



Staff and the budget squeeze

BY CELIA RUSSELL

Queen's has had to lay off three staff members as a result of a four-per-cent operating budget cut for 2002-2003, says Richard Weatherdon Associate Vice-Principal (Human Services).

The three, who are members of C.U.P.E. Local 254, have been given three months' notice as required under their collective agreement.

One non-union staff position has also been declared redundant, as a result of the forecast four-per-cent budget decrease to the university operating budget for 2002-2003.

Even so, one layoff is one position too many, says Spring Forsberg, Queen's University Staff Association President. QUSA members met recently with Mr. Weatherdon, Lorna Baxter, Manager of Employee Relations and Principal Bill

Leggett to discuss the budget situation and options in the case of layoffs.

"We were pleased with the information they provided on the university's redeployment policy," says Ms. Forsberg. "What worries us is that this is not a one-year thing. We are going to be looking at cuts for at least the next three years."

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

At the meeting with QUSA members, Principal Leggett told staff that he understood the level of frustration and anxiety that people were experiencing in this

difficult financial environment. "I said then and continue to hope that staff and others in the Queen's community would continue to keep a positive attitude and understand that what we do as individuals, in helping others and

showing that we care about our work has an enormous impact on the organization."

In most cases, departments are attempting to meet their budget cuts through attrition, restructuring and budget reorganization. Although these cuts

"Staff are definitely concerned and the perception seems to be that many staff are being laid off, when in fact it is not the case."



Crisis? What crisis? STAR stuffs Kim Anderson (left) and Yvonne Hendry really get into their work. The members of Queen's Student Team on Alumni Relations helped stuff 200 Exam Crisis Kits recently for parents and friends to send to frazzled exam-bound students. The packages contain everything needed to survive this month's finals: chips, bubble soap, tootsie pops, extra pens and more. To order, call 533-6000 ext. 77521 or email starpack@post.queensu.ca.

New research chairs a "brain gain" for Queen's and Canada

BY NANCY DORRANCE
NEWS AND MEDIA SERVICES

Queen's has attracted three internationally recognized researchers as part of the federal government's program to establish Canada Research Chairs at universities across the country. This brings to 13 the number of such chairs at Queen's.

"We are extremely pleased to have three more Canada Research Chairs," says Vice-Principal (Research) Kerry Rowe. "These outstanding researchers represent a significant brain gain to Queen's and to Canada. They provide a further opportunity to develop research and scholarship in areas of strategic importance to Queen's, and join a group of distinguished chair holders - all of whom exemplify the excellence that the Canada Research

Chairs program was meant to promote."

Established in 2000, the Canada Research Chairs program is a \$900-million initiative to help Canadian universities attract and retain the best researchers and achieve research excellence in health, natural sciences, technology, social sciences, and humanities. Queen's is expected to receive a total of 57 chairs during the five-year program.

The three new positions include one established researcher, to receive \$200,000 annually in research funding over seven years (Chair in Statistics and Signal Processing), and two emerging researchers, to receive \$100,000 annually in research funding over five years (Chair in Evolutionary Genetics and Integrative Biology, and Chair in

Metaphysics and the Philosophy of Science).

David J. Thomson, Chair in Statistics and Signal Processing, comes to Queen's from Bell Laboratories in Murray Hill, New Jersey. A leading mathematical engineer who specializes in time series analysis, he holds more than 20 patents, including one for a major improvement in the Touch-Tone detector used in most telephones, and five which made the first cellular phone system work. In collaboration with world experts from a number of disciplines, Dr. Thomson will focus his Queen's research on analyzing time series data and developing mathematical strategies to solve problems in astronomy, seismology, space and solar activity, and climate. A major objective is to characterize how

climate and solar radiation affect wireless communication systems.

Adam K. Chippindale, Chair in Evolutionary Genetics and Integrative Biology, uses a process called reverse genomics to study the adaptation of organisms to changing environments, counter-adaptation of the sexes to one another, and co-adaptation of the genome. In his research at the University of California (Santa Barbara), he cloned large genomic sequences in the common fruitfly - which has more than 4,000 genes that are similar to human genes - and tested their fitness under natural genetic and environmental conditions. Increased understanding of the genes and evolutionary processes that control survival, reproduction, senescence and gender will be the focus of Dr.

Chippindale's work at Queen's.

Joshua M. Mozersky, Chair in Metaphysics and the Philosophy of Science, was awarded a 2001-2002 Mellon Postdoctoral Fellow at the University of Pennsylvania. His research focuses on developing a proper understanding of the nature of time, which he believes will shed light on many of the most contentious and fundamental philosophical disputes. Currently examining the metaphysics of tense, Dr. Mozersky will move next to address the significance of time for the lived, human experience. He is currently working on several books and articles related to his study of the philosophical analysis of time. □

www.chairs.gc.ca/english/profile/index.

In this issue...

New parking policy
See page 2

Diabetes discovery
See page 3



CBC's Cross Country Checkup checks in on campus

Have the events of Sept. 11 changed Canada's relationship with the U.S.? Canada's only national open line radio show wants to hear from you - in person.

The CBC's Cross Country Checkup, hosted by Rex Murphy, will do a live remote at Queen's, Sunday April 14, and faculty, staff and students are encouraged to attend. The show takes place in

the Biosciences Complex, room 1101 from 4 to 6 pm. Doors open at 3 pm and admission is free.

The topic promises to spur a lively debate. Since Sept. 11, the United States has been driven by the need to secure itself against any repeat of such horror. That drive has changed priorities and political agendas throughout the Western world. Polls now suggest

that Canadians feel better about closer ties with the U.S.

The day's questions are geared to both Canadian and U.S. audiences. Canadian callers are asked to consider if the events of Sept. 11 have changed Canada's relationship with the U.S. U.S. callers are asked to consider what they expect of their northern neighbours or if Sept. 11 has changed

their expectations of Canada and other countries. □

www.radio.cbc.ca/programs/checkup



Rex Murphy

Letters

Parking introduces new underground policy

Recent media reports have caused confusion about parking and, in particular, permit parking at the Queen's-Kingston General Hospital underground parking garage on Stuart Street at University Avenue.

At the March 27 meeting of the KGH/Queen's University Parking Commission, members discussed how to alleviate the frustration visitors to Queen's and Kingston General Hospital face when they are unable to find parking at the underground parking garage. To free up spaces for visitors to both organizations, the commission has adopted the following:

- As of April 1, 2002 temporary

seven-day permits will no longer be available to staff and students. These permits will be available only to visitors to Queen's or KGH and can be purchased from the Parking Office at Queen's University, or the KGH Security Office.

- The underground parking garage will also be moving to a "display-pay" system. Effective April 1, 2002 all monthly, temporary permits or daily permits must be displayed on the dash of vehicles. Vehicles not displaying a permit or ticket will be ticketed under by-law 99-166 and fined \$20.

Although visitor parking is a challenge during the week when parking is restricted to permit hold-

ers between 8 am and 5 pm Monday through Friday, the university's surface lots are free to use evenings and weekends.

The KGH/Queen's University Parking Commission will continue to work to create more parking for patients and hospital visitors.

Questions? Contact the Parking Office at 533-6979.

Donna Stover
Parking Manager

www.queensu.ca/pps/

Heartfelt thanks to the Queen's pool staff

My name is Stephen Kincaid. I have worked in Theological Hall as a caretaker for the past 10 years, but have worked for Queen's for more than 23 years. The reason that I am writing this

letter is to tell you how much the staff members at the Queen's pool have helped me.

I had a heart attack last Oct. 20, and I needed to do some rehab, but I had no place to go. So I decided to use the pool.

Ever since the very first day, they have made me feel safe in the pool, kept an eye on me to make sure that I didn't overdo it and made sure that my nitro was always on hand.

I just want to say thanks for their support. I am a lot better because of their help. I hope that other people will use the pool in the same way as I did. I will keep on using the pool as part of my lifestyle change.

