



Ferretting out a favorite spot: Rolo the ferret finds a cosy resting place in the vest of his owner, Laurie-Ann Prefontaine. The fourth-year Drama student was out for a walk with her diminutive pet on campus recently.

## Getting into Queen's

*Leadership skills as well as marks are determining factors for double cohort students*

BY CELIA RUSSELL

Queen's is looking at more than marks as it evaluates a record number of undergraduate applications for September admission.

At a time when competition for university spaces is extremely hot, Queen's is going to pay even more attention to the leadership qualities of potential students.

In addition to marks, personal information forms will be reviewed for applications to Commerce, a highly competitive program. This year, there are 3,769 applications – 2,464 from Ontario – for 210 first-year spots.

Because the competition is so great, the personal information forms will be reviewed for everyone, and there will be no automatic cutoff, says Rick

Palmer, Associate University Registrar, Admissions Services. "Last year, we had an automatic mark cutoff of 94 per cent and then looked at personal information forms between 86 and 93.9 per cent. So far, we have made selective offers to those with averages of 92 per cent or higher."

(In addition to grades, up to 20 per cent of all first-year students are admitted on the basis of a personal information form, which shows extra-curricular involvement in clubs, athletics and other leadership activities.)

Queen's will extend the trend of relying more on these forms to other undergraduate programs when the main impact of the double cohort hits Ontario universities in September 2003. "We've always said that we will

be looking at more than just marks because the competition to get in is going to increase even more for 2003."

After the application deadline of March 31, Queen's sent out half of its first-year offers on April 5, and sends out the final round May 27. Applicants must respond by June 12.

Although the cutoff marks for admission to some programs are higher than at this time last year, it may not stay that way.

"The mark cutoff has gone up in certain areas due to volume," says Mr. Palmer. In Arts and Science, the cutoff mark is currently 84 per cent, compared to 82 per cent at this time last year. "It's a little higher, but by the time all admission offers have been mailed out, it could end up

*Getting in, page 2*

## It all adds up: using math to target cancer treatment

BY NANCY DORRANCE  
NEWS AND MEDIA SERVICES

Improved therapy for cancer – or any of a number of deadly diseases – will be far more likely if treatments can be precisely targeted, says



Michael Korenberg

Michael Korenberg (Electrical and Computer Engineering).

His computational innovation – profiled recently in the inaugural issue of the *Journal of Proteome Research*, on a number of scientific websites, and in the May issue of *Nature Reviews Drug Discovery* – provides some of the mathematical techniques for realizing this concept of "personal-

ized medicine," which includes the designing of drug treatment for specific genetic profiles. The peer-reviewed, bimonthly journal is published by the American Chemical Society, the world's largest scientific society

Dr. Korenberg argues that there is more likelihood of curing a condition if treatment is tailored to an individual's unique genetic makeup, biochemistry and lifestyle.

"This raises the prospect of individualizing cancer treatment: what will succeed and what will fail," he says. "Doctors will be able to predict the outcome of treatment simply based on a gene-expression profile taken at the time of diagnosis. And we're likely to be able to predict

*Cancer treatment, page 2*

## Canada's first woman Islamic scholar to receive honorary degree

Theological College launches Queen's 2002 Convocation season by conferring an honorary degree on the first female scholar of Islam in Canada.

Sheila McDonough, the first female graduate student at McGill University's Institute of Islamic Studies, will receive an honorary Doctor of Divinity on Wednesday, May 8 at 8 pm at Sydenham Street United Church.

While completing an undergraduate degree in History and English at McGill, Dr. McDonough met religion historian Wilfrid Cantwell Smith through the Student Christian Movement who recruited her into the field of Religious Studies.

Although Dr. McDonough's academic career has been based

in Montreal, her interests have been global. After completing an MA in Comparative Religion, she taught for three years at Kinnaird College for Women in Lahore Pakistan to gain experience in the Muslim world.

That experience shaped her academic interests and her social concerns in her life's work to promote the understanding of Islam in a global context.

Returning to McGill, she completed her PhD in 1963 and began a teaching and research career at Concordia University, retiring in 1996.

Author of four books and



Sheila McDonough

more than 30 chapters and articles, she has argued for a liberating understanding of Islamic law, especially for women, and sought to promote a better understanding of Islam's traditions.

To promote interfaith understanding and dialogue, she has helped the United Church of Canada articulate principles for both ecumenical and interfaith discussions. She is one of the main authors of a forthcoming United Church statement on Christian-Muslim relations.

*In the May 6 issue, the Gazette will profile honorary degree recipients for the May 23, 24, 30 and 31 Convocation ceremonies.* □

In this issue...

**Triple gold for Queen's**  
See page 4

**Salmon decline? Blame nature**  
See page 6



## From agriculture to art: Ontario Hall celebrates 100 years

BY CELIA RUSSELL

One of Queen's oldest buildings is celebrating its centenary this month, with the biggest porch party this side of Union Street.

Ontario Hall turns 100 April 30, and the Queen's community is invited to celebrate on the front steps at 3 pm that day with a short ceremony followed by birthday cake.

The Art department, which

has called Ontario Hall home since the mid 1970's, has sent special invitations to the building's former tenants including Physics, Mining Engineering, Geography and the Queen's Post Office.

Planning for the day began last January, says organizer Mary Jane Kingston of the Art department. Setting the date was easy.

*Ontario Hall, page 2*



*Ontario Hall in the early 20th century.*

# Newman Club celebrates 85 years

BY MARION WARNICA

Well-worn and loved furniture, the aroma of potluck casseroles and an underlying peacefulness; walking into Newman House is like returning home.

This fall, the Queen's branch of the Newman Club, a university club for Catholic students is celebrating its 85<sup>th</sup> anniversary. Organizers would like current university community members and alumni to help them plan.

The club boasts a long history, says director of operations Jeff Hanlon, Arts '93. Its namesake, John Henry Cardinal Newman, a British born Oxford scholar, realized the need for Catholic students attending secular

universities to grow in their Christian faith and life.

The first Newman Club was founded at the University of Pennsylvania in 1893, followed by several others in the United States. It wasn't until 1917, however, that a Newman Club was established in Canada at the University of Toronto, followed by a second at Queen's on Oct. 26 of that year.



It is now located in a turn-of-the-century home at 192 Frontenac St. at Union.

The club's goal is to help Catholic students intellectually, socially, and spiritually, through daily mass at the house, retreats, speakers, community suppers, coffee houses and Friday

movie nights. Students, staff and faculty members currently number more than 1,400.

That team, led by Chaplain

Father Shawn Hughes, is busy planning the celebration for Homecoming Weekend Oct. 3 - 5. Plans so far include a wine and cheese social following Friday evening mass and a Sunday communion breakfast and a lecture. However, they are still seeking feedback from past members.

Those interested may call (613) 546-2495 or email [newmanh@post.queensu.ca](mailto:newmanh@post.queensu.ca).

*Marion Warnica, an OAC student at Regiopolis Notre Dame high school, recently completed a four-month work placement with the Queen's Alumni Review.* □

[www.newmanhouse.ca](http://www.newmanhouse.ca)

## Ontario Hall

*continued from page 1*

It is on the cornerstone. With support for the event from the Advancement office and the assistance of Archives, she is organizing an exhibit of old photographs of the building and its tenants over the years to be on display.

"Some are quite unusual," she says. One shows the building under construction, in the middle of a field.

