



QUEEN'S GAZETTE

How safe is the water we drink? P5



Where life sciences and high-tech intersect P10



Queen's sticks with vigilant growth plan

By CELIA RUSSELL

Despite provincial pressure to accept more students, Queen's will hold fast to Senate's approved projection for moderate growth for fall 2003 and will consider reducing numbers after the double cohort.

To accept more would threaten the quality of the very environment upon which the university has built its reputation, Principal Bill Leggett told the first meeting of Senate for the academic year.

"Senate decides what the enrolment is – not a government task force or the Council of Ontario Universities."

The university planned very carefully in its handling of the double cohort, he said.

"Due to the residential nature of the university, our intentions are to return to the approximate enrollment figures of 1999-2000. This is a place where the interaction of students, faculty and staff occurs at a personal level. There is a sense of community and attention to the individual that defines the university. If we allow ourselves to grow, then we would risk losing the essence of what we have. There's a profound sense that we have something very special here. Senate decides what the

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YET ANOTHER VICTORY



STEPHEN WILD

Queen's alumni, many from the 1990's, cheer one of a series of Gaels football touchdowns at the sun-drenched Sept. 28 Homecoming game at Richardson Stadium. The Gaels pounded the winless University of Toronto Blues 61-10.

New student loan program the first in Canada

By NANCY DORRANCE
News and Media Services

A new student loan program introduced as a pilot project at Queen's this September is the first of its kind in Canada.

Administered through RBC Royal Bank, the RBC/Queen's Student Line of Credit will help students who are ineligible for government assistance (OSAP) because their family incomes are considered sufficient to support their education – yet who still require external help to maintain an adequate cash flow. The program is open to all Queen's students.

Under the new initiative, students will apply directly to the Royal Bank for a student line of

credit (which requires only monthly interest payments while they are still registered at Queen's). If a student's application does not meet the criteria for a traditional line of credit, the university may under exceptional circumstances guarantee a loan.

"Queen's is making every effort to improve access to educational financing and to increase the variety of options available for student funding," says University Registrar Jo-Anne Brady. "Through this pilot project, we hope to be able to learn more about a student line of credit, for potential enhancements in the future." The university's goal is to ensure that the best-qualified students from a wide diversity of

backgrounds have the opportunity to attend Queen's, regardless of their personal financial circumstances, she says.

The program which was developed as part of the university's Pathfinder Program on quality and accessibility, is available exclusively to Queen's students through the Royal Bank. While they are not restricted from applying for a student line of credit from other financial institutions, the potential guarantee component of this program applies only to those who apply for an RBC/Queen's Student Line of Credit.

Alma Mater Society president Michael Lindsay says the new financial assistance initiative

addresses a growing concern among students. "The cost of attending university over the past two decades has increased dramatically," he notes. "Currently students must individually negotiate lines of credit with the bank, and often they're turned down as poor financial risks – even when they may be close to graduation and the start of a career."

An AMS ad-hoc committee report released last April recommended that Queen's implement its own line of credit for students of deregulated faculties, Mr. Lindsay says. "If this project is successful, it certainly will help to meet that need," he says. www.queensu.ca/registrar/awards/RBC.html

Research funding demands strain NSERC budget

QUEEN'S TO HOST NSERC COUNCIL MEETINGS

By ANNE KERSHAW

As increasing numbers of world-class university researchers appear on the national scene, competition for funding has grown dramatically and pressure is mounting on govern-

ment research funding agencies.

Every fall, the Natural Sciences and Engineering Research Council (NSERC) — one of Canada's largest funders of university research — gets another glimpse of the impressive growth and vitality of the country's research sector.

In recent years, The Council has seen an enormous increase in the number of applications for its Discovery grants, which

support new and ongoing programs of research in the areas of science and engineering. Each year, NSERC receives close to 3,000 funding applications. For the third consecutive year, more than 800 of those are from first-time applicants.

It's a welcomed trend, says NSERC president Dr. Thomas Brzustowski, one providing clear evidence of the spirit of innovation and discovery need-

ed for Canada to compete in the global economy. But it's also an indication of the scope of the need for funding support for many of Canada's most talented, innovative researchers.

"That we have these well-qualified researchers appearing on the scene and eager to do research in the universities is great news for Canada," says Dr. Brzustowski. "But it also puts

See RESEARCH: Page 2

Friends, colleagues mourn the passing of accomplished chemist

On Sept. 12, family, friends and colleagues gathered in Kingston, to mourn the passing of Almeria L. Natansohn, Professor of Chemistry, on Sept. 10, 2002.

Dr. Natansohn was born in Romania in 1949. She studied chemistry and obtained her PhD in 1978 from Polytechnic University in Jassy, Romania, where she also worked as a research scientist until she went to work in the Weizmann Institute of Science in Israel in 1982. She joined McGill University in 1985 as a research associate in Adi Eisenberg's group in 1985. She came to Queen's as an Associate Professor in 1987, having been awarded a prestigious Queen's National Scholar award. She was promoted to Professor in 1993 and served as acting head of Chemistry in 1994-95. She became a fellow of the Royal Society of Canada in 1998 and was awarded a Canada Research Chair in materials

chemistry in 2001.

Dr. Natansohn was an accomplished polymer chemist and made pioneer contributions to the design, synthesis and testing of photoactive polymers containing azobenzene groups with potential applications as active element in the development of optical computers. She was also an expert in the field of solid state NMR spectroscopy, especially the use of NMR techniques in the characterization of polymeric materials.