Stephen Kincaid
Physical Plant Services □

Budget

continued from page 1

are difficult to cope with, staff in general are not being laid off to meet them, says Mr. Weatherdon.

"Staff are definitely concerned and the perception seems to be that many staff are being laid off, when in fact it is not the case," he says. "Some term and contract employees may not be getting renewed. The university, however, needs this type of flexible staffing and will continue to offer terms and contracts where their budgets allow."

With the budget year beginning May 1, Mr. Weatherdon and Ms. Baxter remain hopeful that there will be no more layoffs in the near future.

Internal job opportunities remain plentiful with Human Resources advertising 130 job opportunities last year, compared to 70 or 80 in previous years.

According to Glenda Kaye, Director, Financial Analysis and Budget, the four-per-cent operating budget decrease for 2002-03 is projected to be \$6 million. In 1996, Queen's dealt with a \$15 million budget decrease due to government funding cuts.

"The budget cut the university is facing this year is significantly lower than what we faced

in 1996," says Mr. Weatherdon. "That year, 22 non-union staff positions were declared redundant and 19 of them found other jobs at Queen's through the redeployment program."

Given the funding situation of Ontario universities, Principal Leggett says that any new funding we receive would be increasingly tied to performance measures. Queen's therefore will need to be a leader in research and teaching if it wants to enhance our relative position in funding.

"As a result, how well we do our jobs and how effectively we work together as teachers, researchers and staff members will play a large role in our future success as a university," he says.

To be as effective as possible, Human Resources and staff need to work together to ensure the employee development they offer is meeting the needs of the university as well as the career needs of staff, says Ms. Forsberg. "We have to be sure what is available is what is really needed." □

www.hr.queensu.ca/
www.queensu.ca/qusa/

Highlights of the redeployment policy for non-unionized staff

Lorna Baxter, Manager, Employee Relations, Human Resources: Redundancy of positions must be discussed and approved through Human Resources in all cases. A department that designates a position for redundancy must involve HR in the process from the beginning. In most cases, an employee is entitled to redeployment if he/she has at least 12 months of continuous service.

HR works with an employee after he/she has been given official notice. HR helps them upgrade skills and refine resume and job application skills. During the redundancy notice period (up to eighteen weeks notice of surplus plus up to eight weeks notice of termination depending on years of service and appointment type) the employee is given priority status for any job posting at his/her level. Consideration may also be given for jobs at a lower level if the employee agrees. After the notice periods, should the employee be unsuccessful in finding alternate employment, he/she will be provided with appropriate severance pay and will continue to be given priority status for a period of six months and will retain internal status for one year. HR will work diligently with the employee and in most cases has been successful in placing people in suitable alternate positions.

University departments cooperate well in this process and want to help individuals continue their careers at Queen's where possible. □

Budget cuts: how Education, Nursing and Rehabilitation Therapy are coping

In recent issues, the Gazette has outlined the challenges faced by Arts and Science - Queen's largest regulated faculty - in dealing with next year's four-per-cent operating budget cut. The following summarizes how the university's other regulated faculty and schools are handling the cut.

Rosa Bruno Jofré, Dean, Faculty of Education: The faculty is committed to maintaining the integrity of its academic programs. It is addressing the budget cuts by pursuing alternative revenue sources and developing a long-range financial plan.

Sandra Olney, Professor and Director, School of Rehabilitation Therapy and Associate Dean (Health Sciences): The cuts are serious but we are in transition between offering baccalaureate level professional programs and masters level programs (which will be introduced in the next three years). As a result we will be renegotiating our situation and will be asking for tuition deregulation for the programs we implement. We will not be reducing student numbers, although there may be one year in which we have no admissions. We cannot cut courses, as they are all required to meet standards of the professions. We have, however, some contingency funds through vacant faculty positions that will be used to supplement the base budget.

Marianne Lamb, Director, School of Nursing and Associate Dean (Health Sciences): As with other departments, we'll just have to manage. We will constantly monitor what the impact will be on our programs. Last September, we began the first year of a revised four-year Bachelor of Nursing Science program in collaboration with St. Lawrence College (this is happening around the province). Students apply directly to Queen's and register for four years. There is faculty involvement from St. Lawrence and we are also sharing facilities. We are getting to use the best facilities each campus has to offer. We also received some startup funding for this program which somewhat offsets our cut in the short term. Some Nursing faculty members are taking early retirements and we will be bringing in more junior faculty. We will deliver the required courses and will continue to do this. We would like to be able to offer interesting electives in nursing - international nursing or palliative care are examples - but don't have the funding for them. □

Help Lines

Campus Security
Emergency Report Centre:
533-6111

Human Rights Office
533-6886
Irène Bujara, Director

Sexual Harassment Complainant Advisors:
Margot Coulter, Coordinator
533-6629

Millard Schumaker - Religion
533-2106 ext. 74323

Chuck Vetere - Student Counselling
533-2893 ext. 77978

Anti-Racism Complainant Advisors:
Stephanie Simpson,
Coordinator 533-6886

Audrey Kobayashi - Geography,
533-3035

Anti-Heterosexism/Transphobia Complainant Advisors:
Julie Darke, Coordinator
533-6886

Eleanor MacDonald, Politics
533-6631

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

Kathy Beers - Student Affairs
533-6944 ext. 74022

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

Gary Racine - Telecommunications
533-2233

Freedom of Information and Privacy Protection
Don Richan 533-2378

Employee Assistance Program
1 800 387-4765

University Chaplain:
Brian Yealland
533-2186

Rector
Daniel Sahl
533-2733

Student Counselling Service
533-2893

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

Gazette

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One enzyme, big difference

Discovery corrects cell activity contributing to fatal cardiovascular problems in diabetics

BY NANCY DORRANCE
NEWS AND MEDIA SERVICES

By inhibiting the activity of a single enzyme – the same class of enzyme inhibited by the anti-impotence drug, Viagra – researchers have found it may be possible to reduce the deadly cardiovascular complications associated with Type 2 diabetes.

The discovery resulted from investigations into cardiovascular cell functions conducted by a Queen's Pharmacology and Toxicology team led by Donald Maurice, in collaboration with laboratories at the universities of Alberta and Vermont, and at the Hope Heart Institute in Seattle, Washington. Their findings are published in this month's issue of *Diabetes*, the journal of the American Diabetes Association.

"I would never have thought that inhibiting something which contributes a minimal amount in total activity would actually have a profound effect on cell function," says Dr. Maurice, a career investigator with the Heart & Stroke Foundation of

Ontario, whose research is also funded by the Canadian Institutes of Health Research (CIHR). "Yet in the presence of an inhibitor of this enzyme, the abnormal behaviour of smooth muscle cells derived from diabetic blood vessels was completely normalized. We're hypothesizing that some diabetes-associated cardiovascular disease may result from an aberrant regulation of this enzyme in the smooth muscle cells, causing them to become activated."

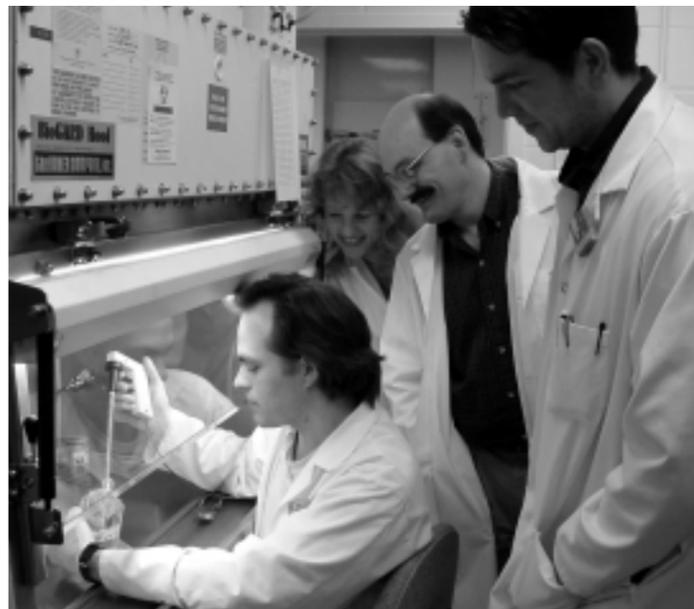
What this means to people suffering from Type 2 diabetes (or "adult onset", though it is occurring more frequently in children and teenagers today) is that the kinds of cardiovascular complications associated with their disease, such as stroke, blindness and amputation of limbs, may in future be alleviated through a drug derived from this enzyme.