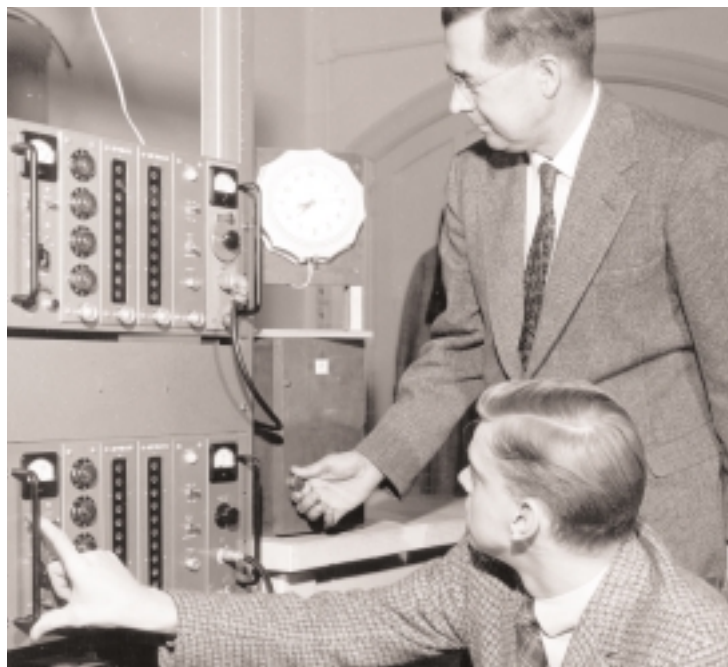
Others show the construction of the Physics department's underground synchrotron laboratory off the building's north end. Active during the 1950's and 1960's, the sub-atomic particle accelerator, long since disas-

sembled, was used in nuclear physics research.

At the ceremony, Pierre du Prey (Art) will deliver a brief talk on the building's architecture entitled Ontario Hall: Roman or Romanesque and David McTavish (Art) will discuss the building's history and varied tenants over the years.

As with neighbouring Kingston Hall, Ontario Hall was named for the level of government that funded its construction. It originally housed the School of Mining and Agriculture, which later became the Faculty of Applied Science. □

[qsilver.queensu.ca/arth/](http://qsilver.queensu.ca/arth/)

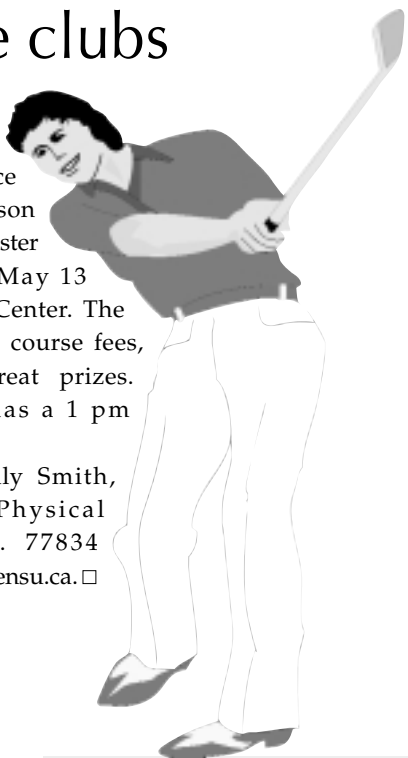


*B. W. Sargent and assistant at the controls of the Ontario Hall sub-atomic particle accelerator in the 1950s.*

## Get out the clubs

The 34th Annual Queen's University Faculty/Staff Golf Tournament takes place Monday, June 17 at Garrison Golf and Curling Club. Register your foursome starting May 13 at the Physical Education Center. The \$55 fee per golfer includes course fees, pull cart, dinner and great prizes. The scramble format has a 1 pm shotgun start.

For details, contact Kelly Smith, Sports Events Office, Physical Education Centre, ext. 77834 or at [homevent@post.queensu.ca](mailto:homevent@post.queensu.ca). □



## Getting in

*continued from page 1*

being close to the same."

Queen's applications from Ontario applicants are up 30.2 per cent over last year at 19,894, compared to 15,282 at this time last year. Of that 19,894, 4,919 or 25.9 per cent list Queen's as first choice, compared to 3,906 last year.

The 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.

Secondary school students and their parents are understandably concerned about their chances of getting into the university and the program they want, says Mr. Palmer, who with

University Registrar Jo-Anne Brady and the Student Recruitment team regularly attends double cohort impact sessions at high schools throughout Ontario.

"To address these concerns, we are revamping our recruitment activities for the fall of 2002 to help address issues surrounding the double cohort," he says. "We aim to provide students with as much relevant information as possible to help them make well-informed decisions regarding their university applications, in particular, to Queen's."

The provincial government has said it will fund post-secondary places for all willing and qualified applicants. □

## Cancer treatment

*continued from page 1*

adverse drug reactions as well."

Although not yet clinically tested, Dr. Korenberg's techniques have yielded nearly an 80 per cent accuracy rate in predicting patient response to a particular chemotherapy, when tested with data from an earlier cancer research study that had previously eluded accurate prediction

of response. And by correlating genetic profiles with drug-interactions databases, there is also potential for speeding up clinical trials, bringing new drugs to market earlier, he adds.

"Every month we save during clinical trials means people can be helped sooner," he says. "It also means potential cost savings of millions of dollars." □

## 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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6 May 13 May

### QUEEN'S TODAY

**HOMEPAGE** [www.queensu.ca/today](http://www.queensu.ca/today)

ISSN 0319-2725



New digs: second-year student Melanie Chan, a floor senior at Adelaide Hall, checks out the new residence models recently on display at the University Club and Mackintosh-Corry Hall. Construction on the two new buildings is scheduled to start later this spring.

Lorinda Peterson

## Scholarship remembers ISC student

The parents of the late Stephen Csatari, a Queen's student at the International Study Centre in England for the winter term, have established a scholarship in his memory.

The upper-year history student collapsed and died April 6 while jogging near Herstmonceux Castle. It was determined that his death was due to natural causes.

The scholarship will support the attendance of an upper-year history student at the ISC.

"Stephen's death has hit the close-knit ISC community very hard," says Patrick O'Neill, ISC Academic Director. "The majority of students left the ISC on April 12, and they have no doubt done so with a real sense of loss."

Among several acts of remembrance, his fellow students held a memorial service and planted a tree in his memory in the castle's Rhododendron Garden.

Contributions to the Stephen Csatari Memorial Scholarship Fund and may be sent to the Department of Development, Queen's University. □

## Queen's, city reach Albert Street parking solution

Kingston city council and Queen's have inked a deal that will add university parking spaces without expanding a lot behind private residences. A bill to add about 30 on-street permit parking spaces on Lower Albert Street between Union Street and Queen's Crescent received third and final reading at a council meeting last week.

The new spaces should be ready for use this week.

"I am very pleased that the university and the neighbours, with the help of Councillor Don Rogers, have reached a solution

to the Albert Street parking that is a win-win," says Tom Morrow, Associate Vice Principal (Operations and Finance).

Area residents raised concerns last September about the lot, bounded by properties on Union, Lower Albert, Collingwood streets and Queen's Crescent. They said expanding the lot would result in more traffic and potential environmental damage due to the loss of mature trees.

The lot will be left as is and people who currently park there can continue to do so, says Parking Manager Donna Stover. □

## Queen's shuttles on!

It's a hit. Due to the tremendous success of Queen's free parking and shuttle service initiated last fall between west and main campus, the service will continue to run past the original June deadline.

About 200 people (including four who gave up main campus parking permits) ride the shuttle – about 75 per cent to Kingston General Hospital and 25 per cent to Queen's.

The 24-seat shuttle bus runs weekdays from 6:30 to 9 am and 3 to 5:30 pm to help reduce the number of vehicles on campus and those parked on the nearby residential streets.

In a March survey, 176 passengers raved about the service.

"Overall they said the shuttle option was great for providing convenience, economy, and fantastic drivers; for alleviating the daily stress of finding parking on main campus; and for making life easier for shuttle riders," says Parking Manager Donna Stover. With about 500 people on the waiting list for main campus parking permits, the shuttle service provides an excellent alternative.

Copies of the shuttle map and schedule are available on the Queen's Shuttle Bus website [www.queensu.ca/pps/parking/shuttle.html](http://www.queensu.ca/pps/parking/shuttle.html) or from the Parking Office. For further information, contact Parking Services at ext. 36979. □

shuttle.html or from the Parking Office. For further information, contact Parking Services at ext. 36979. □



## Teaching Issues

A monthly column of teaching tips and ideas from the Instructional Development Centre



## Twelve myths about university teaching

BY CHRISTOPHER KNAPPER

After 10 years this is my last *Gazette* column on "Teaching Issues," since I will be retiring from Queen's this summer. Looking back on almost 40 years of university teaching (10 of them at Queen's), I would like to offer some thoughts about teaching effectiveness, expressed as common misconceptions or myths. I quickly came up with 12 of them, and I invite you to think of your own additions.

