



Put education first, Chancellor says

BY CELIA RUSSELL

The biggest challenge facing post-secondary education is convincing the public of its value, says outgoing Queen's Chancellor the Hon. Peter Lougheed.

"The public of Canada has to come to the conclusion that they have to fiscally support post-secondary education – they have to make it a priority," says Mr. Lougheed, who delivers the keynote speech on the topic at this Friday's University Council meeting.

"Communication is the key. If it were properly presented, I believe voters would support putting more dollars toward post-secondary education."

Mr. Lougheed, who officially completes his second and final three-year term in the univer-

sity's highest office June 30, says he will be leaving with fond memories.

With his sons Stephen and Joe being alumni, he always recognized Queen's as a great university. "Six years as Chancellor reinforced that impression."

A major highlight was the creation of Chancellor's Research Awards in 1999.

"I was very proud of starting the process that led to the creation of these awards. I very much enjoyed presenting the winners with their awards and learning about their research."

Valued at \$50,000 each, these are the single biggest awards made by the university to its researchers.

Another highlight was attending Board of Trustee meet-
Chancellor, page 6



An artistic impression: Arts and Science Dean Bob Silverman and Mary Jane Kingston of the Art Department are poised to slice into Ontario Hall's 100th birthday cake last Tuesday. About 150 former occupants, students, staff and faculty gathered inside to celebrate (the porch party was cancelled due to inclement weather). As part of the ceremony, Art professors David McTavish and Pierre du Prey presented brief accounts of the building's tenants through the years and its architecture.

Celia Russell

University Council to choose new chancellor

Meeting to focus on quality and accessibility

BY CELIA RUSSELL

Choosing a new Chancellor for Queen's tops the agenda at the 127th meeting of Queen's University Council.

The annual gathering of alumni, trustees and senators takes place this Friday, May 10 in

the Biosciences Complex.

Following the meeting, outgoing Chancellor Peter Lougheed will deliver the keynote address on Why Canada must make Post-secondary Education a Priority. His talk takes place at 10:50 am in Room 1101.

The afternoon session begins at 1:15 with breakout discussions on the challenges of ensuring funding levels while maintaining education quality, with speakers Principal Bill Leggett, Arts and Science Dean Bob Silverman and Law Dean Alison Harvison Young. At 2 pm, University Registrar Jo-Anne Brady will discuss new initiatives for student assistance, followed by a discussion and question period.

The day concludes with the principal's address, question period
Council, page 5



Peter Lougheed

Princeton president, network theorist among honorary degree recipients

Princeton's first woman president, a social theorist of the high-tech revolution and a long-time guardian of good governance at Queen's are among seven distinguished recipients to be granted honorary degrees at Spring 2002 Convocation ceremonies.

Leading this year's recipients is Islamic scholar Sheila McDonough, who will receive an honorary Doctor of Divinity at Theological Convocation this Wednesday at 8 pm at Sydenham Street United Church. (Dr. McDonough's citation appeared in the April 22 Gazette.)

Convocation ceremonies continue Thursday, May 23 and conclude Friday, June 1.

Thomas C. Kinneer (LLD) is the



Eugene Applebaum Professor of Entrepreneurial Studies, Executive Director of the Samuel Zell and Robert H. Lurie Institute for Entrepreneurial Studies, and Professor of Marketing at the University of Michigan Business School. A tenacious entrepreneur, he co-founded and served as a director of Network Express in 1990, an early competitor in the ISDN market. It sold in 1995 for \$110 million to Cabletron Systems. In 1996, he co-founded and

served as a director of Bluegill Technologies, the pioneer in bill and document presentation on the Internet. It was sold in 2000 for \$250 million to Checkfree Holdings Corporation. In 1999, he co-founded and is serving as a director of Avail Networks, a DSL hardware and software provider, and of Beautiful Island.com, an ISP targeted at seniors. He holds a Queen's undergraduate degree, an MBA from Harvard University and a PhD in Business Administration from the University of Michigan. Professor Kinneer will receive his degree Thursday, May 23 at 2 pm.

served later on faculty in Canadian Studies and International Economics at the School of Advanced International Studies, Johns Hopkins University was Senior Fellow in the Faculty of Commerce at the University of British Columbia; and Visiting Professor in the Economics department at Simon Fraser University. He has also served as Director of the International Economics Program of the Institute on Research in Public Policy. Mr. Dodge has held senior positions in the Central Mortgage and Housing Corporation, the Anti-Inflation Board, and the Department of Employment and Immigration. After serving in a number of increasingly senior positions at the Department of Finance, including that of G-7 Deputy, Mr. Dodge was appointed Deputy Minister of Finance in 1992. In that role, he served as a member of the Bank's Board of Directors until 1997. In 1998 he was appointed Deputy Minister of Health, where he served until the announcement of his appointment as Governor of the Bank of Canada. Mr. Dodge will receive his degree Friday, May 24, at 9:30 am.

Degree recipients, page 2

David A Dodge (LLD) was appointed



Governor of the Bank of Canada on Feb. 1, 2001, for a seven-year term. As Governor, he is Chairman of the Board of Directors of the bank. A native of Toronto, Mr. Dodge received a bachelor's degree (honours) in economics from Queen's University and a PhD in economics from Princeton (1972).

He began his academic career in Queen's Economics department and

Double cohort intensifies university funding woes

BY CELIA RUSSELL

Queen's historic practice of sticking close to its enrollment targets has enabled it to avoid the level of funding difficulties being experienced by some other universities as they now prepare for the double cohort.

Even prior to the double cohort, Ontario universities were growing in response to an increase in the number of Ontarians of university age.

In keeping with the "corridor system" for funding Ontario universities, universities are allowed
Cohort, page 6

In this issue...

When birds go bad

See page 3

A winning formula

See page 4



Degree recipients
continued from page 1

The Honourable Horace Krever (LLD)



retired from the Court of Appeal for Ontario in 1999. Although he established a distinguished reputation as an outstanding lawyer, academic and judge, his groundbreaking work as a Commissioner on three separate commissions of inquiry especially marks his career of public service to Canada.

His work as Commissioner includes the Royal Commission of Inquiry into the Confidentiality of Health Records in Ontario, 1977-1980; and the Royal Commission of Inquiry into the Blood System in Canada 1993 to 1997. He also co-chaired the Royal Society of Canada's Project on AIDS. A Montreal native, he graduated from the University of Toronto with degrees in Arts and in Law. He proceeded to Osgoode Hall Law School and was called to the Ontario Bar in 1956 and practiced law with Kimber and Dubin in Toronto, in civil and criminal litigation. He began teaching law at U. of T. in 1964. From 1969 to 1974 he taught law at the University of Western Ontario and was special lecturer in legal medicine in the Faculty of Medicine. He returned to the U. of T. in 1975. As a Bencher with the Law Society of Upper Canada he served on the rules committee and was instrumental in drafting and amending the Rules of Civil Procedure in Ontario. Judge Krever will receive his degree Friday, May 24, at 2 pm.

Shirley M. Tilghman (DSc) was elected



Princeton University's 19th president on May 5, 2001, and assumed office on June 15, 2001. An exceptional teacher and a world-renowned scholar and leader in the field of molecular biology, she served on the Princeton fac-

ulty for 15 years before being named the university's first woman president.

Born in Canada, she received an Honours BSc in Chemistry from Queen's in 1968. After two years of secondary school teaching in Sierra Leone, West Africa, she obtained her PhD in Biochemistry from Temple University in Philadelphia. During postdoctoral studies at the National Institutes of Health, she made a number of groundbreaking discoveries while participating in cloning the first mammalian gene, and then continued to make scientific breakthroughs as an independent investigator at the Institute for Cancer Research in Philadelphia and an adjunct associate professor of human genetics and biochemistry and biophysics at the University of Pennsylvania. Two years after arriving at Princeton in 1986, she joined the Howard Hughes Medical Institute as an investigator. Dr. Tilghman also is one of the founding members of the National Advisory Council of the Human Genome Project Initiative for the National Institutes of Health. She is renowned for her national leadership on behalf of women in science and for promoting efforts to make the early careers of young scientists as meaningful and productive as possible. From 1993 through 2000, Tilghman chaired Princeton's Council on Science and Technology, which encourages the teaching of science and technology to students outside the sciences, and in 1996 she received Princeton's President's Award for Distinguished Teaching. Dr. Tilghman will receive her degree Thursday, May 30, at 9:30 am.

Margaret Lois Hooley (LLD) Born in



Sudbury, Margaret Hooley attended University of Toronto intending to study Music, and changed to Modern History. She did graduate work in political science at Bryn Mawr University and

also held a half-time position in the administration. It was her time at Bryn Mawr that piqued her interest in university administration. Ms. Hooley's belief in the importance of effective governance in maintaining the well being of institutions can be seen in her work with Queen's governing bodies for almost three decades. She has received many honours, including the Queen Elizabeth II Jubilee Medal, the University Council Distinguished Service Award, and the Toronto Alumni John Orr Award. After retiring, Ms. Hooley established the Barriemfield Group, providing institutions, including Queen's, with advice on matters relating to administrative policies and procedures. Ms. Hooley will receive her degree Thursday, May 30, at 2 pm.