"This is the first time that inhibition of the enzyme we identified – called a cyclic nucleotide phosphodiesterase –

has been shown to make cells from diabetic rats with cardiovascular problems completely normal," explains Dr. Maurice. Because inhibitors of this enzyme already exist clinically, he adds, the treatment should be highly testable in humans.

This discovery evolved in the truest sense from "basic, curiosity-drive medical research," says Dr. Maurice. Other team members include Stuart Netherton, Sandra Jimmo, Dan Palmer, Doug Tilley, Heather Dunkerley, Hisham Elbatarny and Dan Raymond, from Pharmacology and Toxicology; J.C. Russell from the University of Alberta; P.M. Absher from the University of Vermont; and E.H. Sage and R.B. Vernon from the Hope Heart Institute in Seattle.

The recent success of Viagra in treating impotence has proven that it's possible to target and inhibit a single protein, and have a beneficial therapeutic result, he notes. "The trick is to discover which enzyme regulates the activity we're interested in, and



Dan Palmer is sub-culturing a culture of cells while Sandra Jimmo, Donald Maurice and Stuart Netherton look on.

then to target that particular enzyme. We think we've been able to do that."

The combination of our aging population, sedentary lifestyle, and poor dietary choices in people of all ages, has increased the

prevalence of this disease, the researcher notes. "Inhibiting this enzyme is only one part of the puzzle. But it could have a beneficial effect on the cardiovascular complications associated with Type 2 diabetes." □

University Roundup

Compassion and competitive edge

How companies show or fail to show compassion to employees in pain is being studied at CompassionLab, a joint project of the University of British Columbia and the University of Michigan. The lab examines the importance of compassion in the workplace, an area of research that is increasingly in demand, says *UBC Reports*. "These days we depend on people's intellectual and emotional capacity to get a competitive edge, so we need to look at people as an investment, not a cost. And if you're investing in people you must invest in the whole person, not just their hands or their brains," says commerce professor and lab co-founder Peter Frost.

Crisis in funding undermines freedom?

One in 10 academics has faced pressure to alter, suppress or delay findings, according to a survey by Natfhe, the UK's university and college lecturers' union. And, reports the *Times Higher Education Supplement*, almost a quarter of respondents said their academic freedom had been restricted. According to the survey, 11.2 per cent of Natfhe members have had research results interfered with by either their employer or their research sponsor. The union expressed concern that the

integrity of research is being undermined by a crisis in research funding, along with a greater dependence on commercial sponsors and increasing workloads.

Nurturing Nobel winners

"The long-term impact of the (Canada Research Chairs) program won't be known for years, but it's off to a good start," says University of British Columbia President Martha Piper in *University Affairs*. One possible measure, she says, is the number of Nobel prizes won by chair holders. "If we've done our jobs properly, it makes sense to think about that. That's the quality of people we should be able to nurture."

Ontario pulls in last

The Canadian Centre for Policy Alternatives has once again ranked the provinces according to their overall commitment to higher education using criteria designed to measure equity, accessibility, accountability and quality. The top three provinces were Quebec, British Columbia and Manitoba. For the third consecutive year, Ontario ranks last overall, once again scoring 10th in accountability and 10th in quality and slipping from sixth to seventh in equity but moving from seventh to sixth in accessibility, affordability and opportunity.

A grade above the rest "There has been an upward trend in average entering grades at Western for the last eight years. We're now number two in the province after Queen's."

University of Western Ontario President Paul Davenport comments in *Western News* on the fact that its admission requirements have increased to 78 per cent from last year's average of 77 per cent in light of the

approaching double cohort.

Protests, occupations and consequences

In a statement printed in the *Harvard University Gazette*, the university's president and deans lay out the ground rules with respect to protests and demonstrations. They call for "a shared understanding across the university that emphasizes the serious nature of building occupations

that interfere with the ability of members of the university to carry out their normal duties and activities and the serious consequences that should follow from such interference" and express the view "that students who engage in such conduct should ordinarily be subject to suspension, and that others who engage in similar conduct should be subject to appropriate action." □

Compiled by Anne Kershaw

Queen's Executive MBA number one with Canadian executives: poll

When it comes to executive MBAs, Queen's is by far the number one choice of Canadian executives.

In a new Environics poll of senior business leaders from coast to coast, Queen's emerged as the most highly regarded executive MBA in Canada. Thirty per cent identified Queen's as the best program, compared with 19 per cent for the University of Western Ontario and six per cent for the University of Toronto.

"For some time, we've known that Queen's Executive MBA is the most popular choice for experienced managers in Canada," says Danny Szpiro, Director of the Queen's Executive MBA program, in the School of Business. "It's great to know that Canadian executives agree - because they're

the people we serve."

The Environics Executive Education Survey interviewed 405 Canadian executives at companies with 200 or more employees. Respondents' job titles included president, CEO, general manager, COO, vice president and plant manager.

The survey also found that:

- Queen's School of Business also gets the nod for the best non-degree executive education programs with 21 per cent of executives favouring Queen's. Once again, Western was the runner-up choice with 13 per cent, with the Schulich School at York University third at eight per cent.
- 69 per cent of senior executives believe Canadian business schools are "just as

good" as their US competitors. Eighteen per cent believe US schools are better, and eight per cent say Canadian schools are superior.

- 63 per cent of respondents say their firms have sent senior managers to executive education programs, with Queen's (16 per cent) and Western (10 per cent) identified as the most popular destinations.
- In recommending an executive education program to a manager, the most important factors include program content (28 per cent), quality of instruction and faculty (19 per cent), the school's reputation (17 per cent) and practical, innovative and challenging applications (10 per cent). □

business.queensu.ca



A twist on lab equipment: the new chemistry building, Chernoff Hall, appears to be taking delivery of what looks like (but surely isn't) an industrial-sized hot tub recently.

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 national media.

March 21 – April 1

C.E.S Franks (Political Science) was quoted in a *Globe and Mail* story about the future of the Canadian Alliance Party. Strategy expert **Douglas Reid** (Business) was quoted on the front page of the *Ottawa Citizen* about Air Canada's launch of the Jazz brand for regional carriers.

William Morrow (Religious Studies) was quoted in the *Baltimore Sun* about religion and violence.

Chris Knapper (Instructional Development) was quoted in the *Hamilton Spectator* about Maclean's annual rankings.

Catherine Conaghan (Political Science) was quoted in a *Globe and Mail* story about the current war on terrorism. Research by **Edward Zamble** and **Vernon L. Quinsey** (Psychology) was mentioned in an *Ottawa Citizen* story about criminal behaviour.

Gary Trotter (Law) was quoted in a *Globe and Mail* story about prison sentences for pedophiles.

Gerald Evans (Medicine) continues to receive coverage most recently in the *Toronto Sun* about data compiled for the Canadian Journal of Infectious Diseases' permanent collections drafting prescription drug guidelines aimed at preventing the overuse of antibiotics.

Alan Travers (Education) was quoted in the *Ottawa Citizen* about recruitment efforts of national and international school boards.

Kathy Harris (Career Services) is quoted in an HRDC publication, *the edge*, about how television's misrepresentation of what jobs are really like might adversely affect career choice.