An internationally acclaimed researcher, she co-authored more than 130 scientific publications and seven book chapters. Eighteen graduate students finished their MSc and PhD degrees under her direction. She also directed the research work of eighteen postdoctoral fellows. Dr. Natansohn's achievements were recognized by various awards she received including the Queen's University Prize of



Almeria Laura Natansohn

Excellence in Research, the Kilam Research Fellowship from Canada Council and the Macromolecular Science and Engineering Award from the Chemical Institute of Canada. She dedicated much of her time helping other researchers through collab-

orations, advice and her work on NSERC committees.

Dr. Natansohn was active in the Kingston community where she was well known as a teacher of Tai Chi.

Her warm and gentle presence is truly missed by her family, friends, colleagues and students.

In her memory, a benefit advance screening of *Between Strangers* Directed by Edoardo Ponti, takes place Oct. 10 at 7 pm at the Gardiners Road Cineplex Odeon. Proceeds from the \$15 ticket sales will go to the Queen's University Palliative Care Support Program in appreciation of the invaluable assistance provided to Dr. Natansohn and her family. Tickets are available from the School of Graduate Studies and Research, Fleming Hall or at the door.

Prepared by Julian Zhu (Université de Montréal) and David Wardlaw (Queen's University).

Research funding demands

continued from page 1

big pressure on NSERC's budget."

In less than two weeks, Queen's will host NSERC's annual Council Meeting. The council's 22 members, including Canada's celebrated astronaut Julie Payette, will assemble here to discuss key issues and challenges associated with fulfilling NSERC's mandate. This includes allocating taxpayers dollars to best advance promising research in the natural sciences field, further the education of the country's most promising young researchers and foster links between universities, colleges, governments and the private sector.

The introduction of the federal government's consultation papers outlining the Canada Innovation Strategy earlier this year has brought new attention to the issue of research funding levels. At a planned summit meeting later this fall, leaders from academia, business and government will be discussing how to meet the national goals for economic growth identified by the strategy.

"With the Innovation Strategy, the universities will have to play a big role in educating the much larger numbers of people in science and engineering who will be doing the broader volume of research and development required by the private sector," Dr. Brzustowski says. "For NSERC that means supporting many more graduates, post doctorates and undergraduate students, and supporting them with the largest amounts of money possible. This is going to be another big pressure on our budget," he says.

He points as well to the growing appetite for research funding created by government programs such as the Canada Foundation for Innovation. "It's really great that many science and engineering researchers have succeeded in obtaining support for major facilities and research infrastructure. But they now need the money to operate and they are turning to us for those resources."

While on campus on Oct. 17 and 18, NSERC officials will be meeting with faculty, students and post-doctorates to discuss issues related to research funding and visit a number of Queen's labs which have bene-

fited from NSERC funding.

"We are very excited about this opportunity to highlight on behalf of our campus community the extent of NSERC's contribution in supporting and advancing the work of so many of our groundbreaking researchers," says Kerry Rowe, Queen's VP (Research).

"Even at a time when competition for research funding has become extremely competitive, we have seen NSERC's investment in Queen's research increase significantly. We welcome this opportunity to both showcase exciting research at Queen's that has greatly benefited from NSERC support and to bring our researchers together with those charged with making critical decisions about how to allocate funding in the best interests of the public and the country."

Queen's share of NSERC funding has increased by 36 per cent (from \$12,546,000 to \$17,058,000) in the past five years. There are currently 376 Queen's researchers receiving NSERC funding.

NSERC, with a current budget of about \$560 million, has indicated to the federal government that its budget needs to grow by about 10 per cent annually each year until the end of the decade — reaching over a billion — before it can meet stated expectations.

While at Queen's, council members will tour labs in a few of the many areas of research that are supported with NSERC funding: **Brain and Cognitive Science** (Barrie Frost, Psychology, Biology and Physiology; Susan Lederman, Psychology and Computer Engineering; Randy Flanagan, Psychology and Physiology); **Biotechnology, Biosciences and the Environment** (John Smol, Biology; David Dennis, President and CEO Performance Plants; David Layzell, Research Director, BIOCAP Canada Foundation; Stephen Brown, Chemistry and Environmental Studies; Peter Hodson, Environmental Studies); **Microelectronics and GeoEngineering** (Brian Barge, President and CEO of Canadian Microelectronics Corporation; Ian Moore, Civil Engineering; Jean Hutchinson, Geological Sciences and Geological Engineering; Kurt Kyser, Geological Sciences and Geological Engineering.)

www.nserc.ca

Growth plan

continued from page 1

enrolment is — not a government task force or the Council of Ontario Universities."

This year Queen's accepted about 300 more new undergraduate students than last year for a current total of 3,158. The current first-year undergraduate enrolment targets for 2003-04 and 2004-05 are 3,315 for each year.

The double cohort is known as the final group of five-year OAC students to graduate together with the first group from the new four-year secondary program next spring.

Ontario's 17 universities have signed an agreement with the province on enrolment targets. Some have decided to grow significantly — others, such as Queen's, less so.

At the present time, the system is in balance, says Chris Conway, Director of Institutional Research and Planning.

"Under the current set of enrolment targets, the system will create enough spaces to accommodate demand," he explained in a separate interview.

Current projections are based on the assumption that 60 per cent of the new curriculum (four-year) graduates will want to come to university in fall 2003 while 40 per cent will wait until 2004.

"The black cloud is, what if the province's projections are wrong? The situation could be worse, but we will have to cross that bridge when and if we come to it," Mr. Conway said.

Other news from the Sept. 26 meeting of Senate

Research funding for 2001-02 increased 43 per cent to nearly \$130 million, the highest level ever, up from about \$90,000 the previous year, according to research report presented by Bruce Hutchinson, Associate Vice-Principal (Research). "This is a significant achievement for our researchers," he said. The \$130 million excludes the hospital research component (but does include funding to Faculty of Health Sciences researchers), added Principal Bill Leggett. By way of comparison, core University of Toronto research funding is \$280 million. "The salient fact is that Toronto is three times the size of Queen's." Queen's funding would be \$380 million by U of T standards, said Principal Leggett.