**1. There is a single best approach to good teaching.** While the

dominant teaching method continues to be the lecture, there are many outstanding teachers who almost never lecture, but are highly effective at fostering discussion, organizing projects, labs and field trips, or encouraging independent learning outside the classroom.

**2. There is no single way to be an effective teacher.** While it is partly true that you can teach effectively in different ways (see point 1), there are common traits that nearly all good teachers possess. For example, an enthusiasm

for teaching (and *what* they are teaching), a rapport with students and fair, meaningful assessment tasks (assignments, exams), linked to constructive feedback. Good teaching also encourages reflection about learning and provides opportunities for students to learn from their peers.

**3. Good teachers are born, not made.** While some people seem to have a natural empathy with students and communicate easily, many teaching skills can be learned by observing colleagues,

taking courses and expert feedback. At the IDC we have tangible evidence of how effectiveness can be improved through practice and reflection.

**4. The best way to test students is through exams.** With few exceptions, exams are about the worst way to test student learning. Exams are a poor reflection of tasks students will have to undertake in their jobs, where tasks are generally done collaboratively, with access to all necessary resource materials, and with much looser time constraints.

Exams also foster undue anxiety, rarely result in meaningful feedback to students about their performance, and often encourage last-minute cramming of factual information at the expense of deeper understanding and skill development. A much better way of testing learning is to set meaningful and challenging tasks that resemble ones students will encounter in the world beyond university.

**5. It's impossible to evaluate teaching effectiveness.** It is difficult. *Teaching Issues*, page 5

# Queen's garners three golds for marketing, promotion and development

Queen's has won three Gold Awards from the Canadian Council for Advancement in Education (CCAIE) in recognition of the quality of its work in marketing and promoting the reputation of the university.

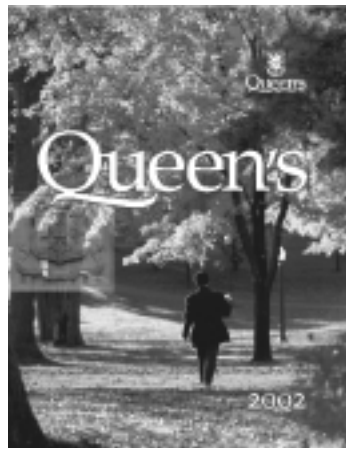
Announced last week, Queen's won top honours in the categories of Best Overall Public Affairs Program, Best Student Recruitment Viewbook (the major promotional piece designed to attract new and primarily first-year students) and Best Prospect Research Program.

"At a time when universities find themselves in a such a highly competitive environment with respect to attracting the best faculty and the best students, it is extremely gratifying to know that our peers in the field of marketing, public affairs, and student recruitment have judged our work as rising to the highest standards," says Marketing & Communications Director Richard Seres. "We have a team that brings an exceptional level of experience and expertise to the work they do on behalf of the university."

The award for best overall program acknowledges the department's work in media relations demonstrating overall excellence or innovation in methods used to obtain coverage in the external media.

Queen's News and Media Services has developed a media strategy designed to actively promote the research and expertise of Queen's faculty in the national media.

"As a relatively small university located outside a major media hub, we have faced some significant obstacles in competing for our share of national



The Viewbook

media coverage," says Anne Kershaw, Associate Director (Communications). "We have enjoyed the challenge of finding innovative ways to ensure that the newsworthy research, expertise and programs of our faculty and administration get the public profile they deserve. The award recognizes the work of Media Coordinator Nancy Marrello, Communications Assistant Lorinda Peterson and News Writer Nancy Dorrance.

The Student Recruitment Office in partnership with Marketing & Communications took an innovative approach to its 2001-2002 recruitment publication, focusing on the university's quality image and its broader learning environment as a residential university. The approach appears to be contributing to Queen's success in attracting applicants - recent figures indicate that applications to Queen's are up 30.2 per cent overall. This compares to an increase of 21.1 per cent for all Ontario universities.

"We're extremely pleased with the new publication and have heard very positive feedback from prospective students this year," says Nicholas Snider,

Manager, Student Recruitment. "We're proud to have such a striking, stand-out publication that effectively conveys the uniqueness and exceptional qualities of Queen's broader learning environment. This successful new marketing approach has also been used in the development of this year's Applicant and Offer Packages. The viewbook for the International Study Centre is already in the process of a similar redesign," Mr. Snider says.

The award for best viewbook recognizes the work of Mr. Snider and Michelle Beaton, Assistant Manager, Student Recruitment as well as graphic designer Larry Harris and Queen's writer Nancy Dorrance of Marketing & Communications.

CCAIE recognized the work of Development Research Coordinator Tim Wowk with a gold for Best Prospect Research Program, for excellence in accessing and leveraging information to assist in achieving fundraising and alumni development goals. Judges cited Mr. Wowk's work as new and innovative assisting in all aspects of development work.

"Thanks to the excellent work that Tim has done over the past several years, the Development team has had strong research support which has helped us be successful in meeting our fundraising goals in support of the university," says Ray Satterthwaite, Associate Vice-Principal (Advancement).

CCAIE is committed to increasing public awareness of the issues facing Canada's post-secondary institutions and fostering excellence in institutional Advancement. □

## 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.

April 2 - 15

CBC Radio Cross Country Checkup aired from Queen's campus April 14. A panel of guests including **Douglas Bland** (Policy Studies) and **Don Macnamara** (International Relations Centre) discussed Canada-U.S. relations post-Sept. 11. *The Whig-Standard* coverage of the broadcast quoted **Geoff Smith** (History).

Queen's surveillance expert **David Lyon** was quoted in a *Globe and Mail* story about the effectiveness of surveillance cameras in curbing crime versus their invasion of privacy.

**Wendy Craig** (Psychology) was quoted in two *National Post* stories about bullying, one article about girl bullies and another article investigating the phenomenon of digital bullying. **Dr. Craig** was also quoted in a *Kingston Whig-Standard* story about her bullying research at the Upper Canada District School Board.

**Dan Thornton** (Business) was quoted in the *Edmonton Journal*, *Kingston Whig-Standard*, *Charlottetown Guardian*, *Trail Daily Times*, and *The Whitehorse Daily Star* about the Bank of Canada's decision to retain Andersen accounting to do its audit despite the Enron scandal.

**Professor Thornton** was also quoted in the *Edmonton Sun*, *The Financial Post*, and *The St. John's Telegram* about the Accounting Standards Board's call to prohibit companies from reporting "cash flow per share" in their financial statements.

**John Plinius** (Business) was quoted in a *National Post* story about the role motivational songs play in corporate culture.

**Douglas Bland** (Policy Studies) was interviewed on CBC Radio's *The House* about the tight integration of Canadian Armed Forces units with American forces.

**Jo-Anne Brady** (Registrar) was quoted in an *Ottawa Citizen* story about the mark gap created by the double cohort. She was also interviewed on CBC's *Ontario Morning*.

The *Calgary Herald* published a three-part opinion series co-authored by **William Leiss** (Policy Studies) about the Kyoto Debate.

**Doug Reid** (Business) was quoted in the

*Calgary Herald*, *Ottawa Citizen* and *Montreal Gazette* about the airline industry's recovery. **Professor Reid** was also quoted in a *Kingston Whig-Standard* story about a new discount air carrier.

**Carol Beatty** (Industrial Relations) continues to receive coverage for her research on acquisitions, most recently in *The Calgary Herald*.

**Barbara Kisilevsky** (Nursing) continues to receive coverage about her research findings on fetal hearing, most recently in *The St. Catharines - Niagara Standard*, *The Welland Tribune* and *The Niagara Falls Review*.

