

## Queen's sees increase in average NSERC grant size

BY NANCY DORRANCE  
NEWS AND MEDIA SERVICES

A specialist in preserving contemporary works of art, a distinguished chemistry professor who has conducted award-winning research into the structure of atoms and molecules, and a recently-appointed geological engineer whose work will contribute to safer mine design are among 64 Queen's recipients of this year's Natural Sciences and Engineering Research Council (NSERC) awards.

The funding, announced last month, includes more than

\$9 million in operating grants ranging from \$40,698 to \$682,500, and \$890,000 in equipment grants. Sixteen new applications (researchers who did not hold a grant last year) were funded, most of whom are new appointees.

The success rate for NSERC grants at Queen's this year was 88 per cent, and the average grant size increased from \$128,735 to \$141,044.

Also announced was close to \$6 million in NSERC funding to the Queen's-led Sudbury Neutrino Observatory (SNO), a collaboration of nearly 100 scien-

tists from 11 universities and laboratories in Canada, the US, and the UK; and \$600,000 to C3.ca Association Inc., a Canadian university/industry/government consortium chaired by Queen's Andrew Pollard (Mechanical Engineering). C3 supports research and training in both traditional and emerging areas of high performance computing.

"I am delighted that Queen's researchers continue to have outstanding success in NSERC competitions," says Kerry Rowe, Vice-Principal (Research). "This

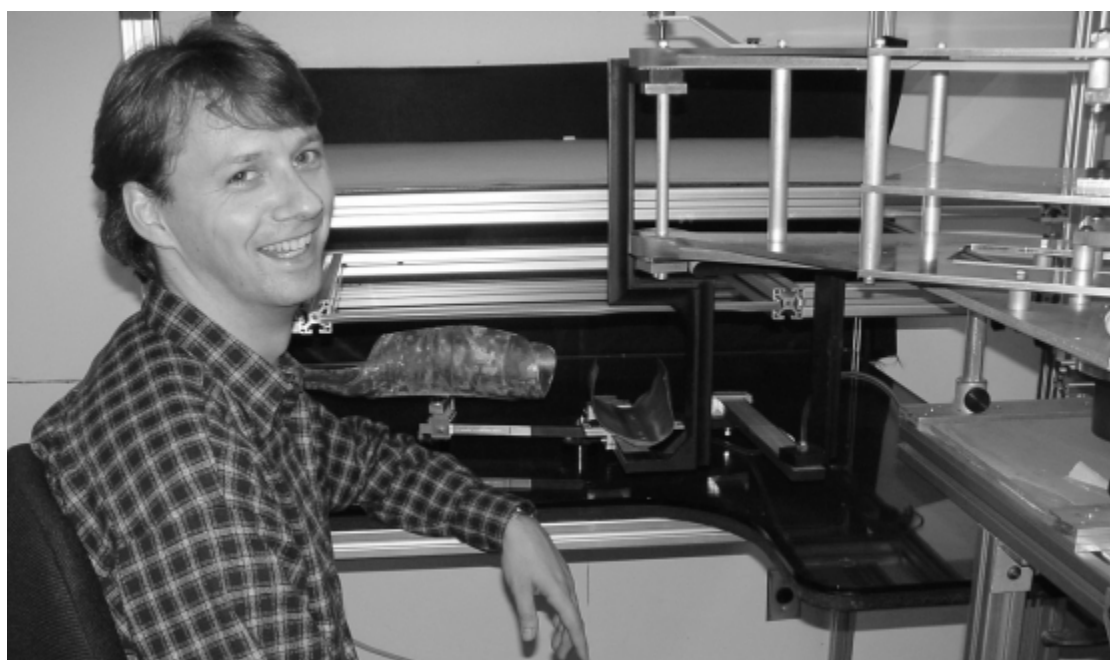
year's results reflect both the excellence and breadth of research in the natural sciences and engineering at Queen's. The extremely strong performance in this highly competitive environment is a testament to the cutting-edge work being done by these researchers, and I congratulate them for this well-deserved recognition."

Alison Murray (Art) (\$92,000) merges both artistic and scientific inquiry in her research. A conservation scientist, she is studying the properties of contemporary art materials, especially with respect to their cleaning, and to

formulate guidelines for conservators. Vedene H. Smith, Jr. (Chemistry) (\$208,000) received NSERC funding to continue his award-winning research into the electronic structures of atoms, molecules and solids. Jean Hutchinson (Geological Sciences) and Engineering (\$104,000) is investigating the current condition and future stability of "crown pillars" – horizontal remnants of rock left in place above underground mining stopes.

For funding details and a complete list of Queen's NSERC results, see [www.nserc.ca](http://www.nserc.ca). □

## Limb movement expert Stephen Scott wins Basmajian Award



Out on a limb: 2002 Basmajian winner Stephen Scott with his patented human robot used to monitor and manipulate the mechanics of limb movement.

Stephen Scott (Anatomy & Cell Biology) is this year's winner of the Mihran and Mary Basmajian Award for Excellence in Research. Dr. Scott was recognized for his research into the coordination and adaptive learning of limb movements and how regions of the brain are involved in these tasks.

He receives his award and presents a lecture on Your Brain Knows Physics Better Than You Think: A New Paradigm to Probe the Neural Basis of Motor Control on Wednesday, June 19 at 4:30 pm in Etherington Hall Auditorium. All are welcome.

Dr. Scott came to Queen's in 1997 from the Université de Montréal and is currently supported by a CIHR New Investigator Award. In 2001, he was promoted

to Associate Professor.

Dr. Scott uses mathematical, engineering, anatomical and physiological techniques to examine the neural and mechanical basis of sensorimotor function. His research is supported by individual operating grants from CIHR and NSERC, and three collaborative grants, two from CIHR to study sensorimotor systems and computational neuroscience, and another from ORDCF on neuroimaging and technology commercialization. Dr. Scott is also the recipient of a Chancellor's Excellence in Research Award and a Premier of Ontario Research Excellence Award. □

[anatomy.queensu.ca/faculty/scott.cfm](http://anatomy.queensu.ca/faculty/scott.cfm)  
[www.queensu.ca/vpr/basmajian.htm](http://www.queensu.ca/vpr/basmajian.htm)

## Canada disadvantaged for e-commerce, Queen's legal expert warns

BY NANCY DORRANCE  
NEWS AND MEDIA SERVICES

Canada is at a significant competitive disadvantage for e-commerce, and stands to lose major tax revenue from "cyberspace transactions" if federal tax laws aren't overhauled, warns a Queen's specialist in legal Internet issues.

"Under current laws, Canadian

companies must charge, collect and remit GST payments to the federal government," says Arthur Cockfield (Law), a 2001 Queen's National Scholar. "Foreign companies don't have similar obligations."

Using a unique approach to analyze problems created by the sale of e-commerce goods and services, Professor Cockfield has identified two areas of federal tax policy – international income tax and GST – that work against Canadian companies and cause revenue losses for the government. (These losses are acknowledged in a recent internal report of the Canada Customs and

Revenue Agency, that estimates Canadian e-commerce transactions will total \$200 billion by 2003.)

He advocates a more radical tax policy approach to ensure that GST is effectively collected on cross-border consumer e-commerce transactions from large foreign companies with significant sales into Canada. He presented his proposal, which directly opposes current CCRA policy, at an international seminar on taxation of e-commerce held at Keio University, Tokyo, earlier this month. □

[qsilver.queensu.ca/law/faculty/cockfield.htm](http://qsilver.queensu.ca/law/faculty/cockfield.htm)



Arthur Cockfield

### In this issue...

**Addressing  
Aboriginal  
nurse shortage**

See page 5

**Queen's, KGH  
team up for  
sick kids**

See page 5



## Doctoral students now guaranteed minimum funding

BY CELIA RUSSELL

PhD students can now count on annual minimum funding of \$16,000, thanks to a new initiative by the School of Graduate Studies and Research, with the strong support of the offices of the Principal and Vice-Principal (Academic).

The school also strongly supports improvements to graduate teacher assistant (TA) training that Senate approved earlier this month.

Queen's joins the universities of Western Ontario and Toronto as the only universities in Ontario to offer a minimum funding plan, says Uli Scheck, Dean of Graduate Studies and Research.

"We're grateful that the university saw the need to support this initiative, despite cuts to the operating budget. It shows the university has made a long-term

commitment to its graduate students. Not only will it provide solid financial support to our graduate students, it will also help us to attract the best candidates."

The plan takes effect this September and applies to new and continuing doctoral candidates in Years 1 through 4 who so far have had less than \$16,000 in annual funding.

"Of the 43 graduate programs we have, 32 already give their doctoral students funding above the minimum guarantee," says Dr. Scheck.

The Society of Graduate and Professional Students (SGPS) strongly supports the plan.

"We're very happy because it will take the financial pressure off some of our grad students and enable them to concentrate on their studies," says Chris Dyck, SGPS VP Internal, *Doctoral students, page 2*



# Health Sciences projects get \$5.1 million boost

BY LORINDA PETERSON  
NEWS AND MEDIA SERVICES

Three innovative, cross-disciplinary Health Sciences projects will receive \$5.1 million over six years for strategic training initiatives in health research.

The projects involve developing revolutionary technologies for proteomics and protein function discovery; developing a “transdisciplinary” training program in cancer research and an examination of digestive sciences. Queen’s researchers will each receive an average of \$300,000 per year for six years from the CIHR Strategic Training Initiative.