Senate heard a preliminary oral report on enrolment figures from Registrar Jo-Anne Brady. Current total full- and part-time enrolment stands at 18,462 students. First-year undergraduate student numbers stand at 3,158 or 44 students over the 3,114 target. School of Graduate Studies students comprise 12 per cent of the full-time-equivalent spaces, a planned increase of 4.8 per cent over last year.

Ms. Brady briefed Senate on a new line of credit program for students, launched with the Royal Bank of Canada (see story on page 1).

Bob Crawford reported that this fall's orientation program was an overall success and that student leaders and Senate Orientation Review Board should be congratulated for their efforts.

Senate voted to appoint the following to Senate committees: Adrienne Clarke (staff), Brea Williams (student) to Academic Development; Kyle Hodder (student) to Budget Review; Helen Connop (staff) to Educational Equity; Elspeth Murray (faculty) to Nominating.

Mark Jones (English) read a tribute to the late John Stedmond, formerly of the English department.

www.queensu.ca/secretariat



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Montreal peace activist wins this year's Alumni Achievement Award

Maynard Gertler, a well-known writer, publisher, teacher, peace activist, and human rights advocate, is the winner of the 2002 Queen's University Alumni Achievement Award.

"The association is delighted with the nomination of Maynard Gertler for the award. He is truly representative of the attributes that a Queen's education can provide, and we are proud to be able to recognize his accomplishments with this award," says Alumni Affairs director Catherine MacNeill.

Ms. MacNeill notes that Mr. Gertler received word that he had won the Alumni Achievement Award just days before he was also named to the Order of Canada. When asked about this, the modest Mr. Gertler admitted that while all of the attention is nice, "it feels quite unusual for me to be in the limelight."

Montreal-born, Mr. Gertler graduated with a Bachelor of Arts degree from Queen's in 1939. He moved to the United States, where he served in various administrative positions in Washington in the Roosevelt and Truman administrations, worked in New York as a documentary filmmaker, and taught economics and government at New York University.

After teaching for a time at Cambridge University in England, Mr. Gertler returned

home to Montreal in 1960. There he established Harvest House, an English-language publishing company that introduced the literature of Quebec's Quiet Revolution to the rest of Canada, making available in translation the works of such francophone writers as Jacques Ferron, Ann Hébert, Yves Thériault, and Claude Jasmin.



Gertler

Now 85 and a writer, he has worked tirelessly for the cause of social justice. In 1979, he was elected president of Amnesty International

Canada. He has also been active in the Canadian Human Rights Foundation and the Civil Liberties Union.

Instituted in 1986, the award salutes a graduate of Queen's University "who has demonstrated the high ideas imparted by a university education through a significant contribution to the arts or sciences, to public service, to leadership in business, industry, or a profession, and to community, charitable, or volunteer work."

Mr. Gertler will be honoured Oct. 8 at a reception in Montreal. alumni.queensu.ca



CELIA RUSSELL

Clarke Mackey: New projection facilities in Etherington Hall auditorium allow films to be shown in their original format.

Catch a Soprano at Etherington Hall

TOWN-GOWN INITIATIVE GIVES AUDIENCES A FILM-VIEWING ALTERNATIVE

By CELIA RUSSELL
Queen's and the Kingston community can now see feature-length films that don't normally make it to town – thanks to a

purchase from a Princess. "When the Princess Court Cinema closed in 1998, Film Studies purchased its projection equipment," explains Film Studies professor and Cinema Kingston programmer Clarke Mackey. "It took three years to for Queen's to locate a suitable auditorium and put aside enough money for the renovations. In the summer of 2001, the projectors, an enormous retractable screen and a brand new stereo sound system were installed in Etherington Auditorium at 96 Stuart St., next to the hospital."

Film Studies students are also benefiting from Queen's purchase of the former Princess Court Cinema's 35-millimetre projectors and renovations to the 300-seat Etherington Hall auditorium facilities, he adds. "The new technology allows us to show a filmmaker's work to large groups of students in the form in which it was intended."

Created this year, Cinema Kingston is run by the Film Studies and a community advisory board. Its goal is to bring the best and most challenging

of world and Canadian cinema to Kingston viewers. The group books films through the Ontario Film Circuit, a subsidiary of the Toronto International Film Festival.

"These are movies from around the world that you won't see anywhere else," says Professor Mackey.

In addition to the great projection facilities and a state-of-the-art stereo sound system, Cinema Kingston adds to the film-going experience by giving details of its films on its website and inviting as often as possible, directors, actors, critics and other knowledgeable commentators to introduce showings and lead post-screening discussions. And the \$8 ticket price (less if purchased as a series) is easy on the wallet.

Cinema Kingston's next offering in the Contemporary World Cinema fall series features Edie Falco of the television show "The Sopranos" starring in "Sunshine State" on Sunday, Oct. 20 at 7:30 pm. For the full schedule, see the website. www.film.queensu.ca/cinmakingston.

Lecture series recognizes intellectual historian

Although J.A.W. (Jock) Gunn retired in August, the prolific scholar shows no signs of slowing down.

To mark the event officially, the Political Studies department is hosting Studies in the History of Ideas, a series of lectures assessing the scholarly contributions of one of North America's premier intellectual historians. It will take place Friday, Oct. 18 at 2:30 pm in 517 Watson Hall. All are welcome to attend. On Saturday, Oct. 19 at 10 am in the W.D. Jordan Library in Douglas Library, Dr. Gunn will speak on Hunting Rare Books for Fun and Profit: 40 Years of Self-Indulgence.

