

Queen's gets \$6.2 million to defray research costs

Grant will take some pressure off operating budget, principal says

BY CELIA RUSSELL

Queen's has received \$6.2 million to help support the indirect costs associated with federally sponsored research.

"This is extremely good news, not just for Queen's but for universities throughout Canada," Principal William Leggett said of Industry Minister Allan Rock's announcement last week that Queen's would receive a total of \$6,155,806 to help defray costs that stem from research activities. Such costs include operation and maintenance expenses, library and research archiving expenses, and technology transfer and commercialization services.

First announced in the December 2001 federal budget,

the funding is part of a one-time \$200-million investment in Canada's universities and research hospitals to help them strengthen their research programs and retain the best and brightest minds. It also responds to the efforts of Canada's smaller universities to become more research-oriented by providing them with proportionally higher levels of funding for their indirect costs.

"This investment in Queen's is designed to ensure that it can continue to generate the greatest benefits from the federal government's investments in research," said the Honourable Peter Milliken, Member of Parliament for Kingston and the Islands who shared the news with Principal

Leggett at a press conference on campus last week.

"The timing couldn't have been better," said Principal Leggett. "This research funding comes at a critical time for Queen's. These funds will allow universities to take maximum advantage of the support that the government provides in other ways, such as through the granting councils. The growing costs of mounting and sustaining vibrant research programs have stretched operating budgets to the limit, so we are delighted with this important assistance in maintaining an active research community at Queen's." "This funding represents an investment of a little over 20 per cent of

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A breath of spring: Wendy Clarke of Planned Giving, Office of Advancement embraces some of the 61 bunches of spring tulips she sold to raise money for the Lung Association's annual drive.

Lorinda Peterson

Queen's tops Ontario universities in graduation rate

Receives \$2.3 M in performance funding from the province

BY ANNE KERSHAW
NEWS AND MEDIA SERVICES

Queen's has the highest graduation rate of Ontario universities and its students have an above-average track record in finding a job upon graduation, according to the Ontario Ministry of Training, Colleges and Universities.

The impressive showings in three key performance indicators has qualified the university for \$2.324 million of the \$23.2 million in performance funding recently awarded to universities by the province.

The funding, which was anticipated and already incorporated as part of the budget, is the government's way of saying that universities must be encouraged to keep pace with the changing needs of students and the com-

munity by providing relevant, high-quality programs.

This is the second year additional funding has been allocated to universities based on each institution's performance. This year's performance-based funding was measured against achievement in the graduation rate of students, the six-month employment rate of graduates of undergraduate programs and the two-year employment rate of graduates of undergraduate programs.

Queen's graduation rate was 91.2 per cent compared to the 73.7 per cent provincial average for all Ontario universities. (This refers to students who entered the first year of a first entry degree program in 1992 and had graduated by 1999).

"This is a reflection of the very high quality of students

who are admitted to Queen's and the exceptional quality of the learning environment," says Principal William Leggett. "Students don't tend to drop out because of poor grades or for financial reasons. There is a continuing commitment here to provide not only bursary and scholarship assistance but personal financial counselling. We see very little attrition to other institutions."

In both job-finding categories, Queen's exceeded the provincial average. At Queen's, 95.5 per cent of graduates were employed after six months compared to the provincial average for universities of 94.6 per cent. After two years, 98.1 per cent of graduates were employed. This compares to the provincial average of 97.2 per cent. □

Law school tuition fees to rise 19 per cent in '04-05

BY CELIA RUSSELL

Law tuition fees will increase 19 per cent in 2004-05 over 2003-04, the Board of Trustees has decided.

For the Faculty of Law, whose deregulated fees are set on a three-year schedule, tuition will rise to \$10,663 in 2004-05, compared with the already approved \$8,961 students will pay in 2003-04.

The Board also approved the balance of the university's statement on tuition for 2002-2003 at its March 1 meeting.

The Board considered the law tuition issue separately because the decision was going to affect students three years from now. However, in her address to trustees, Law Student Society President Bindu Dhaliwal raised questions about the three-year plan. "I think we should stop and look at the

issues. We realize there are budget restraints, but we feel the three-year plan is not working and needs to be revamped. We are very concerned that tuition increases will affect the accessibility, diversity and equity of the law school." And, Ms. Dhaliwal added, high student debt loads would also mean graduates would be less willing or able to pursue social justice careers, which are generally lower paying.

After extensive consultation, the school proposed and the Board of Trustees approved the three-year tuition fee schedule in 1999-2000 to facilitate financial planning for students. Under this plan, the Board has already approved tuition fees for 2002-03 and 2003-04.

The 19 per cent increase is essential to continue the process

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Enzyme excitement

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Queen's researchers sweep Killam Fellowship awards

BY NANCY DORRANCE
NEWS AND MEDIA SERVICES

In its best showing ever, Queen's has received four of 17 new Killam Research Fellowships – more than any other Canadian university. The University of Toronto came second with three, while UBC and the Université de Montréal followed, with two each. Sixteen fellowships also

were renewed for a second year, including two from Queen's, and a total of \$2.54 million was awarded overall.

Queen's recipients are involved in a range of research pursuits including mathematical physics, international human rights issues, the evolution of male sperm cells, and buried infrastructure problems.

"I am delighted and extremely proud of the results that Queen's researchers continue to obtain in this prestigious competition," says Kerry Rowe, Vice-Principal (Research). "Queen's has maintained a top ranking in major faculty awards among Canadian Universities and as this year's Killam results indicate, the breadth and depth of the excel-

lence of our researchers reaches across the spectrum of disciplines from the humanities to the pure sciences and engineering. I congratulate this year's worthy recipients whose outstanding research programs provide tremendous training opportunities for our students, and contribute to both the academic

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Letter

Douglas Library overlooked in university renovations plans

I'm sure many persons in the Queen's community were pleased, perhaps relieved, to hear of the upcoming project not only to renovate Gordon Hall for continued use, but to restore its exterior to the original design (Renovations spice up university streetscape, *Gazette*, Feb. 25).

However, Associate Vice-

Principal Morrow's "imposing streetscape looking east from the new School of Business down Union Street" will not be fully realized until the entrance to Douglas Library is also restored to its original, pre-1994 design.

B. Ziolkiewicz
Physics

Research costs

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MP Peter Milliken discusses details of grant announcement with Principal Bill Leggett

the federal tri-council research grants to support the costs associated with the conduct of the research," says Vice-Principal (Research) Kerry Rowe. "We are extremely grateful that the Government of Canada has listened to the concerns that Canadian universities have been raising about these growing costs over the past several years. This is essential one-time assistance to help alleviate the financial pressures that are associated with these federally supported research activities and we are committed to working with the government to develop a long-term solution to the issue of indirect costs.

"A long-term solution to funding indirect costs is essential to the ability of universities to conduct research that is vital to Canada's innovation agenda. In addition, it will also enhance our ability to compete with universities in the US who have had a Federal Indirect Cost rate for some time."

For every dollar of research money Queen's receives, an additional 40 cents is needed to

support infrastructure. Indirect costs at Queen's also include utilities, space, information technology, libraries and all services supporting the research effort, such as Human Resources, Research Services and Environmental Health and Safety.

The announcement is part of a commitment made in the last budget and re-iterated in Canada's Innovation Strategy made last month. It outlines specific actions to ensure that Canada will become globally competitive in the knowledge economy, particularly by supporting a vibrant research and development community and ensuring that Canadian research is brought to market more quickly.

Distribution of funds to individual universities will be based on past federal research awards from the granting agencies – the Natural Sciences and Engineering Research Council of Canada, the Social Sciences and Humanities Research Council of Canada, and the Canadian Institutes of Health Research. □
www.innovationstrategy.gc.ca

Killam Fellowship awards

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mission of the university and to the well-being of society as a whole."

The Canada Council for the Arts administers Killam Fellowships – one of the country's most prestigious research awards. Scholars engaged in research projects of outstanding merit in the humanities, the social, natural and health sciences, engineering, and inter-disciplinary studies within these fields receive funding to devote two years to full-time research and writing. Queen's has received a total of 37 Fellowships since the program's inception in 1968.

Queen's researchers receiving new Killam Fellowships are:



Oleg Bogoyavlenskij (Mathematics & Statistics), who is currently at the University of Paderborn

in Germany on a Humboldt Research Award. A specialist in mathematical physics, he has developed new mathematical methods and found the hidden symmetries of the MHD (magnetohydrodynamics) equilibrium equations – the fundamental equations of plasma physics. Using innovative methods based on symmetries and geometric invariants, Dr. Bogoyavlenskij will conduct advanced studies of plasma equilibrium problems and invariants of dynamics. Potential applications range from controlled thermonuclear fusion to the aurora borealis, and from solar flares to astrophysical jets. www.mast.queensu.ca/gradstudy/bogoyavlenskij.html



Will Kymlicka (Philosophy) is exploring the prospects for an international consensus on minority rights,

by examining current disagreements among Western and non-Western governments over the treatment of ethno-cultural groups. His research will focus on the potential for overcoming five obstacles to a consensus on human rights: differences in cultural traditions or values; concerns about state security; the priority of democratic consolidation and economic development over minority rights; the difficulty of defining universal categories of minority groups; and the need for locally-designed solutions. qsilver.queensu.ca/~philform/



Robert Montgomerie (Biology) studies sexual selection in birds and other animals.