Manuel Castells (LLD) is Professor



of Sociology and Professor of City and Regional Planning at the University of California at Berkeley (appointed Professor in 1979), as well as Research Professor at the Internet Interdisciplinary Institute, Universitat Oberta de Catalunya, in Barcelona. He studied law and economics at the Universities of Barcelona and at the Sorbonne in Paris. He received a PhD in sociology from the University of Paris in 1967, as well as a Doctorate (Doctorat d'Etat) in Human Sciences from the University of Paris-Sorbonne. He taught at the Ecoles des Hautes Etudes en Sciences Sociales, University of Paris (1967-79), and was appointed to Berkeley in 1979.

A popular lecturer, he has been invited to talk at more than 300 academic institutions in 41 countries. He has received the Guggenheim Fellowship, the Helen and Robert Lynn Award from the American Sociological Association,

the Kevin Lynch Award from MIT, and appointment to the European Academy. He has published 21 books, and more than 100 articles in academic journals. Among the books, the trilogy "The Information Age: Economy, Society, and Culture", published by Blackwell in 1996-2000 has been translated into 18 languages. His latest book, "The Internet Galaxy" published by Oxford University Press in 2001, is translated in 10 languages. Dr. Castells will receive his degree Friday, May 31, at 9:30 am.

Anne Carson (LLD) is a scholar



trained in the classics who has developed an independent voice as both a poet and an essayist. Her work challenges precon-

ceived notions of poetry, fusing classical topics with a unique and thoroughly modern style and sensibility. She has been praised for her original vision, analytical powers, and intellectual rigor since the publication of her first book, *Eros the Bittersweet*. In her acclaimed work *Autobiography of Red: A novel in Verse*, Carson takes an inspiration of work by the Greek poet Stesichorus, reinventing the myth of Geryon to create a moving story of love and power of language. Currently a professor in the Department of History at McGill University, Carson earned a BA (1974), and MA (1975), and a PhD (1981) from the University of Toronto. She received a diploma in classics (1976) from the University of St. Andrews in Fife, Scotland. She is the recipient of the Lannan Literary Award for Poetry (1996), the Pushcart Prize for Poetry (1997), a Guggenheim Fellowship (1998), the Griffin Poetry Prize (2001) and the T.S. Eliot Prize (2002). Dr. Carson receives her degree Friday, May 31, at 2 pm. □

Conference to explore social realities of the wired world

BY CELIA RUSSELL

In less than 10 years, the Internet has transformed everyday life. This new era of connectivity is evident in business, education, government and at home. Beyond the hype, what are the social realities of this network world?

Several leading international analysts will explore this as they debate the social contexts, trends and future of the Internet at a free symposium

May 31- June 1 in Dunning Auditorium.

"It's ambitious," organizer David Lyon of the Sociology department says of the structure of the conference. "We've got some of the best-known names in the field to come and argue with each other for a day and a half."

With just 25 minutes each to make their point and plenty of opportunities for rebuttal, Dr. Lyon

anticipates a freewheeling, open-ended discussion among participants. "We are hoping for a sheer meeting of minds to create a new set of axes on how we think about the Internet."

Manuel Castells, professor of Sociology and Urban Planning from the University of California at Berkeley, delivers the keynote lecture on *The Internet: a Cultural Creation* Friday, May 31 at 7 pm. He will also receive an honorary Queen's doctorate at Convocation that day. Tom Courchene and Elia Zureik of Queens and Saskia Sassen of the University of Chicago will respond.

Other participants include Kong Chong Ho, Sociology, National University of Singapore, Jennifer Light, Communications Studies, Northwestern University, Dr. Lyon, Vincent Mosco, Communication, Carleton University, Serge Proulx, Communications, Université du Québec à Montréal, and Steve Woolgar, Said Business School, Oxford University. Anna Godlewski of Queen's will moderate.

"To get the discussions off to

a good start, we've published the speakers' summaries on the conference website," says Dr. Lyon. "This will enable everyone to participate as fully as possible in the debates." The conference kicks off on the Friday afternoon with a special roundtable for graduate students of all disciplines to interact with speakers.

The conference will appeal to a broad audience, particularly to those in the fields of policy studies, history, business, political studies, computing science and urban and regional planning.

With the exception of lunch and daytime refreshments, the lecture and symposium are free, thanks to the support of Arts and Science, Research Services, The Surveillance Project, Sociology, Geography, Women's Studies, Policy Studies, the offices of the Principal and Vice-Principal (Research) and the Caring Foundation.

Those planning to attend are asked to email surveill@post.queensu.ca. □
www.networkworlds.ca

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The best source of up-to-date news about Queen's is coming... ▶

Cheating chickadees eavesdrop on mates, research shows

BY NANCY DORRANCE
NEWS AND MEDIA SERVICES

It's not all domestic bliss in the forest these days, biologist Daniel Mennill has discovered.

Female black-capped chickadees assess potential mates by "eavesdropping" on their song contests, Dr. Mennill's research has shown.

Using a new technology called interactive playback, Dr. Mennill found that males who lose these contests (by having their songs overlapped and matched in pitch by a singing opponent) tend to lose paternity in their nests. Normally monogamous females paired with high-ranking males will cheat on their partner if they overhear him lose a contest, and produce offspring fathered by males in neighbouring territo-



www.bic.umass.edu

ries. His findings, funded largely through NSERC, were published in *Science* last week.

"Our study has important implications for our understanding of mating systems and animal communication systems," says Dr. Mennill. "Songbird communities may be best thought of as 'communication networks' where individuals are constantly broadcasting their quality and assessing others through eavesdropping."

Catching the cheating chickadees in the act of eavesdropping required some innovative methodology. "We connected a microphone to a laptop computer, so that we could visualize what type of song male chickadees were singing," explains Dr. Mennill, who conducts his research at the Queen's

University Biology Station at Chaffey's Locks. "Digitized chickadee songs stored on the laptop – and each assigned a different keystroke – were then broadcast from a loudspeaker in the woods. With this interactive playback setup, we simulated a rival male to challenge territorial male chickadees."

In half the contests, the simulated male "won" the song contest (by overlapping and matching his rival's pitch), while in the other half, the simulated male lost. The researchers then tested whether the females remained faithful to their partners following the contest, by conducting molecular paternity analysis of the nestlings. They concluded that females who eavesdrop on contests where their mate sounds like a loser will have covert copulations with neighbouring males. □

biology.queensu.ca/~mennill/research2.html

SNO discovery sheds new light on solar neutrinos

Members of the Queen's-Med Sudbury Neutrino Observatory (SNO) research team have discovered a new way to measure solar neutrinos that will enhance our understanding of both neutrinos and the Sun itself.

Their findings were announced recently at a joint meeting of the American Physical Society and the American Astronomical Society in Albuquerque, New Mexico, and presented at a recent public lecture to the Queen's community.

"For the first time, we are reporting on an important neutrino reaction in the SNO detector – a reaction in which all known neutrinos participate, regardless of their type," says SNO Project Director Art McDonald, of the Physics Department. "These new results show in a clear, simple and accurate way that solar

neutrinos change their type." This means that neutrino properties, such as mass, can now be specified with much greater certainty for fundamental theories of elementary particles, he adds.

"Located 2,000 meters below ground in Inco's Creighton nickel mine near Sudbury, Ontario," SNO is part of a world-wide effort to understand neutrinos, the basic building blocks of the universe, and provide insight into the structure of the stars and the Universe. Observing neutrino signals has been a chief goal of the collaboration of close to 100 scientists at 11 universities and national laboratories in Canada, the US and Britain.

The SNO project was ranked second in the top10 scientific breakthroughs of 2001 by one of the world's leading scientific journals, *Science*. □
www.sno.phy.queensu.ca/

Forum

Stemming rising publishing costs: Queen's scholars, publishers explore the options

BY JOHN OSBORNE

Why does the library have to cancel so many journal subscriptions? Why do publishers ask authors to transfer copyright? Is technology the answer? Will I jeopardize my tenure if I publish in electronic journals? What can faculty members do to alleviate the current crisis in scholarly publishing? These were some of the questions addressed at the April Symposium on the Future of Scholarly Publishing.

The problem is not that the Libraries' acquisition budget is being cut, say Morris Orzech (Chair, Senate Library Committee) and Paul Wiens (University Librarian). To the contrary, it is being increased in real terms. The cost of journal subscriptions, and to a lesser extent the price of monographs, is far outstripping these increases. Over the decade between 1990 and 2000 the Queen's Library acquisitions budget increased by 70 per cent, but book purchases declined by 40 per cent and journal subscriptions by 36 per cent, Mr. Wiens reported. Some journals tripled their prices over this period. And the problem is not getting better. Clearly, the current system is not sustainable over even the short term. But, as Dr. Orzech stressed, it is not the librarians who are at fault here. The problem lies outside the university, and thus requires collective efforts to achieve a solution.

