

# QUEEN'S GAZETTE

Bioterrorism on the curriculum P4



New hope for stroke victims P8



## Fresh thinking on frosh

### QUEEN'S SWITCHES GEARS FOR YOUNGER FIRST YEARS

By MEGAN EASTON

As the first wave of the double cohort rolls in, everything from housing and recreation to alcohol and legal matters is being looked at to ensure the needs of

a younger age group of first-year students have been taken into account.

"Having a significantly higher proportion of young people in first year means that the culture of first year is going to be different," says Dr. Mike Condra, director of Health, Counselling and Disability Services. "We need to be thinking about how to respond to that as

a community."

The university as a whole will need to adjust to the different needs of the younger cohort, says the report by the university's Working Group on Younger Students. Convened last September, the group identified and made recommenda-

**Hot Competition**  
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tions on a number of relevant programming and social issues.

The first instalment of the much-anticipated double cohort - 3,114 in total - signals the beginning of a process that will eventually transform not only the university's physical landscape, but its cultural landscape as well.

Campus planners have known for some time that the

impact of the double cohort - the group of Grade 12 and Grade 13 students scheduled to graduate together in spring, 2003 - would be spread out over a few years. However more students than expected accelerated their high school studies and are entering university this fall at 17 or 18 years old. An Ontario Application Centre

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### You asked for it - a new Queen's Gazette

Today we launch a newly designed, expanded *Queen's Gazette* - the culmination of many months of planning and consultation with our readers.

To go with our bold and colorful design, we've added a number of new columns and features, a response, in part, to an internal communications survey conducted by the Department of Marketing and Communications showing that faculty and staff want more from their university newspaper - more content on critical issues facing the university, more opinion and a greater diversity of voices.

We've introduced an editorial page aimed at encouraging comment on issues of importance to our readers. It features a regular guest commentary and letters section. This is your page, and we encourage you to contribute. The page also pays tribute to the university's historic past with a regular flashback photo, courtesy of Queen's Archives.

Open to the middle to find [Discovery@Queen's](mailto:Discovery@Queen's), where we will highlight advances in Queen's research in full colour.

A new monthly Diversity column will explore and provide context for diversity issues at Queen's and other university campuses.

As a regular feature, University Roundup will focus on developments and trends at universi-

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For news updates visit us online @ [www.queensu.ca/newscentre](http://www.queensu.ca/newscentre)



### TRUDEAUMANIA - WHAT'S THAT?



CELIA RUSSELL

First-year students catch the spirit at a welcoming ceremony in Jock Harty Arena.

### Queen's gets hip with class of 2006

Dean of Student Affairs Bob Crawford has instigated a Queen's take-off of the highly popular Beloit College Mindset List, a list of items published annually by the Wisconsin school since 1998 to indicate the mindset and frame of reference of entering students. It's a playful, and sometimes painful, reminder of the widening generation gap between professor and student.

Making no pretense at seri-

**"Money has always come from a machine."**

ous research, Dean Crawford solicited ideas from about 18 student affairs directors campus wide.

"The whole idea of us (faculty and staff) orienting to the new students as well as them orienting to us is an important one," says the dean. "We

devote a great deal of resources to orienting first-year students. However, there is a very real sense in which faculty and staff need orienting too."

Here's the Queen's Mindset List for the entering class of 2002, most of whom were born in 1983 and 1984.

1. Since they started school, Nelson Mandela has been out of prison and Africa has been

See HIP: Page 2

### Think twice before clicking Send

#### PRIVACY AND ACCESS MOVE TO FOREFRONT

By ANNE KERSHAW

Why bother with old-fashioned memos or the telephone when you can say it so much better and quicker with email?

There's no question that electronic mail has become the preferred mode of trading information and is profoundly transforming communication practices.

On the plus side, the ease and speed of cyberspace messages have accelerated information flow, often cutting through red tape and transcending traditional decision-making hierarchies. At the same time, the seeming informality of email can lead to ill-advised and unguarded comments, says Queen's Privacy Officer Don Richan.

"People have adopted email as a means of communication without clearly understanding that they may be creating a record of university activity. Many people tend to view email as they would a telephone conversation. But when you communicate with email you are making a record and that record is just as "discoverable" as a hard copy memorandum or a letter. Once the record is created it is subject to the access principles of our (privacy and access) guidelines."

Access applications from students and faculty increasingly include requests for all emails related to the individual's particular situation, says Mr. Richan.

Email communication is just one area raising red flags in university circles these days. Access and privacy issues have moved on to the front burner for Queen's and other Canadian universities as the Ontario government moves to introduce new legislation aimed at significantly strengthening privacy protection for the province's citizens.

When introduced, the proposed *Privacy of Personal Infor-*

See ACCESS: Page 10

# Class of 2006 meets hottest competition ever

By CELIA RUSSELL

In the hottest entry competition to date, Queen's welcomes 3,114 first-year undergraduate students. Even though Queen's has increased its first year undergraduate enrolment target to 3,114, the competition is more intense than ever as the first installment of the double cohort arrives. The current enrollment targets for 2003-04 and 2004-05 are 3,315.

Even though there are more first-year student spaces in the class of 2006, the minimum average requirement for admission inched up.

As competition intensifies, Queen's officials are making a point of giving students as much information as possible about what is required to be admitted to Queen's. For example, for the first time ever, Queen's will be publishing this year's minimum average marks for admission in next year's materials so students can make well informed decisions on where to apply.

"Students and parents are grappling with their options at a time when the competition has never been keener, so we're going to be providing more information than ever before," says Rick Palmer, Associate University Registrar, Admission Services.

The surge in demand is coming a full year before the anticipated main impact of the double cohort. In 2003, the final group of five-year OAC students will graduate together with the

first group from the new four-year high school program. The double cohort is only partly responsible for increase in minimum average marks, says Mr. Palmer. As the demand for post-secondary education increases, the entering averages have been creeping up each year.

According to the province's Ministry of Training, Colleges and Universities, other factors include demographic growth in the 18-24-age group and the need for students to obtain or upgrade skills in a rapidly changing workplace.

This year, 27,000 applicants vied for a total of 3,114 first-year undergraduate spaces. Nearly 20,000 of those applications came from Ontario – an increase of 30 per cent over last year, the largest jump ever and the second-highest percentage increase, says Mr. Palmer. (Ontario applications to Nipissing University increased more than 40 per cent.)

Applied Science proved to be a popular choice as 710 students are expected to register, exceeding the target of 630 – a development that surprised admissions officers.

"A preliminary analysis indicates that the acceptance rate for applicants who chose Applied Science as their first choice, increased compared to the previous year," says Applied Science Dean Tom Harris.

He attributes the increase to several factors, including a new student aid policy implement-

Minimum average mark for first-year undergraduate admission		
	2001-2002	2002-2003
<b>Arts &amp; Science</b>	81 per cent with selected offers down to 77 per cent based on applicant's personal information form (p.i.f.)	82.2 per cent with selected offers down to 80 per cent based on p.i.f.
<b>Applied Science</b>	84 per cent with selected offers down to 80 per cent	85.2 per cent with selected offers down to 83 per cent based on p.i.f.
<b>Commerce</b>	94 per cent with selected offers down to 86 per cent	87 per cent and above were reviewed and selected offers were made based on the p.i.f.

ed by Student Awards.

"Students are informed of Queen's financial assistance when an offer of admission is made. The financial aid award takes into account the differential costs of tuition in Applied Science. Additionally, we had multiple contacts with prospective students via e-mail, we emphasized the advantages of a Queen's degree in our correspondence with prospective students and on our web site and we had many campus tours."

To accommodate the additional numbers, the faculty added new sections, developed a revised timetable and made new room assignments, he says. "Our objective is to ensure that the educational experience of this larger

cohort is of the high calibre that we and the students expect."

As for students poised to enter university in the fall of 2003, Queen's will continue to recruit in every province, says Mr. Palmer.

Queen's, along with all other Ontario universities, has pledged to treat students' grades from the four- and five-year high school programs equally. According to the Council of Ontario Universities, "the universities and the government are committed to the principle that, regardless of their program of studies, or when they entered high school, students' chances of gaining admission to university will be the same."

## Getting hip

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a continent ruled by black governments; colonial white rule was history.

2. Doctors have always been able to transplant organs.

3. The Toronto Maple Leafs have never won a Stanley Cup.

4. Two dollars never came in paper form.

5. They can't remember a time when Peter Mansbridge wasn't the host of *The National*.

6. They have never heard of "Trudeaumania."

7. There has always been a Parti Québécois.

8. They spent their entire high school years worrying about having a place in post-secondary education due to the double cohort; but not quite as much as all the students following them.

9. Queen's has always had a School of Industrial Relations.

10. Queen's grad Lorne Greene is the actor who played a role in *Battlestar Galactica*, not Ben Cartwright on "Bonanza."

11. "The Dead Kennedys" is not a reference to a well-known U.S. family.

12. They listen to their music as

MP3's, have a collection of CD's, and are barely aware of cassettes.

13. Apocalypse Now is just another old war movie.

14. They have always bought water in bottles rather than drink it free from fountains.

15. They have never typed an essay without a spell-checker.

16. TV's have always come with a remote; television has always been available 24 hours a day.

17. Money has always come from a machine.

18. Teenagers have always had cell phones.

19. Cappuccino is a bubblegum flavour.

20. There has always been a microwave in the kitchen.

21. There has always been recycling.

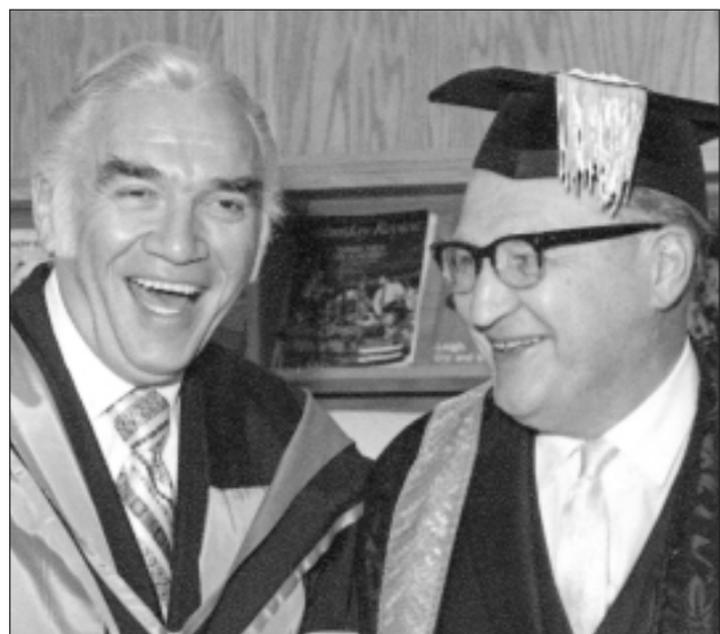
22. "Cut & paste" is done with a mouse, not scissors and glue.

23. They probably never shared a room before moving into a Queen's residence.

24. "Dis" is a verb, not a prefix.

25. "White" is neither racist nor complimentary.

Welcome to the class of 2006!



QUEEN'S UNIVERSITY ARCHIVES

Actor and Queen's alumnus Lorne Greene with former Principal John Deutsch on the occasion of his receiving an honorary LLD in 1971.

## It's never too late to complete that doctorate

By CELIA RUSSELL

Norman Macintosh took a little longer than he would have liked to get his doctorate. But when he did, he did it quickly and in style. European style to be exact.

His supervisors Sten Jonsson and Barbara Czarniawska at the University of Göteborg, Sweden, took account of his academic and professional background and the university waived the course requirements.

Dr. Macintosh, a professor emeritus in the School of Business who specializes in accounting and control from post-structuralist perspectives, successfully defended his thesis less than a year later. A book he was working on about accounting and social theory formed the basis of his thesis. Routledge, UK published *Accounting, Accountants, and Accountability: Poststructural Positions* earlier this year.

His supervisors enjoyed citing him as an example to their other younger doctoral candidates, he says with a smile.

"They would say to their students, 'Look, Norman went through in less than a year – and you're still here.'"

