queen's news release at www.queensu.ca via *Queen's News* link)

media TIP



Peter Gzowski

A few years ago when interviewing a Queen's astrophysicist about an important research breakthrough, Peter Gzowski asked, "so how does it feel to have an asteroid named after you?" It's the sort of question many academics might be unprepared for but one designed to capture the kind of human moment so sought after by the media. When interviewed about your research, don't hesitate to convey your excitement about your findings or passion for your work. Television and radio reporters, especially, gravitate towards those who can not only explain their findings and the significance of their findings in everyday language but who can also connect with audiences by conveying their commitment to their work and their joy over eureka moments. □

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

News Notes



New help line for grad students

Queen's graduate student society has created a new Student Advisor Program it hopes will help with problems graduates students may face in their learning and teaching environment. The Society of Graduate and Professional Students (SGPS) represents masters and doctoral students as well as those in Law and Theology. Students involved in the program represent a range of academic backgrounds and have been trained by Queen's Human Rights Office and the Mediation Center of Southeastern Ontario. SGPS members can ask for referrals to other Queen's organizations, for advice on the grievance and complaint procedures, for either mediating or facilitating a meeting between the parties in conflict, or for simply answering private questions by phone or email. All conversations between students and advisors are strictly confi-

dential unless otherwise specified by the student. The office is in the John Deutsch University Center, room 203 and is open Wednesdays, 1 to 4 pm, phone 533-3169 or email studentadvisors@sgps.ca. Advisors are: Advisor1@sgps.ca, Emily van der Meulen (Education); Advisor2@sgps.ca, Lindsay Patrick (Anatomy and Cell Biology) and Advisor3@sgps.ca, Kirsti McHenry (Law).

Departments urged to share Homecoming event news

Alumni Affairs would like the university community's help in making Homecoming Weekend 2002 the best yet. If your office or department is planning reunion events – seminars, receptions and open houses – for the weekend of Sept. 27-29, share them with Alumni Affairs. Homecoming registration and the Alumni Marketplace will take place in a big-top tent on Benidickson Field. As an alterna-

tive to hosting an event in at your office, departments are invited to host an information table in the tent. Your events will be promoted in the Homecoming Weekend 2002 Program booklet to be distributed in the July/August Alumni Review, reaching more than 90,000 alumni worldwide. Details: Peggy Shanks, ext. 74132, shankspa@post.queensu.ca.

Protect your bike from the elements

Just in time for winter: Queen's Parking and the Queen's Bicycle Users' Group (QBUG) announce the arrival of 12 new bike racks located under the Dunning walkway at the north end of Mackintosh-Corry Hall provide year-round cyclists a place to park their bikes away from the elements. In addition, a few rows of bike racks at Stauffer and Douglas libraries are kept relatively free of snow for winter bike parking.

Queen's and the net; how we connect

Ever wondered how Queen's University Networks connect with the rest of the world and the Internet? See the ITServices Network Overview at www.its.queensu.ca/network/overview. It comes complete with a glossary and is intended to be understood by even non-technical readers. Feedback is welcome, and should be directed to Alex Fletcher, fletchra@post.queensu.ca.

Got an issue? Write for Diatribe

Diatribe Magazine, a new publication on the Queen's campus, is seeking submissions from students, staff and faculty. It is devoted to the exploration of issues at Queen's and in the broader community. For more information, please contact diatribe@ams.queensu.ca or phone at 533-6000, ext.74171. □

University Roundup



Queen's uncontested champion

As reported by *University Affairs*, while the Canadian Bureau for International Education found that 90 per cent of Canadian universities give students the opportunity to spend at least one semester abroad at the undergraduate level, fewer than one percent of full-time students actually participated in study abroad programs in 1999 according to the Association of Universities and Colleges of Canada. A number of universities are taking steps to increase their numbers. To date, however, Queen's holds the record, says *UA*. "The uncontested champion remains Queen's – it sends at least 600 students abroad every year, more than 10 per cent of its undergraduate student body.

Nice not necessary

In a *Chronicle of Higher Education* article about the importance of collegiality in the university environment ("Do You Have To Be Nice To Get Tenure?"), one senior academic administrator put it this way. Collegiality should not be confused with congeniality. "Congenial" means agreeable, sociable, or companionable; "collegial" refers to productive relationships with colleagues. To be collegial, one need not be congenial.