"This is not a funny story," said guest speaker Jean-Claude Guédon (U. de Montréal), who placed the Queen's situa-

tion in a larger context. Tracing the history of the current system of scholarly communication and publishing to its origins in the 17th century, he noted the growing domination of commercial publishers, particularly for the so-called "top" journals, was a phenomenon of the years following World War II, with a dramatic increase beginning in the 1980s.

Elsevier, one of the largest commercial publishers, now owns some 1700 academic journal titles, and is able to charge virtually whatever it likes. Journals indexed in the Science Citation Index are accorded an elite status, creating an "inelastic market" where the normal rules of supply and demand don't apply. He painted a very dark picture of the possible consequences of one or two publishers having such a stranglehold on the control of access to scientific knowledge. In the humanities, the problem may not be as acute, but there are still huge price differentials between those journals published by scholarly associations and those in the "stables" of for-profit commercial presses. Our goal, Professor Guédon said, should be the free circulation of knowledge, in a fashion that renders it financially accessible. He challenged the academic community to recreate a "Republic of Letters" which facilitates the exchange of knowledge and ideas.

What can universities and individual scholars do? Mary Case (Director, Office of Scholarly Communication, Association of Research Libraries) and Stevan Harnad (UQAM) addressed this question. Ms. Case is a founder of SPARC, the Scholarly Publishing and Academic Resources

Coalition, which seeks to inform scholars and librarians about this crisis, and to help them wrest control of the publishing process from commercial publishers. Its goal is to systematically reduce the subscription prices of academic journals, and it is already claiming some success.

Participating libraries commit to purchase lower-priced SPARC-partnered journals, and SPARC encourages editorial boards to be more pro-active with their publishers about issues of cost. It also promotes smaller academic publishers, and library-faculty partnerships.

Dr. Harnad proposed a simple solution based on a proposal known as the Budapest Open Access Initiative. With more than 20,000 academic journals on the planet, the problem is purely one of access. As he put it, most articles are inaccessible to most potential users. It is not a question of production costs, since the producers of knowledge (i.e. university scholars) give it away for free. Rather, it is a question of quality control. Journals provide an essential service by adding a "quality-control tag" to the material they publish, and he agrees that the peer-review process is essential, indeed the only essential element in the cost equation. He proposes that universities set up electronic "open archives" for the research of their scholars, and in addition to any published format which authors may choose, they also "self archive" their peer-reviewed research in a "pre-print" form in this fashion. These "open archives" would be freely accessible and searchable, using software being distributed free of charge by the Budapest Initiative.

These proposals generated considerable, and sometimes heated, discussion, and this continued in the afternoon panel session at which various stakeholders

expressed their views. Elsevier representative Pieter Bolman defended the important role commercial presses play in servicing the world of scholarly knowledge. Paul Jones, an intellectual property rights policy lawyer for CAUT, stressed the importance for scholars to maintain ownership rights to their research. Philip Cercone, Executive Director of McGill-Queen's University Press, argued that not-for-profit academic publishers play an important role, and urged that the products of such presses be given priority for acquisition by libraries and individual scholars. Jean Hutchinson, a new faculty member at Queen's, addressed the importance of these issues to her as she faced the prospect of gaining tenure and promotion.

The forum concluded with a groundswell of support for the "open archive" concept. But that is only part of the story, and its effects cannot be predicted. It is imperative for those who are concerned for the future of scholarly publishing – faculty, graduate students, and librarians – to work together to reduce the dramatic costs of access. When journal prices can range from \$30 to \$15,000, often for more-or-less the same number of pages, clearly something is wrong. The message from the symposium is that we can effect change for the better, but only if we work diligently and work together. Check the Symposium website www.library.queensu.ca/scholarcomm/2002conf/ for more information and updates, and read the brochure which outlines the challenge and suggestions for change promoted by SPARC on-line at www.arl.org/create/resources/change.doc.

The Senate Library Committee and Symposium organizers welcome your feedback and continuing input.

John Osborne chaired the Symposium on the Future of Scholarly Publishing. osbornej@post.queensu.ca □

▶...Queen's News Centre
Going Live May 21

Not just your average race car

BY LORINDA PETERSON

A dedicated, interdisciplinary student team is hard at work building its eighth car to enter in the annual Formula SAE® Competition in Pontiac, Michigan May 15– 19. They'd like to go to more.

Several Formula SAE competitions take place each year around the world, but much to participants' dismay, they can only go to one.

"It's the only one we can afford," says Mike Arriagada, Formula SAE® team co-manager. "The Department of Mechanical Engineering donates shop space, the use of equipment, and shop staff we need to design and produce the car; administrative staff support us in all our little needs and faculty are always willing to answer any questions we have that fall into their area of expertise. We have total support to produce the car, but to enter more events, we need more money."

Queen's mechanical engineering students are widely known



Liz Hassan, Mike Arriagada and Brad Prairie working on the body of the Formula SAE® race car.

for their participation in external design competitions particularly the Solar Vehicle, Mini Baja, Aerodesign and Free Flight, says faculty advisor Brian Surgenor (Mechanical Engineering). "All these projects provide students with excellent "real world" team design experience, but in Formula SAE® they are required to submit a detailed design report that includes manufacturing and cost analysis of the vehi-

cle. Many consider Formula SAE® to be a design competition in its purest form."

Each year, the students donate study time and weekends to design and build the race car in preparation for the Formula SAE®. They replace what didn't work the previous year and improve on what did.

"It is their dedication and brilliance that gets the project completed," says co-manager Ed Oh.

Race car, page 5

A busy year for building

2002 is a year of unprecedented construction activity at Queen's. Three major projects are already under way with four more to start in May. Visit the PPS web page at www.queensu.ca/pps/index.html for more information on specific projects.

Currently under construction

Goodes Hall (School of Business)	Completion
Chernoff Hall (Department of Chemistry)	Fall 2002
Cancer Research Institute	Fall 2002
	Late winter 2003

Starting in May 2002

Integrated Learning Centre (between Dupuis and Walter Light Halls) A leading edge facility to enhance engineering studies. **December 2003**

Two new student residences: (1) Stuart St. - West of the University Club and (2) Lower Albert St. - West of Chernoff Hall. Will offer better and more facilities to students and conferences. **Fall 2003**

Leonard Hall's dining facilities

Expansion and improvement to existing facilities. **Fall 2003**

Macdonald Hall - main entrance

Renovations include new elevator and other accessibility improvements and improved building presence. **Fall 2002**

Other projects

Medical Quadrangle

Landscaping improvements. **Summer 2002**

Gordon Hall renovations

Will allow consolidation of the registrar's office and other student services, Human Resources. Some of the building's historic features will be restored. **December 2003**

Outdoor lighting along Union Street (Division to University Avenue) and in front of Gordon-Brockington Hall. Expansion of lighting according to Campus Lighting Master Plan. **Summer 2002**

Frost Wing demolition

Building will be replaced by landscaped area. **Fall 2002**

Outdoor emergency phones

— Pat Caulfield



Architects' impression of new Macdonald Hall entrance

What's happening with Macdonald Hall?

The fencing is up and long-awaited renovations to Macdonald Hall have begun. Construction is expected to wrap up in late October. Classroom space should be available in early September with work continuing on the new entrance and elevator into October.

Contact information:

- Phone numbers and email addresses remain the same.
- Student Services office is located on the first floor with access through the east doors (entrance closest to the 'rose gardens' and Dunning Hall).
- Queen's Legal Aid is located on the second floor of Macdonald Hall and can be accessed through the east doors as well.
- Faculty offices are accessible:
 - (1) **Through Mackintosh-Corry.** Take the Mackintosh-Corry elevator to the fifth floor, turn right as you exit the elevator, and follow the hall to the end. Open the salmon-colored door on your left and you are now on the third floor of Macdonald Hall where the faculty offices are located; or,
 - (2) **Through School of Policy Studies.** Take the elevator to the fifth floor and walk around until you see the corridor linking the buildings.
- The main entrance to the Law Library will be through a door which can be accessed through Mackintosh-Corry on the second level. Signs will be posted.

— Nancy Somers

Parking update

Every effort is being made to minimize the disruption that the construction may cause to the normal campus function, particularly parking. Measures are being taken to maximize campus parking in anticipation of the loss of parking spaces at Dupuis Hall, the University Club and Botterell Hall due to construction. On-street permit parking has been expanded along Lower Albert Street from Union

Street to Queen's Crescent. Goodes Hall parking lot will return to service this summer. Free shuttle service between the main campus and the free parking lot at West Campus will continue. Details: Parking Office, ext. 36979 or go to www.queensu.ca/pps/index.html.