"It was a European style defence," he says of his October 2001 examination. "An opponent asks if you wish to recant any part of the thesis and then summarizes it for the audience. This goes back to the time of Martin Luther, when he nailed his to the door. The opponent then asks you if it is an accurate depiction of your work. Then you have a debate, like Luther had with the Church about the Bible. Except after his debate, Luther had to go into hiding."

The defence took about two hours and more than 100 were in attendance. Everyone in Sweden was invited and not just members of the university.

"Also in Lutheran tradition, the custodian nails your thesis

to the door of the university. You pay him a small sum to do this and they send you the thesis later with the hole in it and the nail. And then you host a party that evening to celebrate."



Norm Macintosh

He started a doctorate in 1965 at Harvard, but left under contentious circumstances before completing it. Even though he had embarked on a busy research and teaching career, it was always at the back of his mind.

"Over the years it got embarrassing because people would call me Dr. Macintosh. It wasn't fair to the people with doctorates."

He enjoyed spreading the news to family members.

"When my son Bruce got his doctorate from UCLA, I got a collect call from him saying, 'This is Dr. Macintosh, will you accept the charges?' So this time I called him with the message, 'This is Dr. Macintosh in Sweden, will you accept the charges?'"

Of his accomplishment, he says, "It's kind of ironic. I've done this backwards. I did the articles, then the book and then the dissertation."

So what's next? A second undergraduate degree, in keeping with the reverse order trend?

"I'd like to do one in philosophy," he says with a smile. "I would like to go back to high school and study better – I did a lot of sports. But I think I'll pass on it. My knees are shot."

Do you know of other Queen's community members who are challenging the definition of retirement? Share their stories with the Gazette. Email [gazette@post.queensu.ca](mailto:gazette@post.queensu.ca).



## QUEEN'S GAZETTE

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## Influx of faculty rejuvenates campus community

By ANNE KERSHAW

As the academic year begins, the Queen's community is enriched by 67 new full-time faculty members. Forty-eight hold tenure-track or tenured appointments and nineteen are clinical faculty in the School of Medicine.

Fifty-two of the new appointees – who have been arriving on campus since last fall – are lecturers or assistant professors, nine are associate professors, and six are full professors.

Some 28 (58 per cent) of the new tenure-track and tenured

faculty have joined the Faculty of Arts and Science. Included in this group are seven Canada Research Chairs, three Queen's National Scholars and one endowed professorship. There are seven new professors in the Faculty of Applied Science, including an NSERC Industrial Research Chair. Health Sciences, Business and Law have also added new tenure-track/tenured faculty members. Twenty-five (about 37 per cent) of the new appointees are women.

"With these new faculty

comes a great deal of rejuvenation and intellectual re-invigoration of the campus community," says John Dixon, Associate VP (Academic). "These are some very impressive people. Queen's is doing very well in competing to recruit the best people. This success is a result of the attractive features of the intitution and the region, diligent searching by appointments committees and the effectiveness of the newly established Faculty Recruitment and Support Program."

The recruitment and sup-

**"These are some very impressive people."**

port program, established last September, helps prospective and new faculty and their families with a range of issues related to relocating including housing, childcare and other facets of life in Kingston.

Despite budget constraints that continue this year, Queen's was able to bring in a signifi-

cant number of new faculty to fill vacancies created by retirements and resignations. As well, "The Canada Research Chairs program, the Queen's National Scholar program and the new University Bridging program [which will establish 25 three-year bridge appointments in anticipation of rising competition for faculty and the arrival of the double cohort] have enabled Queen's to make some excellent appointments that add to the faculty complement," says Suzanne Fortier, Vice-Principal (Academic).

## New look, new features for Graduate Studies website

By CELIA RUSSELL

The School of Graduate Studies and Research has made some impressive changes to its website, making it a more useful tool for students, staff and visitors.

The site at [www.queensu.ca/sgsr](http://www.queensu.ca/sgsr) features an innovative on-line calendar application, completed with the assistance of the Registrar's Office.

"The functionality of this site is amazing – it pretty much addresses every possible need of a student in or considering grad studies at Queen's," says Director of Marketing and Communications Rich Seres. "A quick audit of other university sites will lead you to the simple conclusion that we have lapped the competition on this and it is excellent."

Plans for the redesign began early this year, with the goal of increasing the site's effectiveness as a recruitment tool and information provider to students and staff. Improved navigation and content management were important considerations, says Kim Philipps, who led the project for the graduate school. iStorm

New Media, a Kingston-based web design company, was engaged to assist with design and technical aspects of the new site.

The on-line graduate calendar is the pilot project for a comprehensive on-line calendar application for the university, coordinated by Cindy Price of the Registrar's Office. The next phase is to have all university calendars on-line by the end of this year. Decision Academic Graphics of Ottawa supplied the calendar navigation software.

"Both the new site and the web-based calendar will make the graduate programs at Queen's more visible internally and externally and will assist departments in their recruitment efforts," says Ulrich Scheck, graduate studies dean. "Over the next few months we will add some innovative features to our new site such as introductions to some of the fascinating research projects conducted by our graduate students as well as profiles of faculty members and alumni."

[www.queensu.ca/sgsr](http://www.queensu.ca/sgsr)  
[www.queensu.ca/calendars](http://www.queensu.ca/calendars)



The new graduate studies site aims to make the graduate programs at Queen's more visible internally and externally.

[WWW.QUEENSU.CA/SGSR](http://WWW.QUEENSU.CA/SGSR)

### GALLERY RAYMOND



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Unveiling New Works - Artists will be present

## New residence update

Construction continues on track for two new residence buildings on Albert across from McNeill House and Stuart Street across from Chown Hall. For updates, please check the website at <https://housing.queensu.ca/constructionweb/studentinfo.htm>.

## Your new Queen's Gazette

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ties in Canada and beyond. We will also run a Faculty Q&A in every issue, which will enable us to highlight an area of Queen's expertise that relates directly to a topical issue in the news.

You will also notice that the *Gazette* now joins many

other university newspapers in accepting display advertising, a development that is enabling us to expand and improve the paper's news content, production and quality at no additional cost to the university.

Celia Russell, Editor

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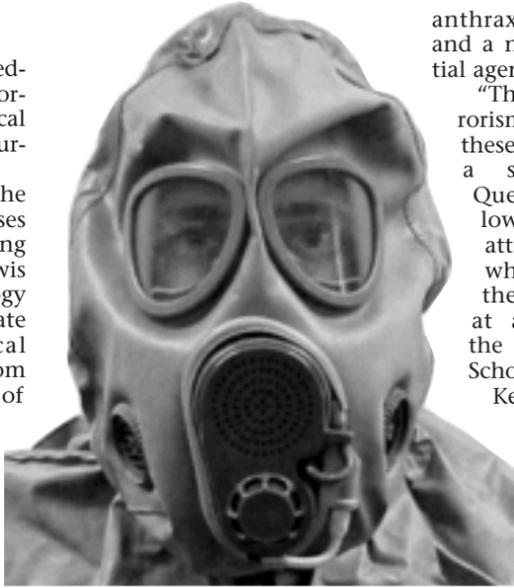
## Bioterrorism now core study for medical, nursing students

By NANCY DORRANCE

News and Media Services  
Queen's is one of the first medical schools in Canada to incorporate the study of biological warfare agents into its core curriculum.

The new component of the first-year microbiology courses for both medical and nursing students will be taught by Lewis Tomalty, head of Microbiology and Immunology, and associate dean, continuing medical education, with assistance from Kingston's Medical Officer of Health.

In a proactive approach to bioterror attacks, the first-year students will learn how to identify and control the spread of harmful agents, including



anthrax, smallpox, botulism and a number of other potential agents of bioterrorism.

"The addition of a bioterrorism response element to these courses stemmed from a symposium held at Queen's immediately following the September 11 attacks," says Dr. Tomalty, who received support for the initiative last spring at a U.S. conference of the Association of Medical School Microbiology Chairs.

Key objectives for teaching bioterrorism to medical students were developed at the conference, in an attempt to standardize the curriculum across North

America.

The events of Sept. 11 have dramatically raised the profile of infectious diseases, Dr. Tomalty notes. "New research into

bioterrorism now under way in the U.S. and Canada may eventually lead to therapies and techniques that are applicable in other areas as well," he adds.

### Sept. 11 memorial takes place at Grant Hall

The Alma Mater Society and Queen's University administration will hold a memorial at Grant Hall on Sept. 11 2002 at 10 am. Principal William Leggett will deliver an address and Erin Kirby and Marcy Swance from the School of Music will provide music. For details, contact Rickin Thakrar at the Social Issues Commission of the Alma Mater Society at [siccom@ams.queensu.ca](mailto:siccom@ams.queensu.ca) or 533-2725.

## Novel program helps to fill Aboriginal teacher shortage

By CELIA RUSSELL

A unique Queen's program is helping to fill a critical shortage of Aboriginal teachers in their communities.

"The situation is improving but we still need more of these teachers," says Jackie Moore Daigle, Director of the Aboriginal Teacher in Education Program (ATEP) in the Faculty of Education. "Other faculties run similar courses but Queen's is unique because we deliver the program within their communities so their family life is not disrupted."

The students who take the two-year, part-time program typically are already in a different career and want to switch to teaching. This year's candidates are from James Bay, the Fort Francis Seven Generations group and Manitoulin Island. The two-week session at Queen's is the only time the first and second years meet together in one session to develop lesson plans.

The candidates create primary and junior projects to fall under the Ontario Ministry of Education and Training, Science and Technology curriculum but with a special twist.

"They enrich the balance between theory and practice with Aboriginal theory and practice," says Ms. Moore Daigle. [educ.queensu.ca/~atep](http://educ.queensu.ca/~atep)



CELIA RUSSELL

Yvette Maniwabi of Manitoulin Island serves up wild rice with raisins and a dash of maple syrup as part of her Primary/Junior project demonstration Wild Rice in Science at the ATEP Summer Session Science Fair at the Faculty of Education.

## Rethinking the Queen's experience through younger eyes

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analysis shows that application from 18-year-olds doubled province-wide from 5,073 in 2001 to 10,558 this year.

Students arriving with one less year of high school may feel greater academic anxiety than normal, especially with the student-to-teacher ratio increasing, says the working group's report. It recommends a comprehensive review of all aspects of the university environment that contribute to student stress, from timetabling and exam scheduling to the culture of academic competition. The group also proposes that every faculty appoint a faculty member responsible for "first-year issues."

Among these multi-faceted first-year issues will be questions about legal status and parental involvement. Dean of Student Affairs Bob Crawford has been investigating the legalities surrounding underage stu-

dents' life on campus, such as their ability to sign contracts and releases or purchase alcohol and tobacco.

There are also complex issues related to parents' participation in their children's academic and personal lives at university. The last few years have seen a trend towards more active parental involvement, says Dr. Crawford, and he predicts this tendency will intensify with the younger cohort. In the United States, where virtually all first-year students are underage, some universities have whole offices dedicated to parent liaison, he says.

This fall, however, Queen's started with a small step by hosting a parents' orientation event during orientation week for the first time.

Residences are right on the front lines when it comes to accommodating the new cohort.

With about 250 more first-year students arriving this fall to live in residence over last year and the two new residences not set to open until next September, the existing residences are "exceptionally full," says Roxy Denniston-Stewart, Associate Dean of Student Affairs.

As for the age factor, it's not an entirely new challenge. For the last two years, about half of first-year students in residence were 18 or younger. There is no magic age of maturity and social adjustment, she says, but younger students often need a little more structure and guidance in residence.

Residence Life Coordinators are offering more organized social activities, collaborating closely with staff from Health, Counselling and Disability Services to promote wellness education, and keeping in closer contact with student residence staff

through a newly created liaison position. The biggest test, says the Associate Dean, will be dealing with the issue of underage drinking in residences.

While residences will feel the strain, student services across campus will also be stretched by the double cohort. Small cuts in resources and small increases in enrolment in recent years have added up to a system that's bursting at the seams when it comes to space and personnel, says Dr. Crawford. "We've kind of already reached those diminished performance levels in areas. We can't deliver the services at the level we'd like to."