Using computer-assisted imaging technologies, he will examine the mechanisms behind variation in the size and behaviour of spermatazoa in males of all vertebrate classes. His research will characterize the adaptive variation in sperm traits within and between species, and how that variation might have responded to selection in the past. This evolutionary approach will further our understanding of why different males vary in their reproductive success, and may lead to the development of new methods of improving their ability to sire offspring. biology.queensu.ca/faculty/montgomerie.html



Ian Moore (Civil Engineering) is Canada Research Chair in Infrastructure Engineering. His work on the

engineering mechanics of buried pipes will address the multi-billion dollar problem of aging infrastructure. Through the development of new techniques in computer analysis and laboratory testing, three specific research areas will be examined, relating to trenchless pipe installation, repair and replacement. By combining the study of shell structures and soil mechanics, Dr. Moore will seek answers to soil and pipeline problems, which may have a profound impact on both human health and safety, and the natural environment. mine.queensu.ca/GeoEng/DirectoryMoore.htm

Queen's researchers receiving second-year renewals of their Killam Fellowships are:

Susan Lederman (Psychology) who is investigating remote "haptic communication" (how humans perceive the world through the sense of touch): feeling real and virtual textures via a stylus. pavlov.psyc.queensu.ca/faculty/lederman/lederman.html

David Eltis (History) who is studying the transatlantic slave trade, with particular reference to the origins of African slaves. qsilver.queensu.ca/history/faculty.htm □

Former Star editor speaks on media and public policy

Haroon Siddiqui, Editor Emeritus of The Toronto Star, will be at Queen's Tuesday to discuss the media's role in formulating public policy.

The public is welcome to attend the lecture, which takes place Tuesday, March 12 in Policy Studies building room 334 at 11:30 am. □
qsilver.queensu.ca/sps/

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Gazette

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Discovery opens door to new treatments for heart, stroke victims

BY ANNE KERSHAW
NEWS AND MEDIA SERVICES

In discovering the intricate structure of a cell enzyme called calpain and how it is activated by calcium, Queen's researchers have paved the way for new drug treatments that can aid recovery in heart and stroke victims.

The findings, published in the current issue of the international journal *Cell*, hold strong interest for the medical field and those dedicated to developing the specific inhibitors that can ameliorate tissue damage in stroke and heart disease as well as the effects of Alzheimer's and other neurologically degenerative diseases.

"We are excited because this is the first time the enzyme has been trapped and observed in its active form. This has provided new insights into how things go wrong at the cellular level and what kind of intervention is required to avoid serious consequences for some patients," says principal investigator Peter Davies (Biochemistry).

The discovery, made by graduate student Tudor Moldoveanu, could lead to more effective treatments for a number of diseases. The research team also includes Christopher Hosfield, Daniel Lim, John Elce and Zongchao Jia.

The Protein Engineering Network of Centres of Excellence supplied the funding.

Cells in the body use calpain in small doses to break pieces off other proteins. This is part of the essential remodeling of proteins needed for cell growth and movement. Calpain is activated by calcium. The cell carefully controls the amount of calpain activity by releasing short bursts

of calcium. During heart attacks or strokes, blood supply to cells is interrupted, causing the levels of

calcium in the cell to become dangerously high and the calpain activity to go out of control. This results in a lot of tissue damage.

"You do want the enzyme to switch on and off, but you don't want it to go out of control," says Dr. Davies. "It's like having a gas light burning under a pot on the stove. You want to cook by turn-

ing the flame on and off without it going out of control and burning the whole house down".

The team was able to isolate and focus on the core of the large enzyme - the region responsible for clipping other proteins. Using X-ray crystallography, they were able to see the two calcium ions that switch on the enzyme. They were also able to see the structure of the active site, information that is key for designing inhibitors that could lead to more effective and selective treatments to reduce tissue damage after stroke and heart attack. □

This is the first time the enzyme has been observed in its active form

Five hundred mourn students at Grant Hall memorial service

BY CELIA RUSSELL

Friends and family remembered Nathan Cowan and Jessie Fanning as motivated and inspirational - two students who influenced countless other people in their short lives.

About 500 people attended an emotional service in Grant Hall last Monday to mourn the loss of the two Queen's students, who were killed in a one-car accident Feb. 16 near Savannah, Georgia. They were on a Reading Week trip to a Florida sailing regatta, where Mr. Cowan, recently named to the Canadian national sailing team, was to have competed.

Injured in the accident were students Melissa Vassallo, still in hospital in Georgia; Lesley Piccinato, in a Toronto hospital, and Kimberly Coons, recently released from hospital, who was visiting Ms. Piccinato the day of the service, said Queen's

Chaplain Brian Yealland.

The tributes spoken here today are perhaps the best way to express the pain and loss that just won't go away, he said. "We feel sorrow for anyone who dies. But two wonderful young people about to graduate, with all their gifts - it is painful beyond words."

In this day and age, we are told to deal with grief and get over it, but it is important to take time, he said.

"Students - you will have no concentration. You will be numb one moment and burst into tears the next. This is normal. This is grieving. If you didn't care, it wouldn't hurt."

He also cautioned instructors to be mindful of the grieving process. "Professors, be compassionate, be patient. Give your students time."

Of Ms. Coons, Ms. Piccinato and Ms. Vassallo, Rev. Yealland said, "This is the last thing any of

you could have wanted for your own or anyone else's life. You cannot change the hand of fate. Make some room in your hearts as you can for our love."

The sight of hundreds of people visibly moved the many family and friends who spoke.

"It is heartening to see so many of you here this morning, when we would all want to be somewhere else," Principal William Leggett said. "As a Queen's family, we also come together in tragedy and sorrow. We have an opportunity and an obligation to provide one another with support."

"Jessie would be thrilled by the things said about her today," said her mother Dawn Cannon, who told the audience about the importance of relationships. "Jessie and Nathan's deaths reveal to us how much we treasure those we love."

Wendy Craig, who was Ms. Fanning's honours thesis supervisor in Psychology, recalled Ms. Fanning's ambitious yet quiet sense of confidence. "She reminded me how great it is to be an educator. Her energy, excitement and enthusiasm were contagious." Her lab plans to complete the innovative research work that Ms. Fanning started.

"Jessie was a Queen's girl from the start, from the moment her mother and I picked her up as a nine-week-old bundle from the Children's Aid Society," said her father, Bill Cannon, a professor in the School of Business. As a child she attended Queen's Day Care, football games, the Engineering carol service and occasionally accompanied her father to the office on PA days. "At Queen's Jessie blossomed and it was here she found new love with Jeff Fanning, and they

were married last August. I make no apologies for a father's bias - she was the most beautiful bride I ever saw. She had her share of trials but she made it. Jessie was a rising star and I will always be extremely proud of her."

Mr. Cowan was remembered for his passion - sailing - his insatiable appetite for constant self-improvement, and the long-term goals he set for himself. He ranked seventh in North America for laser sailing and was well on the way to his Olympic dream. He was about to receive a double degree in Engineering and Economics and will be awarded them posthumously. Despite his drive to succeed, family and friends always came first in his life.

"Nathan was the most well-rounded person I ever met," said Tyler Cowan. "He was the best brother you could ask for." □

University Roundup

Perils of peer review

Critics of peer review say that it is inherently conservative and rewards salesmanship more than true research innovation, reports *University Affairs*. Queen's Biochemistry professor Donald Forsdyke is quoted as saying, "Novel ideas are often difficult to articulate and difficult to understand. To put an original idea on a grant application is akin to professional suicide. People suffering the affliction of originality must either bring this deviant trait to order or get out of scientific research." History, he says, is replete with famous scientists whose ideas were initially dismissed as ridiculous by great thinkers of the time.

Relevancy wrinkle

"It doesn't trouble me at all that

we should have to demonstrate now and then how relevant we are. (If the government decides a certain test be applied) We either accept that or we don't play. But if we do decide to play, then it seems to me we're obligated to keep faith as best we can with the requirement."

James Downey, an English professor and former president at the University of Waterloo comments in *University Affairs* on the federal government's Initiative on the New Economy funding program introduced last year, which requires applicants to first pass a test of relevance before they proceed to traditional peer review.

More on relevancy...

