



The double cohort: more of a bulge than a blip

Queen's, other Ontario universities underestimate 2002 application increase

BY CELIA RUSSELL

The double cohort surge has arrived early. Undergraduate applications to Queen's from Ontario high school students are already up 30.3 per cent over last year – an increase that has exceeded the expectations of university admissions officers.

The phenomenon is happening province wide. The Ontario Universities Application Centre (OUAC) originally projected a 10- to 15-per-cent increase in applications to Ontario universities for fall 2002 admission. As of March 14, the actual increase was 21.1 per cent.

This surge in demand is coming a full year before the anticipated main impact of the double cohort. In 2003, the final group

of OAC students will graduate together with the first group from the new four-year program.

Accommodating this group of students is challenging Ontario institutions' planning skills, faculty resources, and physical facilities. At the peak of the double cohort in 2004-2005, some 33,500 additional secondary school students could be applying to Ontario's universities

Queen's got a sneak preview of this surge earlier this month when a record number of prospective students and parents turned out for the annual March Break Open House. Final numbers aren't in yet, but more than 3,000 registered.

The unexpected increase in 2002 applications is due in part

to students fast-tracking high school and also doing some extra post-secondary shopping

"Application centre analysis shows that twice as many 17- and 18-year olds are applying to university as compared to last year," says University Registrar Jo-Anne Brady. To beat the rush in 2003, 10,429 students are currently completing five years of high school in four, compared to 5,162 last year

To date, Queen's has received more than 26,000 applications for September 2002 for just over 3,100 spaces. Last year, there were 2,839 actual students out of an application pool of 21,000

The actual increase in the number of applicants is 16.2 per cent. *Double cohort, page 2*

A close shave for cancer: Student Vennie So seems to have no second thoughts about getting her head shaved at the Queen's Cuts for Cancer Wednesday in the John Deutsch University Centre. Wielding the razor blade is Trevor Vowls of Pierre Amelotte International. For more on the event, see page 3.

New Agnes head aims to weave centre into culture of the community

BY CELIA RUSSELL

Janet Brooke never met Agnes Etherington.

She has, however, taken the Queen's art centre founder's words to heart: "to further the cause of art in the community."

The new director of the Agnes Etherington Art Centre has ambitious plans to make it a more dynamic part of the Queen's community as well as the surrounding area.

"There is much to be done within the campus itself," says Ms. Brooke, who assumed her new post March 1. "There is clearly a sense at the university that the Agnes has some road to travel within the Queen's community and the region at large."

The facility has tremendous potential for others on campus, she says. It has traditional links with students, staff and faculty in

the fine art, art history and art conservation programs. Now is time to take it a step further. "There is an obvious natural link between students and teachers that can be nurtured beyond the present state."

Departments, especially the humanities, could easily benefit from a closer relationship with the art centre, its collections and its facilities. Along with the obvious facilities rental component, she envisions collaboration between departments that would enhance their curriculums and programs. In turn, this would give the campus community exposure to the centre's many collections. Ms. Brooke plans to meet as many campus stakeholders as possible to learn about their current perception of the gallery, find out what needs are not being met and explore the potential for

occasional joint ventures.

Further afield, she wants to raise the profile of the gallery in the Kingston community, and also tap into the area's lucrative tourism market by making the gallery a must-see on visitors' lists.

To get the draw, she plans to develop a dynamic exhibition exchange between the art centre and like-minded galleries and museums in the northeastern United States and Canada.

"The art centre is not alone in its town-gown relationship problems. My colleagues at other universities also find this. It's a problem that affects the Ashmolean in Oxford as much as the Agnes. The university and the community must understand that the gallery is here for them too and not just some arcane and exclusive place. A mutual education process is going to have to



Janet Brooke: mutual education process is going to have to take place.

start taking place."

As an art historian with more than 25 years of experience in museums and the art world she realizes the scope of her task; but she also has the tenacity to know that with some creative thinking, it can happen.

Ms Brooke worked as Curator

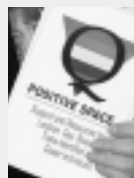
of European Art at the Montreal Museum of Fine Arts from 1975 to 1989, and subsequently was Senior Curator of European Art and Interim Chief Curator at the Art Gallery of Ontario. For the past six years, she worked inde-

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pendently from Montreal on

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**Making places
positive spaces**

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Cooperation the key to health sciences research

BY NANCY DORRANCE

A new research strategy – precipitated in part by recent dramatic changes to Canada's health research funding process – has been approved by the Queen's Health Sciences Faculty Board.

The shift in funding focus to "multidisciplinary, cross-faculty

and cross-institutional partnerships" presents a unique opportunity for both Queen's and Kingston's teaching hospitals, says Dr. Samuel Ludwin, who was recently appointed Associate Dean (Research) in the Faculty of Health Sciences, and *Health sciences research, page 2*

BIOCAP gets \$6 million for fight against climate change

Queen's-based BIOCAP Canada Foundation, which brings together researchers from universities, industry, governments and non-governmental organizations to further scientific understanding of how Canada's vast forests and farmlands can contribute to the fight against cli-

mate change, has received \$6 million in federal funding.

The funds will be invested over a three-year period to investigate the processes and potential for enhancing the uptake of carbon dioxide and managing other greenhouse gases through improved for- *BIOCAP, page 4*



Samuel Ludwin and Jim Brien

Vice-President (Research Development) at Kingston General Hospital and Hotel Dieu Hospital. Kingston has an enviable advantage over larger centres, where universities and hospitals are more likely to compete for research dollars than to collaborate on projects, he suggests.

"Our model brings a large portion of research into the domain of both the university and the hospital, taking the best of what the research environment offers, to complement and improve clinical care," says Dr. Ludwin. "Basically, we are a 'regional laboratory'. If you want to study what actually

happens to a population from cradle to grave, from molecule to economics, we have an opportunity to do that here in Kingston that doesn't exist in cities like Toronto."

A major transformation in health research funding occurred in June 2000, when the Canadian Institutes of Health Research (CIHR) replaced the Medical Research Council (MRC) as Canada's premier federal agency for health research. With 13 "virtual" institutes embracing four pillars of research – biomedical, clinical science, health services, and public policy – the CIHR focus is on integrated research that will have an impact on a wide

spectrum of health care issues.

To position itself strategically for acquiring future funding, the Faculty of Health Sciences has recently completed an intensive "self-identification" process, led over the past two years by Acting Director of Research, Jim Brien. "Identifying our key strengths today – and where we would like to be strong five years from now – will help us to develop guidelines for proactively taking advantage of new research funding," he says. "I think our academic health sciences centre, working in synchrony rather than in separate silos, is very well-positioned to do so."

Noting that most medical research took place in universities 20 years ago, Dr. Ludwin estimates that about half of such studies are now conducted in hospitals. "There's been a dramatic shift, for a variety of reasons, one being that hospitals in large centres have become very successful at raising money for research," he says. "Each hospital operates autonomously, with its own funding, laboratories, clinical research, etc."

In Kingston, however, where most medical researchers have cross-appointments with the uni-

versity and the hospital, there is more opportunity to share resources, the associate dean adds. "We can maximize those areas where we have common interests, and help each other in areas where only one has jurisdiction. The university benefits by receiving an inroad into how clinical research is done within a hospital, and the hospitals benefit from discoveries that flow from university research."

Dr. Ludwin considers a key aspect of his role to be the facilitation of integrated health research within the community and the wider region. He cites the stroke care delivery network, and initiatives in family practice health care, as current examples of this. "But our new model is even wider," he says. "This is an area that hasn't been fractionally explored yet, and it also fits in beautifully with the imperatives for health research laid out by CIHR."