Dr. Gunn holds the Sir Edward Peacock Chair in Political Studies, is a member of the Royal Society, and has been at Queen's for 42 years.

"Along with being the impetus behind the Queen's Disraeli Project, Dr. Gunn has almost

single-handedly built a collection of eighteenth-century political writings that rivals most North American collections," says doctoral student and lecture organizer Charles Prior.

Since the late 1960's Dr. Gunn has guided the development of a collection of some 2,500 political pamphlets published in Britain between 1642 and 1840, and has recently been developing a similar collection of French materials.

Lecture participants include Mary Jane Edwards (Carleton University), Richard Lebrun (University of Manitoba), Gordon Schochet (Rutgers University) and Fred Lock and Charles Prior (Queen's). A reception will follow at 5:30 pm at the Agnes Etherington Art Centre. For details on the event and Dr. Gunn's biography, see www.qsilver.queensu.ca/~3cwp/lectures.htm

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Defence expert comments on spending and Iraq

QUEEN'S IN THE NEWS

Highlights of Queen's experts in the media

■ Sept. 18 to Oct. 1, 2002

Douglas Bland (Defence-management Studies) comments in the *Globe and Mail* about how limited defense dollars are to be allocated between the Canadian army, navy and air force. He also comments in *The Kingston Whig-Standard* about Defence Minister John McCallum's admission that he hadn't read the briefing of British PM Tony Blair's report on Iraq's weapons capability.

Gerald Wilde comments on *CBC Radio's Ontario Morning* about the use of cell phones while driving. The story is also covered in *The Kingston Whig-Standard*.

Pradeep Kumar (Industrial Relations) comments in the *Globe and Mail* about the new deal between CAW and GM and its implications for Daimler-Crysler and Ford. ('High productivity key to GM deal, economists say')



Macnamara

Don Macnamara (International Relations) comments in *The National Post* about Canada's need to increase military spending.

A story about **Dr. Alvaro Morales** (Urology), the first Canadian urologist to receive the prestigious Yamanouchi Award from the Societe Internationale d'Urologie, is carried on the front page of the *Kingston Whig-Standard*.

Daniel Mennill (Biology) is interviewed about his research into the mating behaviour of chickadees for a feature story in *Nature*.



Brown

Stephen Brown (Chemistry, Environmental Studies) is interviewed about the quality of drinking water on *CBC radio Ottawa Morning*.

Principal Leggett and Rick Holt (Mechanical Engineering) comment in a *Kingston Whig-Standard* story about Dr. Holt's appointment as the new NSERC Industrial Research Chair in Nuclear Materials. Dr. Holt also comments on *CBC Radio's Ontario Morning*.

Dr. Jeremy Heaton (Urology) comments in *The Edmonton Journal* about the discovery that a growing number of men don't respond to the drug Viagra. The story also appears in the *Vancouver Province* and *Montreal Gazette*.

Douglas Reid (Business) comments in the *Toronto Star* about a report commissioned by the federal government that concludes Ottawa should open the skies to foreign air carriers.

Victoria Robinson (Population Health) comments in the *Vancouver Province* about her report indicating that relocated seniors are more likely to die.

John Plinius (Business) comments in *The Globe and Mail* about new technology that will make it possible for retailers to track not only what customers buy but also what other products they are carrying or wearing when they enter a store. He also comments in a *National Post* article about recent Stats Can data showing strong growth in online shopping by Canadians.

Ken Wong (Business) comments in *The National Post* about Labatt Breweries becoming a sponsor of Montreal's Formula One race, questioning what value Labatt would gain by such a connection.

C.E.S. (Ned) Franks (Political Studies) comments in *The Edmonton Journal*, *Montreal Gazette*, *Ottawa Citizen*, *Vancouver Sun*, *Regina Leader-Post*, *The Kingston Whig-Standard* and *The Calgary Herald* about a study he conducted five years ago showing how Canada's parliamentary system could be changed to address threats to national unity without reopening the Constitution.



Stuart

Don Stuart (Law) comments in *The National Post* and *Ottawa Citizen* about the government's need to overhaul the criminal law system.

Matthew Mendelsohn (Political Studies) comments in *The Edmonton Journal* about the need to strictly control referendums and to disallow paid signature-gathering, a practice that he says has perverted the direct democracy process in the United States.

Robert Ross (Physical and Health Education) comments in *The Ottawa Citizen* and *Kamloops Daily News* about the link between a pot belly and more deeply embedded fat, which can cause other health problems.

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

IN BRIEF

Children and poverty theme of conference

One of the longest running conferences in Canada – the 110th Annual Conference at Queen's Theological College which has been held each year for more than a century – will focus in October on justice and poverty with a special emphasis on their impact on children.

Students, professors, social workers, clergy, church-goers and others interested in social issues involving children are expected to participate in lectures, workshops and round-table discussions during the three-day conference from Oct. 21 to Oct. 23. Registration for the full conference and the workshops is \$175 which includes dinner on Monday night and lunch on Tuesday.

For registration and other details, contact the Main Office at Queen's Theological College, by telephone at (613) 533-2110, by fax at (613) 533-6879 or by email at theology@post.queensu.ca.

Build connections at policy conference

Representatives from the voluntary sector, government, public life and academia will speak on timely topics at the third annual conference on Public Policy and Third Sector Initiative Oct. 25 and 26. Advocacy, Engagement and Consultations: The Voluntary and Government Sectors is presented by the School of Policy Studies and supported by the Kahanoff Foundation. For more, see policy.queensu.ca/sps/ThirdSector.