In an article entitled *Researchers with Influence*, *University Affairs* explores how well university

researchers take advantage of the opportunity to contribute to public debate, clarify complex issues, influence government policy and, ultimately, demonstrate their value to the public. It quotes David Lyon who heads the new Queen's Surveillance Project, an international collaboration of researchers devoted to understanding how a vast range of surveillance activities carried out by government, police, corporations and employers are transforming society. "I try to understand, interpret and explain issues of public importance both historically and comparatively."

Ties that blind

In the past decade, as connections between academic researchers and industry have become the norm, concern over conflicts has grown, reports the *Chronicle of*

Higher Education. Bioethicists and scientists who survey scientific journals note an unmistakable trend between industrial sponsorship and pro-industry conclusions from experiments. A partial solution is to declare ties to industry from the outset, says Drummond Rennie, a deputy editor of the *Journal of the American Medical Association*. Once declared, he says, "I respect that. I allow a little bit for it, but I don't think of (the researcher) as being dishonest. Whereas if I find out later, I think he was hiding something."

Declining virtue re: virtual copying

"Many of them are developing an attitude that anything on the Internet is public domain, and they're not seeing copying it as cheating."

Comment in the *Chronicle* by a professor of Rutgers University who has studied Internet plagiarism and says high school students growing up with the Internet are having difficulty coming to grips with the concept of plagiarism.

What's rosy about winter blues?

The winter doldrums may be bad for us but not for the return on our portfolios, reports *UBC Reports*. A UBC study called *Winter Blues: A SAD Stock Market Cycle*, shows that seasonal affective disorder (SAD) brought on by short, dark days is associated with higher stock market returns. Why? People who are suffering from even mild depression tend to take fewer risks and are less likely to buy highly priced stock. □
Compiled by Anne Kershaw



Tuition fees

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of renewal and rebuilding, said law school Dean Alison Harvison Young. "Fourteen per cent of the increase is required to stand still and the other five per cent is needed for quality enhancements. It is essential to be able to plan ahead."

Student aid has risen dramatically over the past few years, and accessibility issues will be addressed in the planned Law Society of Upper Canada law school accessibility study, she said. "Thirty per cent of every new tuition dollar goes into student aid. Total bursaries in 2000-01 were \$816,136 compared to \$178,651 in 1997-98. The average amount of bursary assistance in 2000-01 was \$2,884 compared to \$1,624 in 1997-98.

Dean Harvison Young noted that 72.8 per cent of Queen's law students receive some financial aid from the university. According to a recent *Globe and Mail* article, only 36 per cent of University of Toronto Law students currently receive financial aid from their university.

The faculty council of the University of Toronto's Faculty of Law has just approved a plan to increase tuition to \$22,000 over a five-year period (or \$2,000 annually for the next five years). If approved by the U of T Governing Council, the plan would also include increased student aid.

In other business the Board approved:

Tuition increases (unanimously) as follows: 2002-03 tuition for regulated programs (Arts and Science, Rehabilitation Therapy, Nursing, Education and Commerce Year 1) increases two per cent (as per the government cap) to \$4,111; International tuition increases (in regulated programs) four per cent to \$11,650; Tuition increases in deregulated programs are seven per cent for Applied Science to \$6,260; nine per cent for Medicine to \$12,500; International tuition (in Applied Science, Commerce and Law) will be \$16,320; Nurse practitioner fees increase two per cent to \$5,278; Graduate fees face no increase.

2003-04 fees for Commerce Years 2-4 increase 10 per cent to \$8,712 (fees for 2002-03 having already been approved); International Study Centre fees increase 4.7 per cent to \$11,200 per fall or winter term (including residence, meal plan and field trips) and spring term by three per cent to \$6,950; spring term-Law increases by 2.6 per cent to \$7,950.

Building naming and dedication opportunities, including naming the Integrated Learning Centre (ILC) Beamish-Munro hall, in honour of the

families of Robert Beamish (Sc'60) and Donald Munro (Sc'52; two locations in Chernoff and several in Goodes halls.

A new funding model for the Office of Advancement to address the long-term funding of Advancement in order to sustain the activity level established during the Campaign for Queen's. (See the Feb. 25 *Gazette*, page 1).

A policy on the gifting of securities, as a result of an increase in gifts of securities, and increased complexity in the gifting environment.

An amendment to the four-year averaging formula used for phasing in annual pension increases so that it incorporates a 16 per cent ceiling and a minus four per cent floor on the pre-retirement rate of return values (or annual returns earned in the years prior to the start of pension payments for deferred members) used in the average. This amended formula will apply to all plan members who initiate pension payments on or after Sept. 1, 2002.

Ratified the establishment of the High Performance Computing Virtual Laboratory (HPCVL) Centre approved by the Senate Jan. 31, 2002. □

www.queensu.ca/secretariat

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.

Feb. 21– March 5, 2002

Mary Louise Adams (Physical Health and Education) was quoted in a *National Post* story about the higher rate of success for female athletes than male athletes at the Olympics in Salt Lake City. Her op-ed piece about gender equity at the Olympic Games appeared in the *Ottawa Citizen*.

Carol Beatty (Industrial Relations Centre) was quoted extensively in *The Globe and Mail* about the benefits of employee ownership within companies.

Jane Good (Career Services) was quoted in the *Toronto Star* about the benefits of career counseling and information gathering for students.

Ken Wong (Business) was quoted in *The Globe and Mail* and *Ottawa Citizen* about Sears failure to rekindle the Eatons brand after takeover.

Hugh Thorburn (Political Studies) was quoted in *The Globe and Mail* about Ontario Liberals watching the Conservative leadership campaign.

Alasdair Roberts (Policy Studies) was quoted in *The Toronto Star* about increased sensitivity to the process of public access to information. The story was also covered in the *Hamilton Spectator*.

Doug Bland (Defense Management Studies) was quoted in a *Globe and Mail* story about Defence Minister Art Eggleton's knowledge of a controversial operation in Afghanistan last month. Prof. Bland was also quoted extensively from his recently published policy paper, 'Canada and Military Coalitions: Where, How and with Whom' including *The Globe and Mail*, *Ottawa Citizen*, *The Vancouver Sun*, *The Montreal Gazette*, *The Kingston Whig-Standard*, *The Welland Tribune*, and *The Niagara Falls Review*. Prof. Bland was interviewed on CBC radio.

C. E. S. (Ned) Franks (Political Studies) was quoted in an *Ottawa Citizen* editorial about possible reforms in the Senate. He was quoted in *The Kingston Whig-Standard* about the process of passing private member's bills in the Commons.

Dr. Gerald Evans (Medicine) was quoted in a *Kingston Whig-Standard* story about new guidelines he compiled with KGH pharmacist Susan McKenna for prescribing antibiotics; the guidelines were recently published in the *Canadian Journal of Infectious Diseases*.

Queen's retail expert **Stephen Arnold** (Business)

was quoted in a *Kingston Whig-Standard* story about a proposed big-box shopping complex on the southwest corner of Division Street and Dalton Avenue. □

media TIP

Don't expect to see a story in advance of publication. Reporters reserve the right to write the story in a way they think will best meet the interests and needs of the public. That said, offer to make yourself available at short notice should the reporter wish to make any last minute check of facts or details. This will be appreciated and, in some cases, they may even offer to show your their article in the interest of ensuring accuracy. □

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

Timely symposium to critique future of scholarly publishing

BY CELIA RUSSELL

With journal costs going through the roof, Queen's academics want to find solutions to regain control of scholarly publishing.

A day long symposium will take place next month to examine affordability, accessibility and quality in the dissemination of scholarly work.

"We simply cannot continue with the status quo, especially with journal subscriptions as much as \$10,000 U.S. annually," says John Osborne, head of the Art department and chair of the

symposium organizing committee. "They bear no relation to actual publication costs and are seen as money-makers by commercial publishers."

This problem affects universities all over, he says. "Journal costs have risen to the point where libraries can no longer afford to buy them. Many people have suggested the current system is unsustainable and is headed for collapse."

Over the last several years, commercial publishers saw an opportunity to make some

money. "What we haven't done is react sufficiently to it. What we have done is tell libraries to cut journal subscriptions."

The symposium aims to encourage scholars to take control of the publishing process, and learn what we can do at Queen's to alleviate the problem, he says. "The idea is to disseminate knowledge as inexpensively as possible, and not make huge profits for commercial publishers." Presented by the University Libraries and the Office of the

Vice-Principal (Academic) it will take place Wednesday, April 10, 9 am to 4 pm. in Policy Studies room 202. It is open to the Queen's community, particularly those who serve as referees and as members of academic journal editorial boards. People are welcome to attend all or part.