Dan Thornton (Business) was quoted in a *Financial Post* article discussing cash flow statements.

E-commerce expert **John Plinius** (Business) was quoted in the *National Post* about pressure for consumers to purchase airline tickets online.

Douglas Bland (Policy Studies) was quoted in an *Ottawa Citizen* story about the need for officials to understand specialized military units.

Richard Ascough (Religious Studies) was quoted in the *Kingston Whig-Standard* about the significance of "Easter Monday."

Environmental law expert **Bruce Pardy** (Law) was interviewed about potential pesticide law on CBC's *Ontario Morning* and eight CBC radio shows across the country including St. John's, Charlottetown, Montreal, Windsor, Regina, Edmonton and Calgary.

Jackie Duffin (Medicine) was interviewed on CBC Radio *Quirks and Quarks* about the history of the Bubonic Plague.

John Meisel (Political Studies) was extensively quoted in *The Kingston Whig-Standard* about Canadian support for the monarchy.

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

World class student programmers boast strong international performance

Queen's student programmers placed a solid 27th out of 64 teams at the recent 26th Annual ACM International Collegiate Programming Contest in Honolulu, Hawaii. The Queen's team was one of 64 to advance from 3,082 teams representing more than 1,300 universities.

"The performance of the Queen's team was outstanding," says Janice Glasgow, head of Computing and Information Science. "They beat out teams from institutes such as University of Toronto and Carnegie Mellon University to proceed to the world finals event."

Team members were Katherine Davison, Gary Linscott, Chris St. John, David Tausky, and Christopher Wolfe, second- to fourth-year students in CISC and Electrical and Computer Engineering. □ www.cs.queensu.ca/~acmteamicpc.baylor.edu/icpc/finals/

Books and Bytes

News from Queen's University Libraries

Customer service, technology innovation on Libraries' strategic radar screen

BY MELODY BURTON

Strategic planning is hardly the stuff of gripping headlines. But this necessary activity lends insight into how Queen's will develop in the months and years ahead.

Queen's University Libraries conducted such a planning exercise last summer, and is currently using that information to create a strategic plan.

To start the process, some faculty members and students were invited to attend a "customer panel" to express their opinions on how the Libraries can best support their information needs. What emerged was a range of needs across academic disciplines. While researchers from medicine and science are particularly keen to see more electronic journals and reference tools available from the desktop, humanities and social sciences faculty and students underscored the value of the library as a place to conduct their research.

From these diverse needs and attitudes, a key direction in the Libraries' strategic plan is to acknowledge the differences

among library users from various disciplines. Finding ways to accommodate all faculty and students is challenging and a bit overwhelming. However, this revelation means that the Libraries need not adopt a single strategy or a uniform approach to service provision.

To provide some context for the Libraries' strategic direction, three representatives from the "library trade" were invited to offer their best guesses about the future of academic libraries. Technological developments and the pace of change were repeatedly recognized as key drivers of the Libraries' future. Their pleas for flexibility and creativity resonated with library staff and have found a home in the vision of our strategic plan.

Now deeply rooted in the landscape of academic libraries, technological innovation promises to continue to dominate our future. Technological enhancements for faculty and students are largely visible from the Libraries' homepage, but improvements to our electronic infrastructure are buried beneath

this public image. Constant upgrading of the software and hardware that supports the Libraries' electronic gateway is essential. This fundamental direction is firmly entrenched in our strategic plan and budgeting documents.

Staff members participated in a variety of strategic planning events. Emerging from these exercises, key pursuits and goals have been identified and form the nucleus of our strategic plan. Strategic directions include strengthening alliances with academic partners, targeting services for specific user groups and ensuring timely access to new resources. These goals, while easily articulated, are challenging to accomplish particularly in times of fiscal constraint.

To merge the capabilities of technology with a service plan takes a dedicated, creative and motivated workforce. From the strategic planning sessions held within the Libraries, administrators, librarians, library technicians and support staff have come together to develop individual initiatives to support the

plan. Implementing the plan successfully requires commitment from all library staff. Instead of waiting for the final document, some library staff have begun to tackle bits and pieces of the plan. In the months ahead, the entire plan will be put into action.

The Libraries' strategic plan is scheduled for completion by June

2002 and more information will be posted on the homepage. □ *Books and Bytes next month: Results from a library survey of faculty and students.*

Melody Burton is (Acting) Associate University Librarian. burtonm@post.queensu.ca or ext. 74094. library.queensu.ca



Making tracks: fourth-year Biology student Ana Florescu doesn't let a little white stuff interfere with a trip to the Engineering and Science library. A recent early spring storm dumped about 15 cm of the white stuff on Kingston and area.



Snow one day, sun the next: Mother Nature appears to be having trouble letting go of winter. Students struggle against blustery wind and snow on University Avenue recently. A few days later, a squirrel enjoys the sunshine near Summerhill and tries to remember where it hid those chestnuts.

Researchers question Darwin's theory on plant propagation

BY NANCY DORRANCE
NEWS AND MEDIA SERVICES

Contrary to popular belief, the ability of plants to fertilize themselves may be more harmful than beneficial, say two Queen's biologists in a paper recently published in *Nature*.

The results of detailed experiments by Christopher Herlihy and Christopher Eckert contradict the current belief among evolutionary biologists that "selfing" is beneficial because it

ensures reproduction when pollinators and/or mates are scarce. That theory, first put forward by Charles Darwin, has not been adequately tested until now, the Queen's researchers say.

Using 10 populations of columbine – a wildflower that can reproduce either through selfing or cross-pollination by hummingbirds – they demonstrated that the benefits of self-fertilization were far outweighed by the detrimental genetic effects



due to "seed discounting". Many of the columbine seeds that could have been fertilized through outcross pollination

were self-fertilized instead, resulting in inferior, inbred seeds, most of which didn't survive to maturity.

"The theory that self-fertilization has evolved to provide reproductive assurance is intuitively pleasing, especially because plants can't actively search for mates and often occur in conditions where outcross pollination seems chancy," says Dr. Eckert. "But our research shows that the process isn't as simple

as it sounds. While reproductive assurance may still be advantageous in some conditions, such benefits have yet to be experimentally demonstrated."

The transition from outcrossing to self-fertilization is probably the most common evolutionary pathway in flowering plants, he notes, adding that it has also occurred repeatedly during our domestication of major crop plants. □

News Notes

Spring Forsberg reelected QUSA president

Queen's University Staff Association (QUSA) members recently elected Spring Forsberg (Continuing & Distance Education) for a second term as president. Also running for president was Kevin Jackson (Printing Services). Members also elected the following executive members: Vice President: Susan Anderson (International Centre); Treasurer: Lisa Neumann (Continuing and Distance Education); Members-at-Large: Annette Brick (Continuing and Distance Education); Adam Jackson (Office of Advancement); Mary Jane Kingston (Art); Fran Lanovaz (Purchasing); Olga Oleinikow (Student Awards); Research, Grant and Contract Members-at-Large: Pamela Bandy-Dafoe (Chemistry) and Ellen Hawman (Disraeli Project); West Campus Member-at-Large: Loanne Meldrum (Education); Salary & Benefits Committee: Sandra Howard-Ferreira

(Graduate Studies) and Dean McKeown (Business).
www.queensu.ca/qusa

Check out Queen's new residences

New residence models will be on display at the University Club, Fireside Lounge April 10, 11 and 12 from 11:30 am. to 1:30 pm. They will also be on view in the Mackintosh-Corry Hall lobby April 15, 16 and 17 from 11 am to 2 pm.
www.queensu.ca/residence

Charity website nominated for awards

CanadaHelps, a charity website created by Queen's students Aaron Pereira, Ryan Little and Matthew Choi has been nominated for two prestigious Internet awards. The site, which allows users to donate to their favorite charities without licking a stamp, is one of three finalists in both the community category of the 2002 CANARIE IWAY awards and the best solution for a not-for-profit organization

category of the 2002 Microsoft TechEd awards.