Let there (continue to) be light

University of Toronto President Robert Birgeneau laid it on the line when it comes to the need for increased government funding. While U of T has received increased grants to help cope with the double cohort, he says in a recent issue of the *Bulletin*, they do not address rising costs and there is no provision at all for inflation. "We'll need the grant provided for the first 1,000 double cohort students just to keep the lights on." □

Cracking the code for scholarships

The University of Lethbridge is capturing the attention of young computer science and mathematics whizzes with a unique contest that challenges them to break the code on an encrypted poster and become eligible to win more than \$4,000 in scholarships. Its Mathematics and Computer Science Department, in co-operation with the Faculty of Arts and Science and the campus recruitment office, launched the *Go Figure* contest to appeal to potential students, age 15 to 18, at more than 1,000 high schools in Ontario and western Canada. The only identifiable text on the contest poster is the university's name and Coat of Arms, making the attention-getting document appear like a massive typographical error. But not to the discerning eye of budding mathematicians and computer scientists who, once having deciphered the poster, become eligible to win some of the scholarship money. See home.uleth.ca/

New centre to ensure smooth sailing for Toronto drivers

Toronto drivers may soon find fewer stops and starts when moving from destination to destination. A new centre at the University of Toronto will be devoted to easing the traffic jams caused by accidents and other unforeseen impediments to traffic flow. The only centre of its kind in Canada, the Intelligent Transport Systems Centre will feature a wall full of television screens that will be linked to the Ontario Ministry of Transportation and the City of Toronto's more than 200 traffic cameras and detectors on major highways and thoroughfares around the GTA, reports the U of T *Bulletin*. The system will monitor traffic 24 hours a day and begin formulating strategies to overcome any gridlock situations that arise. □



Imaginus: Students ponder over posters for every stretch of the imagination at a recent display and sale in the John Deutsch University Centre.

Turn on to campus conservation: It's a community effort

BY REBECCA SPAULDING

Here's a bright idea: Add energy and water conservation to your New Year's resolutions.

Now more than ever, conservation is essential, says Tom Morrow, Associate Vice Principal (Operations and Facilities). "The university spent \$6 million on energy and water last year," he says. "That price tag is expected to rise by at least four per cent a year with the upcoming deregulation of the electrical market, ongoing campus expansion and associated rise in consumption of utilities."

If every person on campus made one small act to conserve each day, the savings to the environment and to Queen's would be significant, he says.

"There are a number of easy, no-cost things that people can do to reduce the university's consumption of utilities," says Ken Hancock, Physical Plant Services (PPS) engineering manager. His group participates in planning and delivery of utilities to the campus including water and electricity.

Simply switching off a light makes a big difference. Electricity accounts for about half the university's utility bill and is an area where people have the most individual control. Lighting is the biggest single category, consuming about 50 per cent of the electricity used on campus.

Did you know that lighting a typical office overnight wastes enough energy to heat water for about 200 cups of coffee? Turning off office, lab or residence room lights (including task and desk lighting), when



conserve
to preserve

occupants leave for more than five or 10 minutes reduces our impact on the environment and saves the university money. Also, the last one out of a classroom or lecture theatre, should turn out the lights.

Computers also eat up electricity. In the last 10 years, research and administrative activities at Queen's have become increasingly reliant on computer technology. At least 7,000 computers are used on campus, accounting for approximately four per cent of total electricity consumption. That number is expected to rise as campus facilities are upgraded and expanded in the future. Switching off your computer, monitor, printer, scanner and other equipment when not in use, and before you go to a meeting, lunch or home will help reduce campus electrical use. Enabling the "sleep" feature on your computer equipment is another way to conserve power.

Also of concern is the university's increasing use of water, another valuable, non-renewable resource. Contacting Fixit (ext. 77301) to repair plumbing problems such as dripping taps, toilets that run constantly and

other water wasters is an important conservation measure. Just one drop a second from a leaky faucet wastes the equivalent of 350 glasses of water per day. Repairing a leaky hot water tap doubles the savings: it stops wasted water and the electricity used to heat and pump it.

These are only a few examples of how to use water and

energy more wisely. "The underlying message is: If you don't need it, shut it off," says Mr. Hancock. More conservation tips will appear on the PPS web page at end of February (www.queensu.ca/pps/index.html) and will be highlighted monthly in upcoming issues of the *Gazette*.

Show me the savings...