Acknowledging that the rapidly changing field of health research is "a moving target" the associate dean emphasizes that the faculty's new research strategy doesn't lock anyone into a vision that's fixed in stone. "We have a context now for moving forward." □

Double cohort continued from page 1

cent, an indication that some extra shopping is going on, says Rick Palmer, Associate University Registrar, Admission Services. Although Queen's has no way of knowing just how many students have applied to universities outside Ontario, it is clear many of those institutions are viewing Ontario's double cohort as a recruitment opportunity.

Mr. Palmer and Ms. Brady have spotted reps from Dalhousie, Alberta, New Brunswick and Victoria at numerous double cohort information sessions they attend throughout the province.

But the promotional activities of out-of-province universities have not detracted from Queen's draw. Applications listing Queen's as first choice have increased 26.1 per cent over last year, and Ms. Brady is pleased with this "targeted response."

Queen's plans to admit 200 more first-year students this fall

over last year. A further increase of 300 spaces is forecast for September 2003.

Applications from non-Ontario secondary school students to Queen's have also increased by a narrower margin, 7.6 per cent over last year, while those listing Queen's as first choice increased 7.1 per cent.

The deadline for applications is March 28; the same time marks for Ontario high school applicants will be available to universities. The minimum acceptance marks won't be determined until early April. Whether they will be raised due to increased demand remains to be seen, says Ms. Brady. According to Senate policy, grades are not the sole determinant of admission. In addition to grades, faculties and schools consider between five and 20 per cent of first-year students on the basis of a personal information form showing extra-curricular involvement

in clubs, athletics and other leadership activities.

Although the provincial government has said it will fund post-secondary places for all willing and qualified applicants, Ms. Brady is concerned that the additional \$217.8 million in operating funds by 2003-04 to finance 31,500 new student places is not enough.

"The actual enrollment increase to the Ontario system for 2001 far exceeds the allotted funding. It's a hotly debated issue, and the universities are working with the government to resolve it. Some, such as the University of Toronto, are asking for capital funding because they will need more buildings to accommodate the demand."

With planned faculty hiring combined with a four-per-cent operating budget cut for the fall, student-to-instructor ratios will be higher, says Ms. Brady. Despite this, several initiatives are under way to prepare for the influx.

From a capital standpoint, Queen's is in good shape. With two new residences opening in 2003, Queen's can continue to guarantee residence places to new students. Ontario SuperBuild funding has helped to construct the new Chemistry and School of Business buildings, along with the Integrated Learning Centre.

The Instructional Development Centre plans to hold sessions for instructors to learn how to handle larger classes filled with younger students, and those with differing five- and four-year high school experience.

The VP (Academic) Double Cohort Working Group is also working closely with Student Affairs and other departments to identify potential issues.

With increasing university participation rates and demographic trends such as the baby-boom echo, enrollment growth pressure could continue until 2015. Increased demand is also happening at a time when 75 per cent of full professors in Ontario are over 50 and nearing retirement age in unprecedented numbers.

In light of this, OUAC, Queen's and other institutions are taking steps to streamline the application process as much as possible.

This year, about 3,000 secondary school students used OUAC's pilot on-line, automated application process. The centre anticipates that at least 50 per cent of next year's estimated 105,000 applicants will apply on the web. The timesaving application option will be critical in handling next year's double cohort, when it hopes to process 50 to 70 per cent more applications within roughly the same time frame as this year.

At Queen's, Admission Services has reorganized and hired a Manager of Processing and Operations to evaluate processes and procedures to determine where improvements can be made to enhance customer service and to simplify and improve efficiency. □
www.queensu.ca/registrar/
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Help Lines

Campus Security
Emergency Report Centre:
533-6111

Human Rights Office
533-6886
Irene 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

Coordinator of Dispute Resolution Mechanisms
Adrienne Clarke
533-6495

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 Grievance Advisors – Students:
Mel Wiebe – English
533-2153

Shirley Eastabrook – Nursing
533-6000 ext. 74755

Carol McKeen – Business
533-2326

University Grievance Advisors – Staff:
Jane Baldwin – Surgery
533-6302

Brenda Barker –
Industrial Relations Centre
533-6628

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533-6944 ext. 74022

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

Gary Racine – Telecommunications
533-2233

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

Gazette

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Political Studies prof to assist in defining new electoral boundaries

BY CELIA RUSSELL

Political Studies professor is helping in the task to determine the new boundaries of Ontario's federal - and provincial electoral districts.

Janet Hiebert says she is looking forward to the challenge. "It's going to be interesting work." Ontario is unique among the provinces as it is the only one where the federal boundaries also serve as the provincial boundaries. "So we are also determining boundaries for the next provincial election. It's going to be very challenging, as the recent 2001 census shows there have been significant shifts in population."

The census data, released earlier this month, shows significant increases in cities and decreases in the more rural areas. Also as a result of the 2001 census, the number of seats allocated to the province of Ontario will increase from 103 to 106.

Federal boundaries commissions are established after each 10-year census to readjust electoral boundaries to reflect in a politically neutral manner, changes and movements in population.

Using data provided by the Chief Electoral Officer of Canada, commissions have one year to make proposals, hold hearings, and produce a plan for redistrib-

uting the electoral seats of the province and determining the boundaries of each electoral district.

In addition to population shifts, commissions will consider the community of identity in or the historical pattern of an electoral district. A manageable geographic size for districts in sparsely populated, rural or northern regions of a province is also taken into consideration. Except in circumstances viewed by a commission as being extraordinary, the population of each electoral district in a province will remain within plus or minus 25 per cent of the elec-

toral quotient for that province.

Each provincial commission has three members. Dr. Hiebert, who once worked as a research coordinator for the Royal Commission on Electoral Reform and Party Financing, was appointed by Kingston MP Peter Milliken. As Speaker of the House of Commons, he appoints two members for each provincial commission. The Chief Justice of each province appoints a judge to chair the commission. Mr. Justice Douglas Lissaman will chair the Ontario commission; Andrew Sancton of the University of Western Ontario is also a member.

As the Northwest Territories, the Yukon Territory and Nunavut constitute only one electoral district each, no federal electoral boundaries commissions are required.

A 1999 Chancellor's Research Award winner, Dr. Hiebert has authored numerous papers and chapters on the politics of rights and on campaign finance in Canada. Her research focuses on comparative institutional approaches for protecting human rights.

□ qsilver.queensu.ca/politics/hiebertj.html
www.elections.ca/scripts/fedrep/main_e.htm

News Notes

Grad's thesis to hit the silver screen

Paul Jackson hopes to add the title of PhD when he defends his thesis this May. He already has the title of filmmaker. He and two Montréal-based filmmakers are turning his history thesis, "Courting Homosexuals in the Military," into a full-length documentary, thanks to a Reel Diversity Grant from the National Film Board of Canada. It studies the regulation of homosexuality among servicemen in the Canadian forces during World War II and is based on various military records and interviews with war veterans. About a year ago Mr. Jackson, who is supervised by Karen Dubinsky, teamed up with

a filmmaking team called 175 bpm. "We interviewed on film several gay veterans of the war and I gave them some images from wartime NFB documentaries and images in print. They edited the material into a screening copy and submitted it to various funding agencies in an attempt to raise enough capital to make a documentary."