Yet in an environment of budget cutting and larger class sizes, younger students need the "surrogate" support offered by student services more than ever, Dr. Crawford says. "Students need some place where they can walk in and sit with a person

who makes them feel important and valued." The services that depend on one-on-one interaction, such as academic, personal or career counselling, are struggling the most with facilities and staff, so they are working on ways to reach more students through alternative approaches. At the Writing Centre, for example, Director Doug Babington says they are developing more opportunities for online assistance and holding group sessions in academic departments.

Coping with the double cohort is, and will be, an evolutionary process, say those at the forefront of these efforts. Despite all the careful planning, there will inevitably be a period of transition as the university community learns by experience how to respond to the needs of this new group of students. In Dr. Crawford's words, "it's a work in progress."

## A closer look at corporate crime

In light of the recent barrage of news reports about corporate scandals, the Gazette posed the following questions to Laureen Snider (Sociology), an expert in corporate crime.



LAUREEN SNIDER

### Q&A

Her recent publications include "Abusing Corporate Power: The Death of a Concept," (2001) and "The Sociology of Corporate Crime: An Obituary," (2000). She has also recently examined why environmental crime – in this case the failure of the province of Ontario to provide safe drinking water – is conceptualized as an "accident" rather than "crime" and why criminality continues to be seen in individualistic, moral terms. Another recent project "Theft of Time" is a study examining the ways in which technology, social science and law intersect to create new categories of crime.

**G: How are corporate crimes different from other crimes?**

LS: Typically they differ from street crimes in the amount of harm done, the number of people affected, and the motivation. A street crime, such as theft or robbery, causes economic loss or injury to a small number of individuals; a corporate crime has hundreds and often thousands of victims. In an average year, corporate crimes cost every Canadian much more than street crimes and generate more injury, illness and death. Motivation is usually rational rather than emotional: the goal is to maximize profit or minimize/obscure loss. That loss, usually

personal as well as corporate, may entail loss of money, power, prestige, promotion opportunities or clout.

**G: Is corporate crime on the rise or simply receiving more media attention?**

LS: There are many kinds of corporate crime, so it is perilous to generalize. Crimes against employees, as in violations of health and safety laws, crimes against the environment, crimes against consumers or citizens (as in false advertising), and financial crimes such as stock market fraud have very different trajectories. And in most areas there are now fewer regulators. Unlike street crime, where police numbers and budgets have benefited from widespread if irrational fear of crime (irrational because street crime rates in virtually all categories have been falling for the past decade), regulatory agencies have been decimated by federal and provincial government budget cutbacks. With

no one watching and recording offences, they don't become publicly visible until they explode into massive workplace accidents, environmental disasters, or financial meltdowns of the Enron variety.

**G: Are corporate crimes difficult to prosecute? Why?**

LS: Yes. There are many technical, legal reasons for this but the main underlying variable is power. The multinational corporation, unlike the average street criminal, has financial and political power. Deep pockets allow it to hire legions of lawyers, exploit every legal technicality (cases have taken decades to complete), hide records, or bury investigators in paper by submitting thousands of irrelevant reports, emails and files. In addition, the corporation has the same basic legal rights as an individual citizen and these rights have been used in a number of ways to expand corporate power.

**G: Is there less stigma attached to corporate crime than street crime?**

LS: In general, much less. Most corporate crime cases are "tried" in anonymous regulatory tribunals as opposed to "normal" courts, so publicity and media coverage are minimal. Corporate peers may implicitly condone these practices as "putting one over on the #### interfering bureaucrats" or admire perpetra-

tors as "sharp businessmen" (and the vast majority ARE men).

**G: Are sentences for corporate criminals more lenient than those for other criminals? Why?**

LS: Much more lenient. If one calculates the fine imposed per dollar of loss caused for the average corporate criminal versus the average street thief, the differences are massive. Sentences are even more lenient if one looks at the percentage of annual income the fine represents to the culpable individual or business. It is much harder to quantify violence, death and injury, but typically those responsible for the deaths or illness of their employees, or of the general public, never serve a day in prison.

**G: Do Canada's laws and regulations reflect a more stringent/lenient approach to corporate crime than the U.S.?**

LS: Again, it's difficult to generalize. Reliable national data do not exist in most areas, let alone reliable comparative data. However, Canadians tend to have a very unrealistic, idealistic picture of Canada as a more caring, more environmentally friendly society, with strict government regulations to protect us against all manner of evil. This has never been true, but it has become patently more false by the year as the federal and provincial governments become more and more "business friend-

ly" (and governments have become more dependent on business funding, goodwill, and prestige).

**G: Is society more harmed by corporate crime or street crime?**

LS: Corporate crime causes more economic harm, and far more injuries and deaths, as far as we can tell. It has also been argued that corporate crime causes a loss of trust in basic economic institutions and those who run them, that is more damaging than fiscal loss. When we lose trust in political elites, we can vote them out of power. When we lose trust in corporate elites, we as citizens are basically powerless.

**G: Are attitudes toward corporate crime changing? Why?**

LS: At the moment, the media are devoting a lot of attention to a small number of financial corporate crimes (while still ignoring environmental, and health and safety crimes). If historical patterns mean anything, a lot of ink will be spilled, much righteous rhetoric will be generated, and a few laws will be passed. This pessimistic scenario can be altered, if a public culture with zero tolerance of corporate crime can be built. Independent funding for public interest groups to monitor, challenge and publicize corporate abuse, and a political party to lobby in Parliament would be a start.

## Farm children accident research captures media attention

### QUEEN'S IN THE NEWS

Highlights of Queen's experts in the media

Aug. 7-28, 2002



The research of **Rob Brison** (Emergency Medicine) finding that the injury death rate for children on Canadian farms is almost double that for all young children receives extensive national coverage that includes the *Ottawa Citizen*, *Calgary Herald*, *Kingston Whig-Standard*, *Cornwall Standard-Freeholder*, *Peterborough Examiner*, *London Free Press*, *St. Thomas Times-Journal*, *Brantford Expositor*, *Saskatoon Star Phoenix*, *Regina Leader-Post*, *Nanaimo Daily News*, *Whitehorse Star*, *Timmins Daily Press*, *Fort McMurray Today* and *Prince Rupert Daily News*, *CBC Radio's Ontario Morning*, *CBC Regina* and *CBC Windsor*.

**Lewis Tomalty** (Microbiology and Immunology) comments in the *Globe and Mail* about Queen's new curriculum in bioterrorism for nursing and medical students and trends in increased research funding for bioterrorism since Sept. 11.

**Mike Condra** (Health Counselling and Disability) comments in the *Globe and Mail*

about how the events of Sept. 11 have affected those celebrating anniversaries and birthdays on that day.

**Douglas Reid** (Business) comments in the *Edmonton Journal* about how stricter security measures at airports are affecting airline consumers and the negative impact on the airline economy.

An editorial commentary by environmental law expert **Bruce Pardy** (Law) on the concept of sustainable development as it relates to environmental policy is carried by CBC radio stations across Canada. He also comments in a *CBC Ontario Morning* interview about sustainable development and the Kyoto Protocol

**Pradeep Kumar** (Industrial Relations) comments in a *Globe and Mail* special feature about Canadian legislation pertaining to overtime compensation.

**Douglas Reid** (Business) comments in the *National Post* about possible capacity cuts to the American airline system. His comments about the possible demise of United Airlines were covered in the *Montreal Gazette*, *The London Free Press*, *Edmonton Journal*, *Victoria Times Colonist* and *Vancouver Sun*.

**Merlin Donald** (Psychology) comments in the *National Post* about the evolution of human beings and the link to language acquisition.

**Principal Bill Leggett** comments in a *National Post* feature

about post secondary funding and that Queen's is making accessibility its number one priority.

**Donald Forsdyke** (Biochemistry) comments in the *Toronto Star* and *Hamilton Spectator* about reforming the Canadian health research system.

**Geoff Flynn** (Biochemistry) comments in the *Toronto Star* about tighter government monitoring of genetically modified foods.



A report co-authored by **Wendy Craig** (Psychology) called *Making a Difference in Bullying* is cited in the *Ottawa Citizen*, *Windsor Star*, *Sault Star*, *Cobourg Daily Star*, *Sudbury Star*, *Port Hope Evening Guide*, *Brantford Expositor*, *Owen Sound Sun Times*, *Edmonton Journal*, *Saskatoon Star Phoenix*, *Charlottetown Guardian*, *Summerside Journal Pioneer*, *Victoria Times Colonist*, *Vancouver Sun* and *Prince Rupert Daily News*.

**John Smol's** (Biology) research on using diatoms to measure the health of salmon stocks and tracking environmental change is covered by CBC TV, CBC radio (Ottawa) and cited in

the *Ottawa Citizen*.

**Jonathan Crush** (Southern African Research Centre) comments in the *Financial Times* (London) about the negative impact of the west aggressively recruiting skills from developing countries.

The research of **Kang Lee** and **Victoria Talwar** (Psychology) about children and lying is re-broadcast on *Discovery*.



The ergonomics research of **Joan Stevenson** (Physical Health and Education) is highlighted on CBC TV's Market Place in a re-broadcast of a feature about her design of backpacks for the Canadian Armed Forces and current interest in the design of backpacks for children. She also comments in the *Ottawa Sun* about results of her recent study showing that choosing the right backpack can make the difference between shoulder, neck or back pain and being pain-free.

**Frank Jarrett** (Psychiatry) comments in a CBC Ontario Morning interview about phobias.

A new technology developed by **David Goldstein's** (Anesthesiol-

ogy) research team is covered by the *Kingston Whig-Standard*, *CKWS TV*, *CBC TV* and *CBC Ontario Morning*.

**Tim Karnauchow** (Pathology) comments extensively in *The Kingston Whig-Standard* about the West Nile virus.

Sleep disorders expert **Alistair Maclean** (Psychology) comments in the *Edmonton Sun* about U.S. Air Force and Navy air units using prescription drugs to manage fatigue during missions.

**Don Macnamara** (International Relations) comments in the *Victoria Times-Colonist* about how Chretien's 18-month schedule for retirement may hurt the country's defense agenda.

The international work of Queen's International Centre for the Advancement of Community Based Rehabilitation is highlighted in an extensive feature in the most recent issue of *University Affairs*. Director **Malcolm Peat** comments on the Centre's \$1.5 million project that will bring the concept of community-based rehabilitation to the Serb-dominated part of Bosnia-Herzegovina.

**Paul Wiegert's** (Physics) discovery that there are far fewer dormant comets in our solar system than previously expected is covered in *University Affairs*.

Through our proactive media strategy, Queen's News and Media Services identifies newsworthy faculty expertise and research to bring to the attention of the national media. Visit Queen's News Centre at [www.queensu.ca/newscentre](http://www.queensu.ca/newscentre) for daily Queen's in the News updates.

## VIEWPOINT

ROBERT MALCOMSON

History



# Was Sept. 11 that day's history lesson?

UNIVERSITIES SHOULD CULTIVATE CRITICAL PERSPECTIVE ON PUBLIC ANXIETIES OF THE MOMENT

A year ago this week I was preparing for my first class in "Modern World History", a lecture course designed for first-year students. The course discusses power relations among states since around 1400; it examines how power has been projected abroad and with what consequences. A lot is said about violence, as the course of world history has been inseparable from bloodshed and destruction.

Last year my first lecture in September was scheduled for 11:30 on the morning of the 11th. On my walk to Etherington Hall, images of the World Trade Center on my mind, I did some quick thinking. I concluded that the death toll from New York and elsewhere was likely to be at least as great as the death toll at Pearl Harbor in December 1941. There was no precedent for such devastation on the mainland - at least not since America's own Civil War. What, I wondered, would happen after the initial grief, shock, and outrage? And how would the world's still mightiest power retaliate (as it certainly would)?

My immediate concern was what to say (if anything) about that morning's events to the 300 students who were about to experience their first university lecture in history. Proceed as if nothing had happened? Scrap some of my lecture and talk about these extraordinary upheavals? Except for an acknowledgement at the end of the lecture that what had happened that morning was sure to mark a shift in world history, and a suggestion that we as a class might find occasions during our year together to discuss the implications of Sept. 11, I stuck to the text prepared weeks before (it concerned the invention of agriculture from around 9000 BC).