— Rebecca Spaulding □

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 noteworthy faculty expertise and research to bring to the attention of national media.

April 16 - 30

Barbara Kisilevsky (Nursing) was quoted in a *Globe and Mail* story about fetal development.

Principal **Bill Leggett** was quoted in a *National Post* story about enrolment projection for double cohort students. The story was also covered on the front page of *The Ottawa Citizen*, and in *The Examiner*, *The Sudbury Star*, *The North Bay Nugget*, *Northern Daily News*, *The Niagara Falls Review*, *St. Catharines - Niagara Standard* and *Brockville Recorder and Times*.

Douglas Reid (Business) had an op-ed piece in the *National Post/Financial Post* about BCE. He was also quoted in an *Ottawa Citizen* and a *Montreal Gazette* story about how a rebound in the economy is affecting the airline industry; in a *Calgary Herald* story about Air Canada's new economy air carrier, Zip; in a *London Free Press* story about the re-launch of CanJet and in *The Hamilton Spectator* about BCE's purchase of Teleglobe and the impact of CEO Jean Monty's subsequent resignation.

A study by Queen's economist **Ross Finnie** (Policy Studies) was cited in *National Post* and *Toronto Star* stories about benefits of university degrees to female graduates compared to male graduates. His study found that graduates tend to find well-paying jobs regardless of discipline, although liberal arts graduates take longer to find their niche in the labour market.

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

Doug Bland (Defense Management Studies) was quoted in a *National Post* story and two *Toronto Star* stories about the accidental bombing of Canadian troops by a US bomber. **Bland** was also quoted in an *Ottawa Citizen* story about the Chretien government's lack of support for the Canadian Forces' need to purchase new helicopters.

Art MacDonald (SNO) was quoted in a *National Post* feature about new research findings at SNO that prove neutrinos can switch between three varieties, or "flavours," as they travel between the sun and the Earth. **SNO** was profiled on Global TV Evening News.

Craig Thorburn (Law) was quoted in *The Globe and Mail/Report on Business* about recent Geac acquisition decisions.

Wendy Craig (Psychology) was quoted in a *National Post* story about digital bullying. Craig was also featured in *Cornwall Standard-Freeholder* and *Kingston Whig-Standard* stories about her recent research on bullying with the Upper Canada District School Board.

Dan Thornton (Business) had an op-ed article in the *National Post* (Financial Post) about Enron. He was also quoted in *The Vancouver Sun* about The Accounting Standards Board wanting to prohibit com-

panies from reporting "cash flow per share" in their financial statements.

David Walker (Health Sciences) was quoted in a *Kingston Whig-Standard* story about the chronic physician shortage.

Colin Thomson (Geological Sciences) was quoted in a *Kingston Whig-Standard* story about the earthquake felt locally that measured 5.5 on the Richter scale.

Bruce Tufts (Biology) was featured on CBC Radio's *Quirks and Quarks* discussing the antifreeze protein that keeps fish from freezing under polar ice.

Queen's animal ethicist **Michael Allen Fox** (Philosophy) was quoted in a *National Post* column about the ethics of killing animals to eat meat in response to a light sentence awarded two men who tortured a cat to death.

Queen's family law expert **Nick Bala** (Law) was quoted in an *Ottawa Citizen* story about coming up with a better way than cross-examination to get at the truth with child witnesses. The story was also covered in *The Montreal Gazette* and *Windsor Star*.

Karen Pegley (Music) was quoted in an *Ottawa Citizen* story about the return of protest music.

E-marketing expert **John Plinius** (Business) was interviewed across the country on CBC Radio's 6 - 9 am regional programs. He discussed the history of credit cards and trends in E-commerce and E-credit.

Strategic management expert **Peter Richardson** (Business) was quoted in the *Calgary Herald* and *The Vancouver Sun* about document overload and management by professionals.

Bernie Adell (Law) was quoted in the April 2002 issue of *Canadian Lawyer* magazine about the implications of the recent Dunmore decision of the Supreme Court of Canada. That decision holds that the exclusion of agricultural workers from the protection of Ontario labour relations legislation is invalid because it violates the right to freedom of association under the Canadian Charter of Rights and Freedoms.

Teresa Alm (Registrar's Office) was quoted in a *Hamilton Spectator* story about area scholarship winners. Queen's Chancellor's Scholarships awarded to two local students "recognize superior academic ability, creative and original thinking and proven leadership qualities," she said.

Queen's Alumni Award for Excellence in Teaching recipient **Richard Ascough** was featured in a *Kingston Whig-Standard* story.

Inform News & Media Services of your latest research findings or upcoming journal publications. Call Nancy Marrello, Coordinator, News & Media Services, ext. 74040 or Nancy Dorrance, Writer, News & Media Services, ext. 32869. To update your profile on the Queen's Expert List call Lorinda Peterson, Communications Assistant, ext. 77559. □

News Notes



Theologian wins 2002 Alumni Teaching Award



Richard Ascough

Richard Ascough, Assistant Professor of New Testament at Queen's Theological College and the Religious Studies department is the 2002 winner of the Alumni Award for Excellence in Teaching.

This is the second major Queen's award for Dr. Ascough this year. Earlier he was named a winner of a Chancellor's Award, which the School of Graduate Studies and Research gives to boost the research initiatives of talented young faculty members. A native of England, Dr. Ascough grew up and received his early education in Kingston. He earned his BA at Winnipeg Bible College (now Providence College) in 1985, an MA from London Bible College, in London, England, in 1988, a second MA in 1992 and a PhD in 1997 from the University of St. Michael's College in Toronto. He joined the faculty of Queen's Theological College in 1999, after a two-year teaching stint at the Institute of Pastoral Studies, Loyola University Chicago.

Professor Ascough specializes in the

study of early Christian community formation within the Greco-Roman World. Supporters of Ascough's nomination were enthusiastic in their praise of his teaching abilities. "I cannot say enough about how Professor Ascough is able to speak to students in a clear and understandable manner. I wish we had more professors like him in our universities and colleges," one graduate student wrote in a letter supporting Ascough's nomination.

The award includes a \$5,000 cash prize and a commemorative sculpture and is one of Canada's most lucrative teaching awards. Presented each year since 1975 by the Queen's University Alumni Association, the Award recognizes faculty who show outstanding knowledge, teaching ability, and accessibility to students. Candidates are nominated by alumni, current students, and teaching colleagues. Dr. Ascough will receive the award at the Queen's Theological College convocation on May 8, 8 p.m., at Sydenham Street United Church in Kingston. post.queensu.ca/~rsa

Residences breaks ground for new buildings

A groundbreaking ceremony for Queen's two new residences takes place Thursday, May 16 at 3:30 pm on Stuart Street at St. Lawrence Avenue. Principal Bill Leggett, Dean of Student Affairs Bob Crawford and Associate Dean Student Affairs Roxy Denniston-Stuart will make brief presentations.

www.queensu.ca/residence

CFRC Radio 101.9 celebrates 80 years

Former CFRC broadcasters are invited back to campus to help celebrate the station's 80th Anniversary. Reunion weekend takes place May 11 and 12, 2002. The weekend will feature a station open house, dinner and dance and a farewell brunch. For details, email affinity@post.queensu.ca

www.queensu.ca/cfrc/ □

Plugged In

A column of issues and pointers on technology



The ins and outs of maintaining a fast, reliable network

BY JOHN CORRIGAN
DATA NETWORK TECHNICIAN

The Queen's computer network is fading into the background.

And Tom Morrow, acting director of ITSservices, couldn't be happier. He notes that faculty, staff and students have come to expect a fully functioning network as naturally as they expect a light when they flick a switch.

"In the last few years, we have been able to install networking equipment and cabling, both fibre and copper, of exceptional quality and dependability," he says.

"The result is a system that is so seamless our customers now depend on it as much as they would depend on paper, office furniture and electrical systems."

Rapidly evolving technology has been a driving factor in the information age. Today's students, employees and customers expect and demand high-speed networking, instantaneous information and the ability to communicate quickly and effectively using a variety of media. Much of what we do relies on technology; from setting up meetings in Corporate Time to sharing research with other educational institutions.

Recent advances in how ethernet is delivered has made planning and implementation that much easier. Gone is the static hub, bridge and router model. In its place are switches- dynamic and flexible

in both approach and design.

With more than 100 buildings of all sizes on campus, upgrading can be a daunting task, physically and financially. For this reason, ITSservices is making the transition to the new model in an evolutionary way, working first on areas where traffic is heaviest. While an office may have new wiring and a 100Mb/sec connection, it may currently revert, somewhere in the building to an older standard - coaxial cable and slow to 10Mb/sec.

For Queen's and ITS, the challenge is to ensure the network remains a transparent part of everyday life by continually investing in the backbone of hidden wires, cables and networking equipment in order to meet the demands of today and tomorrow. Hidden as it may be, this infrastruc-

ture is a crucial factor in maintaining a competitive advantage for recruiting the best students, faculty and staff. □

Council

continued from page 1

and summary.