Close shaves raise cash for cancer research

Queen's Cuts for Cancer event last

Wednesday was a great success, raising more than \$10,000 in cash for the Canadian Cancer Society, spokesperson Helen Anderson reports. Fifty people shaved their heads and 37 had their hair cut, raising an additional \$11,000 worth of hair donations for Wigs for Kids and Locks of Love. Celebrity shavers included Arts and Science Dean Bob Silverman, Associate Dean of Grad Studies Roland Boegman, Math prof Chris Leith, incoming ASUS President Sean Coates and incoming Eng Soc President Grant Bishop. Wielding the scissors and razors were stylists from Maison Paul Coiffure, Pierre Amelotte International and Signatures.

asus.queensu.ca/cuts/



David Dodge headlines policy forum

The Governor of the Bank of Canada will speak on the interaction between monetary and fiscal policies at the 2002 Donald Gow Lecture April 26. David Dodge delivers his lecture at 8 pm in the Sheraton Four Points Hotel in downtown Kingston. It highlights the School of Policy Studies' annual policy forum April 26 and 27, which brings together current students and staff as well as alumni and friends for policy debate and fellowship. Details: [Rebecca Miller, millerrj@qsilver.queensu.ca](mailto:millerrj@qsilver.queensu.ca) □ qsilver.queensu.ca/sps/

Notes from Herstmonceux

Electronic music facilities open opportunities for international collaboration

BY PATRICK O'NEILL

Primroses and celandines are already vying for hedgerow space, and troops of daffodils are marching across the hillside by the open-air theatre, as we head, amazingly, into the last two weeks of term at the ISC. It seems like only days ago that the students arrived back from their midterm trip to Brussels and Paris, trading tales of NATO and the European Parliament, Versailles and Vimy, Belgian bistros and French *boîtes de nuit*. Since then the hockey league, the basketball league, and the football league, likewise flinging themselves into their final throes, have jostled for space in the gym, while choir practice and yoga classes continue to share the quieter space of the ballroom.

The field studies program too has begun to wind down, with various groups visiting St. Paul's Cathedral, the British

Library, and the Imperial War Museum. A group of 30 or so determined souls headed off for Wales last weekend to explore Cardiff as part of an organized optional activity, and the coming weekend will see another party heading back to France to reflect on world-altering battles fought almost a millennium apart, the first as recreated in the Bayeux Tapestry, the second as remembered on the beaches of Normandy. Last weekend also saw the safe return from France of 10 of our upper-year Commerce students, who had just spent an intensive three-week English-language study module at the IESEG School of Management of the Catholic University of Lille; we plan to return the favour during the Spring term, when we expect once again to host a group of senior IESEG students, who will take Commerce courses at the ISC. To complete the catalogue of comings and goings, I have

just returned from Vancouver, where I was consulting with colleagues at UBC involved in the CUSAP partnership, the Canadian University Study Abroad Program, in conjunction with which Queen's operates the academic programs offered at the ISC.

One of the cultural highlights of the past few weeks has been a recent concert by acclaimed violinist Gwen Thompson, a faculty member at the University of Western Ontario (another CUSAP partner), and pianist Shelley Katz, one of two musicians in residence at the ISC. The other musician in residence is soprano Diana Gilchrist Katz, and the Canadian husband-and-wife team continue to charm audiences not only at the ISC but also at major international venues throughout Europe and beyond. Their presence greatly enriches the cultural experience we are able to offer our stu-

dents, and we are very fortunate to have them. Shelley Katz's latest contribution has been to establish a very professional electronic music studio at the ISC. Using equipment generously donated by British businessman and philanthropist Jon Pither, the EMS will provide qualified ISC students with the value-added opportunity to explore and deepen their understanding of electronic music making, one of the largest industries in the world today. Colleagues at Queen's and at Edinburgh University, both leading centres of electronic music composition, have expressed keen interest in the possibilities of this latest resource, including not least the potential for future international collaboration.

Patrick O'Neill, a professor in the Department of German at Queen's, has been Academic Director of the ISC since July 2000. □

www.queensu.ca/isc

Art

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exhibition and research projects for museums in Canada, Britain and France.

As a freelance consultant, she honed her entrepreneurial spirit. Along with coordinating exhibitions – one in Quebec City featuring French sculptor Auguste Rodin attracted more than half a million visitors – she advised private clients on how to build their collections.

“To some it may sound strange, but I really liked the part about having no safety net. You’re walking the tightrope and you don’t fall down. You get out of it what you put in and that was very rewarding. Some of it was onerous, but there was always a tremendous freedom.”

As for the centre’s backbone, “the Agnes is blessed with a

strong enthusiastic staff, a real team. A museum is a very complicated place, and this is reflected in its daily work. Components include art history, museum practice, public programming and technical expertise. It’s not just art on a wall – you have to be able to protect it, light it properly, have intelligent discourse about it and, also reach out to the public.”

She is happy to see the current success of lively school programs coordinated through the efforts of Pat Sullivan, public programs officer. In addition a new series, the Rita Friendly Kauffman inaugural lecture recently filled Ellis Auditorium to capacity.

Ms. Brooke looks forward to the opportunity of making the Agnes “bigger than the sum of its parts.” Quoting the central char-

acter in the film, *Babette’s Feast*, she says, “an artist only wants an opportunity to do her best. And people in general are like that. I hope that I will have an opportunity to do my best and create opportunities for my colleagues to do their best.”

With 13,000 works of art, the Agnes Etherington Art Centre has one of the province’s most extensive fine art collections. It is renowned for its European ‘Old Master’ paintings, and historic and contemporary Canadian art. The collection also includes smaller concentrations of Inuit art, ethnographic artifacts, costume, quilts, glass and silver.

Ms. Brooke replaces David McTavish who served as director for 10 years. □

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BIOCAP

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est and agricultural use and improving natural ecosystems.

With energy from the sun, trees and other plants capture the greenhouse gases that contribute to climate change. The crops and trees that trap these gases can then be used to generate valuable products, create renewable energy, improve rural economies and enhance natural ecosystems.

In December 1997, Canada and other developed countries of the world committed their nations to lower greenhouse gas emissions in an effort to reduce the risks of climate change.

Canada is in a unique position to use its vast natural resources to remove CO₂ from the atmosphere, while building an energy-rich resource that will reduce our dependence on fossil fuels, says David Layzell (Biology), BIOCAP Executive Research Director.

“This funding, along with that from our provincial and private sector partners, gives BIOCAP the momentum we need to ensure the university research community is participating fully in the national search for ways to use our abundant natural resources to both capture and reduce green-

house gases,” says Dr. Layzell.

Employing the catch phrase *Capturing Canada’s Green Advantage*, BIOCAP has already taken important steps to coordinate and fund integrated national research networks in the areas of forest carbon cycle research, new forestry practices and technologies, agriculture greenhouse gas management and bio-based products.

The funding for this initiative is part of the Government of Canada’s \$1.6 billion commitment to help address climate change. □

Teaching Issues

Tips and ideas from the Instructional Development Centre



It’s not just what we do, but how we do it

BY SUSAN WILCOX

This year marks the 10th anniversary of the Instructional Development Centre and of my own arrival at Queen’s to work in the centre. My role as adviser, consultant and expert on teaching and learning has afforded me a unique perspective on the Queen’s community. I’ve had opportunities to work with people all across campus – staff, TAs, students, and faculty – towards a common



Susan Wilcox

goal of creating a positive environment for learning. Let me share some of that with you.

I’ve met, individually, with a remarkable range of faculty members, to discuss their teaching concerns and experiences. Some have been in severe distress, anxious about student response, uncertain whether they are taking the correct approach. Others are eager to try new things in the classroom, and are looking for suggestions or sup-

port to ensure success with a new technique. Some are simply discouraged, tired of trying so hard, putting in so much time, uncertain of the impact they are having. And many call or visit to

tell me about things that are working well for them, changes they’ve made that have worked out well, interesting collaborations they are involved in with colleagues, positive reactions they’ve had from students. More faculty than you’d imagine have cried in my office, and

have revealed private aspects of themselves as teachers and personal feelings about students and colleagues. Though it may come as a surprise to their students, professors are people too! Teaching is a demanding enterprise – we tend to talk about the potential rewards and neglect to mention that it is also emotionally and intellectually draining. Even when I am lost to offer a solution to a colleague with a vexing problem, in the sanctuary

of the IDC we can enjoy a good laugh and release some of the tensions that we all experience as teachers.