Research by **Donald Maurice** (Pharmacology and Toxicology) into cardiovascular complications associated with Type 2 diabetes continues to receive coverage most recently on CBC radio and CKWS-TV.

**William Boyce** (Canadian Adolescents at Risk Research Network) was extensively quoted in a *Toronto Sun* story about a Queen's-led national study on the health of Canadian teens.

**Kerry Rowe** (VP Research) was extensively quoted in a *St. John Telegraph-Journal* story that reported on the Dineen lecture he presented in St. John and Fredericton about landfill safety. He was also interviewed on CBC radio.

**Ulrich Scheck** (Graduate Studies) was quoted in an *Ottawa Citizen* story about future impact of the double cohort on professional and graduate programs.

An article in *IT Business* quoted **Andrew Pollard** (Mechanical Engineering) about high-performance computing in Canada.

**John McFarlane** (Athletics and Physical Education) was quoted in a *Whig-Standard* story about the restructuring of Queen's Athletics and Recreation department.

**Roxy Denniston-Stewart** (Residences) was quoted about Queen's new residences in a *Globe and Mail* story about new construction on Canadian campuses.

Queen's News and Media Services Nancy Marrello, Coordinator, ext. 74040; Nancy Dorrance, Writer, ext. 32869; Lorinda Peterson, Communications Assistant, ext. 77559. □

## Senate

Notes from the April session of Queen's University Senate



# Senate gives green light to establish computing school

BY CELIA RUSSELL

Senate has approved the creation of a School of Computing to highlight outstanding instruction and computing science research opportunities at the university. The school will replace the Department of Computing and Information Science. The decision is subject to ratification by the Board of Trustees which meets next month.

"With programs such as ATOP (Access to Opportunities Program) looking to expand programs in Computing, the faculty felt it was timely to create the school," says Janice Glasgow,

head of Computing and Information Science. "The school will highlight the opportunities that we have and will bring the unique and high quality programs of instruction and research to the attention of prospective students and faculty."

Pending final approval of the Board, students will be able to register this fall for the new degree programs. Starting in 2003, students will apply directly to the school for admission. Also at its April 4 meeting Senate approved:

- the establishment of the James H. Day Chair in Allergic

Diseases and Allergy Research.

- revisions to the Concurrent Bachelor of Education Program to streamline its curriculum and enhance academic quality.
- a medial concentration in German Studies.
- the renewal of the Industrial Relations Centre from April 4, 2002 to April 4, 2007.
- an updated campus network security policy to protect the integrity of the campus data network.

Queen's Senate next meeting takes place Thursday, May 2. □ [www.queensu.ca/secretariat](http://www.queensu.ca/secretariat)

## People



**Donald Akenson** (History) has been appointed Honorary Professor at the University of Aberdeen in Scotland. This post will be in the Research Institute of Irish and Scottish Studies. Such professorships are limited to four or five international scholars of distinction.

**Mike Baird** (Chemistry) has been awarded The 2002 Catalysis Award of the Chemical Institute of Canada. The award, which is sponsored by the Canadian Catalysis Foundation, is presented biennially to an individual who while resident in Canada has made a distinguished contribution to the field of catalysis. It consists of a rhodium-plated silver medal, and will be presented to Professor Baird in June at the combined 85th Annual Meeting of the Canadian Chemical Society and 17th Canadian Symposium on Catalysis in Vancouver. His award lecture is entitled *Catalysis by Organotransition Metal Compounds; Synergism between the Pure and the Applied*.

**Carol Beatty** (Business) will speak at the Nation National Center for Employee Ownership's 21st Annual Conference April 24-26 in Chicago. Dr. Beatty, an expert on company culture and employee ownership plans, will speak at the Stock Option Companies Case Studies session. [www.nceo.org/meetings/annualconference.html](http://www.nceo.org/meetings/annualconference.html)

Professor Emeritus **Norman Macintosh** (Business) received a doctorate degree in October, 2001 from The University of Gothenburg, Sweden. His new book *Accounting, Accountants, and Accountability: Poststructural Positions* was published by Routledge, UK this year.

**Ian Stutt** (Geography and Development Studies) is one of 20 students from 16 universities nationwide to win a CBIE International Learning Grant. Mr. Stutt will do a work-study placement in Kerala, India with the Kanavu Program as part of the DEVS410 course. The Canadian Bureau for International Education (CBIE) is a national not-for-profit, educational association made up of nearly 200 school boards, schools, colleges, universities, educational organizations and businesses. It is involved in both aid-supported and trade-related educational projects worldwide. CBIE established the International Learning Grants in 2000 to respond to booming interest in study abroad by Canadian youth. Winners had to demonstrate their commitment to international learning not only through scholastic achievement but also by their volunteer work and leadership activities. □

*People highlights the accomplishments of Queen's community members. Email your items to [gazette@post.queensu.ca](mailto:gazette@post.queensu.ca).*

## Campaign Update

### Mining Engineering enjoys close ties with its alumni

This is the fourth 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 Department of Mining Engineering enjoys strong relationships with both its alumni and the mining industry, built over the years by faculty members. As department head, James Archibald is continuing a tradition of fundraising for the department.

long history of involvement with our alumni and our industry in support of the academic environment for mining engineering at Queen's. Every member of our faculty has been and continues to be involved with fundraising in some way. Our former head, Alan Bauer, was instrumental in getting industry support in the late 60s and 70s, for the construction of Goodwin Hall, and I am happy to follow in his footsteps.

#### Why did you feel it was important to do so?

It's very important in times of budgetary constraints to promote the health of the academic process through fundraising. Our department has a particular focus on acquiring funding for fully endowed chairs. We currently hold two and half endowed chairs or professorship out of a faculty of ten. This demonstrates a large measure of support, and we are currently searching for two more under the Campaign for Queen's. Another priority is the Field Endowment Fund, a fund that

will allow us to send students on field trips in order to gain valuable exposure to the industrial environment.

#### What was accomplished?

Last year we received a generous gift of \$400,000 from John and Anne Kostuik to support the Field Endowment Fund. This contribution will allow students to interact more often with our industry partners. Students can now spend much more time in the field, and they also have more opportunities to attend national and international student events. This year, one of our students attended the National Mining Games in Vancouver, and one went to the Royal School of Mines in England as a Canadian representative of all the mining schools. This is all thanks to the Kostuik gift.

#### What was the impact of the fundraising efforts for your own department?

In our department, everyone is expected to pitch in on fundraising efforts. We all go out and

make calls with potential donors and work with industry partners. It takes a long time to establish strong relationships and we all work at ensuring our tradition of cooperation with the mining industry is maintained and enhanced.

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

Fundraising is extremely important to the quality of our mining engineering program and absolutely necessary in these days of declining government funding. The faculty in this department works hard at fundraising in addition to their teaching and research activities. We've established good working relationships with Karen Logan and Steve Hornsby, Development Officers in the Faculty of Applied Science, to come up with innovative ways meet our fundraising requirements. I'm amazed by Karen and Steve's tenacity and determination to succeed. They make the contacts, they build the bridges, and they make it easier for us to do our job. □



James Archibald

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

Mining Engineering has very

## Teaching Issues *continued*

cult, but no more impossible to evaluate than other complex human activities (for example, scholarly work). One complicating factor here is that we often set up different *criteria* for evaluating teaching (e.g. long-term impact on student learning) than we do for evaluating research (short-term output, such as a journal publication). A related myth is that evaluating teaching is subjective, whereas counting publications is objective. In reality, both involve matters of judgement.

**6. Teaching and research are closely related.** They *may* be linked and for good teachers often are. But being a good scholar does not always translate into being a good teacher (and vice versa). Research studies have shown the correlation between teaching effectiveness and research productivity to be close to zero.

**7. Students only recognize good teaching after they have left university.** While it may be true in a few cases, empirical evidence shows that alumni have very similar views of teachers to current students. It is of course commendable to hope for long-term impact on students, but we should not rationalize poor teaching on the grounds that students will eventually look back fondly on their experience in our courses.