In the following weeks I often wondered whether to be more forthcoming, and if so, how. Are there any appropriate ways that we academics can help our students to make sense of such momentous world events? Here is what I've concluded.

- Be cautious, even reticent. Most of us are too ignorant to have much of value to say. Humility is best.
- Listen to students' concerns and anxieties; commiserate; respond tentatively and undogmatically.
- Do not politicize your classes by over-disclosing your own opinions and fears. Maintain a sense of even-handedness.
- Many of us read journals that students don't read and we thereby encounter expert commentary that is judicious and persuasive. Why not occasionally recommend these writings to students? In this way their intellectual world is constructively enlarged.
- Avoid being sucked into a herd mentality (of the sort that will be highly visible this week). A university can be most faithful to its purposes by fostering objectivity, by resisting crude simplifiers (e.g. "axis of evil"), and by trying to see the large picture (e.g. political terror as one of numerous challenges that confront our troubled world).

Universities exist to facilitate understanding. They must always ensure that they don't get too close to the agents of power, who usually want universities to become legitimizers for decisions made by others.

Universities function best when they cultivate a critical perspective on the public anxieties of the moment. ENGAGEMENT and DETACHMENT: these are the two pillars of the academic community, each of which needs to be kept strong and sturdy.

Robert Malcomson is a professor of History and part-time counsellor with the Student Counselling Service.

## Viewpoint Policy

The *Queen's Gazette* welcomes submissions for Viewpoint from faculty and staff. Articles should be no more than 500 words and should address issues related to the university or higher education in general. The editor reserves the right to edit or reject any submission which does not comply with policy. Opinions expressed are those of the writer.

**"My immediate concern was what to say (if anything) about the morning's events to the 300 students who were about to experience their first university lecture in history."**

## QUEEN'S FLASHBACK: 1950's



QUEEN'S UNIVERSITY ARCHIVES

Three students strut their stuff during a student orientation week frolic. Do you know more details about this photo? Tell us! Email [gazette@post.queensu.ca](mailto:gazette@post.queensu.ca).

## Letters

### Trademark potential?

With the undoubted riches providing for the transformation of Victoria School into an emporium of 21<sup>st</sup> century fiscal legerdemain, one feels fortunate to be in the company of the Business School, particularly the prestigious (see *Toronto Globe* and *Mail* advertisements throughout the summer) Executive MBA program.

In that most of the money to support members of that faculty comes not from individuals enrolling but from the corporations they represent (Bay Street Status, Baby!) has not the time come to call a dollar a dollar, and to recognize how far the Business School has gone using the Queen's University TM. Without that TM, the business school would be in lower case, bc, as it were, also a TM.

Now then, it seems only fair that the Business School funnel significant manna from their ongoing windfall to the arts and science programs on both undergraduate and graduate levels.

And while we are at it, why

not significant additions of interdisciplinary courses in ethics and forensic accounting - and a course on how a program of smoke and mirrors serves to provide "the market" with the shamanistic power it seems to possess. Time to deconstruct. Time to regulate. Time to share. To everything there is a season. Best for a new year.

**Geoff Smith**  
Phys Ed & History

### More than just language learning

We were delighted by the excellent article by Lorinda Peterson in your Aug. 12 edition about the Japanese nursing students who attended English as a Sec-

ond Language classes and nursing lectures at Queen's this summer. This group of 30 students from the Seibo Junior College of Nursing in Tokyo participated in a two-week immersion program, sponsored by the School of English and the School of Nursing.

It was an excellent summary of the differences between nursing education and practice in Canada and Japan. We sent copies of the *Gazette* and photos Ms. Peterson took to the school, so that the students had an extra souvenir of their experience at Queen's.

Thank you to Ms. Peterson and the *Gazette* for the terrific coverage.

**Barbara Yates**  
Coordinator, Marketing  
School of English

## Letters Policy

The *Queen's Gazette* welcomes letters to the editor from members of the university community and other readers about matters related to content in the *Gazette*, the university or higher education in general. Letters must be original and addressed to the editor. Opinions expressed are those of the writer. The *Gazette* does not publish anonymous letters. Please include your name, affiliation and phone number. Email or disk is preferable. Letters should be submitted by noon on the Monday before publication. The *Gazette* reserves the right to edit letters to address style, length and legal considerations.

# Exploring equity and diversity at Queen's

As Principal Leggett continually states, "Equity is everyone's responsibility at Queen's." To ensure that message is understood, the equity and diversity practitioners at Queen's want to bring you the tools you need to fulfill that responsibility.

In this monthly column, one of the staff of the many equity offices at Queen's will be writing about our programs, policies, events and interesting issues here and at other universities. I would like to begin by introducing you to some of the people with direct responsibility for issues related to diversity and equity and give you some background on the development of our current policy.

You may be surprised to learn of the range of people and positions at Queen's associated with this important area. Here are just a few of them including Irène Bujara from the Human Rights Office; Wayne Miles from the International Centre; Barbara Schlafer from Ban Righ; Bob Lovelace from the Four Directions Aboriginal Centre; Susan Wilcox, Chair of the Senate Educational Equity Committee; Robert Hudson, Chair of the Employment Equity Council; Barbara Roberts from Health, Counselling and Disability Services and myself, the University Advisor on Equity.

What do we mean when we speak about equity and diversity at Queen's? On Jan. 25, 1996, the Queen's University Senate approved the Report on Principles and Priorities, which takes as one of Queen's essential val-



MARY MARGARET DAUPHINEE

## Diversity

ues the 'equal dignity of all persons.' The report states "Queen's cherishes the diversity of human experience and background and supports the freedom of individuals to study, teach, work and carry out research without fear of harassment, intimidation or discrimination."

Queen's again expressed its commitment to diversity when, in 1997, Senate approved the following statement. "Queen's University is committed to fostering an institutional culture which recognises and respects the equal dignity and worth of all who seek to participate in the life, work and mission of the University, by developing policies, programs, practice and traditions which facilitate their free, safe and full participation and by eliminating direct, indirect and systemic discrimination, particularly against member of disadvantaged groups."

The Council on Employment

Equity was established in 1989. The Council along with the Senate Committee on Educational Equity and the Office of the University Advisor on Equity make up the three complementary equity structures at Queen's. The Council has stated that "an organization whose members possess a variety of perspectives and talents is richer and better able to cope with change than an organization without such diversity. Diversity, especially, in a university, is a mark of institutional excellence."

These three equity structures and the equity and diversity offices at Queen's have clearly set the foundation for achieving equity at Queen's. I hope that you will begin to look forward to reading this column as we identify the diversity and equity issues at Queen's, celebrate our successes and explore solutions to any problems.

We will introduce you to the people and programs that are making equity and diversity a reality at Queen's. Read about the Women's Safety Project, the highlights of the Human Rights Office report, the new staff census, and the recommendations from the Working Group on Personal Harassment. Find out what diversity and equity really mean at the university and what you as an individual can do to contribute to making Queen's a place where everyone is treated with respect.

Mary Margaret Dauphinee is Queen's first University Advisor on Equity.

# Get your computer up and running this fall

## Start-Up CD 2002

Don't be surprised this fall if you hear students mentioning the ITServices Start-Up CD 2002. Designed to get a computer "up and running" quickly, the CD operates on both Windows and Macintosh platforms. In addition to the latest version of Packman and Macintosh Software Manager, the CD includes the latest applications needed for academic work (Netscape, Internet Explorer, Eudora, Adobe Acrobat Reader, etc.) and virus protection through Symantec's Norton AntiVirus.

Specifically for incoming/new students, the CD includes animations, with narrated instructions, showing students how to activate their Queen's email account and use Queen's Computerized Access and Registration Database (QCARD). While many students already have an email address prior to attending Queen's, it is necessary for them to activate their official Queen's email account as it is used to access on-campus computing sites, electronic course material (WebCT), and internal Queen's network resources, such as the Exam Bank, from off-campus.

The Start-Up CD is primarily intended for people new to



## BY ITSERVICES STAFF

### Plugged In

Queen's, or new machines needing Queen's network configuration and software applications. Computers purchased through the Campus Computer Store will include the CD. Students in residence will find a copy of the CD, along with a network cable, in their room on move-in day. New students not in residence should check the ITServices website for information on how to obtain the CD.

### IT Support Centre

Questions? The IT Support Centre is only a phone call away. The Support Centre provides first and second level support for PC and Macintosh computers and major systems and software such as e-mail, web browsers, anti-virus software etc.. The Support Centre may be reached at 36666 (internal) or 533-6666 (off-campus).

The Support Centre uses a recently purchased technical support management system which will provide two primary benefits: 1) it will enable our staff to capture and track technical support requests from faculty, staff and students, and 2) enable the development of a knowledge base of problems and solutions. Initially, this knowledge base will be used internally in ITServices to aid our frontline staff by providing them with a growing collection of known problems and solutions. Our longer-term goal is to make this searchable knowledge base available to everyone in the Queen's community so that people can find solutions for some of their technical problems at any time of day.

### InfoShare

InfoShare 2002 on Sept. 24 is a day-long event for members of the Queen's community focusing on solutions to common problems such as network and desktop security, updating software and hardware, changes in database access systems, and more. Registration closes Sept.12.

For more information on any of the above, please visit the ITServices website: [www.its.queensu.ca](http://www.its.queensu.ca).

## UNIVERSITY ROUNDUP



### Oh so brilliant but...

Should he/she get tenure? An American firm that underwrites thousands of U.S. academic institutions has developed a 90-minute, Web-based interactive course called "Managing the Difficult Tenure Case: The Beethoven Dilemma". It provides guidance to senior faculty and administrators who participate in tenure decisions, helping them avoid the most common mistakes that arise when assessing controversial tenure appointments. South of the border, where lawsuits related to tenure denial are a burgeoning area of academic litigation, juries are chastising institutions with up to \$12 million in damages for lack of due process. In Canada, where the majority of universities have faculty unions, tenure issues tend to be resolved through grievance and arbitration procedures outlined in collective agreements.

*University Affairs (Aug/Sept)*

### Olivieri and Healey cases spark freedom investigation

In response to recent high-profile cases where academic freedom has been compromised, The Canadian Association of University Teachers has launched a task force to investigate how free clinical faculty and medical researchers are to speak openly and report their findings. "The experiences of Nancy Olivieri and David Healey make clear that academic freedom is a major issue for clinical faculty and researchers in university-affiliated hospitals and research centres," says James Turk, Executive Director of CAUT. "If health researchers and teachers are not able to speak freely, to share their findings with patients and colleagues, and to publish their results in scientific journals, we are all at risk." For more, see [www.caut.ca](http://www.caut.ca).

### One professor's email lament

"I try to respond to Q&A email within 24 hours...However, when my students expect responses within 24 hours, every consulting trip, professional meeting, and four-day weekend carries the stress of trying to be sure that my hotel room will have a safe data port and that I have an Internet service provider that travels well. Even AOL and MSN do not cover the little town where my mother lives or the quaint village where my last retreat was held...By the way, should the university reimburse the faculty member for the ISP and the line charges?"

*from a letter to the editor by Assistant Professor of Nursing, University of South Alabama (The Chronicle of Higher Education (July 2002))*

### Differential pay for academics gets green light

Universities in the UK can now introduce differential pay for academics and override national pay bargaining structures supported by Natfhe, a union for lecturers and researchers. "Universities need to respond to the challenges of an increasingly competitive labour market," states the government's national science strategy document. As part of a spending review, the government is allocating money for pay increases targeted at recruiting and retaining staff "in all disciplines in which there is the greatest competition." Natfhe's position, on the other hand, is that "all research staff should receive the same pay for the same level of work, regardless of subject."

*Times Higher Education Supplement*

### Advancement pay gap revealed by CASE survey

Public institutions generally pay higher advancement salaries than private institutions but there's a significant discrepancy between men's and women's pay. A survey of 10,000 advancement employees conducted by the Washington-based Council for Advancement and Support of Education (CASE) documents that women are paid less than men in virtually every one of more than 50 identified advancement functions even though they represent 65 per cent of those working in the field. The survey found no correlation between race, ethnicity and salary.