"Although we may not be able to demonstrate through measurement or numbers what contribution people are making when they conserve energy and water, there is absolutely no question that they are making a positive impact on the university's budget," says Mr. Hancock. "Whether they see it or not, everyone's actions make a positive difference."

There are so many things at play that it is not always possible to tease out this information from the Queen's utility figures. The data reflects the complex mix of moment-by-moment changes in campus consumption, growth and fluctuating utility prices which hide the effects of individual conservation measures.

On small act of switching off lights when leaving a room may seem insignificant. But think again: What if each student, staff and faculty member did one small thing to reduce their use of energy or water on campus each day? The cumulative impact of about 20,000 acts to conserve would be significant. Hence, even one act on its own is important and has a positive effect on the environment. □

Some bright idea conservation tips to clip and save

Lights off

Turning off your office, lab or residence room lights (including task and desk lighting), when you go out for more than 5 to 10 minutes.

Stay in shape

Keep office and other equipment in good repair. It will operate more efficiently and consume less electricity and water.

One up, two down

The average elevator uses the equivalent energy to light 250, 60 watt light bulbs during its travel. When possible, take the stairs rather than the elevator when going up one floor or two down. It saves electricity and will give you exercise too!

Reduce the flow

When possible do not leave the water running from laboratory, darkroom, washroom and kitchen taps. Reducing the flow of hot water saves both water and the electricity used to heat and pump it.

Running water

For a cold glass of water keep a bottle of drinking water in the fridge rather than running the tap. Over a litre of water can go down the drain in under 5 seconds from a fully open faucet.



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. 19, 2002 at 4:30 pm. Late applications will not be accepted.** Please submit a letter of application indicating the specific position desired and a detailed resume including your employee number.

Resumes will be accepted from Queen's employees with Internal Status ONLY unless the position specifically invites External applications.

Queen's University has an employment equity programme, welcomes diversity in the workplace and encourages applications from all qualified candidates including women, aboriginal peoples, persons with disabilities and racial minorities.

Appointments

Secretary, Faculty of Law 2001-75
Sharron Sluiter

Recruitment Officer, Office of the University Registrar (Admission Services) 2001-111
Kristen Healy

Faculty Projects Assistant, Faculty of Health Sciences 2001-125
Shelley Noël

Senior SIS Analyst and Programmer/Information Systems Officer, Office of the University Registrar 2001-135
Thomas Monahan

Senior Secretary/Receptionist, Department of Physics 2002-03
Nicole Clarey (SNO Institute)

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 **Patti Evaristo**, Human Resources.

Program Assistant 2002-12 Biochemistry (CCR Program)

This is a three-year term appointment working 100% time.

Major Responsibilities: provide administrative support for the Cardiac, Circulatory and Respiratory Program; assist with committee work, special projects, PowerPoint presentations; act as contact person for the CCR Program; solve administrative problems within guidelines; perform a variety of financial and accounting duties including administering departmental, research and trust accounts; provide reception services as required; install new software as directed; maintain the filing systems; produce publications and reports; manage the program's web page as directed.

Requirements: two-year post-secondary program in business administration; previous relevant experience in an office/service environment; knowledge of the university structure and financial computing systems an asset; supervisory experience an asset (or the equivalent combination of education and experience); advanced computer skills in word processing, database, spreadsheet, networking and presentation applications; familiarity with the Web and HTML an asset; ability to learn new software packages as required; excellent verbal and written communication skills; strong analytical and problem-solving skills; proven organizational skills; knowledge of bookkeeping and accounting practices; ability to adhere to strict confidentiality.

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.

Delivery Person 2002-13 Queen's University Libraries (Administration Office)

This is a continuing appointment working 42.86% time (15 hours per week).

Major Responsibilities: pick-up and delivery of mail, journals, monographs and IUTS items within the Library system according to established schedule; delivery services for special deliveries and pick-ups, rush orders, office supplies, computers and misdirected mail, etc., as required; ensure library van is serviced regularly and notify supervisor of any problems requiring additional maintenance; communicate with staff regarding delivery requests and schedules, referring problem situations to the Administrative Assistant; additional duties as required.

Requirements: secondary school diploma; previous delivery experience considered an asset (consideration will be given to an equivalent combination of education and experience); valid Class G Ontario Driver's licence; ability to work independently with sound judgement to know when to refer problem situations to supervisor; excellent communication skills to effectively work with library staff and staff in other departments; basic automotive maintenance ability; ability to perform the physical requirements of the job (i.e., ability to lift 50 lbs.); service-oriented perspective including flexibility to adapt to changes in delivery schedule to accommodate emerging needs.