Jean-Claude Guédon (Université de Montréal) (9 - 10:30 am), will examine the extent of the crisis. Stevan Harnad, creator of a peer-reviewed electronic journal and proponent of independent

archiving and a representative from the Scholarly Publishing and Academic Resources Coalition (SPARC) will outline current and proposed solutions, including the Budapest Open Access Initiative (11 am - 12:15 pm). A third session (1:30 - 4 pm.) will involve a panel discussion featuring publishing representatives and a copyright specialist fielding questions from the audience. For details, see the conference website at library.queensu.ca/scholar-comm/2002conf/ □

Senate

Notes from the Feb. 28 session of Queen's University Senate

Numbers to replace names on final exams

BY CELIA RUSSELL

In the interests of objectivity, Senate has approved a proposal to remove students' names from final examinations.

The motion, which originated with the Alma Mater Society aims to erase any perceived bias due to gender, ethnicity or previous interaction between student and instructor.

Student numbers, rather than student names will now be the only means of identification on final examinations.

In his report to Senate, Stephen Arnold, Chair of the Senate Committee on Academic Procedures, said that the AMS was concerned "that professors in the course of marking examination papers, no matter how well-intentioned or cautious, may be subconsciously influenced by

associating a student's name on an examination paper." The change has the unanimous support of all faculties and schools. Irène Bujara, Director, Queen's Human Rights Office, welcomes the change. "Since there is little to be gained from having the person's name on the exam, it makes sense to attempt to make the process as neutral as it can be and thus eliminate a potential source of bias."

In other business, Senate approved:

Changing the name of the Senate Committee on Fine Arts & Public Lectures to the Senate Committee on Creative Arts and Public Lectures, its mandate and composition to better reflect its creative component.

The Enrolment Plan for 2002-03 and 2003-04 and empowered the University Registrar to make any adjustments as necessary and appropriate to specific program goals and opportunities to ensure

that the total projected enrolment for 2002-03 is achieved.

Changing the name of the Department of Rehabilitative Medicine in the Faculty of Health Sciences (Medicine) to the Department of Physical Medicine and Rehabilitation.

The establishment of the Bader Chair in Southern Baroque Art, subject to ratification by the Board of Trustees. □

www.queensu.ca/secretariat/index.html

There are always more pathways to explore, composer finds

New book celebrates Istvan Anhalt's life and work – so far

BY CELIA RUSSELL

While most people look forward to retirement with plans for rest and relaxation, Istvan Anhalt saw it as an opportunity to switch into high gear.

"I started going at 65," says Dr. Anhalt, who turns 83 next month.

The professor emeritus in Queen's School of Music has just finished writing a symphony dedicated to his wife Beate, with whom he recently celebrated their 50th wedding anniversary. In fact, since turning 65, he has written three dramatic works, four symphonies and several "bits and pieces."

"Before then, I worked for something else. There are periods where one's job for where one realizes the salary takes precedence, then there are periods where you can concentrate on other things."

Dr. Anhalt, who headed the Music department from 1971 to 1981, was born in Budapest in 1919 and studied with Zoltan Kodaly, Nadia Boulanger and Soulima Stravinsky before immigrating to Canada in 1949 where he continues to be an important figure on the Canadian music scene. A composer of some 30 works including opera, orchestral, chamber and electronic music, he has also been an educator, author and administrator.

Friends, family and col-



Istvan Anhalt (left) and Gordon Smith

leagues recently celebrated his prolific and multifaceted life's work with a launch of a unique biography, *Istvan Anhalt: Pathways and Memory*. An exhibition in honour of the book is currently on display at the W.D. Jordan Special Collections and Music Library in Douglas Library. Curated by Public Services Librarian Lucinda Walls, the exhibition, which runs until March 18, consists of photographs, scores, recordings and other memorabilia.

"The idea for the book goes back at least eight years," says Gordon Smith, who teaches Canadian music and ethnomusicology in the School of Music. He and Robin Elliott, a former student of Dr. Anhalt, edited the book, which was published last year by McGill-Queen's University Press.

"It's an unusual book in Canadian music because it is multi-authored," Dr. Smith says.

It chronicles Dr. Anhalt's life in Europe and Canada, and

includes critical articles on his music and writings – 17 in all, by several prominent composers and academics who know him through different avenues. Dr. Anhalt's writings about his own music are also included.

"We picked people to write about different aspects of Dr. Anhalt's life," says Dr. Smith. These include his chamber music, orchestral works, poetic works and music theory.

"The book can be read in different ways by a large number of readers," he says. "About three-quarters of the book does not require specialized music knowledge."

The relationship between music and words intrigues Dr. Anhalt, who feels it is vital to reach out to a lay audience.

"For me, lay listeners are very important, because I am so desirous to communicate the ideas I feel behind the music. I've had some experiences in the past where some listeners were at a bit of a loss when they first heard my music. They would ask, 'Why this? Why that?' By

adding words, they are better able to understand it.

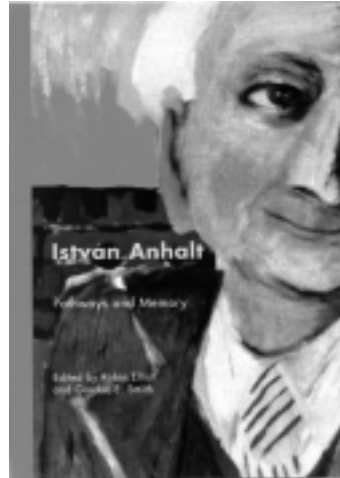
"I alternate writing my music with working with words. Composing music takes a bit more effort so I take a holiday by writing words."

He takes the lyrics very seriously, because he wants the listener to use them to relate to the music. "They act as a bridge to the music."

"Twilight Fire," the title of his newest orchestral piece, came to him before he actually wrote the music. "Light turned into twilight – twilight fire. It had good rhythm and sound and expressed how I felt toward my dear wife. And since we are both in our twilight years," he says with a smile, "it was appropriate in that way too."

"There are three stages in the creative process. First, comes the idea, second the title and third, writing the music and words."

The Kingston Symphony will premiere "Twilight Fire" at a performance Sept. 29.



Book jacket illustration is a detail from a portrait of Istvan Anhalt by Sylvia Tait.

Dr. Anhalt uses his music and poetry as a vehicle for understanding and questioning creeds and belief systems.

This quest for meaning is never ending and so is the desire to express it in music and words, he says.

"Life has its ups and downs; everything is grist for the mill," he says. "We must take for granted that life is not so flat. The landscape of life is wonderfully interesting. I can't think of any experience that is not conducive to one's creative efforts. Life is a cooperative enterprise. Life is a course of dialogue, learning about yourself, and interacting with other people."

Dr. Anhalt has no plans to slow down anytime soon – there are always more pathways to explore.

Istvan Anhalt: Pathways and Memory is available at the Campus Bookstore. library.queensu.ca/webmus/sc/exhibits.html

The Jordan exhibition is open to the public during regular library hours, including evenings and weekends. Call 533-2839 for further information. □

library.queensu.ca/webmus/sc/exhibits.html

Do you know of other Queen's community members who are challenging the definition of retirement? Share their stories with the Gazette. Email gazette@post.queensu.ca.

News Notes

Aboriginal conference examines modern roles

The Roles and Responsibilities of Aboriginals in Contemporary Society will be discussed at a conference celebrating Aboriginal Awareness Day on March 16. Queen's Native Student Association presents the conference, which takes place from 9 am to 7 pm in Policy Studies room 202. Speakers include Tom Porter, Blaine Loft, Kim Anderson, Zainab Amadahy, Bruce Elijah and Catharine Brooks. Meals are provided; a drumming social runs from 5 to 7 pm. For details, call 533-6970.

Wanted: Global leaders

Second-year students in all fields of study at Queen's – one of only two Canadian universities selected – are invited to apply to the 2002 Goldman Sachs Global Leaders competition. The winners will participate in the Goldman Sachs Global Leadership Institute in New York this summer, featuring a week-long series of leadership activities by Goldman Sachs experts and distinguished faculty. Students will investigate important issues such as global leadership and international development. Queen's is one of 37 selected institutions in 18 countries worldwide. To apply to become a Goldman

Sachs Global Leader, students must complete an online application and submit supporting documents by March 29, 2002.

For eligibility requirements, see www.iie.org/pgms/global_leaders/canada/ To submit an on-line application, see www.iie.org/pgms/global_leaders/application. The competition is in partnership with the Institute of International Education (IIE) and the Canadian Bureau for International Education (CBIE).

Theology presents open house

Queen's Theological College holds its annual open house in Theological Hall Saturday, March 16, from 10 am to 2 pm. Join us to discuss courses, certificates, and degree programs. For details call 533-2110 or see the web page at www.queensu.ca/theology.

Scottish GIS specialist visits Queen's

A leading specialist in parallel computer architectures is a Visiting Scholar in the Geographic Information Systems (GIS) Lab March 11 through 15. Bruce Gittings is the Director of the GIS Parallel Architectures Lab at the University of Edinburgh. He is also Co-Director and Admissions Tutor for the GIS MSc/

Diploma program at the University of Edinburgh. A member of the Royal Scottish Geographical Society, Professor Gittings spent four years developing a gazetteer for Scotland. A pioneer in web-based GIS applications, his Digital Elevation Data Catalogue has achieved worldwide recognition.