**8. Teaching evaluation is a just a popularity contest.** This complex issue has stimulated much research, for example on the relationship between grades and student evaluations. Having a rapport or being popular with students often contributes to their learning; a fact often overlooked.

**9. The teacher's primary responsibility is to ensure that course content is covered.** A better goal would be to *uncover* content and to foster understanding. While it is hard to think of a learning situation where content is not important, it's probably true that a good deal of what is "covered" is never truly comprehended or mastered. The good news is that this may not matter, since much content is rapidly dated and may have little relevance to students' future careers or lives.

**10. Technology will transform university teaching.** A related myth is that students demand greater use of technology in courses. Students' use of technology (from Xerox machines to word processors and email) has generally outpaced use by their teachers, but the elements of good classroom teaching are still the same: student engagement by means of effective presentation, significant learning tasks, and meaningful dialogue.

**11. Technology will have little impact on the way students learn.** You would have to have little contact with students to

think that — see point 8! So much information is now widely available electronically that universities no longer have a monopoly on knowledge and expertise. Students expect a university experience that goes beyond the simple transmission of content (see point 7).

**12. It is impossible to have meaningful interaction with students with our current student/faculty ratios.** Research evidence shows that interpersonal interaction between a student and faculty member has a major impact on cognitive development, and most of us would agree that talking with individual students is an important component of good teaching. With increasing ratios it seems impossible to avoid large impersonal classes. Yet, there is still one faculty member for every 30 students in most departments. It should be possible for every student, even in first and second year, to have meaningful personal contact with a teacher, if we wish to arrange it. To do this we would have to drastically reorganize the way we do undergraduate teaching, for example, by offering fewer classes (with

much less student choice of courses) and having fewer formal contact hours per class. Regrettably, we seem unwilling to engage in discussion about such measures.

Myths aside, what is the state of teaching at Queen's? Has the IDC made a difference over the past decade? Clearly my view is biased. But I believe there is now a much wider discussion of teachers, better documentation of teaching (through teaching dossiers for example), greater consideration of teaching in hiring, and a greater range of teaching methods being explored. Empirical evidence from the exit poll shows students feel teaching has gradually improved over the past few years. The challenge is to ensure that teaching is not neglected at a time when the university faces severe resource challenges. In the midst of budget cuts, increased workloads, and multiple demands on our time, we must not forget that teaching remains the very heart and soul of the university. □  
*Christopher Knapper will retire this June after 10 years as director of the Instructional Development Centre*  
[www.queensu.ca/idc](http://www.queensu.ca/idc)



Christopher Knapper

# Climate change discovery blows salmon population dynamics concept "right out of the water"

BY NANCY DORRANCE  
NEWS AND MEDIA SERVICES

Surprisingly wide fluctuations in West Coast salmon populations occurred long before humans started fishing, or concerns were raised about depleted stocks, Queen's researchers have found.

The researchers, who used paleoenvironmental techniques to study salmon populations over the past 2000 years, say they were shocked to document very low population numbers in the period ca.100 BC to 300 AD, solely as a result of natural fluctuations.

Their findings appeared in the April 18 issue of *Nature*.

"This blows our notion of salmon population dynamics right out of the water," says paleolimnologist Irene Gregory-Eaves, a Biology doctoral student and member of the international team of researchers. "We never imagined that we would see such extremely low numbers in salmon, lasting for hundreds of years."

John Smol, co-head of Queen's Paleoeological Environmental Assessment and Research Laboratory (PEARL), and member of the international team of researchers, agrees. "We expected to see population drops due to human influences, but what was so surprising was the magnitude and duration of the decline from 100 BC that was maintained until about 300 AD." The numbers then increased very gradually, peaking at about 1200 AD. There have been fluctuations since, but nothing to match the magnitude of those earlier, natural changes.

"Salmon are important ecological, economical, and cultural

resources in the North Pacific region, and their response to future climatic change is of great uncertainty," says Dr. Smol. Human interference – in the form of dams, over fishing, and hatchery mismanagement – tends to skew historical records of salmon population changes, he says. "Records of catch abundance are short, and not representative of the natural system."

The international team, which includes Bruce Finney (University of Alaska) and Marianne Douglas (University of Toronto), is creating "paleo-maps" that show population changes over time and across geographical regions. "For this to work in a lake record, you need a fish such as the sockeye salmon from the North Pacific, that returns up-river to die," says Dr. Smol. "Salmon that have lived in the ocean come back to their home lakes with a higher nitrogen isotope signature than the other freshwater nitrogen sources. When the salmon carcasses decompose, nutrients are released from their bodies and analysis of nitrogen isotopes in the sediments provides us with a means of tracking salmon in the freshwater system."

"We have also looked at diatoms, which are single-celled algae that are responsive to changes in nutrients, and leave 'fossils' in the sediments.

Analysis of diatom assemblages tells us about other changes in water quality that can be related to past salmon abundances."

To collect samples for this kind of study, meter-long tubes are lowered into the water, down to the sediments. Sediment cores retrieved from the tubes are "sliced up" and dated,

then diatom and isotopic analyses are done. "In this way, the environment can be reconstructed. We have the time period, the diatom fossils, and the isotopes. Then we put the whole picture together," he says.

The study suggests that climatic change is the primary cause for past fluctuations in salmon populations. The synchronous response of fish

populations (including salmon, sardines and anchovies) along the West Coast of North America indicates that dramatic shifts in the North Pacific have occurred over the past 2000 years. Humans have also contributed to the decline of salmon populations, particularly at the southern end of their range, over the past 100 years.

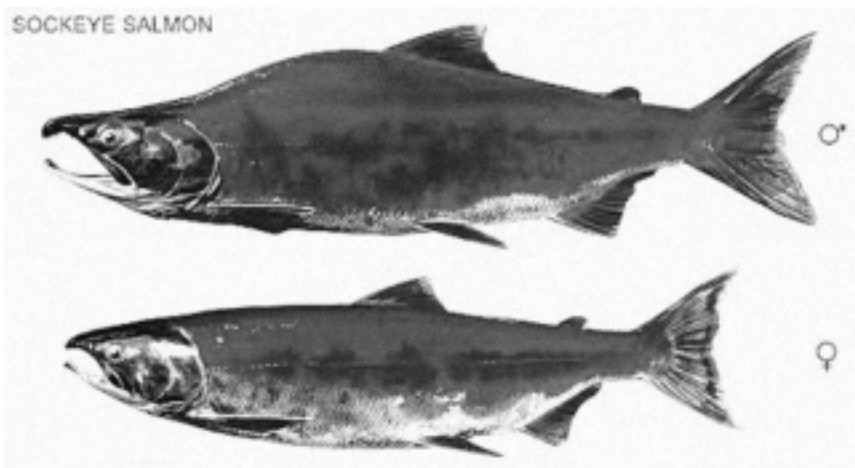
Now that an era of global warming has begun, the fate of fish populations is becoming even more problematic, says Ms. Gregory-Eaves. "We've introduced a whole spectrum of stressors, like rapid climate change, dams, fishing, and hatchery policies. The question arises: 'How much stress can the salmon take before they drop out completely?'"

Another interesting find from their study is the response of First Nation populations to salmon abundance. Based on a comparison of their records with archeological data, such as hunting and fishing artifacts equip-

ment, Ms. Gregory-Eaves notes a strong relationship between human cultural developments and available resources. When salmon numbers were low, people turned to seal and other foods; and when the salmon returned, they switched back.

The research team believes their technique for studying fish populations is very powerful, and will be used increasingly to compare "natural" areas with those that have experienced specific interventions such as dams and controlled runs. In the next investigational phase, they hope to look at salmon populations from as far back as the formation of these lakes during the last Ice Age - 12,000 years ago. They have also initiated research projects on a far broader geographic scale, from Alaska to the Pacific Northwest US, and inland to the Yukon.

Dr. Smol's project funding comes from NSERC and Northern Studies Training Grants. □



Nature-Discovery.com



## 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 30, 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](http://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 in Human Resources.