Minimum Hiring Salary: \$27,338 Salary Grade 3 - ADMCS3 (Salary will be adjusted to reflect actual time worked.)

Human Resources *continued*

Admissions/Registration Assistant 2002-14 Faculty of Law

This is a continuing term appointment working full-time from Aug. 15 until May 31 each year.

Major Responsibilities: report to the Registrar of Law; assist in the admissions and registration processes and in the administrative functions and student services area; work in conjunction with the Coordinator of Admissions and Recruitment, ITS personnel, OLSAS, Faculty Projects Coordinator as well as assist the Assistant Registrar and Registrar.

Requirements: two-year business administration program with several years of relevant work experience (consideration will be given to an equivalent combination of education and experience); computer skills including MS Word, Access and Excel, webpage design and maintenance programs such as Frontpage and Dreamweaver; ability to learn new software packages as required; knowledge of admissions requirements, registration processes, university policies, procedures, structure and administrative systems preferred as is; familiarity with the Queen's student database, PCICS and GQL; proven organizational and time management skills and ability to work with highly-confidential information; excellent interpersonal, communication, analytical and problem-solving skills.

Minimum Hiring Salary:

\$34,192 Salary Grade 6 – ADMSF6 (Salary will be adjusted to reflect actual time worked.)

Residence Life Coordinators (3) 2002-15 2002-16 2002-17 Queen's University Residences

These positions are available on June 1, 2002, and are 'live-in' appointments working 100% time for a period of one year.

Major Responsibilities: report to the Director of Residence Life; coordinate, oversee, support and promote residence life; ensure the effective and cooperative functioning of the residence dons, floor seniors/house representatives and house councils as collaborative teams; support student self-government by advising the

house councils in all areas; facilitate and respond to crises and disciplinary situations as required; attend and co-chair specific meetings; plan and implement orientation events and welcoming for assigned residences; provide administrative support including documenting incidents and assisting with room assignments and changes; participate in the residence-wide on-call system; conduct building tours and meet regularly with building supervisors; advise on safety and security matters, monitor building damages and develop appropriate responses; provide, attend and lead training sessions and professional development for student staff and council.

Requirements: undergraduate degree with university residence experience; demonstrated supervisory ability; an understanding of the collegial administrative structure of Queen's; a graduate degree would be an asset (consideration will be given to the equivalent combination of education and experience); knowledge of the rules, regulations, procedures, resources and administration of Queen's University Residences and those of the university; demonstrated aptitude for and commitment to forming mentoring relationships with young adults; supportive experience with persons of diverse backgrounds and beliefs; demonstrated ability to provide a positive team environment; proven advising skills and an ability to deal with confidential material and sensitive situations on a regular basis; ability to maintain composure in a stressful situation.

Minimum Hiring Salary:

\$34,192 Salary Grade 6 – ADMSF6

Other Positions

Research Technologist Cancer Research Laboratories

For a busy cancer biology laboratory engaged in investigations of molecular determinants of sensitivity and resistance to cancer chemotherapeutic agents and chemical toxins. med.queensu.ca/medicine/crl/cole/ri_spc.htm.

Responsibilities: functional analyses of membrane proteins; gel electrophoresis; immunoblotting; ELISA; preparation and purification of recombinant proteins; a willingness to work with undergraduate,

graduate and post-doctoral research trainees; general laboratory duties such as ordering of supplies, laboratory organization, and equipment maintenance.

Qualifications: experienced technologist trained in protein biochemistry; post-secondary degree or diploma with a strong emphasis on protein biochemistry and at least two years experience in a research laboratory; excellent analytical, record keeping, organizational and interpersonal skills; competence in basic recombinant DNA techniques; experience with fluorescence microscopy; working knowledge of software programs for data analysis (kinetics, statistics) and graphics; familiarity with procedures involved in safe handling of radioisotopes.

Salary: Commensurate with education and relevant experience. Initially a one-year grant funded position with possibility of renewal up to 5 years.

Resume and 3 references to Dr. Susan Cole, Cancer Research Laboratories, Rm 329 Botterell Hall, Queen's University, Kingston K7L 3N6. Fax: (613) 533-6830.