He will present a public lecture, Monday, March 11 at 4 pm entitled From the 19th century to the 21st: A quantum leap in representing the geography of Scotland, in Jeffery Hall, room 126. While here, he will be available to discuss his research interests with university community members and also the University of Edinburgh's programs, costs, and post-graduation options with students interested in pursuing an MSc in GIS.

For an appointment, contact Rowland Tinline, tinliner@qsilver.queensu.ca.

Departments urged to share Homecoming event news

Alumni Affairs would like the university community's help in making Homecoming Weekend 2002 the best yet. Offices or departments planning reunion events – seminars, receptions and open houses – for the weekend of Sept. 27-29, are urged to share them with Alumni Affairs. Homecoming registration and the

Alumni Marketplace will take place in a big-top tent on Benidickson Field. As an alternative to hosting an office event, departments are invited to host an information table in the tent. 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. The deadline is fast approaching – this Wednesday, March 13. Details: Peggy Shanks, ext. 74132, shanksp@post.queensu.ca.

Cutting hair for a cancer cure

Help support those living with cancer by donating money or the hair off your head. Queen's Cuts for Cancer takes place Wednesday March 20 at 2 pm in the Lower Ceilidh, John Deutsch University Centre. The Arts and Sciences Undergraduate Society's (ASUS) Cancer Triad encourages people to donate money, hair or shave their heads. Money raised will go to the Canadian Cancer Society and hair will be sent to an organization called Locks of Love. Hair donations must be at least 10 inches long and not chemically damaged. Details: Email cutsforcancer@yahoo.com or see cutsforcancer.netfirms.com. □



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, Mar. 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

Office Manager, Office of the University Registrar (Student Awards) 2001-30
Nancy Bregg

Coordinator of Dispute Resolution Mechanisms, Office of the University Secretariat 2002-06
Adrienne Clarke
(Office of the University Registrar)

Administrative Program Assistant, Department of Development 2002-10,
Wendy Clarke
(Department of Development)

Delivery Person, Queen's University Libraries 2002-13
Bob Moses

Evaluation Assistant, Faculty of Health Sciences 2002-02
John Kearney
(Diagnostic Radiology)

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.

Network Communications Technician Information Technology Services

2002- 20 is a continuing appointment beginning May 1, 2002.

2002- 21 is a one-year term appointment beginning May 1, 2002.

Major Responsibilities: install, operate and maintain campus-wide data networking services (i.e. routers, switches,

hubs, modems, PC's wire distribution systems, fiber optic transceivers); perform customer-based service activation tasks (i.e. client-side field installations, loop testing and repair, cross-box and pedestal cross-connects, inside wiring, and NIC/Modem/configurations); troubleshoot network and equipment problems; install, test and terminate communications media as required; prepare and update installation orders and trouble tickets; maintain records of communications and networking installations, and update online database as required.

Requirements: two-year Ontario C.A.A.T. Electronics Communications diploma (or equivalent); two years of practical relevant experience in the field of computer communications and maintenance; technical expertise in all aspects of computing and electronic communications systems hardware, software operating systems, and technical problem resolution; knowledge of the functions and processes of computing at the University; demonstrated ability to install, configure and operate LAN, routed WAN, and LAN and ATM switched networks; progression toward CCNA certification; knowledge of BICSI standards, networking protocols, operating systems and standards (i.e. EIA RS232, SNMP, TCP/IP, IEEE802.3, Novell Netware, Ethernet, DOS, Windows 9x/NT etc.); working knowledge of limited distance data-circuit standards and color codes.

These positions fall under the jurisdiction of C.U.P.E. Local 254.

Tentative Hiring Range: \$32,719 - \$38,936 **Points:** 223

Educational Assistant 2002-22 Diagnostic Radiology

This is a one-year term appointment.

Major Responsibilities: daily management of the residents' library; assist with administrative processes and documentation involved in the postgraduate and undergraduate medical education programs; provide secretarial support to the Resident Program; assist with the organization and coordination of the Visiting Professor Program, the expanded clinical skills teaching programs and the scheduling of imaging electives; maintain updated Curriculum Vitae on all academic staff.

Requirements: one year post-secondary training in business administration practices (or the equivalent combination of education and experience); knowledge of the structure and operation of the Faculty of Health Sciences and affiliated teaching hospitals an asset; knowledge of medical terminology an asset; excellent written and oral communication skills; proven organizational skills with the ability to assess priorities and work under pressure; high level of initiative and self-motivation; ability to work with minimal supervision; proficiency with a variety of computer applications including MS Word, PowerPoint and Outlook; familiarity with Macintosh computers and HTML an asset.

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

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

Student Resource Assistant 2002- 23 Office of the University Registrar (Student Awards)

Major Responsibilities: report to the Office Manager; responsible for an important customer/client service function which includes greeting individuals and providing general information, directing queries and ensuring information is received with appropriate documentation, assisting in the disbursement of all financial aid, entering OSAP and related applications on PCICS system, filing loan documents, editing OSAP applications as

required, and maintaining external awards information file and front office area.

Requirements: high school graduation diploma with experience in receptionist duties (or an equivalent combination of education and experience); knowledge of financial aid programs an asset; excellent interpersonal and communications skills to provide service in a clear and accurate manner; ability to remain calm and pleasant; excellent listening skills; ability to retain a significant amount of general information; attention to detail; problem-solving skills with an ability to know when to refer problems/questions to others.

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

Research Ethics Coordinator 2002-24 Office of Research Services

This is a term appointment for a period of one year.

Major Responsibilities: report to the Office Manager; act as coordinator for the General Research Ethics Board (GREB); prepare all correspondence and agenda packages related to the Board; take minutes for all GREB meetings; interact closely with the Chair, committee members, researchers and others; coordinate educational and professional development programs and associated record-keeping; responsible for the Ethics website; post educational materials, update submissions forms and provide links to other sites; may be required to perform basic accounting/bookkeeping procedures.

Requirements: two years of post-secondary training in business administration practices combined with several years of relevant experience in a service office environment (or an equivalent combination of education and experience); an ethics background would be an asset; good database and webpage maintenance skills; excellent communication and interpersonal skills to work effectively with researchers, GREB Chairs and a wide range of committees and departments; proven writing skills with an ability to condense and clarify information; excellent organizational skills; working knowledge of university departments, policies, etc.; discretion when dealing with confidential material; good problem-solving skills; knowledge of bookkeeping/accounting practices; experience working in a research environment or with research protocols an asset.

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

Learning Technology Coordinator 2002- 25 Information Technology Services

This is a term appointment until April 30, 2003.

Major Responsibilities: report to the Manager, Learning Technology and User Services; provide technical support to faculty and staff who wish to learn technology applications associated with the Learning Technology Unit (LTU); assist faculty and staff with the design, implementation, trouble-shooting and maintenance of their academic courses (in collaboration with the LTU partners); design, develop and deliver training on the use of technology; plan, edit and produce on-line documentation for LTU-supported applications; evaluate and recommend the purchase and/or support of learning technology applications; supervise and train students; keep abreast of changes in learning technologies.

Requirements: university degree in education, computer science or a related area with relevant training experience; proven experience in the successful use of learning technology applications; familiarity with Queen's and how personal computers are used in academic teaching and learning; strong interpersonal skills with initiative and motivation; excellent communication, organizational, teaching and facilitation skills; working knowledge of

learning technology software such as course management tools, on-line exam products, web page development, spreadsheets, image manipulation and animation creation; ability to adapt to changing environments and search for new technology; ability to explain technical terms, concepts and systems in a manner easily understood by novices; proven time management skills.

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

Other Positions

Director Information Technology Services

Responsibilities: provide support services for Queen's teaching and research environments; develop and implement strategies to upgrade the University's legacy-based systems and take advantage of web-based opportunities; plan and support the Queen's telecommunications infrastructure; report to the Vice-Principal (Operations and Finance); manage a department of approximately 100 employees; provide support for the University's academic and administrative computing resources, telecommunications, and distributed information technology.

Requirements: ability to develop and articulate a strategic vision for the University's information technology requirements, and translate this vision into practical, timely, and workable solutions; senior management experience leading an IT group; superior leadership and team-building skills; strong financial acumen, including experience in seeking external funding; outstanding interpersonal and communications skills; demonstrated skill at leading and managing change; a collaborative style and an affinity for collegial governance and decision-making; management experience in a large, complex organization; an appreciation for all aspects of information technology; university education, preferably at the Master's level; and experience in service delivery within both a multi-site and a web-enabled environment.