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Thousand Islands Playhouse presents..



the drawer boy

By Michael Healey

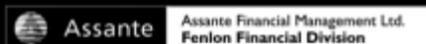
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Canadians are poor custodians of their fresh water supplies, water expert says

Kevin Hall is an expert in water quality and a researcher with Queen's Centre for Water and the Environment. He and chemist Stephen Brown are developing a high-tech bacteria test to prevent Walkerton-type disasters. Queen's Centre for Water and the Environment provides research, education and training related to the quantity and quality of water and a scientific framework for policy development in all areas affecting water and its use, including the setting of rules for international trade.



KEVIN HALL
Q&A

The cross-disciplinary research centre is devoted to developing innovative technology for sustaining the quality and availability of fresh water.

G: How safe is drinking water from municipal water supplies in Canada? Has the situation improved or worsened over the past decade?

KH: The safety of drinking water in Canada has remained the same over the past decade. Based on current provincial standards (and

each province has its own standards), almost all municipalities currently meet or exceed provincial objectives. However, the plain fact is that our current standards lag behind those used in all other G8 countries; so there is definitely room for improvement.

G: How is the quality of water at municipal drinking water sources monitored? How effective is the monitoring system?

KH: Currently, municipalities are required to check daily for bacter-

ial levels by taking a 100 ml sample at several locations throughout the treatment and distribution system. Checks for other persistent chemicals and pathogens are generally carried out monthly or quarterly. The monitoring system is somewhat effective; however, are these limited samples really representative of the millions of litres processed by water plants each day? Another major problem with the current procedure is the length of time required to obtain test results. In the case of bacteria (such as e-coli), 24 to 48 hours are required before the results would be reported back to the plant, which allows for a significant amount of contaminated water to be distributed. We definitely need to improve science to develop inline rapid testing protocols.

G: Is the dramatic increase in the consumption of bottled water a result of unjustified fear due to recent events such as Walkerton, or are there real benefits to drinking bottled water over tap water?

KH: Unfortunately, bottled water is not as well regulated as tap water and therefore offers no more protection. Bottled water is generally administered under the Food and Drug Act and only requires annual testing of the source.

G: What are the major differences between tap water and bottled water purchased for domestic use? Is there a differ-

ence in the purification process? Is there a difference at the sources?

KH: With bottled water you have to distinguish between the content of the various brands. Many bottled waters are pure water bottled from a spring or well. These waters have a much higher potential for contamination, as well as carrying many background compounds which may not be all that healthy. Other bottled products consist of taking regular processed tap water and using a micro-filtration technique such as reverse osmosis. Quite often this is combined with some form of disinfection such as ozonation. Generally, these products are very safe since they have multiple levels of treatment, above and beyond normal tap water.

G: How pure is bottled water? Do consumers really know what they are getting? If not, why not?

KH: As stated above, the notation pure really is no guarantee of the quality of the water. Only standard minerals and salts are required to be put on the label. Other impurities are not required to be reported (if at all tested for). The biggest problem with pure sources is the lack of regulation and required testing.

G: Is there any legislation in place to regulate the content/quality of bottled water? Are there any differences in different brands of bottled water? Are there different 'kinds' of bottled water?

KH: Bottled water is administered under the Food and Drug Act and does have certain standards that must be maintained. However, the frequency and intensity of the testing is not as high as that required with tap water. There are certainly big differences between the quality of various bottled water. Unfortunately, the consumer must really have some inside information to determine which of the bottled products may produce the safest water.

G: What legislation is in place to regulate purification of municipal water supplies? How effective is it?

KH: Each province has its own quality guidelines and protocols for testing which each operator must meet. The big question is whether these standards are stringent enough and how enforceable are they. Currently, the quality of water is not legally governed, meaning, in the end, no one group or person is accountable in a court of law. For the most part, this approach has worked reasonably well; however, incidents such as Walkerton and North Battleford Saskatchewan (cryptosporidium) have show that major problems can still occur. Interestingly, there were 2,000 cases of cryptosporidium reported in Canada last year and 45,000 in the USA.

G: Are Canadian laws and regulations for water purification more stringent/lenient than the U.S.?

KH: Our regulations are definitely less stringent than the US and all other G8 countries. Part of the problem is that provincial stan-

dards govern water quality. Although Health Canada sets recommended guidelines, they are not imposed throughout the country. In comparison, water quality objectives in the US are a federal responsibility administered by the US EPA. Secondly, the US EPA has set lower standards for things such as chlorinated by-products (potential carcinogens resulting from the treatment process) and now include a dozen Endocrine disrupting chemicals (EDCs) on their required testing protocol.

G: Do you think Canadian drinking water sources are endangered? If so, is there any legislation that could be put in place to protect them?

KH: Yes. We are not good custodians of our fresh water supplies. Very little legislation exists, mainly through things like the fisheries act. We must act quickly to ensure we adequately protect the quality of water in our ecosystem. Look at the example of Kingston for instance (not to pick on Kingston since many municipalities follow the same practice); every year there are four to six controlled overflows of raw sewerage into the Cataraqui River basin. Money is required to prevent this and it should be noted that it is totally preventable. Currently, the provincial government turns a blind eye to this practice.

G: What aspect related to water safety do you find most surprising right now?

KH: First, the lack of response and lack of speed in providing both legislation and a means of monitoring and ensuring the quality of water in our lakes and rivers. Second, our drinking water standards should lead the world, not follow.

G: What, if any, ethical issues are associated with water supply safety?