Technical/Administrative Assistant PARTEQ Innovations Intellectual Property Group

This is a part-time position

Responsibilities: prioritize and coordinate the workload for the patent support area; keep regular contact with patent attorneys and other outside agencies as well as inventors from Queen's.

Qualifications: a self-starter who excels at working with moderate supervision to deadlines in a busy environment; strong organizational skills; experience with web searches and data management; supervisory skills; positive attitude; flexibility; accuracy and attention to detail; a thorough knowledge of Word Perfect for Windows and MS Word; and familiarity with data-base type applications. Resumes to: Penny Hogeboom, Parteq Innovations, Biosciences Complex, Room 1625, Queen's University, Kingston, ON K7L 3N6. Fax (613) 533-6853. Email hogeboom@post.queensu.ca.

Project Coordinator School of Nursing

Contract position working 100% time until Dec. 31, 2003 to assist in imple-

menting a new curriculum for the Bachelor of Nursing Science program that will be jointly delivered by the Queen's School of Nursing and St. Lawrence College, School of Health Sciences.

Responsibilities: work with faculty and staff at both schools, program committees, and clinical agencies to support the phase-in of the program; liaise between the schools; support committees; develop and maintain databases for the program; develop recruitment plans; and liaise with clinical agencies providing placements for students in the program.

Qualifications: a degree in nursing and a current College of Nurses of Ontario certificate; several years of experience in nursing and/or nursing education; experience with project management; strong organizational and interpersonal skills; research, data analysis and writing skills; word processing, spreadsheet and database software experience. Experience working with committees and knowledge of health agencies are assets.

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

Written application, resume and names of three referees by **Feb. 20** to: Director, School of Nursing, 90 Barrie Street, Kingston, ON, K7L 3N6.

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

Realizing Your Potential

Wednesday, Feb. 27, 10 am - noon. This workshop will help you search out your untapped potential and discover how setting goals affects both your personal and professional futures. Facilitator: Wendy Lloyd, Human Resources.

Cultural Awareness Session

Wednesday, March 6, 10:15 am to 11:45 am. Human Resources and the International Centre are jointly sponsoring this Cultural Awareness session that will bring international students together with staff. Facilitator: Emily Ledwell, International Centre.

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/

Milestones

Compiled by Faye Boudoux

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

Congratulations to those who reached the following milestones in January 2002.

25 years:

Lawrence Dougan, Athletics and Administration

20 years:

Kimberley Borek, Advancement Business Office; Anna De Matos, Admission Services; Teresa Mills, Technical Services.

15 years:

Stephen Gill, Campus Security; Jessie Griffin, Faculty of Health Sciences.

10 years:

Kimberly Mackinder, Physics.

Five years:

Valerie Baumli, Residences; Kathy Christmas, Pharmacology and Toxicology; Ruth Lappan, Purchasing; Kathleen Lewis, School of Business; Elspeth Morgan, Faculty of Education; Wendy Smith, Admission Services; Michael Steinfort, PPS.

Bulletin Board

Appointments

New faculty appointments

The Faculty of Arts and Science is pleased to announce the following appointments:
Art: Joan Schwartz, SSHRCC Postdoctoral Fellow.

Biology: Adam Chippindale, Canada Research Chair recipient.

Chemistry: Gregory Jerkiewicz.

Film Studies: Dorit Naaman, Alliance Atlantis Professor.

Geography: DongMei Chen.

Philosophy: Joshua Mozerky, Canada Research Chair recipient.

Physics: Jun Gao.

David Wardlaw appointed Head, Chemistry

Principal William C. Leggett is pleased to announce that David Wardlaw has been appointed Head of the Department of Chemistry.

Dr. Wardlaw obtained a BSc and PhD from the University of Toronto, and was a postdoctoral research fellow at the California Institute of Technology prior to coming to Queen's in 1984 as assistant professor and a University Research Fellow. He was promoted to associate in 1989 and professor in 1994.

Dr. Wardlaw's research contributions are in the areas of theoretical chemistry and chemical physics. He has published over 45 articles, co-authored a scientific software package, presented papers at numerous conferences, and has been a visiting scientist at University of California (Berkeley), at Argonne National Laboratory (Chicago), Emory University (Atlanta), and the National Research Council (Ottawa).