*Currents*

### Canada's newest university opens its doors

Oshawa's University of Ontario Institute of Technology – the first new university created in Canada in more than 40 years – will welcome its first class of students this term. Initial projected enrolment of 800 is expected to climb to 6,500 by 2010. Offering a range of undergraduate programs in areas that include manufacturing engineering, nuclear engineering, integrated justice studies, nursing and radiation physics, the university will eventually add graduate and postgraduate studies. "The university is being created to offer exactly what students and employers want: innovative, market-drive programs to create the thinkers, doers and leaders that Canada and the world need," says its founding president Gary Polonsky.

Compiled by Anne Kershaw

## IN BRIEF

## Queen's SSHRC funding triples

Gender and racial barriers in the Canadian legal profession and methods for detecting lying on personality tests are among 34 Queen's research projects to get 2002 Social Sciences and Humanities Research Council (SSHRC) funding. In the university's best ever SSHRC results, more than \$2.5 million in grants were received – almost triple the amount from three years ago.

Fiona Kay (Sociology) will examine mobility and inequality in the Canadian legal profession. In partnership with the Law Society of Upper Canada, she will develop a longitudinal study of the careers of more than 2,000 Ontario lawyers, half men and half women. "The interplay between structural change in the profession and the personal biographies of lawyers – especially as played out in career mobility – is central to my work," she says. "It's crucial in assessing arguments about the advancement of women, to collect data that follow individuals across careers."

Developing a model of lying on personality tests is the focus of Psychology professor Ronald Holden's SSHRC research. He will do this by comparing the relative adequacy of four theoretical models of deception. "Personality testing is a ubiquitous aspect of North American society," says Dr. Holden, citing vocational interest inventories, job application procedures, and therapy assessment for psychiatric patients, and requirements for court proceedings or custody release, as examples.

Of this year's 62 SSHRC submissions, 34 were funded: a 55 per cent success rate (up from 44 per cent last year). A further 15 proposals were ranked "4A" – approved but not funded due to lack of resources.

## New protein discovery facility opens

The Protein Function Discovery Research and Training Program at Queen's, a state-of-the-art research facility and comprehensive training program to enable discovery of protein functions in the cell, recently celebrated its opening in Botterell Hall.

The program has been established to provide Queen's researchers and students with access to the necessary equipment and training to pursue research in the study of protein functions in living organisms.

The only CIHR-funded program of its kind in Canada, it will have broad academic and medical implications, aiding in the identification of new proteins that can be used as diagnostic markers for disease or as targets for drug intervention in the treatment of everything from cancer to arthritis to chronic heart disease.

The PFD program is funded at over \$10 million by the Canadian Foundation for Innovation (CFI), the Ontario Innovation Trust (OIT), the Canada Institute of Health Research (CIHR) and Queen's.

# Invention connects brain functioning to limb control

## PILOT PROJECT FOR STROKE VICTIMS TO BEGIN THIS FALL

By NANCY DORRANCE  
News and Media Services

A Queen's neuroscientist's invention to help understand the role of the brain in arm and leg movement will dramatically improve the assessment and rehabilitation of stroke and spinal cord victims. It will also help lay the groundwork for development of neural prostheses that can re-activate paralyzed limbs.

Dr. Stephen Scott's unique mathematical model, combined with his new experimental device, KINARM (Kinesiological Instrument for Normal and Altered Reaching Movement), enables researchers for the first time to objectively quantify and manipulate the mechanics of limb movement in multi-joint motor tasks. The device has already generated several new observations on how the brain coordinates limb movements, including two articles over the past year in the international journal *Nature*.

Funding for KINARM has come from the Canadian Institutes of Health Research (CIHR), the Natural Sciences and Engineering Research Council (NSERC) and Queen's University start-up funds. Most recently, a grant from the Ontario Research and Development Challenge Fund will allow commercialization of the device.

In a pilot project to begin this fall, in collaboration with Dr. Stephen Bagg from St. Mary's by the Lake Hospital, the device will be used to quantify motor function of stroke patients. Motor patterns will be examined first for a number of simple tasks while subjects maintain fixed arm postures, then for more sophisticated tasks where they learn to make reaching movements while the robot applies complex novel loads to assess their ability to learn new motor skills. The long-term goal is to identify which tasks patients can and cannot perform, and to create "fingerprints" to aid in the diagnosis and classification of motor dysfunctions, as well as to guide future directions for therapy.

"We needed a different experimental paradigm to understand how neurons in the brain are involved in controlling movement," says Dr. Scott, who began his academic career in engineering, continued in physiology, then anatomy and cell biology. "Once you've built the technology, the rest becomes much easier." That's why he spent two years creating the recently-patented robotic device, KINARM, which provides quantitative, objective data required to assess performance and identify dysfunctions.

The team has also installed a KINARM system at the University of Western Ontario, and is currently developing one for the University of Chicago. "We hope to give other researchers an



STEPHEN WILD

Stephen Scott adjusts the setting on the KINARM device for second-year medical student Raul Kuchinad.

opportunity to use this technology in answering questions about limb movement that couldn't be posed before," says Dr. Scott.

Patented in 2000 through Queen's technology transfer office, PARTEQ Innovations, KINARM has hinge joints aligned with a person's shoulder and elbow allowing horizontal arm movements, and a

computer projection system that provides virtual targets in the plane of the arm. Each joint can be manipulated independently, with different loads added selectively. This allows the device to independently manipulate the mechanics of the shoulder and elbow joints during multi-joint tasks.

"Now that we're learning how the brain organizes infor-

mation related to movement and motor control, we can take that information into the clinic and start to look at different patient populations to develop diagnostic tools and provide quantitative information on what the specific deficits are," says Dr. Scott. "That helps to both identify sub-groups of different diseases or deficits, and to guide rehabilitation."

## 'Real time' health records reduce clinical errors, enhance time with patients

### USER-DRIVEN QUAIL SYSTEM FIRST IN NORTH AMERICA

By NANCY DORRANCE  
News and Media Services  
Researchers at Queen's and Kingston General Hospital (KGH) have developed a new, seamless system of electronically recording and tracking a patient's health record – before, during and after a hospital stay – that will reduce the chance of clinical errors, and make better use of limited hospital staff.

Eventually the system is expected to facilitate patient transfers, especially in emergency situations, and make it easier for medical staff to share their expertise in the clinical and research areas.

This is the first time in North America that all components of the wireless, mobile technology have been brought together into one, integrated system.

Combined with existing technology (hand-held computers, bar codes and wireless networks), the new software allows patients' "real time" health records to travel with them as they proceed through the hospital cycle of referral, assessment, pre-operative consultation, surgery, post-anesthetic care, recovery in the ward, and home follow-up.

"The traditional paper method approach to patient records results in widely varied and frequently inconsistent or inadequate information, which can lead to the wrong drugs being administered," says Dr. David Goldstein, a Queen's anesthesiologist and medical director of QUAIL (Queen's University Anesthesiology Informatics Laboratory), the KGH-based research group



STEPHEN WILD

In the palm of their hands: Dr. David Goldstein, Mike Rimmer and Dr. Elizabeth VanDenkerkhof examine a patient's records on a new wireless device.

developing this system. Under the new computerized model – which has been applied in the peri-operative surgical and pain management areas – all the information needed by the medical team is amalgamated into the system, and is instantly accessible at the point of care.

Findings from the QUAIL

team – led by Dr. Goldstein, technical director Michael J. Rimmer, and research director Dr. Elizabeth VanDenKerkhof – are reported in the August/September edition of the *Canadian Journal of Anesthesiology*.

External funding has come from the Canada Foundation for Innovation, Ontario Innovation Trust, the Bickell Foundation, HEALNet and the Claire Nelson Bequest fund. Other research partners are listed on the QUAIL webpage at [www.portablehealth.com/quail](http://www.portablehealth.com/quail)

"This highly innovative research program developed at Kingston General Hospital and Queen's University can only lead to major improvement in patient management," says Dr. Samuel Ludwin, Vice-President Research Development at KGH and Associate Dean (Research) at Queen's. "By making data accessibility safer and quicker, staff will improve care delivery and have more time to deal with patients," Dr. Ludwin adds.

Since each staff member's hand-held computer is connected to the hospital information service through a wireless access

point (as well as to the Internet), new patient data is immediately available to anyone who needs it. "Having access to this 'real time' information reduces the chance of error and allows staff to deal effectively with a greater number of patients," Dr. Goldstein says. One study indicated that the use of hand-held computers in the post-operative acute pain management ward care reduced by 30 per cent the time required to see each patient, he notes.

The computerized model now being tested is for use by an Acute Pain Management Service (APMS), but researchers in other areas such as obstetrics/gynecology are exploring potential applications as well.

From the beginning the project has been user-driven, with input from the nurses, doctors, pharmacists and technicians who will implement it, Dr. Goldstein emphasizes. "Our mandate is to make life easier for our staff, who have increasingly high workloads and expectations for evidence-based decision-making – but less time to do it."

## IN BRIEF

### CIDA supports Queen's/Japan collaboration in Bosnia and Herzegovina

Queen's International Centre for the Advancement of Community Based Rehabilitation (ICACBR) has received \$1.5-million in CIDA funding to provide education, policy development and technical assistance to rehabilitation centres throughout the Republika Srpska (Bosnia and Herzegovina), in collaboration with the government of Japan.

"The project in Republika Srpska builds on our previous work in the development of community based rehabilitation in the Republic of Bosnia and Herzegovina," says Lorna Jean Edmonds, Project Director and Queen's Associate Director of ICACBR.

"Currently, only half the Bosnian population has access to community rehabilitation services, so this partnership will ensure a truly national rehabilitation program accessible to all persons with disabilities regardless of geography, age, and ethnic background."

The project is expected to change the lives of up to 20,000 physically disabled persons many of whom are children with physical disabilities and war related injuries.

"Canada and Japan have often participated in joint development initiatives but this takes our partnership to a new level," says Susan Whelan, federal Minister for International Cooperation. "Canada is proud to be sharing the expertise developed at Queen's and to be contributing directly to Bosnia and Herzegovina's social and economic development as well as promoting inter-ethnic understanding and peace."

These Discovery@Queen's pages highlighting Queen's research news and developments are electronically distributed to our major research funding agencies and others who request them.

## Farm children twice as likely to suffer fatal accidents: Queen's study

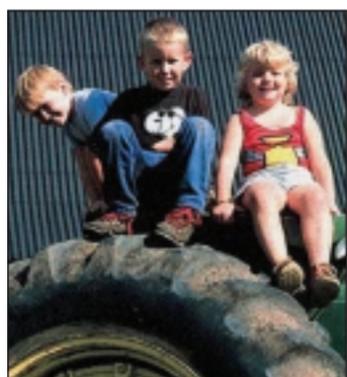
A Queen's-coordinated study shows the injury death rate for young children who live on farms is almost twice that for all young children in Canada.

Results of the study – which spans a period from 1990 to 2000 – were released recently by the Canadian Agricultural Injury Surveillance Program (CAISP), a national initiative that monitors and identifies farm injury patterns. Dr. Robert Brison, (Emergency Medicine), is the director of CAISP and co-author of the study, while Dr. Will Pickett (Community Health and Epidemiology) is the

other member of the team from Queen's.

"Our data shows an average of 10 children aged one to six die in accidents each year on Canadian farms and that many others have serious injuries requiring hospitalization," says Dr. Brison, noting that three causes of injury in young children account for three quarters of all fatalities: a child bystander being run over by farm machinery, a child being an extra rider on a tractor and then being run over after falling from the machine, and a child drowning.

"When these tragic events occur, I think they are seen as freak accidents," he says. "But in our data we are seeing the same patterns of injury occur repeatedly across the country. We believe these deaths are fully preventable." Funded by the Canadian Agriculture Safety Association (CASA), the Canadian Agricultural Injury Surveillance Program (CAISP) is coordinated from a national office at Queen's. The people and organizations contributing to CAISP include researchers, government agencies, and the agricultural industry. [www.CAISP.ca](http://www.CAISP.ca)



DAVID NILES

Farm fatalities believed to be "totally preventable."