KH: Not so much an ethical issue, but I believe the public has a right to safe water whether for recreational purposes or for drinking. We must develop standards which look ahead, into the future to protect peoples health. For example, let's not wait and see what the effects of long-term exposure to chlorinated by-products or endocrine disrupters are. Let's be proactive and restrict their intake by forcing better sewerage treatment practices, by forcing higher drinking water standards. If science proves we are wrong to have worried about long-term exposure to these chemicals, so be it. In the interim, we have not sat idly by only to find out we should have acted sooner.

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VIEWPOINT

BONNIE LIVINGSTONE
MARY LOU DELISLE
Residences



Visualizing respect for others

RESIDENCES OVERWHELMED BY SUPPORT FOR POSTER CAMPAIGN FROM UNIVERSITIES AND GOVERNMENT ORGANIZATIONS ACROSS CANADA AND THE U.S.

A picture is worth a thousand words. The 'respect ... make it sexy' poster campaign conceived by Queen's Residences was aimed at creating a dialogue about healthy relationships and respect/self-respect within relationships ... and it did.

The images on the posters are eye-catching and the words that support these dynamic posters are critical to the intent of our campaign.

The vision was to fill a gap in educational programming materials available to the residence dons. This gap, identified by student leaders in residence, was a lack of support materials that dealt with respect in relationships.

Visual representation of diversity in relationships is but a small piece of the whole picture. The posters' messages centre on respect, self-respect, consent and acceptance.

Respecting oneself first is essential for those students who are not currently involved in an intimate relationship.

The messages can also be translated to include respect of differences, property, and attitudes.

Acceptance of self also goes back to having a good self-image and honouring one's self, while accepting others.

Queen's is committed to diversity, and Residences is committed to upholding that value, in part, through educational programming opportunities.

The poster campaign has given us an excellent opportunity to address these issues within the context of healthy relationships.

Queen's University Residences' commitment is based on achieving a positive, supportive residence community that encourages civic leadership, respect for human diversity and a broadening of interpersonal relationships.

By developing meaningful, out-of-classroom experiences, we hope to provide opportunities to students to think critically and independently about personal, social, academic and other experiences.

The final product – six posters in all – is spectacular. Copies are now on display in residence common rooms, hallways and bathrooms.

Student feedback of the campaign to date has been phenomenal. They are engaging the issue of respect and diversity in a manner that has surpassed our expectations.

Since the launch on Sept. 12, we have been inundated with requests for our posters, from universities across Canada and the United States, as well as from alumni, far-off community organizations, health services, human rights offices, government organizations and high schools.

Although designed primarily for Canadian universities and colleges, they are not residence-specific and can be used by other agencies. Posters are available at cost from Mary Lou Delisle at 533-2048.

Bonnie Livingstone is executive assistant to the associate dean of student affairs, and Mary Lou Delisle is coordinator of education programs, Queen's University Residences.

“Student feedback of the campaign to date has been phenomenal. They are engaging the issue of respect and diversity in a manner that has surpassed our expectations.”

QUEEN'S FLASHBACK: AUTUMN 1967



QUEEN'S ALUMNI REVIEW

Alumni and students line Union Street in front of the former Students' Memorial Union (now the John Deutsch University Centre) to watch the Homecoming Parade. Were you there? Share your memories with the *Gazette*. Email gazette@post.queensu.ca.

Letters

Queen's people pull off conference coup in Montreal

I would like to tell you about an amazing event that took place in Montreal recently, thanks to two faculty members.

Drs. Jeremy Heaton (Urology and Pharmacology) and Michael Adams (Pharmacology) organized the 10th Meeting of the International Society for Sex and Impotence Research.

Seven hundred registrants were expected and more than 2,000 showed up from 63 different countries!

The scientific program was of the highest quality and the social program absolutely marvelous (they even had Guy Lafleur, Dr. Ruth and Pelé). These two professors together with Kathy Christmas (Pharmacology) did an enormous amount of work – for close to four years – that paid well and enhanced Queen's name and reputation.

I had the opportunity to attend the meeting and marvel at their devotion to pull it off from the distance and inconvenience of being in Kingston.

**Dr. Alvaro Morales
Kingston General Hospital
Queens University**

(Editor's note: see related story on page 8)

Former principal reveals identities of Senators

In reference to the Queen's Flashback 1971-1972 (Forum, *Queen's Gazette*, Sept 23, 2002, page 6), among those identifiable in the picture of the Senate meeting 1971-1972 are (clockwise):

Walter Smith (Chemistry), wearing a bowtie and sitting at the end of the table; Rod Fraser (then professor of Economics, later vice-principal and now president of the University of Alberta) on Dr. Smith's immediate right; Dan Soberman (then Dean of Law), sitting at the table, looking at notes, to the right of the overhead projector; Bill McLatchie

(Physics), sitting immediately behind Dean Soberman; Ken Russell (Chemistry), sitting behind Dr. McLatchie, not wearing glasses; Russ Kennedy (Vice-Principal Administration), seated to the right of Dean Soberman at the table; Norman Brown (Philosophy), sitting behind Dr. Kennedy; George Harrower (then Vice-Principal (Academic), later president of Lakehead University), foreground, with back to camera, sitting at table, third from left and Ronald Watts (then Dean of Arts and Science, later Principal of Queen's), far left, foreground, sitting at table.

**Ronald Watts
Institute of
Intergovernmental Relations**



QUEEN'S UNIVERSITY ARCHIVES

Queen's Senate, 1971-72

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. Speeches related to issues of interest to the university community are also welcome. Email submissions to gazette@post.queensu.ca. The editor reserves the right to edit or reject any submission that does not comply with policy. Opinions expressed are those of the writer.

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 to gazette@post.queensu.ca on the Monday before publication. The *Gazette* reserves the right to edit letters to address style, length and legal considerations.