I’ve also observed TAs and faculty teaching in their classrooms. I’ve experienced classes right across all the disciplines at Queen’s, from large first year undergraduate survey courses to small graduate seminars. This has been an eye-opener to me, providing insight into the student experience at Queen’s. The environment for learning really feels different in different classes – faculty and TAs have far more impact than they imagine in setting the tone in the classroom, in establishing rapport with students, in bringing the material alive and making it relevant. While teaching techniques still don’t vary as much as I’d like to see, I do see tremendous variation in the manner in which these techniques are used. It’s not just what we do, but how we do it, that makes our teaching successful.

One of the highlights of my job has been the interaction I’ve had with students. In some cases,

Queen’s in the News

Highlights of Queens 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.

March 5 – 20, 2002

Douglas Bland (School of Policy Studies) is quoted in the *National Post* Veterans fear sale of N.S. base will cripple readiness: Shearwater airfield: Security concerns should prompt rethinking plans’.

A *Toronto Star* story quotes **Jane Good** (Career Services) about career counseling and information gathering for students. (‘Get the facts before settling on a career path’).

Gerald Evans (Medicine) continues to receive coverage about new guidelines he compiled with KGH pharmacist Susan McKenna for prescribing antibiotics, most recently in the *Niagara Falls Review*, the *Kingston Whig-Standard*, the *Prince George Citizen*, *Peterborough Examiner*, and *Corner Brook Western Star*. (‘Prescription drug guidelines drawn’) The guidelines were recently published in the *Canadian Journal of Infectious Diseases*.

Douglas Reid (Business) comments in the *Financial Post* about a rebound in business travel expected this year that could bolster the bottom line at Air Canada. (‘Business travel on the rebound - AMEX survey: \$12B budget in 2002’).

Nick Bala (Law) is quoted in a *National Post* article about children murdered by their parents (‘Parent-child murders increasingly rare’) **Professor Bala** was also interviewed on *CBC’s Ontario Morning* about restorative justice and young offenders.

A *Whig-Standard* front-page feature on suicide quotes **Ron Holden** (Psychology), **Ned Franks** (Politics) and Queen’s chaplain Rev. **Brian Yealland**. (‘Suicide: Lifting the veil: Because of social stigma, people affected by a loved one’s death suffer in silence’).

A story in the *Edmonton Journal* quotes graduate student **Sandra Berg** (Biology) about hormone changes in expectant fathers. (‘Dads-to-be become more chemically mellow’).

Queen’s expert on aging populations **Mark Rosenberg** (Geography) is quoted in the *Whig-Standard* about Kingston’s growth as indicated by recently released census statistics. (‘City’s growth trails province, country: Booming population not always a good thing, demographics expert says’).

The *Toronto Sun* quotes Queen’s expert in energy metabolism **Robert Ross** (Physical Health and Education) about the importance of exercise to weight and fat loss. (‘Get On Yer Bike! Looking To Lose Weight? Maybe You Should!’).

The *London Free Press* quotes **Douglas Reid** (Business) in a story about Air Canada recalling 150 laid-off flight attendants because business is booming.

Dick Zoutman (Pathology), an expert in infectious disease and medical microbiology, is quoted in *The Toronto Star* regarding conclusions at a public health investigation into a 1996 Hepatitis B outbreak at Scarborough. (‘Hepatitis outbreak cause questioned’).

(‘Air Canada Recalls Laid-Off Workers, But Union Skeptical’). The story was also covered in *The Victoria Times Colonist*. Professor **Reid** is also quoted in the *Financial Post* about Michel Leblanc’s plan to launch his new airline this spring despite numerous obstacles, including industry skepticism. (‘Airline still plans quick launch: Michel Leblanc sticks to spring date for planned startup’).

The *National Post* quotes **Karen Dubinsky** (History) about a Brampton teenager who concealed a pregnancy and murdered her baby at birth. (‘Baby death: doctor didn’t notice girl, 15, was pregnant: Brampton teen concealed condition from family, friends’).

Ken Wong (Business) is quoted in the *Globe and Mail* about the effectiveness of Tim Hortons’ marketing techniques. (‘Enterprise finds that hokey sells: While the agency may lack ‘cachet,’ it has helped Tim Hortons grow’).

A *Toronto Star* story about autism refers to a national study being launched by Queen’s researchers. (‘These are some of the autistic kids denied special care because Ontario refuses to pay’).

A *London Free Press* story highlights Queen’s as one of three universities that comprise the Ontario Research Centres in Earthquake Hazards and Continental Dynamics. The center recently received a \$2.1-million grant from Ontario Research and Development Challenge Fund and will receive an additional \$1.7 million from Ontario Power Generation. (‘UWO Research Into ‘Big One’ Boosted’).

A *National Post* story quotes Queen’s historian **Geoff Smith** (Physical Health and Education) about the significance of the Tribute of Light to Sept. 11 victims. (‘Artist inspires solace with New York ‘Tribute of Light’: Memorial project ‘a giant vigil’ for trade center victims’).

The *Kingston Whig-Standard* quotes Queen’s expert in water-quality monitoring, **Kevin Hall** (Civil Engineering) about toxic cocktails of pharmaceuticals in Kingston’s drinking water. (‘City’s water toxic, expert warns: Effect of pharmaceuticals won’t be known for years’). □

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

I’ve met with large or small groups of students to invite their feedback on particular courses or programs. In other cases I’ve worked with individual students who are researching particular aspects of teaching and learning; preparing reports to support committee work or instructional resources to support professors, designing student feedback programs or teaching awards. And there have been the students who give presentations to faculty on their experiences and expectations as students at Queen’s – their insight has been useful, their commitment inspiring. In most instances I’ve found that students can be a remarkable ally in improving the quality of teaching and learning at Queen’s.

In 10 years here, I’ve discov-

ered first-hand that teachers can change and that teaching can improve. I’ve observed that the most interesting teachers – whether they are TAs or adjuncts, new/junior faculty members, or senior experienced professors – are not born that way, but are rather self-made through experiences, reflection, and innovation. I’ve met many, many teachers who are not afraid to notice their failings or listen to their students, who are open to new ideas and flexible in their approach.

The IDC is now planning events for the Fall term to mark our anniversary. All members of the teaching community will be invited to celebrate teaching development at Queen’s. □

Campaign Update

Fundraising plays a key role in Business school's strong international study program

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

BY ANITA JANSMAN

The International Programs Office at Queen's School of Business is a fundraising success story. For the past five years, Eric LeBlanc has worked closely with the Dean's Office and the Department of Development in the Office of



Eric LeBlanc

Advancement to raise money for students who want to gain international experience.

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

Fundraising is pivotal part of this program. To make the International Studies program accessible to all students, we have to be able to make the courses cost neutral, meaning it shouldn't cost them any more to study in Germany, for example, than it would to study here. Not surprisingly then, the main focus of our fundraising efforts is on student bursaries.

Why did you feel it was important to do so?

International experience is becoming increasingly important for students. We knew we had to expand the program to make it a more vibrant part of the academic program at the school. Employers look for graduates who have

either gone to school or worked overseas, so this was an important aspect of the commerce program we wanted to build on.

What have you accomplished through your fundraising efforts?

We've established numerous bursaries for this program. For example, the Chubb Insurance Bursary offers a bursary plus a summer internship with Chubb Insurance Company in the country the student is visiting. The largest show of support, and one that we are very proud of, came from the Bank of Nova. With their gift of \$700,000, we've established the Scotiabank Global Business Initiative, which involves three areas: student bursaries, support for the International Programs Office, and support for the new building, Goodes Hall. We plan to have a space dedicated to International Programs in when it opens, so we can recognize the wonderful support we've received from the Bank of Nova Scotia.

"The impact from corporate and individual gifts is felt very quickly and very directly. And the students benefit the most."