The three programs involve more than 50 faculty who will act as mentors to graduate student researchers in all areas of health research including biomedical, clinical, health systems, health services, the health of populations, the societal and cultural dimensions of health and environmental factors influencing health.

“The CIHR Training Program in Transdisciplinary Cancer Research will directly assess the need for multidisciplinary researchers with the diverse skills necessary to apply scientific discovery to the diagnosis, treatment, prevention and ultimately the cure of cancer,” says Dr. Lois Mulligan, whose team will develop a cross-disciplinary training program in cancer research. The project will train future researchers to accelerate the applications of the advances

in cancer research that have happened in the last ten years into clinical practice, patient care and prevention strategies.

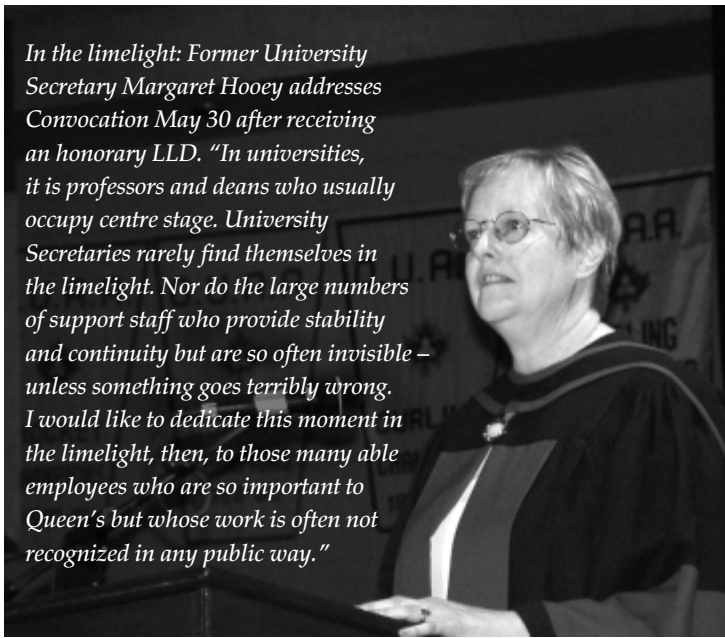
The GI Diseases Research Unit (GIDRU) will provide multidisciplinary research training in digestive sciences and disease for both clinical and basic science trainees at all levels including summer students, MSc and PhD students and post-doctoral fellows, says GIDRU director Dr. William Patterson.

The multidisciplinary Proteomics and Protein Function Discovery training program will involve faculty members from all the Health Sciences departments as well as Chemical Engineering, Computing and Biology. “Proteins play central roles in almost all biological processes and defective proteins are responsible for a wide range of diseases. The training program will provide doctoral candidate trainees with integrated training in a number of state-of-the-art technologies that can be applied to any protein,” says Dr. Graham Cote.

According to Dr. Jim Brien, Queen’s Director of Research, Health Sciences, this unprecedented initiative will transform the health research agenda in Canada and has the potential to transform graduate studies at Queen’s. “It represents an integrated approach to applying new knowledge to address real-world health problems.” □

www.cihr.ca  
www.queensu.ca/newscentre

*In the limelight: Former University Secretary Margaret Hoey addresses Convocation May 30 after receiving an honorary LLD. “In universities, it is professors and deans who usually occupy centre stage. University Secretaries rarely find themselves in the limelight. Nor do the large numbers of support staff who provide stability and continuity but are so often invisible – unless something goes terribly wrong. I would like to dedicate this moment in the limelight, then, to those many able employees who are so important to Queen’s but whose work is often not recognized in any public way.”*



Celia Russell

## Doctoral students continued from page 1

Graduate. “We do view it as a minimum and hope to see it rise in subsequent years. We would also like to see it extended to master’s students too and are currently working with the grad school on this.”

Associate Dean Marsha Singh started working last November on the complex formula to arrive at the Queen’s minimum, says Dr. Scheck. “We looked at the minimum guarantee we could offer, given the university’s financial situation. Among the many factors considered, we also looked at the cost of living differences between large and small cities.”

Enhancements to the TA training program will go a long way toward improving graduate student teaching skills and undergraduate learning, says Dr. Scheck, who also chaired the SCAD Subcommittee on the Training of Teaching Assistants at Queen’s. “Over the years undergraduates have voiced concerns in exit polls that TAs were not being employed in an optimal way.”

The improvements that the subcommittee recommended include a new, free course for TAs whose first language is not

English. A central resource person – a TA coordinator in language and learning – will also be hired for September to develop training programs on campus. The subcommittee also made recommendations to consolidate current training activities and to make what works more visible. Departments will be asked to submit a short annual report to the Instructional Development Centre.

“TAs experience a great deal of stress when they first encounter a lab experience,” says Mr. Dyck, whose association was represented on the subcommittee. “This will be a real stress-reliever for graduate students. The creation of TA contracts is another positive development toward accountability,” he says. “With a contractual agreement, you know off the bat what’s expected of you.”

The full report of the Subcommittee on the Training of Teaching Assistants at Queen’s University is available in pdf format at: [www.queensu.ca/secretariate/senat/TArptSCAD.pdf](http://www.queensu.ca/secretariate/senat/TArptSCAD.pdf).

Full details on the minimum doctoral funding program will be posted on the new Graduate Studies website that debuts in a few weeks. □ [www.queensu.ca/sgr](http://www.queensu.ca/sgr)



Courtesy of the Ban Righ Centre

Supporting Women Learning: centenarian Clara Farrell Brooke (Arts’ 24) heads up a group of award winners, family and friends at the recent annual Ban Righ awards ceremony at Grant Hall, where a new bursary, through a gift from her cousin, Kathleen Barclay Bowley (Arts’ 49) was established in her name.



Lorinda Peterson

Flipping for Queen’s: While barbecue smoke surrounds him, Clark Craig of Sodhexo handles some of the hundreds of burgers consumed at the Principal’s annual spring barbecue last week at Agnes Benidickson field. The annual event attracted hundreds of hungry faculty, staff and retirees.

## 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

directs staff, students and faculty to the appropriate campus resources for assistance.

**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

Kathy Beers – Student Affairs  
533-6944 ext. 74022

Sandra Howard-Ferreira  
School of Graduate Studies  
and Research

533-6100 ext. 77310

Gary Racine – Telecommunications  
533-3037

**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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# Four who have made a difference in the life of the university

Among employees retiring this June, Queen's says farewell to four who helped steer their departments through a tremendous period of growth at Queen's.



## Barbara Fletcher – lifelong learning advocate

Observing how teachers learn to teach has been a lifelong fascination for Barbara Fletcher, manager of the Clinical Education Centre. After working in a hospital setting for several years, she realized she would need a degree to follow her interest in community nursing. "I learned a lot about learning by watching teachers teach," she says of the time she spent completing a BNSc as a mature student between 1981 and 1986. After completing an MEd in 1987, she was appointed as a teaching associate with the former Clinical Learning Centre, and later became its director. "I caught the bug and I didn't want to stop."

Her fondest memory is the opening of the Glaxo-Wellcome Clinical Education Centre in November 2000 – the culmination of a decade of working and planning. "It was a real high point for me to celebrate with all the people who made it happen," says Ms. Fletcher, who became the centre's first manager. The volunteers and standardized patients who dedicate their time to help medical students learn is the best example of a town-gown relationship, she says. "That the community wants to participate in the education of these students is most empowering and uplifting."

"It's been the best job on campus. I love it. You get to meet hundreds of people. I am really sad to go and I can hardly wait to go."

As for the future, her love of family will take her and her husband Allen to Switzerland to spend time with their first grandchild and family – and her love of music and lifelong learn-

ing will likely take her to local schools to volunteer. – Celia Russell



## Christopher Knapper – educational development mentor

When Christopher Knapper arrived to set up the Instructional Development Centre 10 years ago, the University of Waterloo faculty member didn't plan to stay. "But Queen's persuaded me, and I eventually resigned," says Dr. Knapper, a pioneer in educational development who rounds out a 25-year career this month.

Since January 1992, he has seen the IDC, currently located on the first floor of Old Meds, grow from one dedicated appointee to three as the interest in and need for educational development expanded.

"Unlike other centres, Queen's is unique in having three tenured full-time people whose main activity is instructional development. Another unusual aspect is that we have an endowment, given by students that underwrites the operating budget."

The Alma Mater, Arts and Science Undergraduate and the Engineering societies give \$750,000 annually to support the centre programs, and has allowed for much of its expansion.

"We do a lot more in partnership with academic units than we did in the past," says Dr. Knapper, who is cross appointed to Psychology and Education. "For example, we now run a program for new faculty members in collaboration with Applied Science. The centre also consults on curriculum innovation and change and liaises with Information Technology Services and the Libraries. We also have a complete teaching and learning resource library on the web, and (IDC administrative secretary) Sandra Meikle deserves a lot of credit for implementing that."

"We have always worked with individuals and will continue to do so. If instructors have a problem or a

perceived issue with teaching they can always come and talk to us."

As he leaves Queen's, he is pleased to note that there are more conversations about teaching. "Teaching has a higher profile than it did 10 years ago, and the IDC has been a catalyst for this."

"However, higher education is more market-driven, which I'm not very happy about. It's all about the bottom line. Teachers and students feel under even more pressure, ever gauged by immediate payoffs. It's a worldwide phenomenon. It doesn't just affect education – it affects the arts and people's social and recreational pursuits."