New award celebrates equity advances

Some people talk about change. Others make change happen. A truism to be sure, but a distinction that Irène Bujara, Director of the Human Rights Office, felt deserved to be made when she proposed the creation of a Human Rights Initiative Award this fall.

Ms. Bujara, who has worked at the office for more than 10 years, is the first to acknowledge continued challenges in the field of equity at Queen's; but she also believes it is important to recognize the tremendous gains the university has made in this area in the last decade.

"When I first came to the university, merely mentioning change and putting on the table the reality of inequalities was a huge challenge," she recalls. Today, it is much easier to address issues of systemic inequality because of what she perceives as an attitude shift. "It no longer feels as though there's absolutely no one at the table that understands."

While she recognizes that many have contributed to equity causes at Queen's, Ms. Bujara speaks with particular admiration for people like Margaret Hooley and Elspeth Baugh. "Elspeth was still here when I came to Queen's. She was a pretty remarkable person. People



STEPHANIE SIMPSON

Diversity

like her were really the conscience of the university at a time when few mechanisms were in place for addressing concerns."

To recognize the Human Rights Office's 10th anniversary, Ms. Bujara and her staff wanted to do something to acknowledge efforts towards equity at Queen's that are often overlooked. The Human Rights Initiative Award recognizes human-rights-focused programs and projects, as well as those responsible for creating such initiatives.

This year, the Human Rights Office has announced that the 2002 Human Rights Initiative Award will go to the Peer Education Program on Sex, Intimacy and Dating (PEPSID) offered through the Queen's Residence Life

Office. PEPSID, also in its 10th year, has to date trained more than 200 upper year students to educate students in residence on acquaintance sexual assault and healthy relationships.

In future, community members will be invited to forward nominations for the Human Rights Initiative Award to the Human Rights Office Advisory Board. Criteria and nomination forms for award candidates will be made available through the Human Rights Office in spring 2003. The award will be given annually and will recognize initiatives that have made an outstanding contribution to advancement of equity in the university.

Ms. Bujara looks forward to the day when celebration of equity achievements can become an established part of the university culture.

"This is challenging, difficult work that gets little appreciation outside the circle of those involved [in a particular project]. We want to engender a sense of pride in the community and in people who make change happen here."

Stephanie Simpson is a human rights advisor in the Human Rights Office.

Teaching with heart: put down the notes, trust inspiration

LISTEN TO THE TEACHER WITHIN

Each year we enter our classrooms with notes in hand and we are engaged with our students in this thing called education. Somehow, two things are supposed to simultaneously occur – teaching and learning.

Those of us who prefer not to rely on the providence of divine intervention, tend to believe that something we *do* or something we *have* is necessary for teaching and learning to happen.

I'd like to offer some ideas for consideration, inspired by my reading of Parker Palmer's book *The Courage To Teach*.

Does teaching and learning require something that the instructor *does*? We've all heard the metaphor of teaching as performance, where the instructor is centre stage and the student audience is captivated by our brilliance (or perhaps mused by the cost of admission).

From this view, if the teacher performs the right way, or has the right script, students can learn effectively. I would argue that good teaching cannot be reduced to good technique, but must come from elsewhere. Perhaps, teaching and learning require something



JOANNE C. MINAKER

Teaching Issues

from within the instructor.

Good teaching is not limited to what one *does*, but is related to what one *has*. I suggest we put aside our fixation on "tips, tricks and techniques," or in thespian terms – put down our scripts! In each class we teach our ability to connect with our students, and to connect them with the subject depends less on the strategies in our toolkit and more on the degree to which we know and trust our identity as an educator.

Think of those professors you considered to be "good teachers." Do you recall the specific group exercises or the great anecdotes they told? Probably not! Do you recall that they had a sense of personal identity infused in their work? Mine did.

I suggest we shift our focus from *what* we are as teachers to *who* we are as teachers. Rather than a part we play, I

prefer to view teaching as a passion – or as something one *has*. Consider what inspires, energizes, and drives you to teach.

For me, teaching is about passionately engaging students in learning. The passion comes from within, from that place where intellect, emotion and spirit meet – the heart.

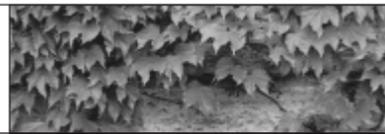
Perhaps a more apt metaphor is teaching as passion or teaching with heart. Teaching with heart allows us to make connections among our subjects, our students and ourselves. Teaching with heart requires that we listen to our voice of identity and integrity, or the "teacher within."

We may want to take the time to cultivate a sense of identity and integrity as teachers or ignite our passion for teaching. If we don't we may lose heart, disconnect from our students, from our subject and even ourselves. As a consequence, teaching may become merely the kind of performance where we play the teacher's part, acting out the techniques like lines in a script.

If we want our students to develop a passion for learning, shouldn't we have a passion for teaching, or, teach with heart?

Joanne Minaker is a PhD candidate and instructor in Sociology.

UNIVERSITY ROUNDUP



Study raps TV over lack of racial diversity

Race and cultural diversity receive only lip service in English-Canadian prime-time television drama, a Simon Fraser University study has shown. "Normalization is the dominant creative strategy in prime-time Canadian television," says SFU communication professor Catherine Murray, who directed the study *Silent on the Set*. In a 69-hour-sample, just 12 per cent of the 1,200 characters featured were visible minorities, an incidence roughly comparable to their incidence in the general Canadian population (Stats Canada figure is 13.6 per cent). Aboriginal characters were virtually absent. Visible minority speaking parts averaged three or four minutes per dramatic hour. The study also discovered that visible minority characters were often bereft of any cultural context, having no interaction with family and friends outside of the workplace.