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

It's huge. We couldn't begin to function or have enjoyed the success we've had without fundraising. The impact from corporate and individual gifts is felt very quickly and very directly. And the students benefit the most. Last year, 70 per cent of our third-year class was able to study abroad.

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

The commitment and energy that faculty members bring to this program is vital. They have connections in the business world that are extremely useful in helping us to establish strong relationships with corporate partners. Susie Smith, Development Officer for the School of Business, is the real dynamo behind our fundraising efforts. She not only helps to establish the relationships with donors but also maintains and stewards them. If you have a strong program, and people committed to raising funds for it, you're likely to reap great rewards. □

Solving real-life business challenges nets students national honours

BY SHELLEY PLEITER

Four School of Business undergraduate students are glowing with pride after winning a 12-team national business competition in Montreal.

Fourth-year Commerce students Andrew Brunton, Rob Kallio, Chris Ling and Stephan Smith took part in the inaugural 2002 National Case Competition, hosted by the John Molson School of Business at Concordia University last month. Over two days they and 11 other Canadian undergraduate teams had to think hard and fast to solve real-life business challenges.

"Whereas many business case competitions are 50- or 60-hour marathons, this was the equivalent

of a white-knuckle sprint that truly tested the time-management, teamwork and composure of each group," said Eric LeBlanc, Manager of International Programs at the school and team coach. "The students from Queen's demonstrated not only a well-rounded understanding of business, but also the ability to work under tremendous pressure."

Among the reasons university and private sector judges gave for choosing Queen's was the team's thorough approach to addressing each business case, their polished and professional presentation skills and innovative and unique solutions.

Teams were given a real business

challenge faced by a Canadian company, and allowed just three hours each to prepare and present a solution. The first day, the teams were presented with a business case that involved a footwear accessory company whose owner wanted to expand sales in Canada and the U.S. while at the same time removing herself from sales to concentrate on the creative side of the business. On the second day teams dealt with a case that involved an online employee placement firm that wanted to attract and retain suppliers and purchasers of freelance labour, while preventing the two parties from dealing directly with each other.

"We're very proud of our



Commerce students (left to right) Rob Kallio, Chris Ling, Stephan Smith, and Andrew Brunton celebrate their recent business challenge victory.

Queen's team," said Marjorie Peart, Director of the Commerce program. "We aim to prepare our Commerce graduates for positions of organizational leadership in the

business world, and winning this case competition certainly suggests we're on the right track." □

www.business.queensu.ca

Do you like computers? Then join the club

BY CEC LAW

Way back before email was the preferred communications tool on campus, the Queen's University Computer Club formed in the theatre at Dupuis Hall. It was the second Wednesday in October, 1984. The IBM Personal Computer had just debuted, and the intention was to encourage active learning among students as well as staff and faculty. Since Queen's was dominant in local computing at the time, it was agreed the university should take the lead advancing personal computing locally. Then-Principal David Smith was one of the first to sign up; Professor Cec Law who had

been involved in developing computing at Queen's since 1966 was named first president of the club, which extended membership to the Kingston community at large.

Since then, the club has offered instruction, presentations by knowledgeable speakers, and advice and assistance to those in the Queen's community interested in PCs. They have met once a month except in July and August over the entire 18 years. Various "spin-offs" have appeared, including an introductory program offered through the Kingston Seniors Centre. This teaching program has been offered several times per year,

under the leadership of Steve Howlett and Dr. Norm Zacour, and several other Computer Club alumni.

The seniors eagerly learn to "hit any key" and send email to their children and grandchildren all over the world. They serve over 100 'students' per year.

Anyone in the wider Queen's Community is invited to join by contacting Dave Kempson, (Geology), 533-6354 or any club director. Meetings are the second Thursday of every month except July and August, at 7:30 to 9:30 pm, in Room 150, Miller Hall. Annual dues are still only \$25 until next October. □
post.queensu.ca/~pcclub



An exercise in creativity: Holly Dean (left), a calligraphic artist from Mallorytown, helps Education students discover their talents at a recent workshop. As Artist-in-Residence at the Faculty of Education, Ms. Dean provided workshops, presentations, exhibitions and a chance for the education community to watch an artist at work.

Positive response to Positive Space

More and more campus groups join program embracing gender diversity

BY LORINDA PETERSON

In spite of positive initiatives undertaken by many at Queen's, lesbian, gay, bisexual and transgendered (LGBT) students, staff and faculty continue to experience exclusion, insults, and harassment, says Queen's Sexual and Gender Diversity Coordinator, Julie Darke.

In addition, opportunities to participate in LGBT scholarship at Queen's are minimal. Curriculum content is limited and there are few faculty members engaged in teaching LGBT studies. As a result, there is not much support for students who choose to engage in academic research related to LGBT issues.

The result, Dr. Darke says, is that many feel uncomfortable being open about their sexual orientation or gender identity at Queen's. Those who are often feel isolated and even more marginalized when their experience is not acknowledged or understood.

"All LGBT people have had to deal with homophobia at some point in their lives, and it is not an irrational fear to assume they will have to confront it again," says undergraduate student Mike Follert. "As a cautionary measure, a lot of us hesitate to disclose personal information about our gender identities."

As one means of making Queen's campus more aware of diversity, the Human Rights Office developed The Positive Space Program in 1998 in conjunction with Ontario Public Interest Research Group (OPIRG) and the Education on Queer Issues Project (EQUIP). Coordinated by the Positive Space Committee, this program clearly designates those individuals and

services at Queen's with whom LGBT people can feel confident that sexual and gender diversity will be respected and celebrated.

The program has grown every year and now has 165 participants with representation from virtually every department and service on campus.

"I am delighted that we've had such a positive response to the program," says Dr. Darke. "It takes tremendous courage for a lesbian, gay man, bisexual or trans person to 'come out'; but it also takes courage for a straight person to come out as a queer ally – and this is what program participants are doing when they post their sticker."

Most spaces identified as positive are personal work or living spaces. For a department or building to declare itself as a positive space, 90 per cent of the occupants must be program participants. At Queen's, this includes the Human Rights Office, Student Health Services, Student Counselling Services, Disability Services, and Security.

Program participants post a Positive Space sticker outside the entrance of their work, living, or study area, to signal they are LGBT positive and able to provide information and referrals. The stickers are intended to raise awareness of the differences that exist on campus and sensitize others to subtle and overt forms of heterosexism and transphobia.

The stickers have also been the impetus for discussion of sexual and gender diversity on campus. Dr. Darke said she has received "very encouraging" reports from participants that more students and colleagues are coming out to them or feeling

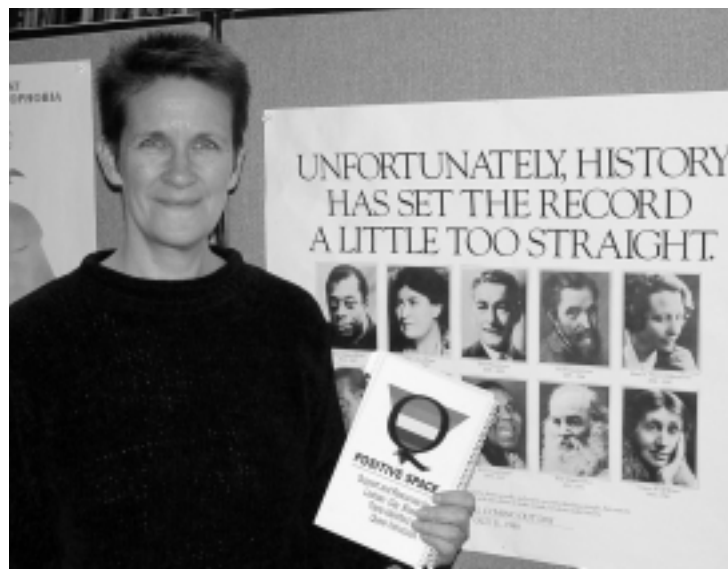
freer to mention sexual or gender diversity. Others have reported they felt safe enough to come out once they started to see the stickers go up.