Although he leaves this month, he says it will take some time to wind down. He has a career's worth of teaching and learning material that needs sorting. As for the immediate future, he is off to Spain at the end of the month to run some workshops. He is also looking forward to spending more time with wife Laurel, who stayed in the Waterloo area running a business while he was at Queen's, and spending some time together in the south of France. – Celia Russell



## Eleanor Rogers – ESL pioneer

Eleanor Rogers fulfilled her life's ambition to be a diplomat and learn new languages during her career as director of the School of English (SOE). When she came to the school in 1974, the only course was a six-week bursary program for French-Canadian students. Today, students from all over the world come to learn year round. "I came to Queen's because the job fit with the demands of a young family. It has grown with us," Ms. Rogers says.

"I've been fortunate to have freedom to determine what the school needed to grow and develop. On my first recruitment trip to Japan, I met an electrical engineer who was teaching

English as a Second Language (ESL). 'I taught it once,' he told me, 'and I liked it. What can it take?' That sums up where ESL was 28 years ago. Today, ESL teachers come highly qualified with degrees and second language teaching accreditation."

Ms. Rogers also helped drive the growth of ESL programs in Canada. She headed the TESL ON, TESL Canada and Council of Second Language Programs at a time when these vital advisory boards were struggling to exist. She now chairs the Board for Alpha Plus literacy provider and TESL Training Institutional Recognition Advisory Committee (TTIRAC). "I feel most privileged to have been at the forefront of a new frontier."

The job has never been dull. "Dealing with students from vastly different cultures, we never know what to expect, but they have taught me a lot. The amount of history and culture students bring with them has given me a different view of the world."

Ever an optimist, Ms. Rogers believes anything is possible. Her future plans include consulting on ESL program development and volunteering with TTIRAC. She plans to pursue her love of travel, visit friends throughout the world, spend time with family in Texas, Washington and Seattle, and get to know her new granddaughter. On the domestic front, she plans to sew and garden. "I'll recapture my social life and entertain like before," she says. "The school can run without me." – Lorinda Peterson



## Millard Schumaker – champion of change

For 33 years Millard Schumaker has witnessed tragedy and triumph in his office high in the tower of Theological College. "I didn't plan to come to Queen's and I didn't plan to stay," he says. "But I believe most things in life come as a surprise."

Dr. Schumaker, cross-appointed to Religious Studies and Theological College began his career as a preacher. While at Queen's to complete his PhD, he was hired to develop Religious Studies 161, a course dealing with contemporary problems in religion and culture. He went on to teach large courses dealing with moral problems in health care.

As sexual harassment advisor and pastoral worker, he has also helped many with the trials and tragedy of daily life. "Theology professors have a non-religious pastoral function. I have talked to many people in this room. I took it one day at a time, and for everything I've seen and heard, I feel that this was my calling, that I belonged here and my life went as it should have."

Dr. Schumaker notes how the face of Queen's has changed over the past three decades. "When I first came to Queen's, about 40 per cent of my students' names began with 'Mc' or 'Mac.' I have a strong interest in Scotland so I thought that was great. Now, there is enormous ethnic diversity in students' backgrounds and I like that even better."

As for career highlights, Dr. Schumaker recalls the term he taught at the International Study Centre in Herstmonceux, England. "The 'castle' experience is the best thing at Queen's," he says "Canadian teachers are on site 24 hours a day seven days a week and students and professors take advantage of the opportunity for genuine deep learning in small intimate classes."

He also organized two conferences for the public over the years on Understanding Islam. "These conferences facilitated understanding for non-Muslims and the Islamic community gained from explaining their religion," he says. "Lots of lasting friendships developed between the two communities."

Although officially retired, Dr. Schumaker plans to continue as acting head of Theological College next year and supervise unfinished theses. After that he'll join the college's league of senior volunteers. "The Theological College does as much with the general public as it does with scholars," he says. "Nobody ever leaves the Theological College. We always come back."

Dr. Schumaker's retirement reception takes place at the University Club on June 27, 2002, 4 to 5:30 pm. – Lorinda Peterson □

# ISC poised to lead Canadian study abroad programs

BY PATRICK O'NEILL

To all things there is a season, and already this will be my last column from the ISC. It seems hardly possible that time can really have passed so quickly, but my two-year term as academic director is indeed coming to an end, and it is time to move on to new endeavours. My successor, Dr. Bill McLatchie, a seasoned Queen's administrator who has already had a long association with the ISC in a variety of planning and strategic capacities, will be taking over on July 1, and I leave with a major sense of relief that the ISC will be in such competent hands.

The past two years have been a frequently exhilarating, frequently exhausting, and absolutely never boring experi-

## Notes from Herstmonceux

ence. One of the most interesting aspects of the job from an administrative perspective has been the cultivation of the so-called CUSAP consortium. The award-winning Canadian University Study Abroad Program, involving several different universities, was founded in 1997. While Queen's remains the sole owner of Herstmonceux Castle, the academic programs of the ISC have since then been operated in conjunction with the CUSAP consortium, which currently consists of five other major Canadian universities, UBC, Dalhousie, McGill, Toronto, and Western Ontario.

Each of the partner universi-

ties has undertaken to send its quota of students to the ISC each term, and each institution has its vigorous champions of the ISC. But each institution is also composed of multiple departments, faculties, schools, and administrative offices, and the opportunities are legion for good intentions to get lost in a multiplicity of cracks. The consortium is an excellent concept, in other words, but one that, unsurprisingly, involves significant logistical challenges if it is to be made to work to its full potential. One of the responsibilities of the Academic Director is to contribute to ensuring that it does just that, and I have found my own attempts to do so a particularly rewarding experience, for CUSAP points the way to the

most appropriate future role of the ISC in the Canadian university system.

The ISC, as a centre for international experiential learning catering primarily for Canadian university students, has the potential to become the jewel in the crown of the study-abroad programs not only of Queen's University but of the entire Canadian university system. The first-year Arts program is already unique; the upper-year Arts, Business, and Law programs have enormous cultural and educational potential. In my time here I have come to believe increasingly that the central mission of the ISC should be to serve as the vehicle for a specifically Canadian exploration of British and European cultural diversity,

and thus also of a fundamental strand in the fabric of Canadian national identity. This central goal of becoming a Canadian rather than just a Queen's International Study Centre should ideally be accompanied by a strategic development of the ISC's additional potential to become a genuinely bi-directional cultural and academic meeting place between the old world and the new, providing not only a gateway to Europe for the leaders of tomorrow's Canada but also a gateway to Canada for the leaders of tomorrow's Europe.

Patrick O'Neill, a professor in the Department of German at Queen's, has been Academic Director of the ISC since July 2000. [www.queensu.ca/isc](http://www.queensu.ca/isc) □



## Media division wins international award

Queen's News and Media Services has won a Bronze medal in the prestigious international competition sponsored by the Washington-based CASE (Council for the Advancement and Support of Education). The award recognizes the university's media relations program with its focus on achieving

national news coverage for Queen's.

This is the second medal won by News and Media Services this year. Last month, the Canadian Council for Advancement in Education (CCAIE) announced that Queen's news group had won the Gold Medal for best public affairs program.

## Financial Times praises School of Business

Queen's School of Business is ranked as one of the world's top providers of executive education, according to the fourth annual survey published earlier this month by the influential European business publication *Financial Times*.

Queen's is the highest-ranked Canadian business school in the main "open enrollment" category and the only Canadian school to have made the list in all four years of the ranking's history. In addition, Queen's ranked number one in the world for the after-sale service it provides to executives.

"We're delighted that Queen's was the highest-ranked Canadian business school for programs that are open to all executives," says Margot Northey, Dean of Queen's School of Business. "Our relentless commitment to quality and innovation is clearly paying off – for both Queen's School of Business and the managers who choose us for executive education."

The *Financial Times* ranked Queen's number 19 in the world for programs that are open to all executives, rather than custom-designed for one organization.

## New program taps international teaching experience

Immigrants with international teaching experience will now have help getting into Ontario's teaching profession, thanks to an innovative Queen's-led program. Funded by the Ontario Ministry of Training, Colleges and Universities, the Alternative Teacher Accreditation Programme for Teachers with International Experience (ATAPTIE) will provide immigrants who have degrees and international teaching experience with an alternative model to obtain a Bachelor of Education degree. "It is with great pride, being myself a new Canadian, that I announce the launch of the ATAPTIE program," says Rosa Bruno-Jofré, Dean of the Faculty of Education. "As a faculty of education, along with our partners in the education process, we have an obligation to ensure that we celebrate differences, which are a fundamental feature of our Canadian public culture."

## Public access to opinion data

Researchers can now easily access public opinion data, through the Canadian Public

The media group, part of the Department of Marketing and Communications, consists of Media Coordinator Nancy Marrello, Communications Assistant Lorinda Peterson, News Writer Nancy Dorrance and Associate Director (Communications) Anne Kershaw.

Opinion Research Archive (CORA) at Queen's Policy Studies. Thanks to an agreement with the Centre for Research and Information on Canada (CRIC) data on its surveys will be accessible via the CORA website, [www.queensu.ca/cora](http://www.queensu.ca/cora). Academics, journalists, students and others can apply to access the information. Researchers use CORA daily to advance our understanding of the country and evolutions in public values, says Matthew Mendelsohn, CORA director.