### Film and Video Technician Film Studies 2002-31

This is a nine-month term appointment beginning Aug.1, 2002.

**Major Responsibilities:** inspect, maintain and repair film and video production equipment; maintain the film and videotape collection in the departmental archive; maintain the video post-production and multimedia production computer-based facilities, the videotape and videodisc viewing facilities, the semi-public computing site, and other departmental computer facilities assist the senior technician in the

instruction of lab sessions on video camera and editing equipment, and the evaluation of students' skills; provide technical support on the use of production equipment including editing, sound recording and transfer, camera and animation, and multimedia facilities.

**Requirements:** three or four year degree/diploma in film studies; a basic knowledge of all areas of film and video production; further experience in film, video and digital production an asset; ability to communicate effectively in an instructional setting; good understanding of electrical, mechanical and electronic basics for the maintenance and repair of facilities and equipment used in film, video and digital production.

This positions falls under the jurisdiction of C.U.P.E. Local 254.

**Tentative Hiring Range:** \$35,741 – \$42,531  
**Points:** 275

### Instrumentation Technologist Civil Engineering 2002-32

**Major Responsibilities:** provide advice on the suitability, application and procurement of electronic instrumentation equipment and electromechanical transducers for both teaching and research applications; install, fabricate and calibrate various transducers; interface transducers with electronic instruments; instruct faculty, staff and students in the operation of electronically controlled material testing systems, computer-based data acquisition systems and interface/control equipment; design data acquisition interfacing methods; train staff and students in the selection and installation of electromechanical transducers; maintain and repair all electrical/electronic instruments; operate the servo-hydraulic testing systems; prepare and update calibration charts, circuit diagrams and operating procedures manuals.

**Requirements:** three-year diploma in instrumentation technology; ability to apply instrumentation knowledge to the needs of

# Human Resources *continued*

the civil engineering discipline; training in civil engineering practices or knowledge gained through a civil technology program an asset; thorough knowledge of servo-hydraulic control systems and AC/DC motor controls; ability to communicate effectively with faculty and students and to provide instruction in the area of instrumentation and electronics; proven technical skills and experience with specialized techniques required in the maintenance and repair of electronic scientific instrumentation, and in unique transducer design, fabrication and installation procedures; demonstrated training and experience in dealing with all aspects of strain gauge technology.

This position falls under the jurisdiction of C.U.P.E. Local 254.

**Tentative Hiring Range:** \$38,006 - \$45,228  
**Points:** 314

## Senior Secretary Office of the Vice-Principal (Operations and Finance) 2002-33

This is a one-year term appointment working 80% time.

**Major Responsibilities:** provide reception services and attend to inquiries, redirecting questions when appropriate; process incoming and outgoing mail; assist with the scheduling of appointments and organization of meetings; coordinate travel arrangements; provide secretarial support to the Vice-Principal and Executive Assistants including transcribing, proofing and editing correspondence, legal documents and policy/position papers, often of a highly confidential nature; process routine correspondence and flag potential problems for review; manage office paper flow through accurate and timely filing.

**Requirements:** post-secondary education and proven work experience in a high-profile administrative/legal office environment; knowledge of the University, its structure and its administrative, academic and governing bodies an asset; excellent organizational skills with the ability to prioritize tasks; superior interpersonal skills; ability to maintain a high level of work performance and accuracy despite time constraints, continual interruptions and a demanding workload; sound judgment and discretion in order to deal with confidential and sensitive issues; good command of the English language in order to write and speak effectively; excellent computer skills.

**Minimum Hiring Salary:** \$28,763 Salary Grade 4-ADMG4 (Salary will be adjusted to reflect actual time worked)

## Outreach Coordinator Integrated Learning Centre Faculty of Applied Science 2002-34

This is a term appointment from July 1, 2002 to Aug. 31, 2003.

**Major Responsibilities:** create outreach programs that attract elementary and secondary school students to the engineering profession and to Queen's University; identify outreach programs currently offered at Queen's and outstanding programs offered worldwide; liaise with teachers, principals and guidance counselors to determine the outreach support needs of the public, private and separate school systems; develop and publicize a library of outreach resources; act as a resource on the outreach programs, the engineering profession and technology; manage the annual budget and examine opportunities for revenue generating activities.

**Requirements:** university degree in engineering and/or education and several years related experience (or the equivalent combination of education and experience); an understanding of and interest in engineering education; strong interpersonal skills; an ability to network and make contacts; enthusiasm, self-motivation and creativity;

awareness of and sensitivity to equity issues within the engineering profession; marketing or public relations skills an asset; understanding of learning, education and child development; attention to detail and accuracy; strong writing, proofreading and basic editing skills; proven research skills and organizational ability considered assets.

**Minimum Hiring Salary:** \$43,968 Salary Grade 8 - HSS8

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

## Receptionist University Residences 2002-35

**Major Responsibilities:** under supervision of the Administrative Coordinator provide front-line reception and administrative support (greet and redirect visitors; provide information about the department; provide basic support to several people; perform various clerical tasks).

**Requirements:** one year post-secondary training in basic office practices/office administration (or an equivalent combination of education and experience); service-oriented with excellent interpersonal, communication and organization skills; concise, accurate and detail-oriented; basic computer skills with the ability to learn new software; knowledge and understanding of the university's policies and procedures an asset.

**Minimum Hiring Salary:** \$27,338 Salary Grade 3 - ADMG3

## Registration and Fee Assistant Office of the Assistant University Registrar (Fees) 2002-36

**Major Responsibilities:** perform administrative tasks associated with maintaining and improving the university's on-line registration system QCARD; ensure athletic eligibility software meets external body requirements and report on status of students' eligibility; assist with maintaining and updating systems fees tables (SAR, SIS, and GL); administer the university's tuition and residence fee collection process; ensure that publications and web-sites through the OUR and Faculty Offices state correct and complete tuition fee and registration procedure information; administer the records budget.

**Requirements:** two-year post-secondary program in Computing or Business Administration with emphasis in computing, or equivalent experience; thorough knowledge of PCICS, SARI, SISA, FINS (payroll and GL reconciliation); experience in administering a Queen's budget account; excellent problem solving skills; effective communications skills (written and oral); strong computing skills (BI query language, Access, Excel, Word); ability to assess data and recognize discrepancies; excellent organizational skills and attention to detail; ability to exercise diplomacy and discretion.

**Minimum Hiring Salary:** \$34,192 Salary Grade 6-ADMSF6

## Programmer Analyst Information Technology Services 2002-37

This is a term appointment until April 30, 2005.

**Major Responsibilities:** report to the Manager of University Information Systems; participate in project teams that will design and write new programs or systems from simple to complex; modify and enhance existing programs or systems; develop, code, debug and test programs as delegated; perform preventative maintenance, support and upgrades outside of regular business hours; assist in teaching appropriate training to users.

**Requirements:** three year post-secondary program/university degree with concentration on information technology or computer science and several years of job-related experience; demonstrated expertise in all aspects of computer programming and systems analysis; technical knowledge of programming products, database management and strategies and software; experience with server-side Java programming, JSP's, SQL database design, and web-based application development preferred; excellent oral and written communications and interpersonal skills; experience working in a client-service, team-based environment; ability to support teaching and training initiatives; close attention to detail.

**Minimum Hiring Salary:** \$38,773 Salary Grade 7-ITST7

## Systems Analyst (2) Information Technology Services 2002-38 2002-39

These are term appointments until April 30, 2005.

**Major Responsibilities:** report to the Manager of University Information Systems; work in project teams to coordinate and implement the planning, development, installation and support of data management systems; design, code, test and debug programs or application software; analyse and revise existing system logic difficulties; recommend, assist, or undertake the planning and implementation of systems and software tools; provide technical support outside of regular business hours; may lead project teams and coordinate work activity.

**Requirements:** university degree in computer science or related area and substantial relevant experience; knowledge of distributed SQL database systems; proven experience in multi-tier Java programming, analysis and/or database design; proven analytical and problem solving/troubleshooting skills; effective interpersonal and communication skills (both verbal and written); experience working in a client-service, team-based environment; supervisory or leadership skills; proven organizational and time-management skills.