The most recent department to declare itself a positive space is the Department of Marketing and Communications, part of the Office of Advancement. This involves 14 full-time departmental staff, four of whom have attended or are planning to attend information sessions as part of the program. They provide details, clarify participants' roles and illustrate some situations they might encounter. The goal is to have a basic understanding of issues that affect LGBT people; no one is expected to be an expert.

"There was a very high level of interest in our department in making a commitment to this program. But we didn't take our participation lightly," says Richard Seres, Director. "We discussed as a group, at some length, the program goals and what we needed to do to ensure we could meet the standard of respect and openness implied by the sticker at the front door."

"As the official communications arm of the university, we have a special role to play in ensuring that everyone on campus is aware of and has access to the services and supports designed to create an inclusive environment at Queen's," says Anne Kershaw, Associate Director (Communications)

Positive Space occasionally holds specific group information sessions. For example, a recent session with Health Counselling and Disabilities reviewed resources that are helpful if a



Julie Darke

Lorinda Peterson

New film explores gender, ethnic and social diversity

In early April, Queen's Positive Space and the Department of Spanish and Italian present an exclusive North American pre-release screening of Ferzan Ozpetek's new film *The Ignorant Fairies (Le Fatì Ignoranti)*. According to Peter Thompson (pet@post.queensu.ca), the film, well received at international film festivals in Berlin and Seattle explores a radically different reality that allows its main character, Antonia, to cross boundaries of sexual orientations, social class, urban areas and ethnic groups. This film of discovery is of interest to both LGBT and heterosexual audiences. Check Queen's Today, www.queensu.ca or email Mr. Thompson for details on location and time as they become available.

student came out to them. Physicians were also reminded to avoid assumptions during intake assessments.

"Since our participation in the Positive Space information session in 2000, staff working at Health Counseling and Disability Services have had many positive experiences with students," says psychologist Carol Harris. "It seems that more lesbian, gay, bi and trans students are willing to talk about their concerns much earlier in the counseling process than previously. Perhaps seeing the Positive Space sticker on a health professional's door raises the comfort level for clients, so that it is easier to feel safe enough to talk about personal issues."

As part of its commitment to continuing education last year, Positive Space, in conjunction

with the Transgender/Transsexual Policy Group at Queen's (which looks at the inclusiveness of policies and procedures for transgendered people on campus) offered two sessions on transgender issues to its participants.

Despite inroads made to date, organizers feel the program has a long way to go before the Queen's campus feels like a welcoming place to everyone. They hope to involve more people, become more visible and partner with other programs on campus and in the community.

To raise community awareness, Queen's Positive Space is sponsoring an event for Kingston Pride month in June. Plans are also unfolding to facilitate the development of a Positive Space Program for the City of Kingston. □

www.queensu.ca/humanrights/2Positive_Space_Program.htm



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, April 2, 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.

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.

Receptionist/Senior Secretary 2002-26 Human Resources

This is a one-year term appointment.

Major Responsibilities: provide front-line customer service including directing telephone and counter enquiries to the appropriate staff and providing general information to employees and the public; process and sort mail; support the job evaluation process; perform initial employment contract scrutiny; issue staff cards; maintain the training lending library; administer software testing; and undertake other secretarial/clerical duties as required.

Requirements: one-year of post-secondary education (or the equivalent combination of education and experience); excellent interpersonal and communication skills in order to deal with a diverse population and with enquiries of a sensitive nature; ability to maintain a customer service perspective in an interruption

driven environment; ability to maintain strict confidentiality; proficiency with administrative software applications, office equipment and office procedures; superior organizational skills and the ability to perform duties with a high degree of accuracy; ability to work independently and as part of a team; general knowledge of the different human resource functions is considered an asset.

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

Other Positions

Research Technician (Level 4 - NAS4), Anatomy and Cell Biology

This is a full-time position in Dr. P.G. Forkert's lab in Anatomy and Cell Biology.

Qualifications: Two-year post-secondary program in a relevant field; background in drug metabolism or organic chemistry and some experience are assets.

Responsibilities: Prepare and perform experiments, and records results; work with hazardous substances and animals; maintain equipment and dispose of wastes; guide others in the safe use of lab equipment; perform administrative duties and routine data processing as required, including entry, basic manipulation, and output.

Salary: competitive and commensurate with experience. Minimum Hiring Salary: \$28,763 (Salary Grade 4).

Resumé to: Dr. P.G. Forkert, Anatomy and Cell Biology, Queen's University, Kingston, Ontario K7L 3N6. No telephone or e-mail inquiries please.

Research Technician/Assistant Cancer Research Laboratories

This is a full-time, contract position with possibility of renewal.

Qualifications: MSc or PhD in biochemistry or biology or equivalent; molecular biology, cell culture and animal handling experience; facility with computers.

continued



Responsibilities: assist in the design and execution of experiments; general lab management; and some student supervision and training.

Salary: commensurate with experience.

Send resume and three references to: Julie Clarke, Cancer Research Laboratories, 314 Botterell, Queen's University, Kingston, ON, K7L 3N6. E-mail: jc19@post.queensu.ca. Fax: 533-6830.

Only those considered for an interview will be contacted.

Laboratory Assistant Cellular and Molecular Neuroscience

Responsibilities: follow routine experimental protocols to prepare and conduct procedures; observe and record results in a modern cellular and molecular neurobiology laboratory; carry out some animal care and dissection; perform general laboratory duties, including basic safety procedures as well as inventory and replenishing of supplies.

Qualifications: minimum two-year post-secondary program in a related field or a one-year post-secondary program with on-the-job training or relevant experience in a laboratory; working knowledge of recombinant DNA techniques and safe handling of radioisotopes preferred; consideration will be given to an equivalent combination of education and experience.

Salary: \$27,338; Salary Grade 3 - NAS3

Paper or electronic resume and references to: Dr. Neil Magoski, Physiology, 4th floor Botterell, 18 Stuart Street, Kingston, ON, K7L 3N6; email: magoski@post.queensu.ca; fax: 613-533-6880.

Only those considered for interviews will be contacted.

Research Assistant/Data Analyst - Mental Health Community Health and Epidemiology

This is a two-year full-time position with possibility of funding for third year.

Responsibilities: data entry and management using primarily Epi Info but occasionally other database, spreadsheet, and statistical products; check data for accuracy of coding; conduct descriptive analyses and prepare tables and presentations for manuscripts and conference presentations; coordinate data collection and liaise with the field with respect to the conduct of planned studies; search literature and draft synopses of relevant research; coordinate the workflow of other project staff such as data entry personnel or study interviewers; make decisions regarding the management of work priorities so that project deadlines are completed on time and the workflow remains smooth and efficient; demonstrate good ethical judgment with respect to maintaining the confidentiality, privacy, and security of study data; demonstrate scientific integrity in discharging all aspects of the work; show critical and analytic decision-making skills with respect to data analysis and preparation.

Qualifications: Master's degree in Epidemiology, Health Services Research, or Behavioural Sciences Research; experience in a research environment; computer and statistical analysis skills; good verbal and written communication skills; ability to use independent judgment and work collaboratively within multi-disciplinary, consumer-focused environments.

Salary: Queen's salary Grade 5 \$30,151 (minimum entry level)

Send resume with a covering letter to: Dr. Heather Stuart, Community Health and Epidemiology, Abramsky Hall, Queen's University, Kingston, Ontario, K7L 3N6 by April 3, 2002.

Research Technologist Gastroenterology

This is a full-time, contract position.

Responsibilities: set up and perform experiments involving the intestine; studies on ileitis induced changes to dorsal root ganglia neurons; cell culture techniques; data collection, analysis, and graphing; general laboratory duties including ordering supplies, bookkeeping and equipment maintenance.