## Health website earns international honour

Sexualityandu.ca – a website designed to raise awareness about contraception and reproductive health steered by a Queen's faculty member, has won the Health category of the International Webpage Awards. Dr. Robert Reid (Obstetrics and Gynaecology) chaired a working group on behalf of the Society of Obstetricians and Gynaecologists that developed the website, which has had more than 200,000 visitors in its first three months up and running. □

[www.sexualityandu.ca](http://www.sexualityandu.ca)  
[www.webpageawards.com/winners2001/winners-bestof.htm](http://www.webpageawards.com/winners2001/winners-bestof.htm)

# 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.

May 14 – June 10, 2002

**Katherine Wynne-Edwards** (Biology) was interviewed across Canada on CBC Radio - Fredericton, St. John, Winnipeg, Regina, Toronto, Edmonton, Calgary, Vancouver, Victoria, and Whitehorse about the role estrogen levels may play in risk factors for breast cancer. She was also featured in the *Victoria Times Colonist* as one of several experts who presented at the World Conference on Breast Cancer in Victoria. Her research about hormone changes in expectant fathers was featured recently in *Psychology Today* and *Reader's Digest*.

**Robert Dalrymple** (Geology) was interviewed on CBC TV *The National* about his research north of Kingston that first uncovered the world's earliest evidence of animals making the deliberate move from sea to shore. The story was also covered in the *New York Times*, *Toronto Star* and *Ottawa Citizen*.

**Barbara Kisilevsky** (Nursing) commented in a *National Post* story about whether a mother can influence the intelligence of her unborn child.

**Jim Ridler** (Business) recently appeared on CBC TV's *Canada Now* commenting on the Red River flood in Manitoba and criticisms about how the Red Cross has used donated funds. The interview was rebroadcast on CBC TV's *The National*, and on CBC Radio.

**Louis Delvoie** (Centre for International Relations) commented on CBC TV *NewsWorld's Politics* about the Pakistan-India conflict.

**Michael Adams** (Urology)

**Jeremy Heaton** and **Alvaro Morales** (Pharmacology and Toxicology) were featured in a front-page *Globe and Mail* story about their discovery of Uprima, an anti-impotency drug.

**Larry Wolfe's** (Physical Health and Education) research about exercise for pregnant women is cited in a *Globe and Mail* story about exercise guidelines for mothers-to-be.

**Arthur Cockfield** (Law) commented in an *Ottawa Citizen* story about the new Personal Information and Protection of Electronic Documents Act.

**Wendy Wobeser** (Medicine) commented in a *Globe and Mail* story about a potential outbreak of TB in Toronto.

**Douglas Reid** (Business) commented in a *National Post* story about the rivalry between Air Canada and Westjet Airlines.

**Annette Burfoot** (Sociology) commented in the *Ottawa Citizen* about the need to adapt the size and weight of power tools to accommodate women users.

**Stephen Brown** (Environmental Studies) was interviewed on CBC Radio *Ontario Morning* about technology he developed that tests water systems and immediately reports the presence of E. coli bacteria. The story was also covered in the *Toronto Star*, *Ottawa Sun*, *London Free Press*, *Charlottetown Guardian* and *Kingston Whig-Standard*.

**Doug Bland** (Defense Management Studies) commented in the *Ottawa Citizen* about Canada's lack of strategic transportation for its armed forces overseas. He also commented in the *Ottawa Citizen* and *Victoria Times Colonist* story about recommendations to eliminate the army's parachute capability.

**Louis Delvoie** (Centre for International Relations) commented on CBC Radio's *As it Happens* about the Pakistan-India conflict.

**Principal Bill Leggett** participated in a panel on CBC's *This Morning* discussing undergraduate tuition issues.

**Vicki Friesen** (Biology) was featured on CBC Radio *This Morning's Commentary* discussing social values and the environment.

**Khem Jhamandas** (Pharmacology and Toxicology) was featured on CBC Radio *Quirks and Quarks* discussing the ability of opiate antagonists to restore morphine's effectiveness in fighting long-term pain.

**Brian Bennett** (Pharmacology and Toxicology) commented in a *National Post* story on the impact of stress on cardiac health.

**Paul Jackson, Geoff Smith and Amy Bell** (History) commented in a *National Post* story on accounts of unconventional sexual behaviour during the Second World War.

**Don Stuart** (Law) was cited in the *National Post* from a paper he wrote following the tabling of the government's Anti-Terrorism Act.

To 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.

Check Queen's News Centre for daily Queen's in the News updates [www.queensu.ca/newscentre](http://www.queensu.ca/newscentre) □

## Let ITS manage your server needs

The need for departments to share information in a secure and robust manner continues to grow, as does the need for some departments to implement group-access database applications. A "workgroup server" is typically required to do this. The result – departments' dependency on their server or on servers in other departments has also increased. Some departments have opted to purchase, administer and support their own server, but Information Technology Services now offers another option.

ITS has created a department server administration program with two options. With the Dedicated Plan, a department buys a server to be located in the ITS operations room. ITS staff will perform day-to-day administration, maintenance and support for a nominal yearly fee. For smaller departments who can't justify or afford to buy a server, ITS can provide capacity on one of its servers – the Consolidated Plan – where the cost of the server is shared by the participating departments. This will allow

### Plugged In

ITS to take a more proactive role in server maintenance and support. The service should appeal to most departments and be accessible to all who need it. Seven departments currently participate in this program.

"With cutbacks and a shortage of technical people in many departments who have or need a server, we felt that ITS needed to provide more server administration and support," says Paul Pearsall of ITS. "We believe we can provide an overall benefit to the university by locating departmental servers in our secure operations area, standardizing on one or two operating systems and consolidating smaller departments on shared servers."

Some departments have had their own technical help or system administrators. Others relied on part-time staff and/or students to fill this role. In the case of part-time staff and students, the servers often outlasted the system administrators and became a great source of frustra-

tion and mystery when something went wrong. The diversity and location of some of these other servers made it difficult and time-consuming for ITS to help. Protecting these servers against viruses and malicious attacks is also a growing problem that demands regular attention.

Key to this plan is the variety of ITS-delivered maintenance functions including: file sharing and directory structures, user and group accounts, and security patches. Servers are also monitored for potential system failures. To preserve their security and reliability, servers under either the Dedicated or Consolidated plans cannot host web pages or web services; these must be housed on separate servers. A more extensive list of benefits can be found on the web pages.

For more, contact Paul Pearsall, [pearsall@post.queensu.ca](mailto:pearsall@post.queensu.ca), ext. 74087 or Bill Joslin, [joslin@post.queensu.ca](mailto:joslin@post.queensu.ca), ext. 36452 who will analyze departmental requirements. □

[www.its.queensu.ca/serveradmin](http://www.its.queensu.ca/serveradmin).

## People

At its spring convocation, the University of Regina conferred an honorary Doctor of Laws on **Donald Akenson** (History, McGill-Queen's Press) for his lifetime contribution to the Canadian historical profession.

**Health Sciences Education awards for faculty:** The following were honored recently with 2002 Faculty of Health Sciences Education Awards for significant contributions to education: **Robert Connelly** (Pediatrics), **Shirley Eastabrook** (Nursing), **Diana Hopkins-Rosseel** (Rehabilitation Therapy), **Andrew Kropinski** (Microbiology & Immunology), **Robert McGraw** (Emergency Medicine), **Jennifer Medves** (Nursing), **Kathleen Norman** (Rehabilitation Therapy), **Peggy Pritchard** (Micro-

biology & Immunology), **Nasreen Roberts** (Psychiatry) and **Michelle Villeneuve** (Rehabilitation Therapy).

**John Meisel** (Politics) received the inaugural John Meisel Award for Excellence in Cultural Research from the Canadian Cultural Research Network meeting in Toronto. The annual award was established in his name to recognize "the outstanding contribution of an academic or a practitioner in the field of cultural research during the course of his or her career." □

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





# Admission changes help address Aboriginal nurse shortage

BY CELIA RUSSELL

Senate has approved changes to the admission process to the BNSc program to help address a critical shortage of Aboriginal nurses in Canada.

The revisions were modeled on the process in place in the School of Medicine and in consultation with the Four Directions Aboriginal Student Centre. They will also address the need to educate more Aboriginal nurses to serve as role models and tend to the health care needs of Aboriginal people.

"It doesn't change the admission standards, but does provide an alternate process for attracting students," Senator and School of Nursing Director Marianne Lamb told Senate at the May 31 meeting.

Under the alternate process, up to five qualified students per year may be admitted to the program, which may take into account extenuating circumstances when the applicants self-identify. The school and the Four Directions centre will provide ongoing support to those admitted through this process.

## Senate

In other business, Senate approved:

- minor revisions to the constitution of the Centre for Studies in Primary Care;
- the introduction of the Collaborative Graduate Program in GeoEngineering in the School of Graduate Studies and Research, participants being Queen's departments of Civil, Mining and Geological Sciences and

Geological Engineering and Royal Military College's Civil Engineering department;

- 2002-03 Senate meeting dates (fourth Thursdays, 3:30 pm unless specified) Sept. 26, Oct. 24, Nov. 28, Jan. 23, Feb. 27, March 27, April 24 and May 22 (9:30 am);
- the election of the following to Senate committees: Ryan MacDermid (student) to Alumni Award for Excellence in Teaching; Deborah Leighton

and Bill Racz (faculty) to Grievance Board – Alternate Chair; Chris Hallford (student) to Information Technology; Sarah Campbell (student) to Internal Academic Review; Ikenna Uche (student) to JDUC; Tyler Mills (student) to Library and Samil Chagpar (student) to Nominating.