Since its launch in November 2000, CanadaHelps has facilitated more than \$500,000 in donations from 5,500 different donors to more than 450 charities. It lets users make on-line donations to any of Canada's 78,000 charities free of charge, find out how to volunteer time or learn about various charitable activities in their communities.
www.canadahelps.org
www.canarie.ca/iway
www.besreg.com/te2002awards/categories.asp

Ink Paper Lead, Board Leather Thread

An exhibition of hand-printed books and fine bindings is now on in the W.D. Jordan Special Collections & Music Library (Douglas Library 2nd floor) to April 30. Presented by The Loving Society of Letterpress Printers and The Binders of Infinite Love.
library.queensu.ca/webmus/sc/exhibits.html

Homecoming weekend moves to October

Homecoming 2003 will be celebrated on Oct. 3-5, instead of Sept. 26 – 28 as earlier scheduled (to accommodate the Homecoming football schedule). For further information please contact Tammy (ext. 74130) or Peggy (ext. 74132), Office of Advancement, Alumni Affairs.

Scholarly publishing: have your say

Take part in a Symposium on the Future of Scholarly Communication Wednesday, April 10. Sponsored by the Office of the Vice-Principal (Academic) and Queen's University Libraries, it takes place in room 202 Policy Studies, 9 am – 4 pm. Major speakers include: J- C Guedon, Université de Montréal, Stevan Harnad, Southampton University, U.K and Pieter Bolman, President, Academic Press. To register, go to library.queensu.ca/scholarcomm/2002conf/.

Get your tickets for the Padre Laverty Award dinner

Plan to attend the annual Padre Laverty Award dinner April 18 at the Kingston Nylon Worker's Hall, 725 Arlington Place. The reception starts at 6 and dinner follows at 7 pm. This year, the Padre Laverty Award goes to Mitch Andriesky, Arts'53, for his ongoing commitment to Queen's University and his generous unstinting involvement in the life of the city of Kingston. The Jim Bennett Achievement Award goes to Doug Thompson, Arts'55, honouring him for his dedication and ongoing devotion to the preservation of military heritage and the enrichment of the Kingston community. Tickets are \$45, and are available from Hazel Metcalfe, 533-2060, ext. 74140, e-mail metcalfh@post.queensu.ca. □

Harkness Hall residence goes global

BY LORINDA PETERSON

Harkness Hall, a graduate and professional students residence since the 1960's is changing its focus.

It will reopen its doors in September 2002 as Harkness "International" Hall (HIH) to house globally-minded Canadian and newly-arrived international students. Next year, it is expected that half the residents will be international and half Canadian.

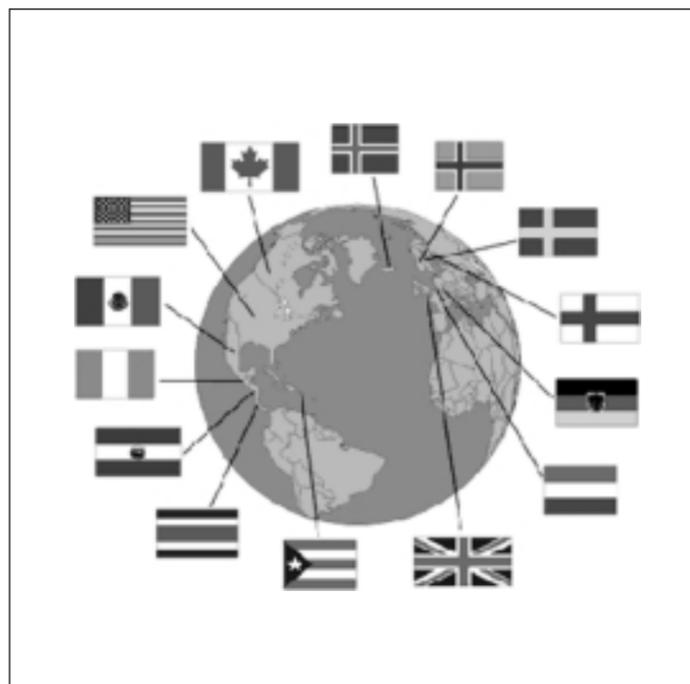
"The number of students who applied to live at Harkness International Hall for the fall of 2002 was extremely positive. We have definitely received the response we were hoping for," says Brenda Shantz, Coordinator of Admissions and Applicant Services (Residences). The initiative is a joint effort with Queen's International Centre, the Admissions Office and Residences.

Harkness "International" Hall will be one of the largest univer-

sity international residences in Canada. Although primarily an undergraduate residence, it is unique in that it will accommodate graduate and short- and long-term exchange students too. Exchange students who are on campus for only four months are often at a disadvantage because they are not offered residence accommodation. Residence experience will not change substantially but the new name better reflects the unique nature of the residence, says Bonnie Livingstone, Executive Assistant to the Associate Dean of Student Affairs. As with all Queen's residences, Harkness is designed to provide opportunities for building community, as well as encouraging residents to share their culture and promote international understanding.

Residence Life staff include a don and a cultural facilitator to provide support and assistance to all residents. Don Jennifer Hockey says, "Everyone living at Harkness Hall this year learned to be understanding and to think outside of their own culture. They gained a broader, more open world view and widened their own horizons."

The International Centre, unique to Canadian universities as a department unto itself, works with Residence Life staff to coordinate activities that improve international students' experience of Canadian life and culture. This year's Cultural Coordinator at Harkness, Janelle Nunes, says, "International students were taught to skate and taken to curling practices. I think some of the students even have



an addiction to Tim Horton's." There was also an International Cooking Club where students took turns preparing the evening meal.

Living at Harkness provides an opportunity for Canadian students interested in working abroad to get a new perspective on university life. They are invited to assume a mentoring role for newly-arrived international students making the adjustment to life in Canada and at Queen's. Ms. Nunes says, "Canadian students have had a large part to play in the creation of a learning environment. They talk about their experiences and what it means to them to be Canadian. I've walked in on discussions about Canadian multiculturalism and our diverse climate and landscape. There have been discussions about dif-

ferences between French-French, and Canadian-French as well as about the difference between English-English and Canadian-English."

When asked how they would describe their experience living at Harkness Hall, students generally agree that the opportunity to meet new people of different cultures and make lifelong friends serves to enhance the broader learning that a university experience provides. "Although we all are very different, we still manage to live in harmony; it's kind of like one big family," says Ms. Nunes.

Harkness "International" Hall is intended for upper-year (minimum of 19 years old) undergraduate students, as well as graduate and professional students. □

www.queensu.ca/residence

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

Research Roundup

Grant boosts novel nitrate drug research

A research collaboration between Queen's scientists and the National Research Council into the mechanisms of nitrate drug action has been awarded a \$300,000 grant under the federal Research Partnerships Program (RPP).

Jointly funded by the Natural Sciences & Engineering Research Council (NSERC), the National Research Council (NRC) and PARTEQ spinoff GB Therapeutics, the grant supports collaborative research by Greg Thatcher (Chemistry) and Brian Bennett (Pharmacology & Toxicology) with NRC scientists Linda Johnston, leader of the NRC Chemical Biology Program, and Keith Ingold, NRC Distinguished Scientist and a world-renowned authority on free radicals.

The research will build on early discoveries by the Queen's researchers relating to the properties of nitroglycerin, a nitrate drug widely used in the treatment of heart disease since 1876.

The researchers have created new nitrate molecules that offer greatly expanded benefits to human health, but avoid the unwanted effects of nitroglycerin.

"Nitroglycerin has improved quality of life for 125 years – its therapeutic activity is intimately associated with nitric oxide (NO), a free radical that is used by the body to carry out many important biological roles," says Dr. Thatcher. "I argued many years ago that there was great scope for better understanding of nitroglycerin and NO through the design and synthesis of novel nitrates. It turns out that these novel nitrates have even greater therapeutic potential than nitroglycerin itself."