### Additional facts from farm injuries study

- The vast majority of farm injuries in children occur from June through September.
- 80 per cent of the children lived on the farm where they were killed, and were the son or daughter of the farm operator.
- 80 per cent of these fatalities happened to boys.
- 75 per cent of these children were with an adult in the workplace at the time of their injury.



To inform News and Media Services of your latest research findings or upcoming journal publications, call News and Media Services Coordinator Nancy Marrello, ext. 74040, or News and Media Services Writer Nancy Dorrance, ext. 32869.

## IN BRIEF

### Goodes Hall open for Business

Queen's community members are invited to the official opening of the new school of business, Goodes Hall on Union at Albert streets, on Thursday, Sept. 12, 3 to 3:30 pm, rain or shine. All are welcome to tour the building after the ceremony. [business.queensu.ca](http://business.queensu.ca)

### Calling entrepreneurs

Got a plan for a new business? First Capital Challenge wants to hear from you. The annual competition encourages students, researchers and other talented individuals to submit the best plan to launch a high potential new business in Kingston. FCC guides contestants with business planning and raising capital. Details: [www.firstcapitalchallenge.com](http://www.firstcapitalchallenge.com)

### Queen's Women's Association welcomes newcomers

Queen's Women's Association invites women faculty, spouses of faculty or staff or are interested in joining to attend the annual membership reception Wednesday, Sept. 18. Interest groups include book discussion, French and English discussion, bridge and genealogy, sports, excursions and more. For details, contact Lynn Nolan at 389-8747.

### Movies that make a difference

The inaugural screening of the Contemporary World Cinema Fall Series features Orfeu, by Brazilian director Carlos Diegues (Bye Bye Brazil), Sunday, Sept. 22, 7 pm, Etherington Auditorium, 96 Stuart St. Brazilian-born University of Toronto professor Ricardo Sternberg will introduce the film. Tickets are available at the Performing Arts Box Office, JDUC and Novel Idea bookstore.

[www.film.queensu.ca/cinemakingston](http://www.film.queensu.ca/cinemakingston)

## Privacy and access

continued from page 1

mation Act raised a number of complex and challenging issues for universities touching on everything from archival records and fundraising to peer review and research.

While some areas of concern appear to have now been addressed, the new legislation is still causing alarm amongst university archivists. The government is insisting that not only the university's organization records be included under the Act but that all its personal archives involving the papers of writers, artists and politicians and records of organizations, clubs and businesses also be covered.

In some cases, the archives would have to review the requested research material for third party information and either deny access or require researchers to sign agreements to make certain material anonymous. But, says Mr. Richan, that's often going to be the very material that they want and so it defeats the researcher's purpose.

"If we are talking about the views of the poet Al Purdy about other writers or publishers in Canada, that seems extreme to me to want to protect the personal information of those people when there are already protections in place through copyright law or civil law."

While Mr. Richan commends the province for striving to be at the forefront of consumer protection in Canada and preparing Ontario business for Ecommerce, he says, "Sometimes when you apply (their approach) to certain circumstances like those of a university, it doesn't transfer very well."

For the past two years, universities have been relaying concerns about various aspects of the proposed legislation through the Council of Ontario Universities (COU). Mr. Richan, the privacy adviser to COU who has played a key role in the consultation process, says the province has recently indicated its intention to address many of the other issues highlighted by universities.

The government had initially taken the position that Ontario's Information and Privacy Commissioner should vet all research proposals with respect to privacy implications. COU expressed concern that adding this layer of bureaucracy would not only cause lengthy delays in processing the tens of thousands of research proposals generated

annually by Ontario universities but was unnecessary given the privacy protection already afforded by existing agreements and research ethics boards.

Another area of concern was that the right-of-access provisions in the proposed legislation went beyond the privacy and access guidelines developed by COU on which Queen's own policy is based. The government was proposing to grant individuals close to total right of access to their personal information with a few very extreme exceptions such as national security interests.

Queen's guidelines allow the university to restrict access to personal information in records containing evaluations or opinions about students as part of an application for admission to a program or, for a scholarship. Similarly, evaluations of faculty that are part of peer review for promotions, tenure and appointments can also be withheld.

"There are certain unique processes that go on at universities that aren't the same as what happens in the private sector when you go buy a fridge at Sears or are involved in buying life insurance," says Mr. Richan.

Only two weeks ago, government officials indicated to Mr. Richan that changes would be made in these areas.

The government has been flexible on other issues too, he says. Its initial position of requiring "express consent" before information can be collected or disclosed has given way to a willingness to accept "implied consent" where it's reasonably obvious that the information will be used in a certain way.

When it comes to alumni with whom a university already has an existing relationship, the emphasis will now be on prominently alerting alumni through publications and websites that they have an opportunity to withdraw consent for the collection, use and disclosure of information if they wish. The government's initial position requiring express consent was seen as putting serious hurdles in the way of university fundraisers.

The legislation is expected to go to Cabinet before the end of this month and receive Royal Assent by Dec. 31. Universities and the not-for-profit sector will be given deferred application until Jan of 2005.

## Queen's ahead of the game in addressing privacy

At a time when universities are going to have to make a major push to get in line with new privacy legislation, Queen's has already taken a big step in the right direction.

Data collected from a survey questionnaire sent to more than 100 offices on campus is providing a "snapshot" of how well the university is doing in adhering to certain fundamental privacy principles.

With an impressive 62 per cent return rate, the survey will provide the statistical foundation on which to make decisions about the institution's current strengths and weaknesses, says Don Richan who is leading the Privacy Diagnostic Project team in the University Archives.

"The report is not going to point fingers. It's not an audit and it's not going to be singling out any office as having a problem. But it will enable me to identify general areas that need to be worked on," says Mr. Richan, the university's Privacy Officer.

"It's a bit of a road map. A lot of this is common sense and Queen's has done a good job in the past of approaching issues around privacy from a common sense standpoint so we may just be formalizing existing best practices."

The Council of Ontario Universities (COU) has expressed an interest in distributing the survey questionnaire for all COU members. Mr. Richan will be making a presentation on the survey to the Ontario government's Access and Privacy workshop in Toronto later this month.

The survey, modified for Queen's purposes from a privacy diagnostic tool developed by the Information and Privacy Commission of Ontario and Price Waterhouse, addresses principles such as limiting the collection of personal information, access to information and fair information practices.

Once the data has been fully analyzed, a report will go to the VP Suzanne Fortier by the end of September.

## New look for Old Meds quadrangle

By CELIA RUSSELL

The shade has gone from the Old Meds quadrangle, but not forever. Physical Plant Services recently removed two mature maple trees from the quadrangle, bordered by Kathleen Ryan Hall, the Craine Building, Old Meds and the back of Summerhill.

The work is part of a plan to refurbish the quadrangle and the road surrounding it, says Grounds Manager Dave Swinton.

"The hard surface lot was deteriorating and the trees were in poor shape," he says. The trees also suffered from ice storm damage and there was also evidence of rot and cavities in the tree trunks and this pre-

sented a liability. Drought and high traffic in the area that compacts the soil around the roots also caused damage. Plans are to include at least eight new trees 10 to 12 feet tall and more appropriately spaced that should provide a nice canopy in the future.

Landscaping will include new and existing shrubbery, and planters outside the surrounding buildings. Work should be completed by mid to late October. In the meantime access to Archives in Kathleen Ryan Hall is through the wheelchair entrance at the rear, off the Miller Hall parking lot. Visitors are also encouraged to use the alternate entrances to the other buildings.

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Our students, as part of their Family-Centred Nursing course will, with guidance from nurse teachers at the School of Nursing, work with you on a health or health promotion issue. Health issues could include lifestyle changes such as stopping smoking or losing weight, helping families adjust to a new baby, having a new diagnosis to cope with or an ongoing health problem or taking a look at one's health habits.

Students will work in pairs and normally see families in their homes, once weekly for 5-7 visits between mid-September and the end of November. The information that students gather will be held in the strictest confidence.

If this opportunity is of interest to you or someone you know, or if you wish to have more information, please contact:

**Kelly Baker**, Academic Assistant  
Queen's University School of Nursing  
(613) 533-6000 ext. 74751

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# New year, new programs and new moves at the Instructional Development Centre

We would like to welcome all new and continuing faculty and TAs to the Instructional Development Centre's Teaching Issues column. Each month, you can look forward to new ideas, reflections, and issues relating to teaching and learning at Queen's. This year, the IDC celebrates its 10th anniversary, which has provided us with a rich history and foundations for an exciting future. This Teaching Issue will focus on change and our new initiatives.

**Programs and activities:** The IDC has launched a number of strategic initiatives. Three are highlighted here and we invite you to visit the IDC or tour our website for more all our initiatives.

The new Focus on Foundations program is open to all faculty and instructors at Queen's University. It consists of 16 sessions on a variety of topics, which constitute a foundation, a set of building blocks to improve teaching and learning at Queen's. You may participate in the program by simply attending the workshop(s) of your choice. Or to receive formal recognition for participation in a set of related teaching development activities, you may register for the Focus on Foundations Certificate. For more information, visit [www.queensu.ca/idc/programs/foundations/](http://www.queensu.ca/idc/programs/foundations/)

The Program in University Teaching and Learning allows teaching assistants to receive up to three separate certificates

(Scholarship, Practical Experience, and Professional Development) for their participation in training and development activities related to teaching and learning in higher education. The program is meant to be flexible and self-directed. Upon registration, TAs decide how they would like to meet the requirements of the program and then progress at their own pace. Typically, TAs will need one semester to complete each separate certificate, and a year and a half to finish the entire program. For details see [www.queensu.ca/idc/taservices/index.html](http://www.queensu.ca/idc/taservices/index.html)

The LTFAs (Learning Technology Faculty Associates) were created by a partnership of the IDC, ITS, and the Library. This year their focus is on Creating Learning Communities in Large Classes as many departments are facing increasingly large classes, especially with the dou-



**DENISE STOCKLEY**

**Teaching Issues**

ble cohort approaching. The LTFAs will be holding a number of activities throughout the year on this theme, including a spring symposium in June 2003. In addition, the 2002 Survey on Educational Technology at Queen's has been sent to faculty via email. These results will be used to recommend future directions in technology support at Queen's. For more, visit [www.its.queensu.ca/ltfa/](http://www.its.queensu.ca/ltfa/)

**IDC staff changes:** Director Chris Knapper officially retired June 30 and Susan Wilcox is now acting director. In July, Sandra Meikle was promoted to administrative assistant. This month, Katherine Lagrandeur has taken on a new full-time role as Coordinator of TA Development.

**IDC on the move:** On Oct. 1 the IDC will move to Room B176 in Mackintosh-Corry Hall, part of the new Faculty and Staff Learning facilities at Queen's. This unites the educational programs offered through the IDC, ITS, and Human Resources. We look forward to working with you in our new space! In the meantime, please visit us in the Old Medical Building. All the best for the 2002-2003 Academic Year.

[www.queensu.ca/idc](http://www.queensu.ca/idc)

Denise Stockley is advisor on teaching and learning at the Instructional Development Centre.

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## Academic Appointments

### Annette Bergeron appointed Director of First Year Studies in Applied Science

Dean Thomas Harris announces that Annette Bergeron has been appointed Director of First Year Studies, Faculty of Applied Science for a one-year term commencing Sept. 1, while Jim Mason is on leave. Annette Bergeron is a registered professional engineer who holds a BS. in Metallurgical Engineering from Queen's and an MBA from York University. She completed further graduate work at Schulich School of Business obtaining an MBA specializing in Entrepreneurial Studies, and Strategic Management. Her professional career began as a Production Engineer in Steelmaking Operations Technology for Dofasco Inc. She later worked as an engineering mentor/educator with high school and elementary students in several volunteer organizations. In 2000 she joined the adjunct academic staff of Chemical Engineering as an instructor in Technical Entrepreneurship and laboratory coordinator with responsibility for the course Technology, Engineering and Management (TEAM). More recently she served as Course Coordinator for a new core first year course The Practice of Engineering and taught with Queen's Shad Valley Program for high school students at Herstonceux Castle, England. She was acclaimed to the Board of Directors of the Ontario Society of Professional Engineers in 2002 for a three-year term. She is Board Monitor for Continuing Education and Professional Development.