For more details, see the University Secretariat website at [www.queensu.ca/secretariat](http://www.queensu.ca/secretariat) and click on Senate □

# Fundraising fosters excellence in the School of Nursing

## Campaign Update

BY ANITA JANSMAN

Marianne Lamb is the Director of the School of Nursing and Associate Dean in the Faculty of Health Sciences. Here, she shares her news on the fundraising activities taking place in the school.

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

It's integral to my role as director. Fundraising is absolutely vital to enriching the nursing program and the academic experience at Queen's. It creates opportunities for students and faculty that wouldn't be available otherwise. In these times of fiscal restraint, we depend on fundraising to purchase equipment and resources that used to be paid for through our operat-

ing budget. But the reality is that the current level of funding just doesn't stretch far enough.

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

It's important because we want Queen's to offer the best nursing school in the country. A couple of indicators suggest we are doing well and we want to sustain the level of quality. For example, in 2000, we were given a seven-year accreditation, which confirms that we meet the standards for quality education in Canada. Also, all of our graduates last year passed the national exams and were above national and provincial averages. To maintain this status, we have to offer the very best facilities and teaching. For example, the Chief Coroner of Ontario has recommended that all nursing schools should have state-of-

the-art teaching mannequins on which to practice treatment of shock victims. So if we are going to offer the best program, we need to have this type of sophisticated equipment and we can only do that through fundraising.

### What have you accomplished through your fundraising efforts?

Recently, Don and Joan McGeachy gave us a generous donation of \$250,000 for entrance scholarships. We've also established a fund for students who wish to have their placement outside of Canada, and another fund for students who want to attend conferences or professional nursing conferences. This provides them with a professional experience before they graduate.

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

These gifts mean we can attract very bright and promising students from across Canada to our school. They are a real boost to the school. Our school doesn't tend to attract many major gift donors like areas such as the School of Medicine or Applied Science. We focus more on annual gifts. I work closely with the Development Officers to create the Annual Appeal message to alumni.

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

Faculty members are key in identifying priority needs, and have an essential role to play in development and fundraising activities. Each year we choose a project for the annual appeal and I rely on the input from faculty to make that decision. □



Marianne Lamb

This is the sixth and final installment in a series of 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](mailto:aitkenp@post.queensu.ca).

# Murals brighten children's hospital stay

BY CELIA RUSSELL

A hospital stay can be stressful and frightening, especially for bedridden children.

Thanks to Queen's-Kingston General Hospital collaboration children and their families can now gaze on a series of whimsical murals depicting children at play. A mutual colleague hooked up Astrid Strong, manager of the KGH Child Life Program, who was looking for artists, with Faculty of Education Advisor Angela Solar. She approached five BEd candidates, who took on the project as an alternative practicum to standard in-class training.

"Astrid and I shared the same vision about the project," says Ms. Solar. "We wanted colourful art work that would appeal to children from babies to age 17. The art depicts the joy of children and also depicts the support of families."

"Our physical environment is an important aspect in terms of distraction and visual stimulation," says Ms. Strong. "The

murals will play an important part reducing the stress and anxiety associated with illness, treatment and hospitalization of the pediatric patient and his or her family."

It was also a collaborative activity for the artists, says Greg Taylor, who with Laila Ali, Ben Hu, Sandra Yim and Mark Bevan planned and painted for 90 hours over three weeks. "Sandra sketched the basic idea for each mural and then the rest of us took it from there. It was a lot of fun, especially since we were doing it for the children." It was also an interesting change for them, he says. "All of us have a background in art, but not as a teachable."

The students interconnected the 12 murals by theme and content and painted scenes of children playing through the seasons, gradually shifting from rural to urban settings. This was to ensure that children, some of whom come to KGH from far away, could spot familiar activities regardless of their background. The four-feet by 15-inch



Room brighteners: Education teacher candidates Greg Taylor (left), Laila Ali and Ben Hu show off some of the murals that they helped create for Kingston General Hospital's pediatric unit.

panels are designed to fit into a limited wall space so pediatric unit patients could view them while lying down. Supply fund-

ing came from the KGH Auxiliary.

Ms. Strong and Ms. Solar are looking forward to future joint

activities. "It has been a wonderful collaboration and a great opportunity for our teacher candidates," says Ms. Solar. □





### 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, June 25, 2002 at 4:30 pm. Late applications will not be accepted.** Please submit a letter of application indicating the specific position desired and a detailed resume including your employee number.

Resumes will be accepted from Queen's employees with Internal Status ONLY unless the position specifically invites External applications.

Queen's University has an employment equity programme, welcomes diversity in the workplace and encourages applications from all qualified candidates including women, aboriginal peoples, persons with disabilities and racial minorities.

## Appointments

Coordinator, Computer Support, Geography 2002-05  
**Steven Alexander**  
(Information Technology Services)

Residence Life Coordinator, Residences 2002-15  
**Heikki Jaason**

Residence Life Coordinator, Residences 2002-16  
**Peter Lem**

Residence Life Coordinator, Residences 2002-17  
**Matthew Edwards**

Systems Analyst, University Information Systems 2002-29

**Cindy Sabo**  
(Information Technology Services)

Requisition and Fee Assistant, Office of the University Registrar (Records and Services) 2002-36

**Gillian Craxford** (Human Resources)

Programmer Analyst, University Information Systems 2002-37

**Alan Killfoyle**  
(Advancement Technology Services)

Senior Planned Giving Officer, Development 2002-41

**Douglas Puffer** (Development)

Assistant Registration Coordinator, Arts & Science 2002-45

**Cindy Butts**  
(Information Technology Services)

Coordinator, Administration and Hospitality Services, University Residences 2002-46

**Spring Forsberg** (Arts and Science)

Coordinator, Research Information Systems 2002-47

**Kathleen Williams**

## 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 position, apply in writing to **Patti Evaristo**, Human Resources.

### Departmental Assistant Department of Ophthalmology 2002-55

This is a three-year term appointment.

**Major Responsibilities:** report to the

Department Head and the Chief, Finance and Administration for the Faculty of Health Sciences; provide administrative support to the Department Head and faculty members; prepare and monitor annual budgets and process all departmental financial transactions; provide administrative support for the academic promotion, appointment and reappointment processes in both the university and hospital environments; coordinate special events.

**Requirements:** community college business diploma (or the equivalent combination of education and experience); work experience in a similar office environment; excellent interpersonal and communication skills; proficient computer skills in order to generate reports using data from hospital records and financial systems.

**Minimum Hiring Salary:** \$30,754 Salary Grade 5 - ADMG5 (effective July 1, 2002)

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

### Graduate Program Assistant Department of Sociology 2002-56

**Major Responsibilities:** report to the Administrative Assistant and the Graduate Studies Coordinator; act as departmental resource person for the graduate program (initiate and compose correspondence, administer and coordinate graduate admissions, schedule meetings, coordinate distribution and collection of mark sheets, administer salary contracts for graduate students); advise part-time and full-time students on graduate matters and review information from potential applicants to the program; compile and process application packages for major scholarship competitions; compile lists of classes eligible for teaching assistants; produce and update the sociology graduate handbook; organize graduate functions including receptions; provide support to other faculty members and general reception duties.

**Requirements:** two years of post-secondary education in business administration (or an equivalent combination of education and experience); familiarity with university administrative structure; thorough knowledge of graduate admissions, academic regulations, policies and procedures an asset; proficiency with computers and a variety of

software packages (Word, Excel, PowerPoint, WordPerfect, web navigation); knowledge of PCICS and the ability and willingness to adapt to new technology; good organizational and management skills with the ability to take initiative; excellent analytical, problem-solving and interpersonal skills.

**Minimum Hiring Salary:** \$30,754 Salary Grade 5 - ADMG5 (effective July 1, 2002)

### Awards Officer School of Graduate Studies and Research 2002-57

**Major Responsibilities:** report to the Registrar; administer the scholarship and award programs (current budget for student awards is approximately \$14,000,000); accurately distribute internal and external student awards; establish adjudication committees; produce cheques and prepare reports to government, granting agencies and university bodies on the allocation of scholarship and award funds.

**Requirements:** three year post-secondary program combined with several years of related experience (consideration will be given to an equivalent combination of education and experience); proficiency with computers (Word, Excel, database management); ability to adapt to changing technology and implement new developments to increase productivity; knowledge of award systems and administrative structure of the university highly desirable; sensitivity to working with confidential information; excellent interpersonal and time management skills; knowledge of Queen's financial and accounting practices.

**Minimum Hiring Salary:** \$39,548 Salary Grade 7 - ADMSF7 (effective July 1, 2002)

### Personal Counsellor Health, Counselling and Disability Services 2002-58

This is a term appointment working four days per week from September 3, 2002 until April 25, 2003.

**Major Responsibilities:** report to the Director of Health, Counselling and Disability Services; provide individual short-term counselling to students with personal concerns and brief interventions for students in crisis; help students to develop skills in

areas such as stress reduction, public speaking and interpersonal relationships; assist students to explore expectations, study and time management habits and program selection; maintain accurate documentation of client contacts; refer clients to other sources of assistance where appropriate.

**Requirements:** minimum Master's level training in clinical psychology, social work or educational counselling; minimum of two years post-graduate experience in a setting appropriate to acquiring the skills and competencies to work with post-secondary students; familiarity with short-term counselling techniques and crisis intervention skills; knowledge of current research and literature pertaining to interventions for a variety of behavioural, emotional and cognitive difficulties; excellent interpersonal and communication skills with an understanding of the dynamics of human relations; ability to work effectively under pressure and cope with demands; ability to work collaboratively with a variety of disciplines in a team-oriented environment.