"Several of these novel nitrates possess distinct properties that we think will permit their use in a broad range of human diseases, including heart attack and stroke, where cellular protection is needed," says Dr. Bennett. "Currently there is no treatment for the cellular damage caused by cardiovascular and neurodegenerative diseases."

Law prof wins Léger Fellowship

Mark Walters (Law) has been awarded a Jules and Gabrielle Léger Fellowship. This special SSHRC fellowship promotes research and writing on the historical and contemporary contribution of the Crown and its representatives, federal and provincial, to the political, constitutional, cultural, intellectual, and social life of the country, including comparisons between Canadian and Commonwealth systems. The award consists of a \$40,000 stipend plus \$10,000 for research and research-related travel expenses. In addition, Professor Walters has been awarded a standard three-year Social Sciences and Humanities Research Council (SSHRC) grant of \$68,500.

qsilver.queensu.ca/law/faculty/walters.htm.

SSHRC grant news

Anita Anand (Law) has been awarded a \$95,000 research grant under SSHRC's Initiative on the New Economy (INE) program. The program aims to foster excellent research, with emphasis on innovative and multidisciplinary approaches; deepen understanding of the New Economy; extend and develop research partnerships involving the public, private and not-for-profit sectors and inform decision-making in the public and private sectors.

Allan Manson (Law) has been awarded a three-year SSHRC grant of \$42,040 for his project on mental disorders in the criminal process.

Nick Bala, (Law) Kang Lee (Psychology) and Rod Lindsay (Psychology) have been awarded a renewal of their SSHRC research grant of \$150,000 for their interdisciplinary project on child witnesses. □ qsilver.queensu.ca/law/witness/witness.htm qsilver.queensu.ca/law/faculty/bala.htm qsilver.queensu.ca/law/faculty/anand.htm qsilver.queensu.ca/law/faculty/manson.htm.



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 16, 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

Receptionist, Faculty of Health Sciences (School of Medicine) 2001-97

Denise Jones

Program Assistant
Biochemistry (CCR Program) 2002-12

Tammy Donnelly (School of Business)

Senior Graphic Designer
Graphic Design Services 2002-18

Greg Black (Graphic Design Services)

Program Coordinator
Medicine 2002-19

Martha De Bruyn

Network Communications Technician
Information Technology Services 2002-21

John Corrigan (Information Technology Services)

Network Communications Technician
Information Technology Services 2002-22

Hugh Fisher (Information Technology Services)

Student Advisor/Publications
Ban Righ Foundation 2001-133

Lisa Webb

Administrative Coordinator
eQUIP! Task Force 2002-11

Hollie O'Dette-Hoiles

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 position apply in writing to Patti Evaristo in Human Resources..

Manager, Clinical Education Centre 2002-27 Faculty of Health Sciences

This is a three-year term appointment working 91.67% time (Aug. 1- June 30 each year).

Major Responsibilities: ensure services at the Centre are delivered in an equitable, accommodating, and professional manner to maximize the well-being of all constituents; make recommendations concerning the operations of the Centre, including the budget, to the Governing Council and implement its directions; develop and implement materials and activities to promote the Centre at the local, national and international level; elicit user feedback to develop enhancements to meet the evolving needs of the users; encourage the transfer of health sciences information by promoting staff attendance at conferences, workshops and short courses (distance and on-site) and facilitate the use of the Centre for research projects in health sciences related activities; represent the Centre to internal and external bodies and serve on health sciences and other university committees as directed.

Requirements: professional degree in medicine, nursing or rehabilitation therapy (or equivalent); several years experience and post-graduate preparation in health sciences, education, administration or related fields; excellent communication skills including the ability to speak in public; excellent coordination, organization and management skills; the ability to promote a cooperative work environment; innovative and proactive in program development and marketing strategies; ability to set priorities and to problem-solve creatively with a capacity to anticipate problems; thorough understanding of the principles and applications of experiential education in the health sciences; discretion in dealing with highly sensitive and confidential issues; ability to work with on-site audiovisual and computer-based instructional technology; up-to-date CPR and First Aid.

Minimum Hiring Salary: \$46,744 Salary Grade 9 – HSS9 (Salary will be adjusted to reflect actual time worked)

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

Head Coach, Men's Basketball/ Program Assistant 2002- 28 School of Physical and Health Education (Athletics and Recreation Division)

This is a term appointment for a period of two years effective July 1, 2002.

Major Responsibilities: report to the Chair of Athletics and Recreation; provide coaching leadership to the men's basketball program; player identification and recruitment; player selection, training and development; assist with the development of the competitive schedule and other administrative functions; assist in the delivery of other departmental programs in areas such as marketing, sponsorship, camps or facilities-related priorities as assigned.

Requirements: undergraduate degree preferably in the field of Physical and Health Education or a related discipline; coaching certification at NCCP Level II or III technical, and coaching experience with at least two years at a post-secondary institutional level; knowledge of and ability to attract and recruit qualified student athletes; exceptional interpersonal skills and abilities to communicate proficiently, clearly and effectively both orally and in writing; must be service oriented and capable of dealing with a wide diversity of constituents; ability to represent Queen's University in a professional and dignified manner, and a commitment to building a strong basketball program; excellent organizational and management skills; proficiency with computer-generated programs (Word, WordPerfect and Excel applications to the field of Athletics); proven ability to work independently and as a member of an overall School team.

Minimum Hiring Salary: \$34,192 Salary Grade 6 – CCR6

Systems Analysts (2) 2002- 29 2002- 30 Information Technology Services

Major Responsibilities: report to the Manager, University Information Systems; design, develop and troubleshoot software applications for the university's electronic business and administrative services (design, code, test and debug programs or application software, provide technical support and services to units or departments, participate in design meetings, determine business requirements, assist in establishing project schedules, maintain operational status of production systems outside of normal working hours, work with representatives from other areas, delegate tasks when necessary, other duties as required).

Requirements: university degree with a concentration in computing with relevant experience (or an equivalent combination of education and experience); one position will require strong knowledge of e-Business information systems (Java, JSP, Servlets, HTML, SQL and JDBC), and the other, knowledge of mainframe programming techniques and languages (Cobal, JCL, Mark V, mark VI, IMS database); demonstrated analytical skills; high degree of technical knowledge including programming products available, database management strategies and communications software; highly-developed interpersonal skills; proven attention to detail and ability to work under pressure to meet product release deadlines; willingness to work outside normal hours as required.

Minimum Hiring Salary: \$43,968 Salary Grade 8 - ITST8

Other Positions

Research Technician/Assistant Cancer Research Laboratories

This is a full time contract position (with possibility of renewal).

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

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

Salary: commensurate with experience.

Send resume and 3 references to: Dr. Martin Petkovich c/o Julie Clarke, Cancer Research Laboratories, 314 Botterell Hall, Queen's University, Kingston, ON, K7L 3N6. E-mail: jc19@post.queensu.ca, fax: 613-533-6830. We thank all those who express an interest in this position; only those considered for an interview will be contacted.

Research Associate, Human Mobility Research Centre

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

Responsibilities: play an integral role in expanding, managing and supervising research for Dr. Mark Harrison; program planning and implementation; funding acquisition; design, test, and implement experimental protocols under minimum supervision; conduct procedures; observe and record results; analyse and present results including contributing to, co-authoring, or authoring papers; use independent judgement to adapt procedures as the need arises; supervise and coordinate junior staff; ensure projects comply with safety and ethical guidelines; liaise and communicate with other staff, labs, outside agencies and consult other researchers in the field; perform some administrative duties.

Qualifications: Masters or PhD in a relevant field with several years experience in related area; clinical research experience; excellent interpersonal skills; ability to work well in a team; knowledge of computer databases, word processing and presentation. Consideration will be given to an

equivalent combination of education and experience.