Salary Grade 14

Applications and nominations should be received by March 29, 2002. Please direct all applications with curriculum vitae, to: PALMER and COMPANY EXECUTIVE RECRUITMENT INC, 69 Bloor Street East, Suite 310, Toronto, Ontario M4W 1A9, Fax:(416) 975-9068 E-MAIL: execsearch@palmerco.ca Member Consilium International.

Centre for Neuroscience Studies

A Tier 2 Canada Research Chair (Tenure-Track Position)

Requirements: PhD in a field related to neuroscience; strong potential for success in research; complement existing research strengths in neuroscience; ability to teach neuroscience at the graduate and undergraduate levels. Qualified candidates from all nationalities will be given equal opportunity for this position.

Tenure-Track Position (Assistant Professor)

Requirements: PhD in a field related to neuroscience; strong potential for success in research; complement existing research strengths in neuroscience; ability to teach neuroscience at the graduate and undergraduate levels. All qualified candidates are encouraged to apply however Canadian citizens and permanent residents will be given first priority. Applications including curriculum vitae, copies of recent publications, one page statement of research interests and names of three referees should be sent to Dr. Douglas P. Munoz, Director, Centre for Neuroscience Studies, Room 106 Abramsky Hall, Queen's University, Kingston, Ontario Canada K7L 3N6. Phone (613) 533-6360; Fax (613) 533-6840. Please indicate in cover letter which position(s) you are applying for.

Positions are available immediately with review of applications and interviews commencing May 1, 2002 and continuing until the positions are filled.

Continuing Education and Recruiting Officer Theological College

This is a contract appointment for a term of three years from August 1, 2002 to be reviewed on an annual basis for renewal.

Responsibilities: create, develop, organize, oversee and evaluate the College's Continuing Education programs, including Summer School, with direction and supervision provided by the Principal, Director, and Heads; represent and promote the College in various constituencies; actively recruit students for all of the College's programs.

Qualifications: graduate degree highly recommended; theological training an asset; experience in planning, developing and coordinating continuing education programs; awareness of educational methodology and adult learning processes; recruiting experience in academic constituencies an asset; excellent administrative and organization skills; ability to work independently and creatively; proficiency with Office '97 including Excel, Microsoft Word, and Access; ability to create, maneuver and manage various databases; excellent communication skills; strong public relations and interpersonal skills to support recruiting activities; experience of the United Church of Canada and appreciation for the diverse expressions of ministry (lay and clergy); ability to work with diverse constituencies including church, college and university; willing to carry out work as required by distant settings, travel and irregular blocks of time.

Minimum Salary: \$39,548

Apply to: Heather Cooke, Director, Queen's Theological College, 206 Theological Hall, phone, 533-2108; fax, 533-6879; email: heather@post.queensu.ca, by April 22.

Employee Development

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

Setting and Achieving Goals

Thursday, March 14, 10 am-noon. Facilitator: Wendy Lloyd.

Mastering Change

Wednesday, March 20, 9 am-noon. Change is a fact of life and you can develop the skills you need to survive and thrive in our changing world. Facilitator: Wendy Lloyd.

Effective Manager Series: Leadership - What's Trust Got To Do With It?

Tuesday, March 26, 9 am-noon. Learn how to build trust and employee involvement by using openness and credibility, and by trusting others. Facilitator: Judith Wilson, Training Consultant.

Notices

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/

Tax information session for new faculty and staff

The Faculty Recruitment and Support Program is organizing a personal income tax seminar with income tax specialists from KPMG, Monday, March 18, 4 - 6 pm in the Robert Sutherland Room, John Deutsch University Centre. Please RSVP by Thursday March 14 to Chris Berga, bergac@post.queensu.ca.

Bulletin Board

Appointments

Alistair W. MacLean appointed Acting Associate Dean, Arts and Science

Principal William C. Leggett is pleased to announce that Alistair W. MacLean has been appointed Acting Associate Dean, Arts and Science from July 1, 2002 until June 30, 2004. A graduate of the University of Aberdeen, Dr. MacLean came to Queen's as a Commonwealth Scholar and completed his PhD here in 1969. After a Post-Doctoral Fellowship at the University of Edinburgh, he returned to Queen's in 1971. Dr. MacLean has taught in a number of areas of psychology at both undergraduate and graduate levels and is a recipient of the Alumni Award for Excellence in Teaching. His research, funded by a number of agencies, has been on aspects of the psychology of sleep. His current focus is on the effects of sleep loss and sleep disorder on performance such as driving. He is an associate of the Centre for Sleep and Chronobiology at the University of Toronto where he collaborates on research on the interaction of sleep and the immune system. Dr. MacLean has served on departmental, faculty, Senate and University committees and has held appointments on the scientific committees of both provincial and federal funding agencies. He is a Fellow of the Canadian Psychological Association and has been Secretary/Treasurer and President of the Canadian Sleep Society. He has been Head of Psychology since July 1, 1998.

Gordon Smith appointed Acting Associate Dean, Arts and Science

Principal William C. Leggett is pleased to announce that Gordon Smith has been appointed Acting Associate Dean, Arts and Science from July 1, 2002 until June 30, 2003. Dr. Smith received his BA, MA and PhD in musicology from the University of Toronto. He also holds the ARCT diploma in piano performance. He taught at the University of Toronto, Laval University and the University College of Cape Breton before coming to Queen's School of Music in 1988. Dr. Smith's research focuses on traditional and First Peoples music in Canada as well as 20th-century art music. A number of his publications are based on fieldwork in Quebec and Nova Scotia. He is co-editor of the recently published book, *Istvan*

Anhalt: Pathways and Memory (McGill-Queen's University Press), and was the 20th-century Canadian content advisor for the 7th edition of the *New Grove Dictionary of Music and Musicians* (Macmillan). He is currently the editor of the *Canadian Journal for Traditional Music*. Dr. Smith has served on numerous committees at Queen's, including terms on the Arts and Science Board of Studies and as Chair of the Fund for the Support of Artistic Production. He served as Acting Director of the School of Music from July 1, 2000 to June 30, 2001.

Leslie Monkman appointed Special Advisor to the Principal

Principal William C. Leggett is pleased to announce the appointment of Leslie Monkman as Special Advisor to the Principal effective July 1, 2002. Dr. Monkman received an Honours BA in 1968 from the University of Western Ontario, an MA in 1969 from the University of Toronto and a PhD in 1975 from York University. He joined the Queen's faculty in 1984 as an associate professor in the Department of English and was promoted to professor in 1988. After a term as Chair of Graduate Studies in the Department of English, Dr. Monkman served as Associate Dean in the Faculty of Arts and Science from 1990 to 1995, then as Associate Vice-Principal (Academic) from 1996 until 2000. More recently he was Chair of Undergraduate Studies in the Department of English in 2000-01 and is currently the Strathy Professor of English Language and Literature.

Dr. Monkman's primary teaching and research interests are in the area of Canadian and Commonwealth literatures. In addition to other books and articles, he is the author of *A Native Heritage: Images of the Indian in English-Canadian Literature* and co-editor of *Canadian Novelists and the Novel*, *Towards a Canadian Literature: Essays, Editorials and Manifestos* and a two-volume teaching anthology, *Literature in Canada*. He has served as the Associate Editor for *World Literature Written in English*, on the editorial boards of *Canadian Literature* and *Australian and New Zealand Studies in Canada* and is a former Vice-Chair of the Canadian Association for Commonwealth Language and Literature Studies. In making this announcement, the Principal wishes to express his great appreciation to Bill McLatchie for his important con-

tributions to the university and the Office of the Principal during his term as Special Advisor to the Principal. Dr. McLatchie will be interim Academic Director of the International Study Centre (Herstmonceux) from June 1, 2002 until Dec. 1, 2002.

Awards and Grants

George Taylor Richardson Memorial Fund, 2002-03

This fund provides grants for the stimulation of the arts at Queen's. In accordance with the wishes of the benefactor, Agnes Etherington, who was instrumental in the establishment of the Art Department, the School of Music and the Agnes Etherington Art Centre, the grants are specifically intended to support public performances and exhibitions for the benefit of the Queen's and broader Kingston communities. Applications are welcome from all members of the Queen's community. Course-related activities and projects that focus on research, composition, creation or production do *not* qualify. For information, guidelines and application forms contact Peggy Watkin, University Secretariat, B 400 Mackintosh-Corry Hall, ext. 36093, watkinm@post.queensu.ca. For application forms go to: <http://www.queensu.ca/secretariat/GTR/index.html>. Deadline is 4:30 pm, Tuesday, April 30. Successful applicants will be notified in writing by May 31.

Queen's Research Chairs – call for nominations

The Queen's Research Chair (QRC) program was approved by Senate on Jan. 31 2002. The program recognises individuals with highly distinguished accomplishments who maintain an exceptional level of activity in their research and scholarly work and achieve international pre-eminence in their field. Unlike the Canada Research Chairs (CRCs), the distribution of Queen's Research Chairs is not tied to the granting council research funding received by the University.