**Minimum Hiring Salary:** \$44,847 Salary Grade 8 - HSS8 (effective July 1, 2002) Salary will be adjusted to reflect actual time worked.

### Personal Counsellor Health, Counselling and Disability Services 2002-59 2002-60

These are continuing term appointments working five days per week from Sep. 1 until April 30 each year.

**Major Responsibilities:** report to the Director of Health, Counselling and Disability Services; provide individual short-term counselling to students with personal concerns and brief interventions for students in crisis; help students to develop skills in areas such as stress reduction, public speaking and interpersonal relationships; assist students to explore expectations, study and time management habits and program selection; maintain accurate documentation of client contacts; refer clients to other sources of assistance where appropriate.

**Requirements:** minimum Master's level training in clinical psychology, social work or educational counselling; minimum of two years post-graduate experience in a setting appropriate to acquiring the skills and competencies to work with post-secondary students; familiarity with short-term counselling

# Queen's Pension Plan Quarterly Investment Report - March 31, 2002

## Capital Markets

Returns on investments in the various markets can be measured against a series of well-established indices. Index returns for the 3-month and 12-month periods ending March 31, 2002 are as follows:

		3 months	12 months
TSE 300	(Canadian Stocks)	2.5%	4.9%
TSE Capped		2.5%	5.2%
MSCI World	(Global Stocks ex Canada)	0.3%	-3.1%
SCM Bonds	(Canadian Bonds)	-1.0%	5.1%
T-Bills	(Treasury Bills)	0.4%	3.7%

## Queen's Asset Mix

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

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

	Permitted Range	"Normal" Mix	Current Mix
<b>Stocks</b>			
Canadian	25% - 55%	29%	31%
Global (ex. Canada)	10% - 25%	27%	26%
<b>Bonds</b>	20% - 70%	40%	41%
<b>Cash</b>	0% - 20%	4%	2%

## Queen's Performance

### 1. Compared With Other Pension Plans

The fund returned 1.1% for the quarter ending March 31, 2002. This put the QPP at the median in RBC Global's universe of pension funds. The one-year return of 5.2% is 3<sup>rd</sup> quartile, the three-year return of 7.5% is median and the five-year return of 8.4% is third quartile. The quartile breaks for RBC Global's universe are as follows:

	3 months	1 yr	3 yrs	5 yrs
1st quartile	2.3%	8.3%	9.1%	10.4%
Median	1.1%	5.4%	7.5%	9.2%
3rd quartile	0.5%	4.0%	6.5%	8.6%

### 2. Relative to the Benchmark

	3 months	1 yr	3 yrs	5 yrs
Fund return	1.1%	5.2%	7.5%	8.4%
Benchmark return	0.4%	3.2%	6.4%	8.7%
Fund performance relative to benchmark	0.7%	2.0%	1.1%	-0.3%

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

### 3. General Comments

- The TSE 300 rose 2.5% in the first quarter of 2002 due to strong performance in March. The Canadian dollar appreciated against most foreign currencies in the quarter.
- Burgundy Asset Management exceeded its benchmark by over 6% in the quarter
- Addenda was about 34 basis points below the bond index return in the quarter.
- Global equity results were about 120 basis points over benchmark with Bernstein outperforming the benchmark and Wellington underperforming the benchmark in the quarter.
- Brinson Canada - formerly known as RT Capital Management - is now called UBS Global Asset Management (Canada). This manager has been below benchmark for 2 years - primarily because of weak Canadian equity results. The Pension Committee is concerned over performance at UBS Global Asset Management and is considering its alternatives.

# Human Resources *continued*

techniques and crisis intervention skills; knowledge of current research and literature pertaining to interventions for a variety of behavioural, emotional and cognitive difficulties; excellent interpersonal and communication skills with an understanding of the dynamics of human relations; ability to work effectively under pressure and cope with demands; ability to work collaboratively with a variety of disciplines in a team-oriented environment.

**Minimum Hiring Salary:** \$44,847 Salary Grade 8 – HSS8 (effective July 1, 2002) Salary will be adjusted to reflect actual time worked.

## **Coordinator of TA Development Instructional Development Centre 2002-61**

This is a one-year term appointment.

**Major Responsibilities:** report to the Director; plan, implement and evaluate programs and services to support the training and development of teaching assistants across the university (develop and facilitate workshops and programs on teaching and learning, recruit and train lead TAs, budgeting, planning and promotions, provide instruction in course on English Language Communication Skills for Teaching Purposes, administrative duties including preparation of reports and advertising, act as representative on university committees); collaborate with faculties and academic units to offer discipline-specific programs; coordinate centralized programs offered through the Instructional Development Centre.

**Requirements:** graduate degree (a doctorate would be an asset); significant teaching experience at the university level; experience developing, implementing, coordinating and evaluating university-wide instructional development programs; experience planning and facilitating workshops on teaching and learning; education and experience in second-language teaching; background in developing, delivering and assessing recruitment and training programs; demonstrated commitment to teaching and learning in higher education; leadership ability and sound professional judgement; excellent project management, organizational, communication, interpersonal and budget skills; understanding of the Queen's community and of TA issues at Queen's.

**Minimum Hiring Salary:** \$47,679 Salary Grade 9 – ADMSF9 (effective July 1, 2002)

## **Other Positions**

### **Laboratory Instructor, Engineering Physics**

**Responsibilities:** assist instructors of upper-year physics and engineering physics laboratory courses with supervision of student projects; provide advice and training to undergraduate students in effective planning

and safe construction of specialized physics apparatus for group projects; consult with technical staff in the physics department, and also outside the department, to ensure the supply and availability of apparatus and computing resources for student projects, and effective workshop construction of specialized components; collaborate with upper year laboratory instructors in the development, testing, and upgrading of experiments in upper year physics and engineering physics laboratories; develop and maintain supplies of apparatus and components suitable for student experimental projects.

**Requirements:** undergraduate degree in engineering physics or physics; excellent experimental physics laboratory skills; strong computing skills including experience with interfacing methods; ability to communicate effectively and positively with students, technical staff, and faculty members; graduate degree in Physics or a related discipline a strong advantage.

This could be a part-time (75 per cent) position and combined with a departmental research position. Salary is dependent on qualifications. This is a one-year position but may be extended, subject to available funding.

Reply with resume and three referees to: David A. Hanes, Head, Department of Physics, Queen's University, Kingston, Ontario Canada K7L 3N6, phone: 533-2706, fax: 533-6967, hanes@astro.queensu.ca.

The position is available Aug. 1, 2002. Review of applications will continue until the position is filled.

### **Research Engineer, Human Mobility Research Centre**

**Responsibilities:** facilitate the research of faculty members and students at the Human Mobility Research Centre (HMRC); provide expertise in engineering, science, biomechanics, materials science, instrumentation and statistics; aid in the development and execution of a variety of research projects focusing on human mobility; ensure the smooth day-to-day management of the Human Mobility Research Centre's laboratories; train and assist students, postdoctoral fellows and researchers with designing, testing, and implementing experimental protocols and using experimental devices according to best laboratory practices; advise on the selection and evaluation of research equipment; act as Safety Officer for the HMRC laboratories; laboratory orientation training; ensure maintenance of laboratory space and equipment; provide general laboratory supervision, including enforcing all regulations and standards to ensure integrity of information, ethical guideline compliance, and safety.

**Qualifications:** university degree in mechanical engineering or relevant field and a minimum of five years experience (consideration will be given to an equivalent combination of education and experience). Professional Engineers of Ontario license or eligibility.

Assets include knowledge of human and animal anatomy; experience assisting and training students; knowledge of laboratory safety regulations; experience in machining and knowledge of instrumentation design, science materials, product availability and suppliers. The incumbent may require more extensive experience or training in a particular area of research, procedure, technique, or piece of equipment.

Starting Salary Grade 8 (\$44,847).

Apply with resume and three references by June 30, 2002 to: Kari Hurst, Coordinator, Administration & Special Projects, Human Mobility Research Centre, Angada 1, Kingston General Hospital, Kingston, Ontario K7L 2V7. fax: 549-2529, hurstk@post.queensu.ca.

### **Research Assistant Asthma Research Unit, Medicine**

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

**Responsibilities:** coordinate and carry out studies in patients with asthma; perform pulmonary function tests and other physiological testing; administer questionnaires; work with computer data acquisition programs; accurately observe, record and analyze test results; assist in recruitment of study subjects; interact with investigators, other researchers, health care personnel and patients.

**Qualifications:** Post-secondary education in respiratory physiology, respiratory therapy, nursing, other health-related field and/or relevant experience; a knowledge of basic and respiratory physiology; post-secondary education and experience in statistics; interpersonal skills with ability to work as a team member; ability to work independently; computer experience; prefer experience with lung function testing and computerized data acquisition.

Salary Grade 6.

Apply with resume and three references to: Dr. Diane Loughheed, Richardson House, 102 Stuart Street, Kingston, Ontario, K7L 2V6. 548-2348.

### **Finance Manager, PARTEQ**

**Responsibilities:** bookkeeping, accounting and financial management for PARTEQ and selected PARTEQ spin-off companies; monitor license agreements, PARTEQ's equity holdings and PARTEQ's banking relationships; develop and monitor the systems and controls needed for sound financial management within PARTEQ and selected spin-off companies; may assist in the establishment and control of early-stage venture capital funds managed by PARTEQ.