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

## Senior Systems Analyst Information Technology Services 2002-40

This is a term appointment until April 30, 2005.

**Major Responsibilities:** report to the Manager of University Information Systems; lead project teams by undertaking high level analysis for the development of new systems; develop project schedules and prioritize work activity; perform complex analysis and programming as well as provide technical leadership to programming teams; supervise, guide and provide expert knowledge to junior staff.

**Requirements:** university degree in computer science or related area and several years of experience; leadership experience; knowledge and experience with computing systems, particularly Java programming tools and techniques, distributed SQL databases; ability to assess computer needs, integrate technology into the workplace, and conceptualize plans and technical solutions; excellent communication (both verbal and written), interpersonal and leadership skills; human resource management skills; judgment, tact and foresight; ability to work under pressure and to manage numerous tasks effectively; ability to prepare cost-analysis to show benefits to university; possess a client-centered, customer service perspective.

**Minimum Hiring Salary:** \$46,744 Salary Grade 9-ITST9

## Senior Planned Giving Officer Department of Development 2002-41

This is a two-year term appointment.

**Major Responsibilities:** report to the Director of Development; serve as the primary liaison between the Office of Advancement, donors, volunteers and other university administrators to maximize private funding for top university priorities; develop strategies, implement plans and negotiate as required to meet objectives; identify, evaluate, cultivate and canvass prospective donors; assist, train and advise faculty, staff and volunteers on planned giving fundraising efforts; provide status reports to university administrators, volunteers, donors and the Department of Development.

**Requirements:** university degree (Queen's degree preferred); three-years of fundraising experience in planned giving and a demonstrated track record of success in major gift, campaign fundraising or a related venture; experience with financial planning or law an asset; excellent communication skills (both oral and written); effective fundraising leadership skills; proven diplomacy and negotiation skills; ability to meet the needs of various stakeholders while working to ensure the best interests of the university are served; experience in both a mainframe and PC environment; ability to compile, analyze and interpret large amounts of data.

**Minimum Hiring Salary:** \$46,744 Salary Grade 9 - ID9

## Other Positions

### Research Technologists (2) Cancer Research Institute Technologist-Grade 5

**Responsibilities:** Caring for transgenic mouse breeding colony, including ear punching, tail biopsies, DNA purification, PCR and Southern blot hybridization to determine and record the genotypes of the mice; mammalian tissue culture and biochemical analysis including immunoprecipitation, immunoblotting, protein purification; microbial culture; routine molecular biology such as cloning and purification of plasmid DNA.

**Requirements:** Experience in the above techniques, or ability to learn them within a few months; excellent record keeping; good communication skills; ability to work closely with and support graduate students and postdoctoral fellows.

### Technologist-Grade 6

**Responsibilities:** Manage a mouse transgenic facility and a molecular biology laboratory; order reagents and organize labs; supervise grade 5 technologist.

**Requirements:** experience in all techniques performed by the grade 5 technologist; mouse embryology, including isolation of embryos at different stages of development, manipulation and transfer back into surrogate mothers; embryo manipulations will include DNA microinjection into one-cell embryos or embryonic stem cell injection into morula or blastocyst stage embryos; excellent record keeping; good communication skills; ability to work closely with graduate students and postdoctoral fellows.

Submit resumes and lists of three references to: Dr. Peter A. Greer, Division of Cancer Biology and Genetics, Queen's University Cancer Research Institute, Botterell Hall, A309, Tel: (613) 533-2813, Fax: (613) 533-6830, Email: greerp@post.queensu.ca.

## Laboratory Assistant Cellular and Molecular Neuroscience

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

**Requirements:** minimum requirements of a 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.

**Minimum Hiring Salary:** \$27,338 Salary Grade 3 - NAS3

Paper or electronic resume and references to: Dr. Neil Magoski, Department of Physiology, Fourth Floor Botterell Hall, 18 Stuart Street, Kingston, ON, K7L-3N6; email: magoski@post.queensu.ca; fax: 613-533-6880; material may also be dropped off at 445 Botterell. Thanks to all those who express an interest in the position; only those being considered for an interview will be contacted.

## Administrative Secretary Alternative Teacher Accreditation Program for Teachers with International Experience (ATAPTIE) Faculty of Education

This is a one-year potentially renewable contract position working 70% time.

**Responsibilities:** Report to ATAPTIE Project Coordinator; screen phone calls; initiate and draft correspondence; schedule, and assist in preparation of reports; update the Project's web page; respond to inquiries from students, faculty, staff, project partners and government offices; provide reception services as required; assist in preparation for meetings and committee work; prepare agenda and back-up materials; compile and research information for meetings; take, compile and distribute minutes; organize venues and hospitality for meetings; set-up and maintain filing system and update, verify and process new data; keep a record of processes, and procedures that are established as Project develops; track and record ongoing expenditures and credits according to an already-established budget; process salary requisitions and expense forms; undertake other duties as delegated in support of the ATAPTIE Project.

**Requirements:** Two-year post-secondary program in business administration; previous relevant experience in office/service environment; knowledge of university structure and computing systems; previous work with government-funded projects; consideration given to an equivalent combination of education and experience; office and computer skills including advanced knowledge of word processing software (Microsoft Word) and ability to use spreadsheet and database programs; ability to learn new software packages as required; exposure to and familiarity with web updating; interpersonal and communication skills (verbal and written); ability to adhere to strict confidentiality; experience in working with people from a variety of cultures; analytical, organizational and time-management skills.

**Salary:** \$30,151 Salary Grade 5 (salary adjusted to reflect time worked)

Apply with a cover letter, resumé, and names of three references to Lynne Poole, Assistant to the Dean, Faculty of Education, Queen's University, Kingston, ON K7L 3N6 by April 29.

## Human Resources *continued*

### Research Nurse Obstetrics and Gynecology

This is a full-time position with Dr. Marie-Andrée Harvey in the Obstetrics and Gynecology.

**Requirements:** Registered Nurse; 6-24 months research experience; background in gynecology an asset.

**Responsibilities:** Assess and recruit subjects for clinical trials, according to protocol; carry out those trials (administer questionnaire, perform delegated acts such as but not limited to venipunctures, gynecological examination, drug dispensing, data extraction from chart); collect data and keep strict records of recruitment progress and database; perform descriptive summary statistics; design, develop, test, and implement experimental protocol under the general guidance of the Principal Investigator; use scientific methods and principles to prepare and conduct procedures, observe and record results; ability to use judgment and personal initiative to adapt procedures as required to meet the needs of the project and to research on a fairly independent basis.

**Salary:** Minimum Hiring Salary \$38,773 Salary Grade 7 – NAS7

Resumé to: Dr Marie-Andrée Harvey, fax: 613 548-1330, email: harveyem@post.queensu.ca

### Medical Secretary Division of Rheumatology

This is a one-year part-time 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 Human Resources 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](http://www.hr.queensu.ca/News&Notes/seminars.htm)

#### Lunch & Learn Video Series: Developing Assertiveness Skills.

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

Bring your lunch and take part in the discussion. Pick up some useful tips!

#### 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: Anndale McTavish, Training Consultant

#### Lunch & Learn Video Series: The Art of Resolving Conflict in the Workplace.

**Tuesday, April 30, 12:05 - 12:55 pm**

Bring your lunch and take part in the discussion. Pick up some useful tips!

#### Grammar Workout

**Friday, May 3 and Friday, May 10,  
9-11:30 am**

During this two-session program, we'll review the principles of spelling, grammar, punctuation, sentence construction, and more in an informal atmosphere that makes learning enjoyable. Facilitator: Wendy Lloyd, Human Resources Department

### 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 April 2002.*

**25 years:** Keith Watson, Physical Plant Services.

**20 years:** Linda Cripps, Psychiatry; Catherine Depew, Chemistry; Leonora Schuster, William R. Lederman Law Library.

**15 years:** Kevin Knott, Postal Services; Marilyn Oosten, Pharmacology and Toxicology.

**10 years:** Kristine Bowes, Faculty of Health Sciences; Heather Kenney, Clinical Trials Group.

**Five years:** Gillian Craxford, Human Resources; Julie Einarson, School of Business; Margaret Einarson, Development; John Garrah, Campus Planning and Development; Angela Lyon, Chemistry.