University Council was established in 1874 to give graduates a voice in the university. The council advises the university's two main governing bodies, the Board of Trustees and the Senate. In addition to electing the Chancellor, it chooses six trustees and oversees the election of the Rector by the students.

The day concludes with the Chancellor's Reception and Dinner, and presentation of Distinguished Service Awards. This year's awards honour Paul Campbell, Board of Trustee member and Queen's alumnus; Don Carter, former Dean of Law, Chris Chapler (Physiology), former Associate Dean, Faculty of Health Sciences; Mary Fraser (Art), former Queen's University Staff Association President and Dan Norman (Mathematics and Statistics), former Chair of the Board of Trustees Pension Committee.

The Board of Trustees also meets this Friday and Saturday, with the business meeting taking place Saturday morning.

University community members interested in attending the morning council session may call Janet Cowperthwaite at the University Secretariat, ext. 77927. □ www.queensu.ca/secretariat

Race car

continued from page 4

Their efforts have been rewarded with steady improvement. In 1999, the Queen's car placed 64 out of 105 entries; in 2000 they placed 32 out of 108 entries; and in 2001 they placed 26 out of 125 entries. This year, 143 teams from all over the world are competing.

"Nothing motivates you to do a great job like the knowledge that your best friends will go 0-60 km/h in 3.9 seconds in something you helped build," says team member Liz Hassan. "It's all of a sudden much more real and much more immediate than anything you would do for a course, but at the same time demands an understanding of the theory you learned in class."

"Many aspects of Formula SAE® are just like the 'real racing world'," says Brian Pillar, trained race car driver and Formula team manager 2000, currently

employed by Hyundai (racing) Motorsports. "One of the biggest similarities is testing, testing, testing. This project was bang-on in teaching us that without testing most theory is useless. Things can be examined many times and still end up wrong."

In addition to the usual engine dynamometer testing, track testing and computer analysis testing on the car chassis frame and suspension arms, Queen's was one of the first teams in SAE this year to do virtual crash analysis of the car at 60 km/h in frontal collision, which showed that the structural integrity of the car's chassis is exceptional by industry standards.

The Queen's team uses Queen's own "A'GEM" software developed by Ron Anderson (Mechanical Engineering) to design and analyze the car's suspension geometry - the most crucial aspect for

vehicle handling on the track, says Mr. Oh. "The output data generated enables us to predict vehicle behavior and improve the design by successive iterations."

In addition to the design competition, the race car competes in several races at the Formula SAE® including a 22 km flat, twisting endurance race set up with pylons (traffic cones) on a huge parking lot where 80 per cent of entrants fail.

"The entire project is like running a small venture company in terms of magnitude, knowledge required and energy expended," says Mr. Oh. "We create this prototype race car that is high performance, cheap and easy to make and sell the idea to big corporations to buy and mass produce for public consumption."

The Formula SAE Race Car team is running a 'name that car contest'. Submit your ideas to formula@me.queensu.ca. □

to vary enrollment by three per cent from an established enrollment target with no funding consequences, says University Registrar Jo-Anne Brady. Established in the early 1990s, these enrollment targets didn't adequately account for the growth that occurred in the late nineties. As increasing numbers of students applied to universities, many institutions allowed enrollment to grow beyond their established corridors. However, no additional government funding was made available for the extra students.

In 2003, the final group of OAC or Grade 13 students will graduate from Ontario high schools with the first group of the new four-year high school program. Statistics from the Ontario Universities Application Centre show that the surge in demand, reflecting increasing participation rates and more students completing high school one year early, "fast-trackers," is coming a full year before the anticipated main impact of the double cohort in 2003. Accommodating this group of students is challenging Ontario institutions' planning skills, faculty resources and physical facilities.

The early onset of the double

cohort has only exacerbated the funding problems.

Revised estimates from the Council of Ontario Universities indicate that enrollment will grow by about 80,000 students, 20,000 more than originally estimated. The government announced earlier this month that it would provide only \$25.8 million to cover the enrolment growth in 2001-2002. This falls far short of the amount of per student funding the universities were counting on.

The result is that some universities now have to cope with the funding challenges associated with the double cohort while already having a large number of unfunded students in their classrooms.

This dilemma at the University of Toronto recently came to light when it announced it would not be able to implement its plans for doing its full share in addressing the double cohort enrollment boom anticipated in the next few years. The university later said that it would not jeopardize the quality of education it provides to all its students by putting out more offers than it can afford to, and that every student that has an offer of admission from

U of T will be able to attend the university.

Queen's has always honoured its commitment to its admission targets, Principal Bill Leggett says.

"What U of T is saying is that they already have a large number of unfunded students in their system and they won't take more. The difference between U of T and Queen's is that we didn't take more than we committed to (last fall) and they did. So did other universities, including Wilfrid Laurier."

In its May 2001 budget, the Ontario government allocated funding for each of 2001-02, 2002-03 and 2003-04 to fully fund growth anticipated as a result of the double cohort. As a result of the discrepancy between what the government projected in terms of enrolment and the actual higher numbers of students admitted in September 2001, there is a \$28.8 million shortfall representing non-funded students in Ontario universities.

"We are going to be watching our acceptance rates as closely as possible," says Principal Leggett. "Our goal is

to meet our enrollment target for this year and try to make sure that we don't go over."

Queen's will not revise its admissions strategy for this fall, even though Training, Colleges and Universities Minister Dianne Cunningham has said she is cautiously optimistic more provincial funding may materialize.

"The simple answer is no," says Principal Leggett. "We've made a commitment and we have no intention of increasing levels at this point."

As for students applying to Queen's, Principal Leggett stressed they should be paying "significant attention" to the personal information forms which request evidence of an applicant's leadership qualities, volunteer and other interests beyond education.

"We will continue to search for students of extremely high calibre. We are also looking beyond marks for evidence of leadership and other related experience. One thing that is uniquely special to Queen's is the broader learning environment, in addition to the classroom learning experience, and what students bring to it is also important to their success." □

ings over the years. "I've been impressed with the consistent high quality and diversity of the trustees' experience and backgrounds."

His consistent performance in official kick-offs at fall homecoming games was also a high point, he says.

"I didn't boob any one of them. I was somewhat concerned with the pressure, since I am a former pro football player (Edmonton Eskimos, 1949-50). I kicked off three times over the six years and they were all reasonable kicks."

He takes special satisfaction in the last one, to receiver Principal Bill Leggett. "I kept motioning him to come closer and closer and then I kicked it over his head."

A renowned Canadian statesman, Mr. Lougheed was premier of Alberta from 1971-1985. Since retiring from politics in 1985, he has been a senior partner in the Calgary law firm of Bennett Jones.

His final official duties as 11th Chancellor of Queen's will be to grant degrees to the graduation classes at this month's Convocation ceremonies. □



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, May 14, 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.

Summer job postings

Once again, the Department of Human Resources will be posting vacancies on its website throughout the summer months to augment the *Gazette* schedule. Deadlines for advertising job vacancies are the same as always – Monday of the week prior to

publication. Queen's staff will receive an information email, with an appropriate link, directing them to current advertisements. Reminders of publication dates for the Human Resources website postings will be placed in each *Gazette* throughout the summer.

In addition to the monthly *Gazette* publications, the Human Resources website (www.queensu.ca/hr) will publish vacancies on the following dates (copy deadlines in brackets): **June 3** (May 27 deadline), **July 2** (June 24 deadline), **July 29** (July 22 deadline), **Aug. 26** (August 19 deadline)

Please check the *Queen's Gazette* and *Queen's Today* for the summer schedule.

Job postings will also be available in hard copy on the bulletin board at Human Resources in Richardson Hall.

Staff Vacancies

Following the completion of the Queen's Job Evaluation (QJE) review for positions in Grades 2 – 9, you will notice we have included the cluster in the following job ads which represents the job family, branch and grade (e.g., ADMG5 is Administration Family, General Branch, Grade 5). Generic position overviews for clusters can be found on the HR website at www.hr.queensu.ca.

Specific job overviews for positions advertised under 'Staff Vacancies', with the exception of CUPE Local 229 postings, continue to be available in the HR department.

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

Appointments

Admissions/Registration Assistant, Faculty of Law 2002-14

Patti Evans (Office of the University Registrar)

Research Ethics Coordinator, Office of Research Services 2002-24

Linda Frid (Office of Research Services)

Programmer Analyst, Office of the University Registrar 2001-129

Tracy West

Student Resource Assistant, Office of the University Registrar 2002-09

Cyndy Craley (Office of the University Registrar)

Educational Assistant, Diagnostic Radiology 2002-20

Tina Murphy

Student Resource Assistant Faculty of Arts and Science 2002- 42

Major Responsibilities: report to the Administrative Assistant to the Associate Dean (Studies); provide accurate information to students, instructors and administrative offices about academic regulations, policies and practices; support the administration of the Faculty's academic appeal, letters of permission and registration processes; assist students in the process of electronic preregistration, registration and course changes; manage the student filing system; provide secretarial support to the Associate Dean (Studies) and other Faculty office staff as required.