**Qualifications:** degree in finance and/or an accounting designation; strong analytical skills including working knowledge of ACCPAC, and commodity tax filing and regulations; strong knowledge of research and development tax credits and issues relating to stock transactions and the financing needs of early-stage technology companies; dedicated team player with excellent interpersonal and communications skills; good organizational skills and the ability to prioritize.

Resume and three references to: PARTEQ Research & Development Innovations, Queen's University, 1625 Biosciences Complex, Kingston, ON, K7L 3N6, fax (613) 533-6853

## **Employee Development**

Call Human Resources at ext. 32070 to register or for details. Also register at [www.hr.queensu.ca/News&Notes/seminars.htm](http://www.hr.queensu.ca/News&Notes/seminars.htm)

**Wednesday, June 26  
9 am to Noon  
The Effective Manager Series:  
Manager as Mediator**

Learn the nature and sources of conflict in

## **Group Life And Health Premiums For Active Employees**

*(For further information on the Group Insurance Plans, please check the HR web-page at [www.hr.queensu.ca](http://www.hr.queensu.ca))*

The group life and health premiums change each July 1st. The new rates at July 1, 2002 have been adjusted to reflect Queen's utilization and current cost trends. The new rates are as follows:

### **Semi-Private Hospitalization**

The new rates for this coverage are \$8.29 per month for single coverage and \$21.53 per month for family coverage. This benefit is fully paid by staff members.

### **Supplementary Medical**

The new rates for active staff members are \$12.08 per month for single coverage and \$46.38 per month for family coverage. These rates represent 30% of the total premium with the remaining 70% paid by Queen's.

### **Dental Insurance**

The new rates for this coverage are \$9.77 per month for single and \$25.42 per month for family coverage, and includes orthodontic coverage. The rates for the CUPE Local 254 are \$9.30 per month for single and \$23.54 per month for family coverage and do not include orthodontic coverage. These rates represent 25% of the total premium with the remaining 75% paid by Queen's.

### **Long Term Disability**

The rate remains at 1.74% of monthly salary. This benefit is fully paid by staff members and benefits received are tax free.

### **Basic Life Insurance**

The rate remains at 41.3 cents per month per \$1,000 of coverage. Staff members will pay 18.6 cents per month and the University will pay 22.7.

### **Optional Life Insurance**

The rates for optional life insurance remain the same. This benefit is fully paid by staff members.

organizations, the role of the intermediary in conflict resolution, negotiation and mediation skills, techniques for finding win/win solutions. Facilitator: Judith Wilson.

## **Notices**

### **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/)

Effective June 17, 2002 until August 30, 2002, Human Resources will be closed for lunch from noon to 1 pm.

## **Obituaries**

The following employees have recently passed away:

William H. Nicholls (April 15, 2002)  
Member of Queen's Community since July 21, 1965

David J. Faulkner (April 20, 2002)  
Member of Queen's Community since March 1, 1969

Leslie K. Hogan (May 5, 2002)  
Member of Queen's Community since September 5, 2000

Elaine Galway (May 6, 2002)  
Member of Queen's Community since May 24, 1979

Leo Macdonald (May 21, 2002)  
Member of Queen's Community since October 5, 1987

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## **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 June 2002.*

### **30 years:**

Susan Burnette, Cataloguing;  
Heather Wolsey, Archives.

### **20 years:**

Edward Ison, Chemistry;  
Allan McPhail, Mechanical Engineering.

### **15 years:**

Barbara Aitken, Engineering Science Library; Marie Civin, Cancer Research Labs; Dale Hilson, HPCVL; Margaret Moore, Faculty of Law; Gary Pappin, PPS; Judy Vanhooser, History.

### **10 years:**

Karen Leveque, Health, Counselling and Disability Services; Lisa Neumann, Continuing and Distance Studies; Patricia Pauls, Medical Art and Photography Service.

### **Five years:**

John Beskers, Advancement; Derrick Claridge, PPS; Jean Jeffrey, Graduate Studies; Karen Parent, Rehabilitation Medicine; Ralph Shaw, Health Policy; Sonja Verbeek, Family Medicine; Kim Wilkinson, Advancement.

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

### **Reduce The Flow**

When possible do not leave the water running from laboratory, darkroom, washroom and kitchen taps. Reducing the flow of hot water saves both water and the electricity used to heat it.





# Bulletin Board

## Appointments

### Charles Pentland appointed Director – Queen's Centre for International Relations (QCIR)

On the recommendation of the Advisory Committee chaired by Kerry Rowe, Principal William Leggett announces the appointment of Charles Pentland as Director, Queen's Centre for International Relations for a five-year period commencing July 1, 2002. Pentland received his PhD in International Relations, University of London, School of Economics and Political Science in 1970. He joined the Department of Political Studies at Queen's in 1969 and he has served as Head from 1987-92 and as Acting Head in 2001. Pentland is currently a full professor in the Department of Political Studies where he teaches courses on the United Nations and global institutions, and on regional organizations for security and economic integration. A former editor of the *International Journal*, he currently serves on the editorial board for the *Journal of European Integration* and is a member of the College of Assessors for the Canada Research Chairs program. Pentland's principal area of research is the political development and external relations of the European Union. Principal Leggett expresses his appreciation to Dr. David Haglund who has served as Director of the Queen's Centre for International Relations since 1985.

### Dr. Ronald Lees appointed Chair, Developmental Consulting Program

The Developmental Consulting Program (DCP) announces the appointment of Dr. Ronald Lees as Chair effective May 1, 2002. Dr. Lees came to Queen's in 1969 in the Department of Community Health and Epidemiology and later at Family Medicine and the Faculty of Health Sciences. He is currently Professor Emeritus in Health Sciences. Dr. Lees' 40-year career includes international experience in the U.K, the West Indies and the Middle East. In addition to his practice, he has been involved in research projects related to health and well being in the workplace. Dr. Lees also recently served as Director, Occupational Health Centre from 1977-1994. For information about the Developmental Consulting Program contact Barbara Stanton, Program Coordinator, 544-4885 or visit [www.dcp.queensu.ca](http://www.dcp.queensu.ca).

### Carl Hamacher reappointed Acting Head, Electrical and Computer Engineering

Principal William Leggett announces that Carl Hamacher has been reappointed acting head, Electrical & Computer Engineering from July 1, 2002 to June 30, 2003.

Professor Hamacher was a member of the Electrical Engineering and Computer Science departments at the University of Toronto from 1968 to the end of 1990 where he served as Chair of the Division of Engineering Science, and the Director of the Computer Systems Research Institute. Since January 1991 he has been a faculty member at Queen's Electrical and Computer Engineering where he was Dean of Applied Science from January 1991 until June 1996. His teaching and research interests in the area of Computer Engineering include a focus on parallel interconnection networks for multi-processor systems. He is a Professional Engineer in the Province of Ontario, and a member of IEEE and ACM. Principal Leggett wishes to express his appreciation for the outstanding leadership provided by John Cartledge during his term as Head, Electrical & Computer Engineering.

### Dr. Michael O'Connor reappointed Head, Emergency Medicine

Dr. Michael O'Connor has been reappointed Head of the Department Emergency Medicine and Chief of

Emergency Medicine at Kingston General and Hotel Dieu Hospitals for a five-year term commencing July 1, 2002. Principal William Leggett and the Board Chairs of the respective hospitals, Ian Wilson and Ed Zarichny announce these appointments. After receiving his MD from Queen's in 1978, Dr. O'Connor did his internship and residency training in emergency medicine with the Department of Surgery. He obtained specialty certification in emergency medicine from the Royal College of Physicians and Surgeons of Canada in 1984 and subsequently earned a Diploma in Medical Education and a Masters of Medical Education from the University of Dundee in Scotland. Dr. O'Connor was appointed to his first term as Head, Emergency Medicine in October 1996. Instrumental in the development of advanced trauma life support programs in Southeastern Ontario, Dr. O'Connor is a leading contributor to medical education and curriculum development. Within the Faculty of Health Sciences, he served as the first Coordinator for Problem-Based Learning, as Director, Undergraduate Clinical Skills Program and in a continuing capacity as Coordinator, Clinical Education Centre Development. He also played an important role in the development of the post-graduate program in emergency medicine and as the university representative for the EFPO (Educating Future Physicians of Ontario) project, he was active in the evolution of new standards for the Medical Council of Canada examination for all graduates who are seeking a license to practice medicine in Canada. Dr. O'Connor is the university representative to the Medical Council of Canada and he has served as a member on the Research and Development and Finance Committees of that organization; he has chaired the Finance Committee since 1998. As one of two or three physicians in Canada who is qualified as an Advanced Trauma Life Support Educator, Dr. O'Connor regularly accepts invitations from across the country to conduct the course.

### Dr. Alan F. Cruess reappointed Head, Ophthalmology

Dr. Alan F. Cruess has been reappointed as Head, Ophthalmology and Ophthalmologist-in-Chief at Kingston General and Hotel Dieu Hospitals for a third five-year term starting July 1, 2002. Principal William Leggett and the Board Chairs of the respective hospitals, Ian Wilson and Ed Zarichny announce these appointments.