### Gary Wagner appointed Director, International Programs Office

Principal William Leggett announces that Gary Wagner has been appointed Director of the International Programs Office, Faculty of Arts and Science for a three-year term commencing July 1, 2002. He will fill this position on a half-time basis while continuing to teach in the Department of Drama. Professor Wagner received a BAH at the University of Toronto; trained as a director at the Royal Shakespeare Company at Stratford-upon-Avon, England; and earned the Advanced Diploma in Voice Studies (ADVS) from the Central School of Speech and Drama in London, England. He taught at the University of Toronto, before coming to Queen's as a member of the Department of Drama in 1971.

Professor Wagner has worked in several areas of the theatre including acting, directing, and design at Queen's, in Toronto, and in the U.K. He is the author of A Study of Youth Theatre in Ontario and for four years was co-director of the Anger Control Project, the first project of its kind in Canada to explore the use of acting techniques to address problems of anger management in a prison population. In 1991, he established The Voice Studio to offer vocal and speech training to actors and members of the professional and business communities. For several years his workshop, "Witness the process of your speech...", has been a highly successful offering of the Instructional Development Centre at Queen's. Professor Wagner's research interests lie in the evaluation of selected strategies for teaching of voice and speech. In 2001, he completed a five-year term as Head of the Department of Drama. He currently serves as the Past President of the Council of Ontario University and College Theatre Programmes. He was the Dean's Delegate to the Canadian Association of Fine Arts Deans and for several years a member of the Board of Directors of Theatre Ontario. At Queen's, he has served on Senate and as a member of numerous committees, including terms as Chair of the Senate Committee on Fine Arts and Public Lectures, Awards Committee, Fund for the Support of Artistic Production, the Cross Faculty Teaching Forum, the Council of Fine Arts, and Vice-Chair of the Advisory Board of The Agnes Etherington Art Centre.

### Karilene Montgomery appointed Operations Manager, Centre for Manufacturing of Advanced Ceramics and Nanomaterials (CMACN)

Vladimir Krstic, Director, CMACN announces that Karilene Montgomery has been appointed the Centre's Operations Manager. A graduate of the University of Western Ontario, Ms. Montgomery's most recent position was Manager, Corporate Administration of Cytochroma Inc., a spin-off biotech company of PARTEQ Innovations, the technology transfer arm of Queen's University. Prior to her position at Cytochroma, She founded and operated Frontenac Outfitters for 10 years and worked for Hewlett-Packard (Canada) Ltd. in administration and communications. Her skills in operations, market-

ing and financial planning will help CMACN to promote the educational, research and industrial partnership objectives of the Centre.

## Faculty Appointments

Amir Z. Fam, Civil Engineering.

## Committees

### Headship Search, Department of Geological Sciences and Geological Engineering

Herb Helmstaedt's present term as Head of Geological Sciences and Geological Engineering ends June 30, 2003. In accordance with the Collective Agreement between Queen's University Faculty Association and Queen's University at Kingston, the principal has appointed a selection committee to advise him in making a decision on the headship. Elected Members: Jean Hutchinson, Noel James, Kurt Kyser, Guy Narbonne, Gema Olivo. Appointed members: Dianne Hyde, Natalie Bursztyn, Amelia Rainbow, Geological Sciences; Ian Moore, Civil Engineering. Non-voting members: Tom Harris, Dean, Applied Science; Robert Silverman, Dean, Arts and Science; Marsha Singh, Associate Dean, Graduate Studies and Research. Chair: Alistair MacLean, Arts and Science. Faculty, students and staff are invited to submit their comments on the present state and future prospects of the Department of Geological Sciences and Geological Engineer-

ing, and the names of possible candidates for the Headship to the Chair of the Committee, Associate Dean MacLean macleana@pavlov.psyc.queensu.ca by Friday, Sept. 27. All letters will be reviewed by the selection committee and will become part of the record of decision-making.

### Headship Selection Committee, Department of History

Paul Christianson, Chair of the Department of History will retire June 30, 2003. In accordance with the terms of Article 41 of the Collective Agreement between Queen's University Faculty Association and Queen's University at Kingston, a selection committee will be struck to consider the present state and future prospects of the Department of History, and to assist the principal in the selection of a new chair. Members of the bargaining unit will be electing five members. Faculty members, staff and students are also invited to nominate staff and students from the Department of History, and faculty members from cognate disciplines, for membership on the selection committee. Nominations should be sent to Nancy Cutway, Arts and Science, (cutwayn@post.queensu.ca) by Friday, Sept. 20.

### Headship Selection Committee, School of Music

Ireneus Zuk's term as Director of the School of Music ends June 30, 2003. Dr. Zuk has declined to consider reappointment. In accordance with the terms of Article

41 of The Collective Agreement between Queen's University Faculty Association and Queen's University at Kingston, a Selection Committee will be struck to consider the present state and future prospects of the School of Music, and to assist the Principal in the selection of a new Director. Members of the bargaining unit will be electing four members. Faculty members, staff and students are also invited to nominate staff and students from the School of Music, and faculty members from cognate disciplines, for membership on the Selection Committee. Nominations should be sent to Nancy Cutway, Arts and Science (cutwayn@post.queensu.ca) by Friday, Sept. 13.

### Headship Search, Department of Spanish and Italian

Dan Chamberlain's term as Head of the Department of Spanish and Italian ends June 30, 2003. Dr. Chamberlain has declined to consider a second term. In accordance with the Collective Agreement between Queen's University Faculty Association and Queen's University at Kingston, the principal has appointed a selection committee to advise him in making a decision on the headship. The selection committee has the following membership - Elected: Beatriz de Alba-Koch, Monica Chamberlain, Max Lizano, Joanne Rotermundt-de la Parra, Donato Santeramo, Spanish and Italian. Appointed: Laurie Young, Graham Snowden, Aurora Gamez, Spanish and Italian;



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François Rouget, French Studies. Non-voting members: Robert Silverman, Dean, Arts and Science; Marsha Singh, Associate Dean, Graduate Studies and Research. Chair: Gordon E. Smith, Associate Dean, Arts and Science. Faculty, students and staff are invited to submit their comments on the present state and future prospects of the Department of Spanish and Italian, and the names of possible candidates for the Headship to the chair, Associate Dean Smith, smithg@post.queensu.ca by Friday, Sept. 27. All letters will be reviewed by the selection committee and will become part of the record of decision-making.

## Non-academic

### Appointments

Fourth Class Stationary Engineer, Physical Plant Services Central Heating Plant 2002-48  
**Barrie Erickson**

Employee Relations Specialist, Human Resources 2002-49  
Withdrawn

Program Assistant-Critical Care, Faculty of Health Sciences 2002-73  
**Anna Tavares**  
(Postgraduate Medical Education)

Office Assistant, Office of the University Advisor on Equity 2002-76  
**Diane Bootsma**  
(Office of Research Services)

Study Abroad and Exchange Coordinator, Faculty of Arts and Science- International Programs Office 2002-79

**Laura Esford**  
(International Programs Office)

Senior Secretary, Department of Art 2002-81  
**Pam LeBlanc** (School of English)

Administrative Assistant School of Physical and Health Education 2002-82  
**Angela Maltby**  
(Faculty of Health Science)

Residence Judicial Advisor University Residences 2002-83  
**Kelly Smith** (School of Graduate Studies and Research)

### Staff Vacancies

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, Sept. 17 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.

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

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

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

### Custodian Queen's University Residences

There are three positions available. 2002-97 is a continuing appointment; 2002-98 and 2002-99 are continuing-term appointments working Sept. 1 to April 30 each year.

These positions involve working 37.5 hours per week. The successful candidates must be willing to work overtime, to respond to call-ins outside of normal working hours and to work evening/night shifts, as required.

**Major Responsibilities:** strip, seal and wax, and spray buff floors; clean and sanitize washrooms, fixtures and fittings; vacuum and shampoo carpets and upholstery; sweep, dust-mop and damp-mop all floor surfaces; collect garbage; clean glass and walls; move furniture; operate a variety of floor machinery and maintain a clean and healthy environment in the residence buildings.

**Requirements:** secondary school diploma with the ability to read and write in English; ability to comprehend instructions; ability to read computer printouts; some mechanical aptitude is required; must be willing and able to work in a team environment; proven ability to work with individuals at all levels within the Queen's community; must be physically capable of performing the above noted duties.

These positions fall under the jurisdiction of the Canadian Union of Public Employees, Local 229.

Hourly rate \$16.98

### Pre-Service Program Assistant Faculty of Education 2002-100

This is a continuing appointment beginning Oct. 1, 2002.

**Major Responsibilities:** provide administrative support to the

Associate Dean; assist in the development of the Faculty workload document; revise the Faculty's concurrent education handbook; advise students on academic matters, referring issues to the Associate Dean as necessary; review transcripts of prospective final year students to confirm eligibility; produce student progress reports; assist in the coordination of special events such as the Faculty's Reading Day, the March Open House etc.

**Requirements:** two-year post-secondary program in business administration; undergraduate degree considered an asset; previous relevant experience in a university office with a background in student contact; consideration will be given to the equivalent combination of education and experience; knowledge of Queen's university structure, resources, computing systems and teacher education programs an asset; meticulous record-keeping and organizational skills; excellent listening, analytical and problem solving skills; advanced knowledge of word-processing and database management software and ability to use spreadsheet programs; ability to learn new software programs as required; familiarity with the Internet an asset; strong interpersonal and communications skills; must possess a cooperative, team-based approach; tact and diplomacy; ability to adhere to strict confidentiality; planning and time-management skills; ability to focus in spite of workload and frequent interruptions.

**Minimum Hiring Salary:** \$30,754 Salary Grade 5 - ADMG5

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

### Receptionist/Secretary Office of Research Services 2002-92 (REPOST)

**Major Responsibilities:** report to the Office Manager; provide main reception duties; perform secretarial duties in support of the Office Manager and Research Coordinators to process grants and contracts; assist with committee work.

**Requirements:** secondary school graduation diploma; one year training in a secretarial/office skills program at a community college level or equivalent; six months to two years previous secretarial experience; good key-boarding skills at a minimum of 60 wpm using various word processing packages; good organizational skills; must be able to work to strict deadlines; ability to set work priorities; excellent interpersonal and communications skills; strong computer skills.

**Minimum Hiring Salary:** \$27,885 Salary Grade 3 - ADMG3

### Senior Secretary Health, Counselling and Disability Services 2002-101

This is a term appointment working 80% time until August 31, 2003.

**Major Responsibilities:** provide secretarial and clerical support, and assist with administration and coordination of programs for the Learning Disabilities Specialist; transcribe in-depth psychology assessment reports; prepare correspondence using word processing, database management, and information distribution through listserve management/

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email and liaison activities; perform reception and clerical services; type confidential reports; greet visitors and provide information in response to queries or refer to appropriate services; perform administrative duties as assigned; assist with organizing and scheduling activities for the Mobile Assessment Team.

**Requirements:** one year of post-secondary education in office procedures with some relevant experience in an office/service environment; experience in a university setting considered an asset; consideration will be given to an equivalent combination of education and experience; keyboarding skills (dicta-typing essential) with knowledge of current software packages including word processing, spreadsheet and database applications; an interest in and ability to learn new software; exposure to the Web an asset; basic accounting/book-keeping skills; excellent writing skills; organizational skills with attention to detail in order to deal with multiple demands; excellent interpersonal and communications skills with a service-oriented perspective; ability to maintain strict confidentiality; high degree of tact and maturity with excellent problem-solving skills; knowledge of the university's structure and disability-related groups and issues considered assets.

**Minimum Hiring Salary:** \$29,338 Salary Grade 4 – ADMG4. Salary will be adjusted to reflect actual time worked.

**Thesis Coordinator  
School of Graduate Studies  
and Research  
2002-102**

**Major Responsibilities:** report to the Registrar of the School; coordinate all administrative arrangements for oral thesis examinations including assigning the chair of doctoral thesis examinations and approving the requested chair of Master's oral thesis examinations; compile, circulate, collect and evaluate all the required paperwork for oral exams; ensure that all requirements for graduate degrees have been met; generate completion letters for all graduate students; prepare copies of theses for final permanent binding; manage any special restrictions or other considerations for the binding of thesis copies; prepare and submit degree lists for university approval; arrange honoraria and

travel expense reimbursements for external examiners of doctoral thesis exams; maintain the School's website and direct students, staff and faculty to its site.