Dr. Wardlaw has previously served as acting head of the Department of Chemistry from July 1 to Dec. 31, 2000 and July 1 to Dec. 31, 2001 and was the associate head from Jan. 1 to June 30, 2001. He has served on numerous committees at the departmental and faculty

level. In 1995 he was the Coordinator for the department's self-review and its Academic Development Plan. In 2001, he was the Judge-in-Chief for the Canada Wide Science Fair held at Queen's Campus.

In making this announcement Principal Leggett wishes to express sincere appreciation to Dr. R. Stan Brown for his 6 1/2 years of dedicated service as Head.

Janice Helland appointed Acting Director, Women's Studies

Principal William C. Leggett is pleased to announce that Janice Helland has been appointed Acting Director of the Institute of Women's Studies from July 1, 2002 to Dec. 31, 2002.

Dr. Helland received a BA from the University of Lethbridge and her MA and PhD from the University of Victoria. She taught at Victoria, Memorial and Concordia universities before coming to Queen's in 1999 on a Queen's National Scholarship as a professor with joint appointments to Art and Women's Studies.

Dr. Helland's research focuses on British and Irish female artists in the 19th century. She has published several papers and book chapters, and is the author of *The Studios of Frances and Margaret Macdonald* (Manchester University Press, 1996) and *Professional Women Painters in Nineteenth-Century Scotland: Commitment, Friendship, Pleasure* (London: Ashgate Publishing, 2000).

Dr. Helland has been co-editor of *Revue d'art canadienne/Canadian Art Review RACAR* since 1996. At Queen's she has served on the Appointments and Research committees for Women's Studies.

Awards and 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 a minimum of six persons per year.

Potential recipients include 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 University Secretariat, B 400 Mackintosh-Corry Hall, Queen's University, Kingston, Ontario, K7L 3N6, 613-533-6095 or 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.

Bulletin Board *continued*

Principal's Development Fund Spring 2002

Category A (\$140,000 annual funding 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 will spend at least one 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.

Individuals/academic units interested in sponsoring such a visitor should submit an application and budget to the Dean of their faculty by April 5, 2002. Application forms (including budget forms) are available in the Deans' offices of each faculty and school or at www.queensu.ca/principal/speciopl.html.

Applications will be considered for visits during the academic year 2002/2003.

Funding decisions will be announced in mid-May following recommendations by the Deans and a final review by a committee consisting of the Principal, Vice-Principal (Academic), and Vice-Principal (Research).

Committees

Advisory Committee, Centre for International Relations

In accordance with procedures adopted by the Senate, Principal William C. Leggett is pleased to announce the establishment of an advisory committee for the review of the present state and future prospects of the Centre for International Relations. David Haglund is nearing completion of his term as director and

has indicated that he does not wish to be considered for reappointment. Therefore, as part of its review the advisory committee will also consider the leadership of the Centre. The committee members are: Keith Banting, Catherine Conaghan, and Kim Nossal, Political Studies; Joel Sokolsky, RMC; Kerry Rowe, Vice-Principal (Research) (Chair); Marlene Rego, Office of the Vice-Principal (Research) (Secretary).

Members of the university community are invited to submit to the chair, their comments on the present state and future prospects of the centre and the names of possible candidates for the position of director by Feb. 25. Respondents should state whether their letters can be shown in confidence to the members of the committee.

Director, Instructional Development Centre

Chris Knapper will be retiring as Director of the Instructional Development Centre effective June 30, 2002. A committee chaired by Suzanne Fortier, Vice-Principal (Academic), will be established to advise the principal on the present state and future prospects of the Instructional Development Centre and on the selection of the director. Suggestions for membership on the advisory committee are requested and should be submitted in writing to the Office of the Vice-Principal (Academic) by Tuesday, Feb. 19.

Members of the university community are also invited to offer comments on the present state and future prospects of the Instructional Development Centre and its leadership. These comments should be submitted in writing by March 5 to the Office of the 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.

University Promotion Advisory Committee

Principal William C. Leggett is pleased to announce the membership of the University Promotion Advisory Committee. Pursuant to Article 14.2 of the *Collective Agreement*, the committee will provide advice to the principal as to whether an applicant has met the criteria for promotion to Professor.

The members of the committee are: Mary Margaret Dauphinee, University Advisor on Equity; Robert Silverman, Dean, Arts and Science; Alison Harvison Young, Dean, Law; Rosa Bruno-Jofré, Dean, Education; Denis Magnusson, Law; Laeque Daneshmend, Mining and Mechanical Engineering; Donal Macartney, Chemistry; Janice Helland, Women's Studies; William McLatchie (Secretary), Special Advisor to the Principal; Suzanne Fortier (Chair), Vice-Principal (Academic).