Requirements: one year of post-secondary education in a secretarial or administrative program with some experience working in a service environment, preferably with students (consideration will be given to an equivalent combination of education and experience); knowledge of standard office procedures and word processing skills in a Windows environment; knowledge of Arts and Science programs and services an

asset; good oral communication and human relations skills with a service-oriented perspective; well-developed organizational skills with attention to detail; ability and willingness to keep up with changing details of procedures relating to registration and preregistration; ability to work under pressure with constant interruptions, and flexibility to adapt to changing priorities; discretion and empathy when dealing with sensitive student issues.

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

Senior Secretary Health, Counselling and Disability Services 2002-43

This is a term appointment working 100 per cent time until Aug. 22, 2003.

Major Responsibilities: provide secretarial and clerical support for Health, Counselling and Disability Services; prepare correspondence using word processing, database management, information distribution through list serve management/email and liaison activities; perform reception and clerical services including directing phone calls; greet visitors and refer or provide information in response to queries; perform administrative duties as assigned; manage student volunteers; may provide support to several individuals simultaneously.

Requirements: one year of post-secondary training in business administration practices, accounting/bookkeeping or computers; some previous relevant experience in an office/service environment; consideration will be given to an equivalent combination of education and experience; problem-solving, time-management and organizational skills with an ability to deal with multiple demands; attention to detail; good interpersonal and communication skills; computer and office skills including proficiency with a variety of word processing, spreadsheet and database applications; interest in and ability to learn new software; exposure to the Web an asset; writing, basic

editing and proofreading skills; must have a service-oriented perspective and ability to maintain strict confidentiality; knowledge of university structure and knowledge of disability related groups and issues considered assets.

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

Health Service Nurse Health, Counselling and Disability Services 2002- 44

Major Responsibilities: provide professional nursing services in accordance with established practices and procedures (assess patients and refer to urgent or routine care, perform nursing procedures and treatments independently or in accordance with physicians' requests including dressings, oral and injectable medications, intravenous therapy, inhalation therapy and ear syringing, administer allergy injections and vaccines); collaborate with other nurses, physicians and members of the administrative staff and occasionally with members of the broader community; counsel/advise students about health and lifestyle practices; orient new medical and nursing staff to clinic procedures and routines; ensure adequate supplies are available.

Requirements: registered nurse with a current certificate of competence from the Ontario College of Nurses; minimum five years of professional experience in emergency room nursing, outpatient clinics, occupational health, physician's office or community nursing; annual CPR certification; strong organizational, self-management and communication skills; ability to relate professionally to students/patients; knowledge of current theories and practices related to contraception, nutrition and immunization; skill and experience in venipuncture procedure; ability to respond effectively in emergency/urgent situations; knowledge of and some experience with computer applications.

Minimum Hiring Salary: \$38,773 Salary Grade 7 – HSS7

Human Resources *continued*

Assistant Registration Coordinator Faculty of Arts and Science 2002-45

Major Responsibilities: report to the Registration Coordinator; assist in the development, preparation and implementation of policy and procedures surrounding the preregistration and registration of students; assist with automated preregistration processes and the design of new processes; coordinate the production and distribution of preregistration materials and publications; develop and maintain several student resource databases; provide technical computer support to all personnel within the Student Services Division.

Requirements: three years of post-secondary education with several years of related experience (or an equivalent combination of education and experience); thorough understanding of university policies, procedures and faculty relations with regard to preregistration and registration; progressive experience in a service-oriented administrative office in a coordinating role; knowledge of Faculty academic programs, regulations, policies and procedures and an understanding of the various student services; extensive working knowledge of SIS and knowledge and experience with the Student Data Warehouse; extensive knowledge of PCs, mainframes, Internet, micro-computer operating systems and Windows and PC applications software; ability to master new technological developments; strong interpersonal, communication, analytical and organization skills; ability to participate effectively as part of a team; experience with network administration an asset.

Minimum Hiring Salary: \$38,773 Salary Grade 7 – ADM5F7

Coordinator (Administration and Hospitality Services) University Residences 2002-46

This is a term appointment working 100% time until Sept. 19, 2003.

Major Responsibilities: report to the Director of Residence and Hospitality Services; perform office administration, supervision and human resources activities; coordinate work activities and delegate tasks, provide guidance, support and advice to staff and resolve conflicting work priorities; manage administrative functioning of division; plan procedures, recommend standards and interpret policy; recommend necessary modifications and implement all aspects of change; serve as departmental contact, liaison or communicator; undertake special projects as required.

Requirements: university degree with relevant experience (or an equivalent combination of education and experience); supervisory skills and the ability to motivate and create a positive work environment; sensitivity to issues affecting performance of staff; excellent communication, interpersonal, organizational and planning skills; good analytical, interpretive and problem-solving skills; broad knowledge of university procedures, policies and regulations and how they impact on the functioning of the department; advanced administrative skills including the use of computers for data analysis and word processing, spreadsheet and database management.

Minimum Hiring Salary: \$43,968 Salary Grade 8 – ADMG8

Coordinator, Research Information Systems Office of Research Services 2002-47

Major Responsibilities: report to the Office Manager; maintain the university database containing records of research grants, contracts and awards; provide annual and ad hoc reports for the research community; maintain funding data and produce statis-

tics for the Vice-Principal (Research); assist faculty and administrative staff in electronic research administration and submission of research proposals electronically; maintain various web pages; act as Windows NT administrator, corporate time support, etc.; troubleshoot individual skills for computer problems and LAN; special projects as required.

Requirements: completion of a three-year post-secondary program in business administration/computer technology with related database and software experience; good working knowledge of the Queen's computing environment including academic mainframe, public printers and Information Technology Services staff; consideration will be given to an equivalent combination of education and experience; knowledge of PCs and printers; knowledge of Word, Excel, Corporate Time, GQL, Lotus Notes, FrontPage, Eudora, the Internet and file transfer programs; excellent analytical and problem-solving skills with attention to detail.

Minimum Hiring Salary: \$30,151 Salary Grade 5 – ADMG5

***If you wish to be considered for the following position apply in writing to Patti Evaristo in Human Resources.**

Fourth Class Stationary Engineer Physical Plant Services (Central Heating Plant) 2002-48

This position involves working 37.5 hours per week. The successful candidate must be willing to work overtime, respond to calls and accept shift changes.

Major Responsibilities: under direct supervision, perform maintenance on plant facilities, equipment and the steam distribution system; operate plant equipment; conduct water tests; perform confined space work; perform housekeeping duties; provide relief coverage for the Fourth Class Stationary Engineer on shift.

Requirements: certification as a Fourth Class Stationary Engineer in the Province of Ontario; secondary school diploma or equivalent; valid Ontario driver's licence; ability to work in confined spaces; interest in progressing in the field of stationary engineering.

This position falls under the jurisdiction of the Canadian Union of Public Employees Local 229

Hourly Rate: \$19.56

Employee Relations Specialist Human Resources 2002-49

This is a two-year term appointment

Major Responsibilities: provide assistance and advice in employee and labour relations to University administrators and employees through the development, negotiation and administration of policies, procedures and collective agreements for all unionized and non-unionized staff; provide strategic and analytical advice to all levels of management regarding labour/employee relations issues; act as the university's representative at final stage grievance meetings; advise management on the appropriate strategies to administer when dealing with sensitive issues, such as work performance, disciplinary action, etc.

Requirements: three-year university degree with several years of direct experience in all aspects of employee and labour relations (or an equivalent combination of education and direct work experience); thorough knowledge of the principles, practices and techniques of employee relations administration and of employment and labour legislation in Ontario; extensive knowledge of university policies and procedures and of the collective agreements governing Queen's unionized staff; independent and sound judgement with the ability to prob-

lem solve in highly stressful and/or sensitive situations; ability to maintain confidentiality; excellent communication, interpersonal and diplomacy skills to deal with all levels of employees within the University and with external contacts; strong organizational ability to meet deadlines and deal with conflicting priorities; excellent research, analytical and writing skills.

Minimum Hiring Salary: \$46,744 Salary Grade 9 – HSS9

Other Positions

Program Assistant - Continuing Medical Education, Faculty of Health Sciences.

This is a 6 month contract position.

Major Responsibilities: the coordination and implementation of CME programs and events including collecting and organizing conference data; making arrangements for all aspects of audio-visual support; and follow-up with external organizations to ensure appropriate communication/documentation is in place.

Requirements: one year post secondary education in an administrative/ business program (or the equivalent combination of education and experience); a minimum of one year's experience in a relevant field would be an asset; demonstrated knowledge of computer skills including database knowledge; excellent communication skills, tact and diplomacy; ability to produce work with a high level of accuracy; strong organizational and time-management skills; ability to maintain composure in stressful situations; understanding of medical terminology is considered an asset.