Qualifications: experienced in cell culture techniques; post-secondary degree or diploma; excellent interpersonal skills; ability to work with a team.

Salary: commensurate with experience.

Send resume including three references to: M. O'Reilly, Gastroenterology, Hotel Dieu Hospital, 166 Brock Street, Kingston, K7L 5G2 or oreillym@hdh.kari.net.

Research Technician GI Disease Research Unit

This is a one year contract, with renewal up to three years, working in the liver digestive physiology laboratory.

For information: www.meds-ss10.meds.queensu.ca/medicine/physiol/faculty/hill/chill.htm).

Responsibilities: to study the expression and roles of potassium channels and anion transporters in epithelial physiology using molecular approaches, and to characterize changes in expression and activity in inflammatory models.

Qualifications: post-secondary degree or diploma in biology, physiology or biochemistry with experience in molecular physiological techniques.

Salary: according to Queen's University salary grid.

Send resume and three references to: Dr. Ceredwyn Hill, GIDRU, Hotel Dieu Hospital, 166 Brock Street, Kingston K7L 5G2. Fax: (613) 544-3114.

Director of Jewish Studies

The Faculty of Arts and Science at Queen's University invites applications for the half-time academic position of Director of its Program in Jewish Studies. This is a contractually limited, three-year appointment. Qualifications include a PhD or equivalent, strong administrative experience and skills, and demonstrated excellence in teaching. Disciplinary focus within Jewish Studies is open.

Responsibilities include teaching a minimum of two half courses at the undergraduate level, administering the small multi-disciplinary minor program in Jewish Studies, playing a leadership role in the annual Jewish Studies lecture series and the Jewish Studies symposium, involvement in community activities, and fundraising.

The term of the appointment begins July 1, 2002. Rank and salary will be commensurate with qualifications and experience. Please send a curriculum vitae and three letters of recommendation to Dr. Christine Overall, Associate Dean and Chair, Jewish Studies Directorship Search Committee, Office of the Dean of Arts and Science, F300, Mackintosh-Corry Hall, Queen's University, Kingston, Ontario, K7L 3N6.

Closing date for applications: May 10, 2002. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Notices

Employee Assistance Program

For off-campus professional counseling 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/

Bulletin Board

Appointments

Glenville Jones appointed Craine Professor and Head Department of Biochemistry

Principal William Leggett is pleased to announce that Glenville Jones has been appointed Craine Professor and Head of the Department of Biochemistry for a five-year term commencing July 1, 2002. After graduating from Liverpool

University with his PhD in Biochemistry in 1971, Dr. Jones completed four years of postdoctoral training at the University of Calgary and the University of Wisconsin-Madison. In 1975, he was appointed as Assistant Professor at the Hospital for Sick Children Research Institute and Department of Biochemistry at the University of Toronto. He was recruited at the rank of Associate Professor to the Department of Medicine with a cross-appointment in Biochemistry

at Queen's University in 1984, and in 1994 his primary affiliation was changed to Biochemistry. Dr. Jones was promoted to professor in 1988. His primary area of research is in the field of Vitamin D metabolism. He is the author of numerous articles in prestigious scientific journals and he has been invited to speak at symposia and conferences nationally and internationally. He has taught at both the undergraduate and graduate levels and in April 2000 he received the Biochemistry 3rd Year Student Teaching Award. A member of a number of University and national committees, Dr. Jones is also co-founder and currently Co-Chief Scientific Officer of Cytochroma Inc. In making this announcement, Principal Leggett wishes to express his appreciation for the leadership provided by Albert Clark during his term as Head of Department.

Awards & Grants

Alexander and Ian Vorres Hellenic Fellowship 2002

This fellowship was established by Ian Vorres (BA '49). The award (valued up to \$3,880) will be made to a graduate student at Queen's intending to pursue original work in Greece during one year or two consecutive years in philology, art history, art conservation, archaeology, history, political studies or philosophy, or to attend a full year program at an approved institution, or to participate in a summer session or excavation in Greece sponsored by the Canadian Archaeological Institute in Athens or other approved institution. Applicants should forward a letter of application with CV and project description, along with the names of two referees to: D.K. Hagel, Head, Department of Classics, 506 Watson Hall. The award will be adjudicated by a committee from the department. Final date for applications is April 15, 2002.

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 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.

Committees

Advisory Committee, Dean of the School of Business

Principal William C. Leggett is pleased to announce the membership of the committee to advise him on the present state and future prospects of the School of Business and on the selection of the Dean. Margot Northey has resigned as Dean of the School of Business effective June 30, 2002.

Membership are: Keith Banting, Policy Studies; Julian Barling, Business; Judith Brown, Advancement; Marc Busch, Business; Peggy Cunningham, Business; Tina Dacin, Business; Mary Margaret Dauphinee, University Advisor on Equity; Suzanne Fortier (Chair), Vice-Principal (Academic); Louis Gagnon, Business; Ewout Heersink, Business Advisory Board; Beverley Lapham, Economics; Douglas McIntosh, Business Advisory Board; Stephen Menon, *continued*

HAVE YOUR SAY IN THE NEW "QUEEN'S CENTRE"!

The university wants your input on how best to meet some pressing needs for facilities to complement the academic and recreational pursuits of students, faculty, staff, as well other visitors to campus. This would take the form of a campus square of athletic facilities, commercial services, entertainment and gathering places.

Students, faculty and staff are encouraged to complete an online survey with their views.

No decisions have been made yet. In fact, how we go forward will be influenced significantly by the feedback from the campus community.

- Have your say – what are our most pressing needs? What – specifically – would you like to see included in this new facility? The survey should take less than 10 minutes to complete. It could be the best 10 minutes you invest in the future of campus life at Queen's.
- Just for completing the survey, your name will be entered into a random draw to win one of 10 Queen's merchandise items including sweatshirts and golf shirts.

To complete the survey and for more details, see:
www.queensu.ca/queenscentre
(the survey goes live Thursday, March 28)

Queens
Bright Ideas
*Energy and water
conservation tips*

Lights off

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

Bulletin Board *continued*

Commerce Society; Steve Millan, Merrilees Muir (Secretary), Vice-Principal (Academic); Business: David Ramsden, Graduate Student, Business; Kerry Rowe, Vice-Principal (Research); Deborah Trenholm, EMBA Student. Members of the University community who wish to comment on the present state and future prospects of the School of Business and on its leadership may do so by Wednesday, April 3, 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.

Governance

Senate Committee on Creative Arts and Public Lectures

Members of the Queen's community are invited to make nominations for the Brockington Visitorship and the Chancellor Dunning Trust Lecture.

The Brockington Visitorship: The terms of reference 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: The terms of reference are "to identify and invite a person of distinction to be the Chancellor Dunning Trust Lecturer. The Chancellor Dunning Trust 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 in human society". Nomination forms can be requested

from the University Secretariat, B400 Mackintosh-Corry Hall, ext. 36095 or on the web at www.queensu.ca/secretariat/senate/BV_CDTL.html. 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: Friday, April 5.

Senate Election Results

The University Secretariat has announced the results of the Senate election. Inara Metcalfe (Education) has been elected to the position of Staff Senator for a three-year term effective Sept. 1, 2002.

Notices

Apartment/House/Room Rental Listings Needed!

The International Housing Office is looking for rental listings for incoming international students and scholars. To submit listings for apartments or rooms in either a landlord's home or in shared accommodations with other students please visit www.queensu.ca/quic/housing to submit a listing or call 533-2604 ext. 74650.