Governance

Staff opening on Senate

Elections to the Senate will take place over the next six weeks. One staff member is required for a three-year term (until 2005). Nominations close Feb. 22, 4 pm. Balloting takes place March 2-15. Polls close March 15, 4 pm. Nomination forms are available from deans, department heads, directors and managers, from the University Secretariat, B-400 Mackintosh-Corry Hall or at www.queensu.ca/secretariat/index.html. Results will be announced on the website by March 22.

Senate Meeting

The meeting scheduled for March 7 has been moved to **Feb. 28**. Submissions deadline has been moved to noon, Tuesday, Feb. 12. Please don't back print submissions.

Reports of five pages or more should be accompanied by a one-page summary. The summary will be circulated with the full report available on request. Please include both to avoid having your report deferred to another meeting. To make agenda material compatible for posting on our website please submit Win 95/Office 97 or compatible files to senate@post.queensu.ca, or single-spaced in original hard copy accompanied by the disk.

Notices

Campus Computer Store – New extended hours!

The Campus Computer Store in Dupuis Hall is now open Monday to Friday, 8 am–8 pm and Saturdays, noon–4 pm.

Physical Education Centre

Recreation Jogging Cancellations
Wednesday, Feb. 20 6:30–10:30 pm

Recreation Swim Cancellation
Saturday, Feb. 9 4:30–6 pm

Family Swim Cancellation
Saturday, Feb. 9 10–11:30 am

PhD Examinations

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

Friday, Feb. 15

Catherine Anne Gidney, History. A long eclipse: The liberal Protestant establishment on the English-Canadian university campus, 1920–70. Supervisor: M. Van Die. 222 John Watson Hall, 10 am.

Jeffrey Thomas Paci, Chemistry. The strong field dissociation of diatomic molecules. Supervisor: D.M. Wardlaw. F411 Frost Wing, 10:30 am.

Tuesday, Feb. 26

Carole Helene Lamarche, Psychology. Responsive monitoring of sleep: A com-

parison with polysomnographic and self report measures. Supervisor: A.W. MacLean. H228 Humphrey Hall, 2 pm.

Surplus Items

Better Beginnings, Better Futures offers for sale: 3 Philips 555 Transcription Systems, head set, foot pedal and power supply; 4 Philips Pocket Memo 390 and 4 cassettes purchased in 1991 and hardly used.

Submit sealed bids marked "Better Beginnings, Better Futures, Confidential" to Fran Lanovaz, Purchasing Services by 4 pm on the Monday after this issue.

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

Volunteers Needed

Asthmatic Volunteers

Our research project investigates mechanisms that effect the distribution of ventilation in the lungs. If you are asthmatic, 18–45 and interested in participating or for information please contact Tom Fisher, 549-6666 ext. 4227. Compensation provided.

Pregnant, nonsmoking, physically active subjects needed!

Participants between 20 and 40 needed for research on the effects of prolonged exercise in the regulation of blood acidity and breathing during late pregnancy. Free prenatal exercise classes, personal physical fitness assessment and diet and fitness counseling prior to participation. Contact Sarah Charlesworth at 533-6284 or via e-mail at sac@qlink.queensu.ca

Calendar

Art

The Agnes Etherington Art Centre

University Avenue

Ongoing exhibitions – Contemporary Feature Gallery. *Who Means What?* Brent Roe. to April 28. Davies

Foundation Gallery. *More Than Meets the Eye: Exploring Works of Art* to June 9. Samuel J. Zacks Gallery. *Wild Things* to Feb. 17. Amauti: *Exploring the Presence of Inuit Women as Subject and as Artist* to April 7, 2002. Tyiwara: A Selection from the Justin and Elisabeth Lang Collection of African Art to June 30, 2002. Love Without an Object, *The Art of David Milne* to June 30, 2002. Bader Gallery. *The Contemplative Imagination* to Aug. 17, 533-6913.

Talks: Looking closely at old Masters. Feb. 14, 28, 12:15 pm. www.queensu.ca/ageh/.

Union Gallery, first floor, Stauffer Library Current exhibit – Into the Edges. Priya Andrade, Amy Bagshaw, Lucy Chung, Rebecca Greenbury, Greg Neudorf, Amy Spaulding. <http://stauffer.queensu.ca/webuagall/>.