Applications from recent graduates are welcome.

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

Resume and cover letter to: Patricia Payne, Continuing Medical Education, Queen's University, 78 Barrie Street, Kingston, ON K7L 3N6

Assistant to the Director of Education Equity

This is a one-year contract position working 80 per cent time

Responsibilities: reporting to the Director of Education Equity and the Director of Program Planning and Resources, the incumbent will assist in fulfilling the mandate of the Education Equity Program and the First Year Resource Program. The Education Equity program provides academic or personal support and guidance to students and supports the needs of individuals whose circumstances make the law school process uniquely difficult. The First Year Resource Program encourages support for skills instruction and provides year-wide integrative programs of enrichment in such areas as legal research, writing, ethics, perspectives, and diversity. Specific duties will include assisting the Directors in developing and delivering workshops, seminars and presentations; assisting with short and long-range planning of programs and new initiatives; providing individual short-term counseling to students in academic or personal crisis and refer students to other university departments for specialized counseling and assistance; acting as an intermediary to address problems between individual students and instructors or administrators; assisting the Directors with the creation and editing of brochures, annual reports, project reports and funding proposals for each program and the development of material for use on the respective web pages; providing general administrative assistance to both directors as required.

Requirements: university degree or equivalent combination of education and experience, experience with counseling and crisis

intervention, experience working on equity and diversity initiatives and working in socio-culturally diverse environments, knowledge of human rights issues, experience working in a university environment; awareness of the student lifestyle and typical problems of nontraditional students especially in a law school environment, familiarity with Queen's University and Faculty of Law policies and regulations especially those dealing with equity and diversity, demonstrated human relations, interpersonal and written and verbal communication skills, excellent analytical skills and an ability to respond in crisis situations in a calm and effective manner, program planning skills, organizational skills and problem solving skills and proficiency with a wide variety of computer applications

Minimum Hiring Salary: \$38,773 Salary Grade 7 (adjusted to reflect 80% time)

Apply with cover letter, resume, and two letters of reference to Ann Tierney, Director of Program Planning and Resources, Faculty of Law, Queen's University, Kingston, Ontario K7L 3N6 by May 20, 2002, email at6@qsilver.queensu.ca

Employee Development

To register or for details call Human Resources at 32070 or www.hr.queensu.ca/News&Notes/seminars.htm

Thursday, May 16, from 9:00 am to noon
Effective Manager Series: Leadership Styles

Facilitator: Wendy Lloyd, Human Resources

Friday, May 24, from 9:00 am to noon
Assertiveness Techniques for Success

Facilitator: Judith Wilson, Training Consultant

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/ □

Bulletin Board

Appointments

Lewis Johnson appointed Acting Dean, School of Business

Principal William C. Leggett is pleased to announce the appointment of Lewis Johnson as Acting Dean of the School of Business effective July 1, 2002. Dr. Johnson received his undergraduate degree in English from the University of New Brunswick, completed an M.A. in English at Dalhousie University, an MBA at St. Mary's University and a PhD in Finance at the University of Toronto. Dr. Johnson is a professor of Finance at Queen's School of Business. The former Academic Director of the International Study Centre, Herstmonceux and past chairman of the MBA program, Dr. Johnson has extensive experience as an educator and as an administrator. He currently teaches an investment course at both the undergraduate and graduate levels. A prolific writer, Dr. Johnson's work is published in numerous academic journals, including the *Journal of Interdisciplinary Economics*, *Financial Analysts Journal*, *Engineering Economist*, and the *Journal of Portfolio Management*. His current research focuses on the valuation of technology stocks and mutual fund performance. The author of several books on the stock market, Dr. Johnson's most recent work, *Strategic Management of Canadian Financial Intermediaries*, was published in 1999. Dr. Johnson is the recipient of several Queen's awards, including the Commerce Society Teaching Excellence Award and the Research Scholar Award. In 1994 he was named a Visiting Research Scholar by the Université de Strasbourg. In making this announcement, Principal Leggett expresses his appreciation to Margot Northey who has served as Dean of the School of Business since 1995.

Patricia Rae appointed Head, Department of English

Principal William C. Leggett is pleased to announce that Patricia Rae has been appointed Head of the Department of English for a five-year term commencing July 1, 2002. Dr. Rae holds a BA (Hons) from Queen's and a DPhil from Oxford University, where she was a Commonwealth Scholar. She returned to Queen's as a SSHRC Postdoctoral Fellow 1985-87. She subsequently held a SSHRC Canada Research Fellowship at the University of Victoria, 1987-89, and at Queen's from

1989-92. She was appointed Assistant Professor in the Department of English in 1992 and promoted to Associate Professor in 1997. Dr. Rae's research interests focus on British and American literary modernism. She has written about the relationship between modernist poetics and turn of the century psychology and philosophy and, more recently, about fiction, ethnography, poetry and politics in the 1930s. She is the author of *The Practical Muse: Pragmatist Poetics in Hulme, Pound and Stevens* (1997) and of numerous articles, chapters and reviews on figures including T.E. Hulme, Ezra Pound, Wallace Stevens, William James, Winifred Holtby, and George Orwell. She is currently completing a book-length study entitled *Strange Bedfellows: Orwell and the Modernists*. Dr. Rae has twice been nominated for the Frank Knox Prize for Teaching Excellence. She has served on a number of committees at Queen's, most recently the Appointments Committee and the Queen's National Scholarship Committee in the Faculty of Arts and Science. She has served as Undergraduate Chair in the Department of English since July 2001. In making this announcement, Principal Leggett wishes to express his appreciation for the leadership provided by Paul Stevens during his six years as Head of the Department of English.

New PARTEQ managers to focus on commercializing Queen's research

PARTEQ Innovations announces the appointment of two new Managers, Commercial Development.

Davis Hill and Perry Kim were hired by PARTEQ as a result of its recent grant from the federal Intellectual Property Management Program.

Davis Hill, a Queen's BSc graduate in Science and Biology, holds an MBA from the London Business School, and completed a four-month international exchange in Biotechnology and Health Care with the Kellogg Graduate School of Management at Northwestern University. Before joining PARTEQ she worked as a consultant for the telecom industry, including Nortel Networks China.

Perry Kim comes to PARTEQ from Queen's Department of Pharmacology and Toxicology and the School of Environmental Studies, where he was jointly

Bulletin board, page 8

Bulletin Board *continued*

appointed as Assistant Professor. His research expertise is in molecular pharmacology and toxicology, with a focus on carcinogenesis. He came to Queen's last year after completing a postdoctoral fellowship at University of New Mexico. He received his PhD and BSc in Toxicology from University of Toronto.

Reporting to Anne Vivian-Scott, Director of Commercialization at PARTEQ, Ms. Hill and Dr. Kim will assist researchers in assessing intellectual property for commercial potential. They will also provide business management to PARTEQ start-up companies; Ms. Hill will support Cardiomics and Portable Health Intelligence (PHI) while Dr. Kim will support GBtherapeutics. As well, they will provide commercialization support across PARTEQ's technology portfolio, which spans primarily the physical, engineering and life sciences.

Also new to PARTEQ is Marabeth McCormack, Technical Administrative Assistant. A graduate of Trent University, she brings to her job several years in executive administration, including working with Larry Grossman when he was Minister of Health and Treasurer of Ontario. Before joining PARTEQ, Marabeth was branch administrator of an ISO 9002-registered company in Thunder Bay.

Committees

Advisory Committee on Safety in Academic Field Activities

Dr. Suzanne Fortier, Vice-Principal (Academic) announces the membership of the Advisory Committee on Safety in Academic Field Activities. This Committee will advise her on forming Queen's policy on safety in academic field activities. The new policy will complement the Field Research Safety Policy (<http://www.safety.queensu.ca/safety/policy/fieldpol.htm>) that was approved by the Board of Trustees in May 2000.

The membership of the Advisory Committee is as follows: Richard Birtwhistle, Health Sciences; Roland Boegman, Graduate Studies and Research; Heather Jamieson, Geological Sciences and Geological Engineering; Dan Langham, Environmental Health and Safety; Eric Leblanc, Business; Greg Lessard, French Studies; Stephen Loughheed, Biology; John McFarlane, Chair, Physical and Health Education; Tom Moore, Applied Science; Wayne Myles, International Centre; Donna O'Connor, Rehabilitation Therapy; John Osborne, Art; Lynne Poole, Education; TBA, Undergraduate Student; John Dixon, Associate Vice-Principal (Academic) (Chair) Merrilees Muir, Office of Vice-Principal (Academic). Members of the Queen's community are invited to offer suggestions and comments that they feel the committee should take into account in developing the new policy. Send submissions to Dr. Dixon, Associate Vice-Principal (Academic), 239 Richardson Hall.