**Requirements:** two-year post-secondary program in business administration combined with several years of related experience; university degree an asset; familiarity with other university departments and the School of Graduate Studies structure and regulations highly desirable; extensive knowledge of relevant computer software such as Excel and Word, as well as database experience (i.e., Access and GQL); familiarity with web page production and management an asset; proven ability to work independently, set priorities and make quick decisions; sensitivity to working with confidential information, as well as excellent interpersonal and time management skills essential; flexibility and sound judgement; willingness to work extra hours when necessary.

**Minimum Hiring Salary:** \$34,876 Salary Grade 6 – ADMSF6

**Other Positions**

**Coordinator, Clinical Trials**

**Responsibilities:** organize and coordinate all clinical trials conducted within KRCC; daily operation and administration of the clinical trials department; supervise all clinical research staff; coordinate the acquisition and start up of new studies; supervise the conduct of approved protocols; develop goals, objectives, policies and procedures for the department; and do time-sensitive Clinical Research Associate (CRA) duties as necessary. **Qualifications:** Bachelor's degree in a Health Science related discipline; 3 to 5 years related experience in clinical trials or clinical research setting; equivalent combination of education and experience in a health-related discipline; Clinical Trials experience; CRA designation preferred or commitment to obtaining designation; management/supervisory experience or oncology background; demonstrated interpersonal, organizational, communication, computer and leadership skills; ability to work independently, with high attention to detail.

Please forward applications by Sept. 13, 2002 to Micki Mulima,

Human Resources Administrator, Kingston Regional Cancer Centre, 25 King Street West, Kingston, ON, K7L 5P9. Fax (613) 544-4967, krcc-employment@krcc.on.ca

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**Training Manager, The Protein Function Discovery (PFD) Research and Training Program**

This is a five-year term position.

**Responsibilities:** work closely with faculty members and PFD facility personnel to develop and run a series of course modules to train graduate students in the CIHR funded National Training Program in Proteomics and Protein Function Discovery; become an expert in the theoretical basis and practical operation of a variety of equipment, including mass spectrometers, analytical ultracentrifuges, light scattering, calorimeters, Biacore and fluorescence and CD spectrometers.

**Requirements:** B.Sc. degree, however, a post-graduate degree is highly desirable; prior experience with one or more of above techniques; strong interest in learning new techniques; excellent communication skills; desire to teach. Further information at [www.queensu.ca/protein](http://www.queensu.ca/protein), [dh16@post.queensu.ca](mailto:dh16@post.queensu.ca) or (613) 533-2944.

**Salary:** commensurate with qualification and experience. Apply with resume by Sept. 15 to Dr. Alan Mak, Director of the Protein Function Discovery Research and Training Program, Room 616 Botterell Hall, Queen's University, Kingston, Ontario, Canada, K7L 3N6.

**Coordinator, Lilly Youth Programs, Queen's Theological College**

Starting Jan. 1, 2003 and reviewed on an annual basis for renewal consideration. Responsi-

bilities: implement, lead and formally evaluate the QTC Future Quest program and other related theological program youth initiatives, with direction and supervision provided by the Principal, and Director of Finance, Administration and Development; represent, market and promote the Lilly Youth Program initiatives in various constituencies; actively recruit participants for the Future Quest Program; teach about youth ministry and faith formation.

**Qualifications:** undergraduate degree or equivalent; theological training; experience with and training in youth ministry; strong leadership, administrative, planning and organization skills; the ability to design educational programs for youth; the ability to work in a team and to develop leadership teams; proficiency with various standard computer software packages; skills to oversee website creation, development and maintenance; excellent communication skills both written and oral, and strong public relations and interpersonal skills; willing to travel and work irregular hours, especially during the summer months. The following would be assets: graduate degree; experience in planning, developing and coordinating continuing educational programs; a passion for youth ministry and an awareness of adolescent psychology and faith formation; post-secondary teaching experience; knowledge of The United Church of Canada and appreciation for the diverse expressions of ministry (lay and clergy).

**Hiring Salary:** \$48,309.

Apply to Heather Cooke, Director of Finance, Administration, Development, Queen's Theological College, Rm. 206 Theological Hall, phone, 533-2108; fax, 533-6879; email: [heather@post.queensu.ca](mailto:heather@post.queensu.ca), by Nov. 1, 2002.

**In Remembrance**

**Norma Nugent**  
(May 31, 2002)  
Member of Queen's Community since June 26, 1978

**John Stedmond**  
(May 25, 2002)  
Member of Queen's Community since Sept. 1, 1961

**M. Alice Sutton**  
(May 31, 2002)  
Member of Queen's Community since Jan. 22, 1964

**F. Alfred Tryon**  
(June 2, 2002)  
Member of Queen's Community since Sept. 13, 1971

**Dominique De Caen**  
(June 19, 2002)  
Member of Queen's Community since July 1, 1985

**A. Ralston Huestis**  
(June 22, 2002)  
Member of Queen's Community since Nov. 1, 1968

**Joseph E. Brown**  
(June 22, 2002)  
Member of Queen's Community since Nov. 1, 1977

**Agnes Craig**  
(June 26, 2002)  
Member of Queen's Community since Feb. 2, 1981

**Elizabeth Shaw**  
(July 4, 2002)  
Member of Queen's Community since April 10, 1972

**Kirkland Cook**  
(July 2, 2002)  
Member of Queen's Community since Nov. 1, 1979

**Austin Rivers**  
(July 15, 2002)  
Member of Queen's Community since April 1, 1969

**Norberto DaSilva**  
(Aug. 1, 2002)  
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## Art

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### Ongoing exhibitions

African and Frances K. Smith Galleries, A Forest of Flowers: Words and Sculpture of West Africa to Oct. 12; Contemporary Feature Gallery, Better Worlds to Oct. 27; Samuel J. Zacks Gallery, Learn Well and Progress Daily: Posters from the Chinese Cultural Revolution to Oct. 27; The Davies Foundation Gallery, In Case of rapture: The Herbert O. Bunt Donation to Jan. 26, 2003; Historical Feature and R. Fraser Elliott Galleries, In a Foreign Country: Images of 18th and 19th Century Canada, Sept. 22 to July 20, 2003.

### Events

Agnes Art Bus – Autumn in Montreal. Wednesday, Sept. 25. \$75-80. Reservations and information: 545-9418 or 353-6740. Tea With Agnes. Sunday, Oct. 6 then bi-weekly at 2:30 in the old house. Reserve by previous Thursday at 533-6913. Tickets \$10. Tours: Sundays at 1:15 pm; Third Thursday each month 12:15 pm. [www.queensu.ca/ageth/](http://www.queensu.ca/ageth/)  
**Union Gallery**  
[uniongallery.queensu.ca](http://uniongallery.queensu.ca)

## Public Lectures

### Departmental seminar schedules

#### Business

[business.queensu.ca/research/conferences/index.html](http://business.queensu.ca/research/conferences/index.html)

#### Chemistry

[www.chem.queensu.ca/NEWSAN/DEVENTS/Seminars/Seminar02W.PDF](http://www.chem.queensu.ca/NEWSAN/DEVENTS/Seminars/Seminar02W.PDF)

**Centre for Neuroscience Studies**  
[www.queensu.ca/neurosci/seminar.html](http://www.queensu.ca/neurosci/seminar.html)

## Economics

[qed.econ.queensu.ca/pub/calendar/week.html](http://qed.econ.queensu.ca/pub/calendar/week.html)

## Physiology

[meds-ss10.meds.queensu.ca/medicine/physiol/physiol.sem.html](http://meds-ss10.meds.queensu.ca/medicine/physiol/physiol.sem.html)

### Friday, Sept. 13

#### Policy Studies

Reid Morden, former Director, CSIS. What have we learned since Sept. 11? What are the next steps? 202 Policy Studies, noon.

### Wednesday, Sept. 18

#### Emergency Medicine

Dr. Ian Stiell, University of Ottawa. Grand Rounds - Canadian vs U.S. approaches to c-spine imaging. B02 Abramsky, 8 am.

### Thursday, Sept. 19

#### Art

Patricia Fortini Brown, Princeton University. The mirror of ancient ladies – gendered spaces in the Venetian Renaissance palace. Ellis Hall Auditorium, 5 pm. Co-sponsored by The Macdonald Stewart Foundation.

## Economics

Eric Jones, Melbourne Business School. Cryptograms: The stock of institutions in the pre-industrial west. 213 Dunning, 4 pm.

## Emergency Medicine

Dr. Ian Stiell, University of Ottawa. Medical Grand Rounds - Can we save the lives of critically ill patients before they reach hospital? Etherington Hall Auditorium, 11:30 am.

## Policy Studies

Germaine Gibara, Institute for Research on Public Policy. Corporate governance at home and abroad: A comparative perspective on crisis management. 202 Policy Studies, noon.



STEPHEN WILD

Make room for us! First-year students crowd onto Tindall Field Monday for the traditional pep rally that marks the beginning of another academic year.

### Friday, Sept. 20

#### Music

Karen Frederickson, Soprano; Gordon Smith, Piano. Hidden musicians: Songs of the 19th and early 20th centuries. 124, Harrison-LeCaine, 12:30 pm.

### Wednesday Sept. 25

Friends of the History of Medicine, Science and Technology Gerry Hill, Queen's. Eat your veggies: the first case-control study of cancer. B139 Botterell, 12:30 pm.

### Thursday, Sept. 26

#### Policy Studies

Bill Fox, Queen's. Borders, regulators, and transportation: The economic and North American challenge. 202 Policy Studies, noon.

## Courses and Workshops

### Free Queen's – Musical Encounters

Monday 6:30 – 9 pm, Sept. 30 - Dec. 2. Free, non-credit course

explores the world of music including the Western classical tradition, as well as music of different styles and other cultures, and the place of music in our lives. D214 Mackintosh-Corry Hall. All welcome, but space is limited. Registration starts Sept. 4, 533-2563. Childcare available.

**Queen's Institute of Lifelong Learning (QUILL)**  
 Sunday lecture series  
 D214 Mackintosh-Corry, 2 pm.

### Sept. 15

Mike Shultz, previous Princess of Wales' Own Regiment. Kingston – The city that military history built.

### Sept. 22

Hon. Peter Milliken, House of Commons. The role of the speaker in the House of Commons.

### Monday lecture series

Isabel Turner Branch, Kingston Public Library

### Sept. 16

Bonnie Burnard, Giller Prize, 1999. A good house.

### TESL Certificate Course

Tuesdays and Thursdays, 7-9 pm, Oct. 1 - Nov. 14 (excluding Oct. 28 - Nov. 1). Optional practicum week: Nov. 1-18. Cost is \$380 including materials. Location TBA, 7-9 pm. Contact the School of English, 533-2472, [soe@post.queensu.ca](mailto:soe@post.queensu.ca), [www.queensu.ca/soe/TESL.html](http://www.queensu.ca/soe/TESL.html). Application deadline: Sept. 20.

### TIPS for Residents and Graduate Students (Teaching Improvement Project System)

Monday, Nov. 18-Tuesday, Nov. 19. The program provides a forum for registrants to enhance their skills and satisfaction in teaching. Intensive workshop which includes presentations, discussions and individual work. Donald Gordon Centre. Registration deadline Oct. 4. For information contact Faculty Development Office, 533-2540, [cmemed@post.queensu.ca](mailto:cmemed@post.queensu.ca), or <http://meds.queensu.ca/ce/tips.html>.

### Trans-Disciplinary Training Program in Cancer Research Retreat

Monday, Sept. 30

All faculty, staff and trainees are encouraged to attend to cultivate new interdisciplinary interactions that could lead to innovative research and new training opportunities. University Club, noon-5:30 pm. Information at [meds.queensu.ca/cancertraining/index.html](http://meds.queensu.ca/cancertraining/index.html). RSVP to Karen Drysdale [kd@post.queensu.ca](mailto:kd@post.queensu.ca), 533-6000, ext. 74940.



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