### Obituaries

The following employees have recently passed away:

#### James McSherry

(Jan. 22, 2002)  
Member of Queen's Community since May 1, 1981

#### Mary Melenca

(Nov. 29, 2001)  
Member of Queen's Community since May 9, 1988

#### Fred Gooderham

(Feb. 20, 2002)  
Member of Queen's Community since April 27, 1964

#### Betty Pearson

(March 16, 2002)  
Member of Queen's Community since Nov. 1, 1973

#### Allan T. Sallows

(March 11, 2002)  
Member of Queen's Community since Jan. 1, 1977

### Employee Assistance Program

For off-campus professional counselling call toll free: 1-800-387-4765 (français 1-800-361-5676). This service can be reached 24 hours a day, seven days a week. Further information is now available on the following website: [www.queensu.ca/eap](http://www.queensu.ca/eap) □

## Bulletin Board

Queen's  
**Bright Ideas**  
*Energy and water conservation tips*

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

conserve  
to preserve

### Awards & Grants

#### Chancellor Richardson Memorial Fund

The Advisory Committee of the Chancellor Richardson Memorial Fund invites departments and other university agencies involved in Canadian studies to submit proposals for the purchase of Canadian teaching and research materials. Materials can include literary and historical works, documentary materials, French-Canadian material; old, rare and unique materials; and library resources such as books, research/study aids, and information storage and retrieval systems and services. Proposals submitted in response to the previous invitation were reviewed by the advisory committee and the administrators of the fund, and the following allocations were approved:

- \$29,625 to purchase works by five Canadian artists
- \$12,500 to purchase specific films and videos to build a Canadian collection
- \$9,520 to purchase Diefenbaker Papers on microfilm
- \$6,400 to purchase Goad Fire Insurance Plans

Additional information concerning these acquisitions and the Opportunity Fund can be obtained from the chairman of the advisory committee, Professor Brian Osborne, or the secretary of the fund, Deborah Shea, ext. 74008 or [shea@post.queensu.ca](mailto:shea@post.queensu.ca). Submit proposals to Deborah Shea, Alumni Affairs by May 21.

## Calendar

### Art

#### The Agnes Etherington Art Centre University Avenue

**Ongoing exhibitions** – Historical Feature and R. Fraser Elliott Galleries, Kazuo Nakamura: the Method of Nature to 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/](http://www.queensu.ca/ageth/).

#### Events

May 11: Doors Open Kingston. Free admission.

### Notices

#### New Summer Hours Finance and Purchasing Office

207 Rideau St. will be closing daily from 12-1 pm, May 1-Sept. 1, 2002.

#### Physical Education Centre

Sunday, April 28-Sunday, May 19

#### Facility Open

Monday to Thursday	8 am-9 pm
Friday	8 am-6 pm
Saturday	10 am-4:30 pm
Sunday	CLOSED

#### Recreation Swims

Monday, Wednesday, Friday	7:15-8:15 am
Monday-Friday	12-1:30 pm
Monday-Friday	4:30-6 pm
Monday and Wednesday	8-9 pm
Saturday	12:15-1:30 pm

#### Family Swims

Saturday	10 am-12 pm
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### PhD Examinations

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

#### Wednesday, April 24

**Lorne Scott Erhardt**, Physics. A cryogenic microcalorimeter for tritium beta decay experiments. Supervisors: J.P. Harrison and A.L. Hallin. 201 Stirling, 1:30 pm.

#### Thursday, April 25

**Michael Edward Lantz**, Psychology. The role of duration and frequency of occurrence in perceived pitch structure. Supervisor: L. Cuddy. 228 Humphrey Hall, 3:30 pm.

**Christine Elizabeth Darnaby Alloway**, Psychology. Self-report sleepiness measures, objective sleepiness measures and simulated driving performance in controls and patients with obstructive sleep apnea. Supervisor: A.W. MacLean. 228 Humphrey, 11 am.

**Susan Ruth Bauman**, English. "A strange woman poet: the nineteenth-century construction of Emily Bronte". Supervisor: C.R. Harland. 517 Watson, 9:30 am.

#### Friday, April 26

**Sandra Marone**, Chemistry. The rational method of drug design as applied to the development and synthesis of lead drug candidates for use in central nervous system indications. Supervisor: D.F. Weaver. 411 Frost Wing, 9:30 am.

#### Monday, April 29

**Angela Lynn Mills**, English. 'The sweet word', sister: American literature, nineteenth-century reform, and the rhetoric of sisterhood. Supervisor: L. Murray. 517 Watson, 10 am.

**Ransford Kwabena Danso**, Geography. Ethnic community networks, public policy, and the resettlement of Ethiopian and Somali refugees in Toronto. Supervisor: A. Kobayashi. E310 Mackintosh-Corry Hall, 1 pm.

#### Monday, May 6

**Kenneth Edward Maly**, Chemistry. Synthesis and characterization of photochromic thioindigo and dithienylethene dopants designed to photomodulate the spontaneous polarization of ferroelectric liquid crystals. Supervisor: R. Lemieux. F411 Frost Wing, 9:30 am.

### Surplus Items

Physical Plant offers for sale the following item: 1991 Ford Crew Cab: 124,537 KM, V-8, Automatic transmission, GVWR-9200 lb. c/w Tailgate Lift, Box Liner and Racking. New Oil Pump in April. AS IS. Minimum Bid is: \$1800. For information or to view, please call Deborah McElroy at ext. 77588 or 533-6431 or E-mail [mcelroyd@post.queensu.ca](mailto:mcelroyd@post.queensu.ca). Submit sealed bids to Deborah McElroy, Physical Plant Services by 11 am, May 1, 2002. Put each bid into a sealed envelope. Mark bids "Confidential". Bid Forms are available on the Physical Plant Services Web Site or in the Stores in Basement, Rideau Building.

Queen's is not responsible in any way for the condition of any item(s) it has made available, nor for any damage or injury that may occur due to use or removal of the item(s). Item must be removed by May 7, 2002. Queen's reserves the right to reject any or all of the bids. Only successful bidder will be notified. □

May 18: International Museums Day. Free highlights tour, 1 pm.

#### Union Gallery

**ENTRÉE EL 1061...dinner is served...** Work from Queen's first year art students. April 2-23. [stauffer.queensu.ca/webbugall/currentx.html](http://stauffer.queensu.ca/webbugall/currentx.html)

### Special Events

#### Wednesday, April 24 Murals for KGH Pediatric Step- down Unit

Exhibition of children's murals created during the Alternative Practicum, Feb.18-March 8 by Teacher Candidates in the BEd Program. Art Studio, B144 Duncan McArthur Hall. 1-8 pm.

#### Positive Space Program

An Information Session is scheduled for interested participants from noon to 2 pm. For information about the program

or to sign up for the information session go to <http://www.queensu.ca/human-rights/questionnaire.htm>.

#### Wednesday, May 8 Plaque Dedication and Tea

Celebrate the life and achievements of Elizabeth Harrison (nee Tatchell). Plaque dedication, Grant Hall Foyer, 3 pm; Tea, Agnes Etherington Art Centre, 3:30 pm. Hosted by John Osborne, Art. RSVP to Meredith Marlowe, Advancement, 533-6000, ext. 77906 or [marlowem@post.queensu.ca](mailto:marlowem@post.queensu.ca).

### Courses and Workshops

#### IRC Spring Seminars

**April 28-May 3:** Labour Arbitration Skills. **May 5-10:** Summer Industrial Relations Seminar. Contact Elaine Clark, 533-6628 or [ec3@post.queensu.ca](mailto:ec3@post.queensu.ca). □