Minimum Hiring Salary: \$38,773 Salary Grade 7 (Salary adjusted to reflect actual time worked.)

Apply with a cover letter, curriculum vitae and three references by April 26 to: Kari Hurst, Coordinator, Administration & Special Projects, Human Mobility Research Centre, Angada 1, Kingston General Hospital, Kingston, Ontario K7L 2V7. Fax: (613) 549-2529, hurstk@post.queensu.ca.

Director, Instructional Development Centre (IDC)

This is a renewable, five-year term and would normally be combined with a tenurable position in an appropriate academic discipline.

The mission of the Centre is to enhance the quality of student learning at Queen's by providing services and programs to support the instructional development activities of individual teachers and academic units and encouraging university policies and practices that promote good teaching. The IDC meets these goals through its high quality programming, its innovative collaborative practices, its comprehensive resources, and its impact on institutional policy development. For further information go to www.queensu.ca/idc.

Responsibilities: report to the VP(Academic); oversee operation and administration of the Centre and its programs.

Requirements: record of substantial achievement in instructional development; appropriate professional qualifications; experience in curriculum design and development, technology in teaching, and teaching-skill consultation.

Applications, curriculum vitae and the names of three referees to: Suzanne Fortier, VP(Academic), Office of the VP (Academic), 239 Richardson Hall, Queen's University, Kingston, Ontario K7L 3N6. Review of applications will begin on May 17, 2002. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Administrative Assistant, Division of Rheumatology

This is a one-year contract position with the possibility of renewal.

Responsibilities: effective day-to-day operation and management of the office; coordinate administrative and organizational support; organize meetings; help prepare manuscripts, grants and presentations; create office systems, databases and financial records; schedule new clinic appointments and handle telephone calls.

Requirements: Medical Secretary Diploma or equivalent; previous job experience; sound knowledge of office procedures and various computer program applications; knowledge of word processing and spreadsheet programs; ability to take initiative and work independently; excellent communication, problem-solving and time management skills; professional manner; ability to handle confidential materials.

Apply with covering letter, resume and names of references by April 22 to Dr. A. Cranney, Division of Rheumatology, Queen's University, Room 2004, Etherington Hall, 94 Stuart Street, Kingston, Ontario K7L 3N6, or email to cranneya@kgh.kari.net.

Employee Development

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

Learning to Listen

Friday, April 12, 9 am - noon

Improved listening skills can benefit all of us, both in our personal and professional lives. Find out your strengths and where you need to 'grow' at this workshop, which focuses on listening skills rather than listening styles. Facilitator: Wendy Lloyd, Human Resources.

Lunch & Learn Video Series: Be Prepared for Meetings

Tuesday, April 16, 12:05 - 12:55 pm

Bring your lunch and take part in the discussion. Pick up some useful tips! Facilitator: Wendy Lloyd, Human Resources.

Communication – What's style got to do with it?

Thursday, April 18, 9 am - noon

To work effectively with others, we must communicate in a way that promotes understanding and cooperation. Come to this workshop and gain insights into the communications process and your own communication style. Facilitator: Wendy Lloyd, Human Resources.

Lunch & Learn Video Series: Developing Assertiveness Skills

Tuesday, April 23, 12:05 pm - 12:55 pm

Bring your lunch and take part in the discussion. Pick up some useful tips! Facilitator: Wendy Lloyd, Human Resources.

Effective Phone Tactics

Friday, April 26, 9 am - noon

If you are the 'voice' of your department, you will find this workshop especially useful. Facilitator: Judith Wilson, Training Consultant.

Milestones

Compiled by Faye Baudoux

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

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

25 years: Paula Beaubien, Financial Services; Brenda Bullock, Queen's University Libraries; Anthony Carageorge, Office of the University Registrar.

20 years: Chyrle Campsall, Office of the University Registrar; Brooke Gurney, Human Resources; Brenda McPhail, School of Medicine; Linda Peck, Athletics and Administration.

15 years: Douglas Graham, Physical Plant Services; Joe Guigue, Physical Plant Services; Henry Pople, Physical Plant Services; Michael Rioux, Physical Plant Services.

10 years: Sharon Mohammed, Geography.

Five years: Patrick Cummings, Physical Plant Services; Murray Davis, Continuing and Distance Studies; Patricia Lewis, Electrical and Computer Engineering; Douglas Richardson, Information Technology Services; Chris Wellstood, School of Medicine.

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 available on the following website: www.queensu.ca/eap/ □

Bulletin Board



Calendar

Queens Bright Ideas Energy and water conservation tips

Room for Improvement

Heating/cooling and ventilation systems are switched on in rooms that are booked through Room Reservations. Careful space planning saves electricity - reserve only the space you need and for the time that you will actually use it. Cancel any room bookings when the space isn't needed.



Recycle Your Household Items & Help International Students?

The International Housing Office will be accepting donations of essential household items at the *Large Article Drop-off Weekend*, April 27-28, 8 am - 8 pm at Victoria School parking lot - corner of Frontenac and Union Streets. These items will be offered to newly arrived international students in the fall. For more information, please contact the International Housing Office at 533-2604 or email IHC@post.queensu.ca.

PhD Examinations

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

Monday, April 8

Nathalie Michelle Sinclair, Faculty of 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.

Stefan Dinu Bruda, Computing and Information Science. Parallel real-time complexity theory. Supervisor: S. Akl. 524 Goodwin, 1 pm.

Friday, April 12

Brian John Day, English. Victorian moral ecologies: Sight, insight, and the nature-culture nexus in Ruskin, Hopkins, and Morris. Supervisor: M. Berg. 517 Watson, 9:30 am.

Nicola Justine Spasoff, Art History. Building on social power: Percy Erskine Nobbs, Ramsay Traquair and the project of constructing a Canadian national culture in the early decades of the Twentieth Century. Supervisor: L. Jessup. B204, Mac-Corry Hall, 11 am.

Ahmed Debaiky, Civil Engineering. Rehabilitation of corrosion-damaged reinforced concrete columns using carbon fibre reinforced polymers (CFRP) wraps. Supervisors: M.F. Green and B.B. Hope. 212 Ellis, 9:30 am.

Ponnuthurai Gokulakrishnan, Chemical Engineering. The chemistry of product-Gas entrainment in low-NOx, multi-jet, natural-gas burners. Supervisors: E.W. Grandmaison and A.D. Lawrence. 312 Dupuis, 9 am.

Monday, April 15

Terri Lynn Bushfield, Pharmacology and Toxicology. Antihypertensive drug-induced persistent lowering of arterial pressure: Focus on ACE inhibitors and AT1 receptor antagonists. Supervisor: M.A. Adams. 569 Botterell, 9:30 am.

Thursday, April 18

Liping Sun, Physics. Characterisation of micromachined capacitive sensors for ultrasonic applications. Supervisors: M. Sayer and D.A. Schindel. 201 Stirling, 2 pm.

Friday, April 19

Johannus Anthonius Janmaat, Economics. Four papers in environmental and experimental economics. Supervisor: J. Hartwick. B204 Mackintosh-Corry Hall, 2 pm.

Walaa Abd Hamouda, Electrical and Computer Engineering. Performance analysis of space-time multiuser detection with error correction coding for CDMA communication systems. Supervisor: P.J. McLane. 302 Walter Light, 2:30 pm.

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/senate/GTR/index.html>. Deadline is 4:30 pm, Tuesday, April 30. Successful applicants will be notified in writing by May 31.