Queen's Research Chair holders will be involved in teaching, research and service to the community. They retain their nominal academic salary. An amount not exceeding \$20,000 per annum is allocated to each Research Chair holder for direct and indirect support of their research program (including release time) for the term of the Research

Chair. None of this sum may be used as a salary stipend. The Research Chair holder's proposed use of these funds will be subject to approval by the Dean.

Any full-time Queen's professor may be nominated for a Queen's Research Chair. A QRC may not hold a CRC or any other Chair or named Professorship during his/her tenure of a Queen's Research Chair. Up to 10 QRCs will be awarded this year and up to 5 in future years until the full 25 QRCs have been awarded. The criteria for selection of awardees can be found in Appendix A of "Nomination and Selection Process for CRCs at Queen's University", available at <http://www.queensu.ca/vpr/vpr-office.html>.

Any academic staff member at Queen's may nominate a candidate for a Queen's Research Chair, with the candidate's permission. Nominations should be submitted through the department head to the dean of the faculty by **April 22** (unless otherwise decided by the Dean). The nomination file should include: a curriculum vitae, a description of past teaching, research and scholarly accomplishments, and an outline of the scholarly and research activities to be undertaken during the term of the Research Chair - as well as three confidential letters of reference from internationally recognised leaders in the nominee's area of research (who must be at arm's length from the nominee and external to Queen's) and supporting letters from the nominee's home Department and Faculty. The deadline for Deans to submit their nominations through the Office of the Vice-Principal (Research), is **May 15**.

Committees

Principal's Advisory Committee – Director, Instructional Development Centre

Chris Knapper will be retiring as Director of the Instructional Development Centre effective June 30, 2002. The Principal is pleased to announce the membership of the Committee to advise him on the present state and future prospects of the Instructional Development Centre and on the selection of the Director. The membership of the committee is as follows: Roland Boegman, Associate Dean, Graduate Studies and Research; Luke Bisby, Graduate Student, Civil

Engineering; Donna Hamilton, Learning Technology and Media Services; Chris Lee, Alma Mater Society; Jim McCowan, Associate Dean, Applied Science; Tom Russell, Education; Denise Stockley, Instructional Development Centre; Katherine Wynne-Edwards, Biology; Merrilees Muir, Office of the Vice-Principal (Academic); Suzanne Fortier (Chair), Vice-Principal (Academic). Members of the university community who wish to comment on the present state and future prospects of the Instructional Development Centre and on its leadership may do so by **Wednesday, March 20, 2002**. Letters should be submitted to Suzanne Fortier, Vice-Principal (Academic) and respondents should indicate whether they wish to have their letters shown, in confidence, to the members of the Advisory Committee.

Headship Selection Committee – Geological Sciences and Geological Engineering

Herb Helmstaedt's term as Head of the Department of Geological Sciences and Geological Engineering ends June 30, 2003. Dr. Helmstaedt will retire in 2004 and is accordingly not eligible for reappointment. 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 Geological Sciences and Geological Engineering, 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 Geological Sciences and Geological Engineering, and faculty members from cognate disciplines, for membership on the Selection Committee. Nominations should be sent to Dean Robert Silverman, Arts and Science (ras6@post.queensu.ca) by Friday, March 22.

Governance

Senate Committee on Creative Arts and Public Lectures

Nominations are invited for the Brockington Visitorship and the Chancellor Dunning Trust Lecture. Any person or

continued

Queen's Pension Plan Quarterly Investment Report – December 31, 2001

Capital Markets

Returns on investments in the various markets can be measured against a series of well-established indices. Index returns for the 3-month and 12-month periods ending December 31, 2001 are as follows:

		3 months	12 months
TSE 300	(Canadian Stocks)	12.9%	-12.6%
TSE Capped		12.9%	-8.4%
MSCI World	(Global Stocks ex Canada)	9.7%	-11.5%
SCM Bonds	(Canadian Bonds)	2.1%	8.1%
T-Bills	(Treasury Bills)	0.9%	4.7%

Queen's Asset Mix

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

The current market value of the Queen's Pension Plan (QPP) of \$1 billion can be broken down as follows:

	Permitted Range	"Normal" Mix	Current Mix
Stocks			
Canadian	25% - 55%	29%	30%
Global (ex. Canada)	10% - 25%	27%	26%
Bonds	20% - 70%	40%	42%
Cash	0% - 20%	4%	2%

Queen's Performance

1. Compared With Other Pension Plans

The fund returned 7% for the quarter ending December 31, 2001. This put the QPP in the third quartile when comparing performance to RBC Global's universe of pension funds. The one-year return of 0.9% is 2nd quartile, the three-year return of 7.1% and the five-year return of 8.2% are both third quartile. The quartile breaks for RBC Global's universe are as follows:

	3 months	1 yr	3 yrs	5 yrs
1st quartile	8.2%	4.6%	8.4%	9.7%
Median	7.5%	0.6%	7.3%	9.0%
3rd quartile	6.8%	-1.9%	6.5%	8.2%

2. Relative to the Benchmark

	3 months	1 yr	3 yrs	5 yrs
Fund return	7.0%	0.9%	7.1%	8.2%
Benchmark return	7.2%	-1.9%	6.8%	8.6%
Fund performance relative to benchmark	-0.2%	2.8%	0.3%	-0.4%

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

3. General Comments

- Returns in the fourth quarter were quite strong. The Canadian market outperformed the U.S. and most international markets in the fourth quarter.
- Burgundy Asset Management was below benchmark for the quarter, but passive investments with TDQC did well as the TSE was in the second quartile of Canadian equity returns.
- Addenda did very well in the quarter adding 73 basis points to the bond index return.
- Global equity results were over benchmark with a strong contribution from Wellington Management.
- Brinson Canada, our balanced fund manager, underperformed due to weak stock selection and asset mix shifts.

Bulletin Board *continued*

group within the Queen's community is eligible to make a nomination.

The Brockington Visitorship

The terms of reference for the Brockington Visitorship are "to invite a person of international distinction to come to Queen's University to deliver a public lecture and to meet formally and informally with faculty and students."

The Chancellor Dunning Trust Lecture

The terms of reference for the Chancellor Dunning Trust Lecture are 'to identify and invite a person of distinction to be the Chancellor Dunning Trust Lecturer. The Chancellor Dunning Lecturer will be expected to deliver a public lecture that promotes the understanding and appreciation of the supreme importance of the dignity, freedom and responsibility of the individual person in human society'."

Nomination forms can be requested from the University Secretariat, B400 Mackintosh-Corry Hall, ext. 36095 or on the web at: (add web address). Proposals will be accepted for up to \$6,500 for the Brockington Visitorship and \$16,000 for the Dunning Trust Lecture. The successful applicant will be responsible for all aspects of the Lecture. Deadline for submission, Friday, April 5.

Senate Elections

Lili Harriss (Office of Advancement) and Inara Metcalfe (Faculty of Education)

have been nominated for election to fill one staff senator vacancy - three-year term 2002-2005. Ballots and biographical information were distributed to staff on March 1 by campus mail. Completed ballots must be returned to the University Secretariat by Friday, March 15. Staff members who are eligible to vote (i.e. work more than 14 hours per week) but who have not received a ballot should contact the University Secretariat at ext. 36095. Additional information on the Senate election process is available at www.queensu.ca/secretariat/. Results will be posted there by March 22.

Senate Meeting

The meeting is scheduled for Thursday, April 4 at 3:30 pm, 202 Policy Studies. Submissions deadline has been moved to noon, Thursday, March 21. Please don't back print submissions. Reports of five pages or more should be accompanied by a one-page summary that 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

Physical Education Centre

Recreation Skate Cancellations

Thursday, March 28 4:30 - 5:20 pm
Saturday, March 30 4:30 - 5:20 pm

Family Skate Cancellations

Saturday, March 30 9:00 - 10:50 am

The Physical Education Centre will be closed Friday, March 29.

Grad Summer Soccer and Coed Softball Leagues

Registration packages are now available at the Physical Education Centre. Teams and officials are needed!

Grad Soccer League:

Team Registration: Deadline April 12 at PEC Wicket (with \$50.00 deposit)
Dates: May 5 (Sundays-Thursdays) through Mid-July
Team Fees: About \$195.00 per team (plus \$25 refundable ball bond)
League Convenor and Officials Convenor (paid) positions available!

Coed Softball League:

Team Registration: Deadline May 1 at PEC Wicket (with \$50.00 deposit)
1st League game: May 12 (Sundays-Thursdays) through July 25

Divisions: Recreational and Competitive.
Team Fees: About \$130.00 per team (plus \$50 refundable performance bond)
League Convenor (paid) position available!