Physical Education Centre

Saturday, April 6 -
Saturday, April 27, 2002

Building hours

Saturday, April 6	8 am - 10 pm
Sunday, April 7	12 pm - 10 pm
Monday, April 8-Friday, April 12	7 am - 10 pm
Saturday, April 13	8 am - 10 pm
Sunday, April 14	12 pm - 10 pm

Monday, April 15-Friday, April 19
7 am - 10 pm
Saturday, April 20
8 am - 10 pm
Sunday, April 21
2 pm - 10 pm
Monday, April 22-Friday, April 26
7 am - 10 pm
Saturday, April 27
8 am - 10 pm
Recreation Swim
Monday, Wednesday, Friday
7:15 am - 8:15 am
Monday to Friday
11:30 am - 1:30 pm
Tuesday and Thursday
4 pm - 6 pm
Mon/Wed/Fri/Sat/Sun
4:30 pm - 6 pm
Sunday
8:30 - 9:30 pm
Family Swim
Saturday
10 am - 11:30 am
Sunday
3 pm - 4:15 pm

The Jock Hartly Arena and Indoor Track will be closed from April 1-30, 2002 - Exam Period.

QUFA members making application for renewal, tenure, promotion or continuing appointment - 2002

Faculty governed by the Collective Agreement between Queen's University and Queen's University Faculty Association who may be making application for renewal, tenure, promotion or continuing appointment, are advised that the deadline for the receipt of such applications is Sept. 1, 2002. Members are referred to the following Articles in the Collective Agreement for information: Article 13 - Procedures for Personnel Decisions; Article 14 - Promotion; Article 32 - Equity; Article 38 - Renewal; Article 39 - Tenure/Continuing Appointment.

PhD Examinations

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

Thursday, March 28

Alina Carmen Cojocaru, Mathematics and Statistics. Cyclicity of Elliptic Curves Modulo p. Supervisor: R. Murty. 521 Jeffery, 10 am.

Friday, April 5

Jason Baardsnes, Biochemistry. Studies on the Ice-Binding Sites of Two Structurally Distinct Antifreeze Proteins. Supervisor: P.L. Davies. 660 Botterell, 9 am.

Monday, April 8

Nathalie Michelle Sinclair, Education. Mindful of beauty: The Role of Aesthetics in the Doing and Learning of Mathematics. Supervisors: W. Higginson and P. Taylor. Vernon Ready Room, McArthur Hall, 10 am.

Monday, April 8

Stefan Dinu Bruda, Computing and Information Science. Parallel Real-Time Complexity Theory. Supervisor: S. Akl. 524 Goodwin, 1 pm.

Surplus Items

Chemical Engineering offers for sale: 1 20 Liter Fermenter (approx. 25yrs. old), steam heated, 110 volt New Brunswick model CMF-128S with manuals. Located in the basement of Dupuis. Contact Steven Hodgson, ext. 36679 to view.

Pathology offers the following items for free: 6 foot Clean Bench Laminar Flow Hood; Sorval Ultra Microtome. Contact Marg, ext. 32828.

Physical Plant offers for sale the following items: Lot 1: Used plywood and mis-

cellaneous 2 x 4 lumber attached to the plywood. As Is. Lot 2: Used plywood and miscellaneous 2 x 4 lumber attached to the plywood. As Is. White ceramic Pedestal Sink- Top - 2 ft 3 inch wide by 22 inches deep. Stands 31 inches high. As Is. Toledo Weigh Scale - Needs Spring. As Is.

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

Submit sealed bids naming the item to Deborah McElroy, Physical Plant Services by 11 am on March 28, 2002. Put each bid into a sealed envelope marked "Confidential".

Student Awards offers for sale: 1 - Lexmark 4039 10 plus Laser Printer

Open bid. Contact Joyce at ext. 77109. Submit sealed bids marked "Student Awards, Confidential" to Patti George, Purchasing Services by Monday, April 1 at noon.

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.

Volunteers Needed

Participants with pain-free knees

If you are more than 50 years old, do not have knee pain and want to participate in a study that requires measurement of common daily activities, contact Mohammad Alghamdi, 533-6103 or 9ama@qlink.queensu.ca.

Calendar

Art

The Agnes Etherington Art Centre
University Avenue

Exhibitions - Historical Feature and R. Fraser Elliott Galleries, Kazuo Nakamura: the Method of Nature, April 21-Sept. 8. 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. Tyiwara: 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.

Events

April 5-14: A Beautiful Find. Fund raising exhibition in the atrium during regular hours hosted by Art Rental and Sales Gallery.

April 11: Book Launch-On Aboriginal Representation in the Gallery. Essays by Lynda Jessop with Shannon Bagg. Art Centre house, 4-7 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/webugall/currentx.html

Music

School of Music
Tuesday, March 26

Queen's Symphony Orchestra, Gordon Craig, Conductor, presents "The Canadian Connection", a concert of Canadian music for orchestra, including John Burge's *Clarion Symphony*. Grant Hall, 7:30 pm. \$6 adults; \$3 students and seniors. At the door.

Monday, April 1

MUSC 189-Techniques and Methods of Non-Western Instruments. Students present a concert of veena compositions, directed by Lakshmi Ranganathan. 120 Harrison-LeCaine, 12:30 pm. Free.

"The Last Genesis", a program of experimental and improvisational works by students enrolled in MUSC 477, Genesis of the Avant-Garde. 120 Harrison-LeCaine, 7:30 pm. Free.

Tuesday, April 2

Student Chamber Ensembles, in concert. 120 Harrison-LeCaine, 11:30 am. Free.

Wednesday, April 3

Mosaic, a concert of contemporary music featuring compositions by Queen's faculty and students. 120 Harrison-LeCaine, 8:30 pm. Free.

Thursday, April 4

"1-5-3-5-1, The Magic Numbers Concert", a program of original works by students enrolled in MUSC 153, Composition Seminar. 120 Harrison-LeCaine, 7:30 pm. Free.

Public Lectures

Wednesday, March 27

Art History Graduate Colloquium Series
David Franklin, National Gallery of Canada. An Introduction to the Italian Drawings in the National Gallery of Canada. Agnes Etherington Art Center Atrium, 5:30 pm.

History

Carmen Nelson Varty, Queen's. The city and the ladies: social welfare and civic politics in 19th century Hamilton, Ontario. 517 Watson, 5 pm.

Tuesday, April 9

People and Ideas in Jewish History
Phil Goldman. Diaspora Jewish Identities and the Post-Zionist Debate. 202 Policy Studies, 7:30 pm.

Departmental seminar schedules

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

Physiology: meds10.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

Friday, April 26

Policy Studies
2002 Donald Gow Lecture and Policy Forum

David Dodge, Governor of the Bank of Canada. The interaction between monetary and fiscal policies. Sheraton Four Points Hotel, 8 pm in downtown Kingston. The Policy Studies' annual policy forum April 26 and 27, brings together current students and staff as well as alumni and friends for policy debate and fellowship. Details: Rebecca Miller, millerj@qsilver.queensu.ca qsilver.queensu.ca/sps/.

Wednesday, April 10

Symposium on the Future of Scholarly Communication

Speakers include J-C Guedon, Université de Montréal; Stevan Harnad, Southampton University, U.K.; Pieter Bolman, President, Academic Press; and a representative from SPARC. 202 Policy Studies, 9 am - 4 pm. Register at www.library.queensu.ca/scholar-comm/2002conf/.

Courses and Workshops

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

Thursday, March 21: Olga Malysko, Queen's. Mediaeval scribes and their musical manuscripts. A performance of 13th to mid-14th century music housed at Worcester Cathedral in England. Noon.

IRC Spring Seminars

April 7-12: Negotiation Skills Seminar. Contact Elaine Clark, 533-6628 or ec3@post.queensu.ca.

ITS Computing Workshops

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

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

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

April 9: Corporate Time, 9:30-noon.

April 11: MS PowerPoint 2000 Beyond the Basics, 9:30 am-noon.

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.

April 7: Toby Yull. Improve your style. QUILL Annual General Meeting will follow.

Details on weekday discussion programs: 544-0182.