Convocation

Invitation To Spring Convocation Ceremonies 2002

To: Members of the Faculty

You are invited to attend the 2002 Convocations, they will be held in the Jack Harty Arena of the Physical Education Centre. The Convocations will take place as outlined below:

Thursday, May 23, 2002, 2 pm

Business, Industrial Relations, Public Administration, Urban Planning, Policy Studies

Honorary Graduand: Thomas Clifford Kinnear, LLD

Friday, May 24, 2002, 9:30 am

Faculty of Applied Science
Honorary Graduand: David Dodge, LLD

Friday, May 24, 2002, 2 pm

Faculty of Health Sciences: Medicine, Nursing, Rehabilitation Therapy, Faculty of Law

Honorary Graduand: Horace Krever, LLD

Thursday, May 30, 2002, 9:30 am

Faculty of Arts and Science, Physical and Health Education (Anatomy and Cell Biology, Biochemistry, Biology, Chemistry, Community Health and Epidemiology, Environmental Studies, Life Sciences, Microbiology and Immunology, Pathology, Pharmacology and Toxicology, Physics, Physiology)

Honorary Graduand: Shirley Marie Tilghman, DSc

Thursday, May 30, 2002, 2 pm

Faculty of Education

Honorary Graduand: Margaret Lois Hooley, LLD

Friday, May 31, 2002, 9:30 am

Faculty of Arts and Science (Communication, Culture and Information Technology, Computing and Information Science, Development Studies, Economics, Geography, Geological Sciences and Geological Engineering, Mathematics and Statistics, Psychology, Sociology)

Honorary Graduand: Manuel Castells, LLD

Friday, May 31, 2002, 2 pm

Faculty of Arts and Science (Art, Canadian Studies, Classics, Drama, English Language and Literature, Film Studies, French Studies, German Language and Literature, History, Jewish Studies, Language and Linguistics, Music, Philosophy, Political Studies, Religious Studies, Russian Studies, Spanish and Italian Languages and Literature, Women's Studies)

Honorary Graduand: Anne Carson, LLD

Assembly:

The Academic Procession will assemble in the Upper Lounge of the Physical Education Centre thirty (30) minutes prior to the Convocation times. If you will be joining the Academic Procession, please contact Janet Cowperthwaite, 533-6000 x 77927 or by e-mail, cowperth@post.queensu.ca prior to May 10, 2002 so that sufficient seats may be reserved.

Academic Regalia:

Members of the Academic Procession who do not have a gown or hood should make arrangements with the Alma Mater Society (located in Ross Gymnasium) one half hour before each ceremony. **Please present your faculty card for identification.**

Receptions:

All receptions are the responsibility of the Faculty or School concerned. You are encouraged to attend these functions and meet with the graduands and their families.

Governance

Honorary degree nominations sought

The Senate Committee on Honorary Degrees invites nominations for the award of honorary degree, the 2003 Convocations. Nomination forms are available at, <http://www.queensu.ca/secretariat/HonDegre.html> or from the University Secretariat, B400 Mackintosh-Corry Hall, 533-6095. Deadline Friday, Aug. 16, 2002.

Notices

Campus Bookstore Instructors please note!

Due to implementation of new warehouse management systems at some of the larger Canadian publishers, The Campus Bookstore anticipates delays in textbook shipments for next fall. For this reason it is very important to place your textbook orders for fall-winter terms as soon as possible.

Internal Academic Reviews

Recommendations for Review Team Membership

Suzanne Fortier, Vice-Principal (Academic), announces the start of internal academic reviews for the following units for the 2002/03 cycle: Department of Biology; Department of English; Department of Philosophy; Department of Psychology and Cognitive Science; School of Nursing.

Consistent with the Senate Internal Academic Review policy document, members of the University community are invited to recommend individuals to serve on the review teams, which will be established by the Internal Academic Review Committee. Each review team will be made up of four faculty members (two of whom will be from the same Faculty, if departmentalized), two students (one of whom will be a graduate student, if the unit offers a graduate program), and one staff member. All members will be external to the unit being reviewed. Recommendations should be submitted to the Dean of the Faculty by May 24, 2002. Further information about internal academic reviews and the responsibilities of review team members may be obtained from the Office of the Vice-Principal (Academic), extension 32020, or by referring to the Senate policy document at: <http://www.queensu.ca/secretariat/senate/policies/iarrev/iarrev.html>.

PhD Examinations

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

Monday, May 6, 2002

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, 9:30am.

Thursday, May 16, 2002

Agnes Atia Apusigah, Education. Reconsidering women, development and education in Ghana: toward critical transformation. Supervisor: G. Eastabrook. Vernon Ready Rm., McArthur Hall, 1:30 pm.

Friday, May 17, 2002

Xiaobo Wang, Mechanical Engineering. Simulation of bone adaptive remodeling-a stochastic approach. Supervisor: G. Dumas. 312, McLaughlin Hall, 2 pm.

Volunteers Needed

Depression Study

If you or someone you love have experienced these symptoms of depression for at least one month: hopelessness, sadness, loss of interest in daily activities, loss of energy, or difficulty concentrating, and are 18 to 65 years old, you may qualify for a research study of an investigational drug for people with depression. For more information contact Vee McBride, Psychiatry, (613) 548-6119. □

Queen's Bright Ideas

Energy and water conservation tips

Summer Sun

If you have a usable exterior window take advantage of the sun's energy and conserve electricity. When possible use lighting from the sun. In the summer, use your shades to block the sun's heat.



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, *BFA on View 2002*, May 11-June 23. Davies Foundation Gallery, *More Than Meets the Eye: Exploring Works of Art* to June 9. Tyivara: *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

May 11: Doors Open Kingston. Free admission.
May 18: International Museums Day. Free highlights tour, 1 pm.
May 31: BFA on View 2002 Reception, 4:30 pm.

Union Gallery

Concerning Sexuality- work by Queen's student Nicole LaPierre. May 3 to 21. Opening reception May 4, 6 pm. stauffer.queensu.ca/webgall/currentx.html

Public Lectures

Tuesday, May 7

People and Ideas in Jewish History

Jan Mennell, Queen's. Daughters of the diaspora: Jewish Latin-American women's narrative. 202 Policy Studies, 7:30 pm

Thursday, May 9

Economics Journal of Applied Econometrics, Public Lecture I

Ariel Pakes, Harvard University. Demand systems which treat products as bundles of characteristics: Lessons from combining micro and macro data (The new car market). 27 Dunning, 3:30-5 pm.

Friday, May 10

Economics Journal of Applied Econometrics, Public Lecture II

Ariel Pakes, Harvard University. Demand systems which treat Products as bundles of characteristics: Some conceptual and econometric difficulties with the framework. 27 Dunning, 3:30-5 pm

Special Events

Wednesday, June 5 – Sunday, June 9 Biology People and the Planet Conference

Exciting workshops & plenary events throughout conference; Free entry to Environment Fair on Saturday June 8 at Grant Hall. Evening speaker events \$10/night at the door or enroll in full conference package. See <http://www.scb-kingston.ca> for info/registration or call Sierra Club of Canada at 1-888-810-4204.

Courses and Workshops

IRC Spring Seminars

Contact Elaine Clark, 533-6628 or ec3@post.queensu.ca.
May 26-30: Dispute Resolution Skills

ITS Computing Workshops

May 16, MS PowerPoint 2000 Basics, Part 1, 9:30 am-noon
May 22, Corporate Time, 1:30-4pm
May 23, MS PowerPoint 2000 Basics, Part 2, 9:30 am-noon
May 30, MS PowerPoint 2000 Beyond the Basics, 9:30 am-noon

Register on-line at <http://noteswww.queensu.ca/ITS/itscourses4.nsf> Or, sign out an ITS/ElementK Self-paced, Web-based Technology Learning License. Information at <http://www.its.queensu.ca/educ/elementk/>.

Theology College

Wednesday, May 8, Effective Meetings, Sandy Cotton, 2-5 pm, \$40.
Wednesday, May 22, Leadership that Builds Community, Sandy Cotton, 9 am - 4:30 pm, \$85.
Thursday, May 23, Mid-East Tensions - An Ancient and New Look, Randall Heskett, 9 am-3 pm, \$75.
Friday, May 24, Rising From the Ashes: Beginning Again (help for victims and survivors), Diane Nesheim, 9:30 am-4 pm, \$75.
Tuesday, May 28 to Friday, May 31, Advanced Mediation, Ruth Sirman, 9 am to 5 pm, \$500.
Wednesday, May 29, Food Handlers Certification, Hank Blok, KFLA Health Unit, 8:30 am to 4:30 pm, \$55.
Thursday, May 30 to Friday, May 31, The Farm Crisis, Stuart Laidlaw, Toronto Star, 9 am to 4 pm, \$75.

All workshops to be held in Theological Hall. Further information www.queensu.ca/theology. Click on Summer School.

For registration/ information contact: Lynda Price, Summer School Co-ordinator

Queen's Theological College, phone 533-3170, fax 533-6879, e-mail-qtcconed@post.queensu.ca. □