Questions? Contact Kelly Smith at homevent@post.queensu.ca

PhD Examinations

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

Thursday, March 14

George Davies, Physics. The Production of Cosmic Vorticity and Magnetic Fields. Supervisor: L. Widrow. 261 Stirling Hall, Thursday, March 14, 2:45 pm.

Friday, March 15

Lara Anne Campbell, History. Respectable Citizens of Canada: Gender, Family, and Unemployment in the Great Depression, Ontario. Supervisor: K. Dubinsky. 102 Jeffery Hall, 1 pm.

Friday, March 15

Bryce Nelson, Biology. Genetic Dissection of Signalling Pathways Controlling Yeast Mating. Supervisors: P.G. Young, and C. Boone. 3112 Biosciences Complex, 2 pm.

Surplus Items

Art Centre Extension offers for sale:

1-1973 Nikon SKT Light Microscope with four objectives. Good condition. To view contact Alison Murray, ext. 74338. Submit sealed bids marked "Art Centre Extension" to Fran Lanovaz, Purchasing Services by 4 pm on the Monday after this issue. Please mark bids "Confidential".

Chemistry offers for sale: 1 Semi-functional ELAN-500 inductively coupled plasma mass spectrometer. Numerous parts worth over \$15,000 should keep this instrument functional for years. For information or to view call Dr. Diane Beauchemin, ext.32619. Submit sealed bids marked "Chemistry" to Fran Lanovaz, Purchasing Services by 4 pm on the Monday after this issue. 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). Queen's University reserves the right to reject any or all of the bids. Only successful bidders will be notified.

Calendar

Art

The Agnes Etherington Art Centre
University Avenue

Ongoing exhibitions – Samuel J. Zacks Gallery, *A Protestant Upbringing*, Margaret Lock to April 28.

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*. Amauti: *Exploring the Presence of Inuit Women as Subject and as Artist* to April 7. Tiyiwar: A Selection from the Justin and Elisabeth Lang Collection of African Art to June 30. Love Without an Object, *The Art of David Milne* to June 30. Bader Gallery. *The Contemplative Imagination* to Aug. 17. 533-6913.

March Break Program– Clay Café and Presto Prints. March 13, 14. **Bust stress with art**, drop-in studio program for students, March 15, 12-3 pm.

www.queensu.ca/ageth/.

Union Gallery

Tapestry. Works by Queen's students Heather Hicks, Laura Schwager and Angela Walsh to March 26.

stauffer.queensu.ca/webgall/currentx.html

Drama

Listen To The Wind, by James Reaney; directed by Greg Wanless. March 16, 2 pm, Rotunda Theatre. Tickets \$10, 8. Information: 533-2104.

Music

School of Music

Wednesday, March 13

Mosaic. Contemporary music by Alfred Fisher, Queen's. 120 Harrison-LeCaine, 8:30 pm.

Friday, March 15 and Saturday, March 16

Queen's Student Opera. Benjamin Britten's, *The Turn of the Screw* by Henry

James. Grant Hall. Information 533-2558. Friday 8 pm, Saturday 2 and 8 pm.

Sunday, March 17

The Collegium Musicum Annual Spring Concert.

Olga E. Malysenko, Director. Works by Hildegard, Wipo of Burgundy, Perotin, Machaut, Dufay, Dunstable, Josquin, Janequin, Willaert, Lassus, Dowland, and Purcell. \$6 adults; \$3 students, seniors, at the door. St. James Anglican Church, 10 Union Street, 4 pm.

Tuesday, March 19

Queen's Symphonic Band

David Kutz, Conductor. Selections include Bach's *Prelude and Fugue*, Iannaccone's *After a Gentle Rain*, Shostakovich's *Gallop*. **Queen's Flute Choir**, Donelda Gartshore, Director. \$6 adults; \$3 students and seniors, at the door. Grant Hall, 7:30 pm.

Wednesday, March 20

Queen's Wind Ensemble.

Contemporary Band music by Curnow, Smith, Melillo and Karel Husa's *Music for Prague*.

Queen's Clarinet Choir, works by Morgan, Moore and McClement. Gordon Craig, Conductor. \$6 adults; \$3 students, seniors, at the door. Grant Hall, 7:30 pm.

Friday, March 22

Queen's Polyhymnia.

Karen Frederickson, Conductor. **Queen's Choral Ensemble**, features Fauré's *Requiem* and music by Elgar, Mendelssohn and Biebl. Conductor Michael Tansley. \$6 adults; \$3 students, seniors, at the door. Grant Hall, 7:30 pm.

Tuesday, March 26

Queen's Symphony Orchestra.

'The Canadian Connection', including John Burge's *Clarion Symphony*. Gordon Craig, Conductor. \$6 adults; \$3 students, seniors, at the door. Grant Hall, 7:30 pm.

Public Lectures

Monday, March 11

Sociology

Randa Farah, University of Western Ontario. 'Memory and identity across generations: The case of the Palestinian refugees.' 202 Policy Studies, 4:30 pm.

Tuesday, March 12

Mathematics and Statistics

Coleman-Ellis Lecture. Norman Rice, Queen's. 'How mathematics gave us modern finance.' 234 Jeffery, 7 pm.

Wednesday, March 13

Friends of the History of Medicine, Science and Technology

David Gentilcore, University of Leicester, UK. 'Appearance, self-presentation and identity: Maestro Martino and his electuary (1600-1750).' B139 Botterell, 12:30 pm.

Tuesday, March 19

Art History

Una Roman D'Elia, Harvard University. 'Titian and the culture of violence in sixteenth-century Venice.' Agnes Etherington Atrium, 5:30 pm.

English

Vaughan Lowe, Oxford University. 'The perpetual peace process: Israel and the Palestinian authority.' 517 Watson, 2:30 pm.

Wednesday, March 20

History

Alisa Apostle, Queen's. 'Mr. Tourist dollar is a very popular fellow: National Tourism in Canadian Government film, 1949-59.' 242 Watson, 5 pm.

Thursday, March 21

Economics

2001-2002 W.A. Mackintosh Lecture. Dale Mortensen, Northwestern University. 'Wage dispersion: Why are similar workers paid differently?' Dunning Auditorium, 2:30 pm.

W.D. Jordan Library

Reg Beatty. 'Artists' books, in conjunction with exhibit, *Ink paper lead, board leather thread*.' Graham George Room, W.D. Jordan Special Collections and

Music Library, 5 pm.

Friday, March 22

Physics

The Seventh Cave Memorial Lecture. Tony Leggett, University of Illinois at Urbana-Champaign. 'Does the everyday world really obey quantum mechanics?' Theatre D, Stirling Hall, 8 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

Tuesday, March 12

QUSA Annual General Meeting

Guest Speakers: Principal Leggett and Human Resources. McLaughlin Room, JDUC, noon.

Saturday, March 16

Theological College Annual Open House

Join us to discuss courses, certificates, and degree programs. Details: 533-2110 or www.queensu.ca/theology. Theological Hall, 10 am - 2 pm.

Aboriginal Awareness Day

Sponsored by Queen's Native Student Association. 'Roles and Responsibilities of Aboriginals in Contemporary Society.' Speakers: Tom Porter, Blaine Loft, Kim Anderson, Zainab Amadahy, Bruce Elijah, Catharine Brooks. Light breakfast, sandwich/soup lunch and chicken dinner provided by the Queen's Native Student Association. Drumming social, 5-7 pm.

Wednesday, March 27

Queen's Grad Club Annual General Meeting

Board of Directors will be elected.

Members welcome. Henderson Room, Grad Club, 7 pm.

The Society of Graduate and Professional Students' Annual General Meeting

McLaughlin Rm., JDUC, 5:30 pm

Courses and Workshops

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

Thursday, March 14: Barbara Sherriff, University of Manitoba. She will describe her career path and the award winning programs she has designed to increase accessibility for women to careers in science and engineering. Noon.

Friday, March 15: Tuula Lindholm, University of Toronto. "Getting Educated": Mature Women Students In The Academy.' Noon.

ITS Computing Workshops

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

Mar. 12: Corporate Time Quick Start, 9:30-10:30 am

Mar. 14: Web Publishing Tables and Design, 1:30-4 pm

Mar. 18, 25: Introduction to Access 2000, fee \$85, 1-4 pm

Mar. 21: MS Excel 2000 Sorting and Filtering Data, 1:30-3 pm

Mar. 26: Web Publishing Forms, 1:30-3:30 pm

Mar. 27: Web Publishing Cascading Style Sheets, 1:30-3:30 pm

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

Queen's Institute of Lifelong Learning (QUILL)

Sunday lecture series D214 Mackintosh-Corry, 2 pm.

March 17: Blaine Allen. 'The romance of Canadian cinema.'

March 24: Earl Fjarlie. 'Aurora borealis, air-glow and upper atmosphere phenomena.'

Details on weekday discussion programs: 544-0182.