Pearl Williams and Llewellyn Hillis Fund

Established by Llewellyn Hillis, Arts '52, D.Sc. (Hon.) '85, Paul, Catherine and Roger Colinvau. The fund promotes the careers and scholarship of women scientists, especially biologists, at all stages in their professional development; and promotes performances by women artists (music, drama, painting). The funds could be used to augment the local pool of role models and professional contacts by helping sponsor the visit of established women scientists or artists to the campus, including the Field Station; purchase a piece of equipment; attend a conference for which other funds are not available; provide release time from "mothering" or "parenting". The selection committee currently solicits applications for support from the fund. A maximum of \$2,500 will be dispersed in 2002. Please address applications to Dr. Raleigh J. Robertson, Chair, Williams/Hillis Fund, Biology, Queen's University. Deadline: April 15.

Notices

Apartment/House/Room Rental Listings Needed!

The International Housing Office is looking for rental listings for in-coming international students and scholars. Submit listings for apartments, rooms in either a landlord's home or in shared accommodations with other students at www.queensu.ca/quic/housing or call 533-2604 ext. 74650.

Appointments

Dr. David Hanes appointed Head, Department of Physics

Principal William C. Leggett is pleased to announce that David Hanes has been appointed Head of the Department of Physics from July 1, 2002 to June 30, 2007. Dr. Hanes holds a BSc from Carleton University, MSc and PhD degrees from the University of Toronto, and an MA from Cambridge University. He has been a member of the Department of Physics at Queen's since 1984, and has also been a visiting research fellow at the University of Durham (UK), Dominion Astrophysical Observatory in Victoria BC, and the Anglo-Australian Observatory in Sydney, Australia. Dr. Hanes is an astronomer whose teaching and research covers questions related to the extragalactic distance scale, globular star clusters, and the origin, formation, and interaction of galaxies. He is a many-time visitor to and user of major international observatories in Hawaii, Chile, Australia, the Canary Islands and elsewhere, and he has been granted observing time on the Hubble Space Telescope. He is the author of over 46 scientific papers plus numerous abstracts, reviews and conference presentations. Dr. Hanes won an ASUS Award for Teaching Excellence in 1991. Dr. Hanes has served the university in numerous committee positions. He has been Acting Head of the Department of Physics since Sept. 1, 2001.

Awards & Grants

Centre for Knowledge-Based Enterprises (KBE Centre) call for research proposals

The KBE Centre seeks input from a broad base of Queen's researchers to examine 'communities of practice' from a variety of research disciplines and perspectives. Even though communities of practice have been part of organizations for many generations, we have only recently begun to try and understand their dynamics and how they can be intentionally developed and supported. All full-time tenure-track researchers at Queen's are encouraged to apply. There will be five awards of \$5000 each to offset the direct costs of the production of the research paper. Proposals must be received by May 15. Funding announcements will be made May 29, 2002. Successful applicants will receive 50 percent of the research award in advance with the remainder issued upon completion of the project. All correspondence (inquiries/applications) to: Kate Cassidy, (613) 533-3088, kbe@business.queensu.ca.

Art

The Agnes Etherington Art Centre University Avenue

Ongoing exhibitions - New! 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. 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. www.queensu.ca/ageth/.

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.

April 21: Lecture - Kazuo Nakamura. The method of nature. Reception and opening to follow.

Union Gallery

ENTRÉE EL 1061...dinner is served... Work from Queen's first year art students. April 2-23. stauffer.queensu.ca/webgall/currentx.html

Public Lectures

Tuesday, April 9 Medicine

Susman Family Lecture Series. George Dresser, University of Western Ontario. Better therapeutics in 2002: What do you need to know about drug interactions? Richardson Amphitheatre, 5 pm.

Thursday, April 11 Pharmacology and Toxicology

H. Douglas and Ethel McEwen Lecture in Pharmacology. Joe Beavo, University of Washington School of Medicine. Beyond Viagra: cyclic nucleotide phosphodiesterases modulate distinct physiological processes. Etherington Auditorium, KGH, 5 pm.

Tuesday, April 16 People and Ideas in Jewish History

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

Wednesday, April 17

15th Annual MacClement Lecture For Excellence in Education. Alfie Kohn. The deadly effects of "tougher standards": Challenging high-stakes testing and other impediments to learning. McArthur Hall Auditorium, 6 pm. Co-sponsored by Queen's Education Student Society.

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/Seminar02.W.PDF

Centre for Neuroscience Studies: www.queensu.ca/neurosci/seminar.html

Special Events

Tuesday, April 9

Alumni Association, Kingston Branch Liza Copeland Speaker Evening. Comfortable cruising around North and Central America. Join Liza Copeland, Arts'70, author, publisher, speaker and sailor extraordinaire as she recounts her sailing adventures throughout North and Central America. Sponsored by MBNA

Canada. Kingston Public Library, Wilson Room, 7-9 pm. Admission is \$5 per person (includes refreshments) RSVP: Hilary Sirman, Alumni Affairs, ext. 77903 or sirmanh@post.queensu.ca

Thursday, April 11

Ian Tamblyn performs at Faculty of Education

Ian Tamblyn, a prolific, award winning songwriter and performer will perform a full concert with Fred Guignon -Guitars, Rebecca Campbell - Vocals and Ken Kanwisher - Bass, at 8 pm in the Centre for Arts Education at Duncan McArthur Hall. Limited seating capacity, "first come, first seated". Free. Doors open at 7:15. Any donations to the Arts Centre will be gratefully accepted. Information: Katharine Smithrim, 533-6000 ext. 77762 or Andy Rush.

North American prerelease screening of Ferzan Ozpetek's new film *The Ignorant Fairies* (Le Fati Ignoranti)

Positive Space and Spanish and Italian present this film of discovery, that appeals to both a queer and hetero audience. Donato Santeramo will give a brief introduction of gay sentiment in Italy. 201 Kingston Hall, 7 pm.

Sunday, April 14

Cross Country Checkup comes to Queen's.

CBC Radio One live remote hosted by Rex Murphy. Queen's faculty, staff and students welcome to attend. Free admission. 1101 Biosciences Complex, 4 to 6 pm. Doors open at 3. The day's questions: For Canadian callers: Has Sept. 11 changed Canada's relationship with the U.S.? For American callers: What do you expect of your northern neighbours? or has Sept. 11 changed your expectations of Canada and other countries?

Thursday, April 18

Kingston - 2002 Padre Laverty Award Dinner

This year's award dinner will honour Mitch Andriesky, Arts'53 with the Padre Laverty Award for ongoing commitment to Queen's University and generous unstinting involvement in the life of the City of Kingston, and Doug Thompson, Arts'55, with the Jim Bennett Achievement Award for dedication and ongoing devotion to the preservation of military heritage and the enrichment of the Kingston community. The dinner will take place at the Kingston Nylon Worker's Hall, 725 Arlington Park Place. Reception, 6 pm, dinner, 7 pm. Business Suit. The cost for the dinner is \$45/person by Visa, MasterCard, cheque made payable to Kingston Branch-Queen's Alumni Association or internal journal entry. To RSVP by April 12 or for details contact Hazel Metcalfe, 533-6000 ext 74140, metcalfh@post.queensu.ca or fax 533-6777.

Courses and Workshops

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

Tuesday, April 16: Poh-Gek Forkert, Queen's. What Makes Chemicals Toxic? Noon.

Wednesday, April 17: Janice Sutton. Elderhostel, ventures into self-publishing, community service, the growing of garlic and vocal career. Noon.

Tuesday, April 22: Suzanne Charo. Talk about her work and a short slide presentation. Noon.

IRC Spring Seminars

April 21-26: Building High Performance Teams Seminar. Contact Elaine Clark, 533-6628 or ec3@post.queensu.ca.

TESL Kingston

Saturday, April 13: TESL Kingston invites ESL teachers, tutors, volunteers, and students to a workshop on the art of teaching pronunciation. Kathryn Brillinger (Sheridan College) gives two workshops in Mackintosh-Corry E202 at 10 am - noon and 1-3 pm. Come for professional development from one of the most sought-after speakers on the topic. \$8; \$2 for students; free to TESL members.