Dr. Cruess received his MD with Medals in Medicine and Surgery from Queen's in 1975, where he also completed his internship in internal medicine and residency training in ocular pathology, neuropathology and ophthalmology. He joined the Department of Ophthalmology as lecturer in 1980 and undertook further training as a clinical research fellow in electrophysiology at the University of Toronto and as a retina fellow at the Wills Eye Hospital in Philadelphia. He was appointed to his first term as Head of the Department of Ophthalmology in 1992 and reappointed for a second five-year term in 1997. Active in externally funded clinical trials in the evaluation of new retinal therapies for macular degeneration, Dr. Cruess has been designated as a digital angiographic reader for a large clinical trial centre in New York. He also provides outreach activities to the aboriginal population of Western James Bay, particularly with regard to diabetic eye care. He is a member of the Nucleus Committee of the Royal College Specialty Committee in Ophthalmology and he has served on the Canadian Ophthalmological Society Board Executive as well as Treasurer of the Canadian Ophthalmological Society since 2001. He co-chaired the Diabetes Forum in March 2002; he currently chairs the Scientific Advisory Committee for the

E.A. Baker Foundation and he is an executive member of the National Coalition on Vision Health. Dr. Cruess also served as President of the Association of Canadian University Professors of Ophthalmology from 1998 to 2001.

### Sandra Olney reappointed Director, Rehabilitation Therapy and Associate Dean, Health Sciences

Principal William Leggett announces that Sandra J. Olney has been reappointed as Director, School of Rehabilitation Therapy and Associate Dean, Health Sciences for a second term of four years starting July 1, 2002. Dr. Olney was appointed to the School of Rehabilitation Therapy in 1974, the same year she received her M.Ed. from Queen's. She earned her PhD from the University of Waterloo in 1982. Dr. Olney has received funding from the Medical Research Council/Canadian International Development Agency, the Ontario Ministry of Health, the Canadian International Development Agency, and the Heart and Stroke Foundation. As a leading expert in the analysis of normal and abnormal gait patterns, she is frequently invited to speak at national and international conferences. Dr. Olney is currently the President of the International Society of Biomechanics. Principal Leggett extends his thanks to the members of the advisory committee.

### Dr. Peter Brown reappointed Head, Surgery

Dr. Peter Brown has been reappointed Head of the Department of Surgery and Surgeon-in-Chief at Kingston General and Hotel Dieu Hospitals for a two-year term commencing July 1, 2002. Principal William Leggett and the Board Chairs of the respective hospitals, Ian Wilson and Ed Zarichny announce these appointments. A graduate of the University of Western Ontario (MD 1975), Dr. Brown completed postgraduate training in general and vascular surgery at the University of Western Ontario and the University of Toronto. In 1982, he joined the Division of Vascular Surgery within the Department of Surgery at Queen's. Dr. Brown was named Acting Head, Surgery in 1994 and he served in that capacity until being appointed Head in 1997. Dr. Brown chaired the Finance Committee for the Southeastern Ontario Academic Medical Organization (SEAMO) for four years from 1996 to 2000 and he continues to be a member of the SEAMO Governing Committee. He has held appointments as the department's Director, Undergraduate Education, as Chair, Division of Vascular Surgery and as Deputy Chief, Surgery at KGH. He is currently President of the Canadian Society for Vascular Surgery and he holds membership on the Canadian Association of Surgical Chairs. Dr. Brown's research relates to the development of a vascular waiting list database that has been the basis for six publications and has been identified as the first pilot project for the KGH waiting list project. He is Principal Investigator of the Abdominal Aortic Aneurysm Follow-up Group.

### Dr. James Wilson reappointed Head, Urology

Dr. James Wilson has been reappointed Head of the Department of Urology and Urologist-in-Chief at Kingston General and Hotel Dieu Hospitals for a five-year term starting July 1, 2002. Principal William Leggett and the Board Chairs of the respective hospitals, Ian Wilson and Ed Zarichny announce these appointments. Dr. Wilson received his MD in 1977 from Queen's where he also completed his internship in medicine and residency training in urology. In 1983, following a one-year fellowship at the Mayo Clinic in Rochester, Minnesota,

Dr. Wilson returned to Queen's as a member of the Department of Urology. He held the position of Program Director for the residency program in urology from 1989 and was appointed as Associate Dean for Postgraduate Medical Education in 1995 to 1998. Dr. Wilson was appointed to his first term as Head, Urology in 1997. A recognized expert in urolithiasis and voiding dysfunction associated with neurological disease, Dr. Wilson has been invited to speak at annual meetings, conferences and Continuing Medical Education events. He has served on the Council of Faculties of Medicine of Ontario, the Royal College of Physicians and Surgeons of Canada, the Canadian Urological Association and the Northeastern Section of the American Urological Association. Instrumental in the development of the Clinical Teachers' Association at Queen's, Dr. Wilson was its inaugural president. He is also a founding member of the Southeastern Ontario Academic Medical Organization that was established in 1994 and a member of its Governing Committee until 1995. In 1998, he was again reappointed as a Governor.

## Notices

### Car pool partner needed

For weekdays at noon from main campus to west campus parking lot. Call Ellen Mulder, ext. 32597 or [mulder@geol.queensu.ca](mailto:mulder@geol.queensu.ca) (8:30 am - noon).

### Career Services

The office will be closed from noon to 1 pm until Friday, August 30, 2002 inclusive. Beginning Tuesday Sept. 3, 2002 the office will be open through the lunch hour.

### International Housing Office

Queen's community hosts are needed for new international students to stay free for a couple of nights while they look for permanent accommodation. Please contact the International Housing Office at [IHC@post.queensu.ca](mailto:IHC@post.queensu.ca). Short-term housing providers are also required for a reasonable fee. For information go to [www.queensu.ca/quic/housing](http://www.queensu.ca/quic/housing) and access "Short Term Housing". If you are a landlord and can provide rental listings for international students and scholars this fall in apartments or shared accommodation please visit [www.queensu.ca/quic/housing](http://www.queensu.ca/quic/housing) and access "Housing Database" to submit a listing. For information 533-2604 ext. 74650.

## PhD Examinations

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

### Tuesday, June 25

**Myron Vance Rogers**, Physics. Structure of giant resonances in medium and heavy nuclei. Supervisor: B. Castel. 201, Stirling Hall, 10 am.

### Tuesday, June 25

**Mark William Lee**, Education. An investigation of cultural dimensions and their influence on collaboration and program theory in one cross-cultural context. Supervisor: L. Shulha. Vernon Ready Room, McArthur Hall, 10 am.

### Friday, June 28

**Dana Lyn Anderson**, Psychology. The utility of interpersonal circumplex theory in research and treatment of sexual offenders. Supervisor: W.L. Marshall. 228 Humphrey, 10 am.

### Wednesday, July 3

**Jonathan Joseph Reeves**, Economics. Prediction, outliers and autoregressive conditional heteroskedasticity. Supervisor: A.W. Gregory. B204, Mackintosh-Corry Hall, 2 pm.

### Monday, July 8

**Mark Donald Robinson**, Civil Engineering. Rural crash prevention through the application of ITS. Supervisor: J.A. Stewart. 212 Ellis, 9:30 am.

### Thursday, July 11

**Yotis Anastas Senis**, Pathology. A study of the biochemical and biological functions of the fps/ies proto-oncogene in hemopoietic cells through the use of mouse models. Supervisor: P. Greer. 102 Richardson Labs, 9 am.

### Thursday, July 11

**Ziad Rached**, Mathematics and Statistics. Information measures for sources with memory and their application to hypothesis testing and source coding. Supervisor: F. Alajaji. 521 Jeffrey, 2 pm.

### Tuesday, July 16

**Michelle Duwyn**, Psychology. Social comparison processes among females with high and low body dissatisfaction. Supervisors: F. Boland and L. Fabrigar. 210 Craine Building, 1 pm.

## Retirement

### Millard Schumaker

Reception to honour his retirement from Theological College and Religious Studies. Thursday, June 27, 4 to 5:30 pm, University Club. Information: Cheryl O'Shea, 32109, [osheac@post.queensu.ca](mailto:osheac@post.queensu.ca).

## Volunteers

### Sleep Disorders Lab, KGH

Healthy volunteers, from 20 to 50 years of age are needed for sleep research. Compensation is provided. Please contact Alison, 549-6666 ext. 3347 or [agirard4@cogeco.ca](mailto:agirard4@cogeco.ca).

## Calendar

## Art

### The Agnes Etherington Art Centre

University Avenue

**Ongoing exhibitions** – Contemporary Feature Gallery, Better Worlds, July 13 to Oct. 27. African and Frances K. Smith Galleries, A Forest of Flowers: Words and Sculpture of West Africa, July 28 to Oct. 12. The Davies Foundation Gallery, In Case of rapture: The Herbert O. Bunt Donation, June 22 to Jan. 26, 2003. Historical Feature and R. Fraser Elliott Galleries, Kazuo Nakamura: the Method of Nature to Sept. 8. Samuel J. Zacks Gallery, Learn Well and Progress Daily: Posters from the Chinese Cultural revolution, June 20 to Oct. 27; BFA on View 2002 to June 23. African Gallery, Tiwara: A Selection from the Justin and Elisabeth Lang Collection of African Art to June 30. Frances K. Smith Gallery, Love Without an Object, The Art of David Milne to June 30. Bader Gallery, The Contemplative Imagination to Aug. 17. 533-6913.

## Events

Tours: Sundays at 1:15 pm; Third Thursday each month 12:15 pm. [www.queensu.ca/ageth/](http://www.queensu.ca/ageth/).

## Union Gallery

[stauffer.queensu.ca/webgall/currentx.html](http://stauffer.queensu.ca/webgall/currentx.html)

## Special Events

### Wednesday, June 26

#### QUSA 2002 Strawberry social

On the grounds of Summerhill. Rain location: Grant Hall. Ticket information: [www.queensu.ca/newscentre](http://www.queensu.ca/newscentre).