Drama

Listen to the Wind, by James Reaney, directed by Greg Wanless. Rotunda Theatre, March 6–9 and 13–16 at 8 pm and matinees March 9 and 16 at 2 pm. Tickets \$10 non-students; \$8 students and seniors. Ticket information: 533-2104.

Music

Friday, Feb. 15

Queen's Performing Arts

The Grant Hall Series. Tafelmusik. Period instruments. Grant Hall, 8 pm. Tickets: 533-2558.

Monday, Feb. 25

School of Music

Mosaic, contemporary music compositions by Queen's faculty and students. Featured composer, Marjan Mozetich. 120 Harrison-LeCaine Hall, 8:30 pm.

Public Lectures

Monday, Feb. 11

Geographic Information Systems (GIS) Lab, Spatial Information Speaker Series Russell Wilkins, Statistics Canada. Uses of PCCF+: What researchers need to know about the potentials and pitfalls of automated coding from postal codes. 126 Jeffrey, 4 pm.

Willis Cunningham Memorial Lecture in Law and Medicine

Gerald Robertson, University of Alberta. Topic TBA. Theatre D, Macdonald Hall, 12:30 pm.

Tuesday, Feb. 12

People and Ideas in Jewish History Rosemary Jolly, Queen's. Jewish identity in post-apartheid South Africa. 202 Policy Studies, 7:30 pm.

Wednesday, Feb. 13

Centre for Knowledge Based Enterprises

Sergio Sismondo, Queen's. Sharing embedded knowledge: Enculturation, translation, or coordination? 227 Dunning, noon. Please confirm attendance at kbarr@business.queensu.ca.

German and History

Wulf Koepke, Texas A&M University. History as illusion: German exiles in Hollywood during World War II. 517 Watson, 5 pm.

Thursday, Feb. 14

Philosophy

Arthur Sullivan, Queen's. On some morals of the new theory of reference. 517 Watson, 7:30 pm.

Wednesday, Feb. 27

Friends of the History of Medicine, Science and Technology

Shelley McKellar, University of Western Ontario. Homemade iron lungs: Ontario's response to the 1937 polio epidemic. B139, Botterell, 12:30 pm.

Centre for Knowledge Based Enterprises

Roberta Lamb, Queen's. Intersection(s) of symphony, communitiy, and academe, or It don't mean a thing if you ain't got the strings. 227 Dunning, noon. Please confirm attendance at kbarr@business.queensu.ca

Thursday, Feb. 28

Philosophy

Mohan Matthen, University of British Columbia. Special purpose perception.

517 Watson, 7:30 pm Sponsored by Arts & Science Visiting Scholar Program

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

Courses and Workshops

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

Feb. 12: Black History Month children's story hour. Children must be register at 533-2976 and be accompanied by an adult. 4 pm.

Feb. 13: Walking the talk: How are we doing on anti-racism at Queen's? Black student panel moderated by Makia Gibson. Noon.

ITS computing workshops

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

Feb. 14: Test Drive an ElementK E-Learning License, 1–2 pm

Feb. 14: MS Excel 2000 Basics Part 1, 1:30–4 pm

Feb. 20: Web Publishing Cascading Style Sheets, 9:30–11:30 am

Feb. 21: MS Excel 2000 Basics Part 2, 1:30–4 pm

Feb. 22: Introduction to Access 2000, fee-\$85.00, 9 am–4 pm

Feb. 27: Corporate Time, 9:30 am–noon

Feb. 27: MS Excel 2000 Basic Charts, 1:30–3:30 pm

Feb. 28: Web Publishing Forms, 1:30–3:30 pm

March 1: Access 2000 Tables, fee-\$50, 9 am–noon

March 4: Access 2000 Beyond Basic Queries, fee-\$50, 1–4 pm

Register on-line at notes.queensu.ca/ITS/itscourses4.nsf.

Queen's Institute of Lifelong Learning (QUILL)

Sunday lecture series D214 Mackintosh-Corry, 2 pm.

Feb. 17: Lawrence Scanlon. An historical look at Canada's heritage breed, by the author of *Little Horse of Iron*.

Feb. 24: Patrick Toomey. North and south polar regions: sights and scenes from both ends of the earth.

Details on weekday discussion programs: 544-0182.