Simon Fraser University News

Computing drives faculty increase

Faculty numbers are beginning to rise at Canadian universities, but are still below their levels of 10 years ago. The exception is the field of engineering and applied sciences, which saw a zero net gain. Yet during this time enrolment has increased in most disciplines, most notably in mathematics and physical sciences, driven by a doubling of computer science students.

University Affairs

UBC campus goes wireless

University of British Columbia students, faculty and staff can now plug in their computers anywhere on campus. For the past year, UBC has been building quite possibly the largest wireless university of any North American university. This fall, 50 per cent of campus buildings will be hooked up to a campus wireless network allowing laptop and hand-held computer users to access the Internet, communicate with others and still bask in the warmth of the autumn sun.

UBC Reports

Colleges woo voters to pay for construction

Hundreds of millions of dollars in college-construction projects are at stake in this year's elections in California and Virginia, where supporters of bond measures on the ballot are waging aggressive campaigns to convince voters to endorse the financing of campus repairs and new facilities. The voters in both states have almost always backed bond packages for higher education. But this year, voters will be asked to consider the largest such measures ever for colleges in their states, as lawmakers struggle with staggering deficits. In addition, supporters of the bond measures worry about getting people to the polls, since neither state has a hotly competitive race for state wide office. And they fear that local bond measures on the ballot might confuse voters. Unlike the statewide higher-education bonds, the local measures would raise property or sales taxes to pay for capital projects, and voters might worry about supporting too many projects in rough economic times.

Chronicle of Higher Education

Study abroad more popular than ever post Sept. 11

A year after the Sept. 11 terrorist attacks, U.S. students consider international exchanges significantly more important than they were before that date, says an Institute of International Education Survey. It found study abroad more popular than ever. It also found that applications from international students wanting to come to the U.S. had held steady or risen, although interest from Islamic countries had fallen. Study abroad by Americans has risen more than 60 per cent in the past five years, though the number of U.S. students overseas represents a very small percentage of total enrollment.

The Times Higher Education Supplement

Lack of friends main reason for dropping out

Loneliness rather than debt is the most likely reason students drop out of university soon after arriving, researchers at Staffordshire University in England have found. "Friendships are of paramount importance to the decisions students make about staying in or withdrawing from higher education," says Liz Thomas, director of the Institute for Access Studies. In a survey of 200 dropouts, just 20 per cent blamed finances for their non-completion. Students also emphasized the importance of getting on well with lecturers. "It makes a hell of a difference if you like your tutor," one says. "If someone cares about my work, I'll go out and do that extra bit of research."

The Times Higher Education Supplement

IN BRIEF

Sexual and impotence research highlighted at Montreal meeting

Queen's researchers Jeremy Heaton and Michael Adams, well known for their contributions to the sexual dysfunction field, played a prominent role at the 10th World Congress of the International Society for Sexual and Impotence Research (ISSIR), held recently in Montreal. Dr. Heaton (Urology) was chair of the congress, while Dr. Adams (Pharmacology and Toxicology) was scientific chair. The congress, which brought together more than 1,500 leading researchers and clinicians from around the world, featured the latest research in erectile dysfunction (ED), sexology, and female sexual dysfunction – the most rapidly growing discipline in sexual medicine.

"Erectile dysfunction continues to factor prominently in the lives of millions of men who are often too embarrassed to address the issue or are unaware of treatment options available to them," says Dr. Adams. "It is important for men to realize that ED is often a symptom of more serious disease states, like diabetes or multiple sclerosis, and should not be ignored."

Institute launches strategic training for cancer researchers

Queen's Cancer Research Institute (QCRI) officially launched its Canadian Institutes for Health Research (CIHR) Strategic Training Program in Transdisciplinary Cancer Research last week, at an on-campus retreat attended by faculty, staff, graduate and undergraduate students. The purpose of the retreat was to cultivate new interdisciplinary interactions which could lead to innovative research and new training opportunities, as well as to elicit feedback that will guide the future directions and structure of the cancer training program at Queen's.

Announced last June, three programs – including one in the area of proteomics and protein function discovery, and one in digestive sciences – will benefit from the \$5.1 million CIHR-funded strategic training initiatives in health research. This new direction in research funding "has the potential to transform graduate studies at Queen's, and represents an integrated approach to address real-world health problems," says Jim Brien, Director of Research, Faculty of Health Sciences.

meds.queensu.ca/cancertraining/index.html

OPENING STUDENTS' EYES TO DOMESTIC ABUSE



STEPHEN WILD

Fourth-year medical student Anjali Aggarwal helps Dr. Andre Tan (Otolaryngology) run a unique, multi-disciplinary workshop on domestic abuse. Part of the core curriculum for medicine and nursing, the workshop is also attended by students from rehabilitation therapy and law.

Pioneering initiative exposes future doctors and nurses to realities of domestic abuse

By NANCY DORRANCE
News and Media Services

A Faculty of Health Sciences workshop on domestic abuse – targeted at future doctors, nurses, rehab therapists and lawyers – is the first of its kind to be offered at a Canadian medical school. The pioneering core-curriculum initiative that teaches students in the health-care fields about domestic abuse was highlighted recently at the annual meeting of the Royal College of Physicians and Surgeons, in Ottawa.

Supported by Faculty of Health Sciences Dean David Walker, and Associate Dean Richard Birtwhistle, the multi-disciplinary workshop was developed four years ago by Queen's otolaryngologist and plastic facial surgeon Dr. Andre Tan, after he became concerned by the number of women he was treating who had suffered severe physical injuries from domestic abuse.

"We feel this is an issue criti-

cal to everyone who may become involved with victims of domestic violence," says Dr. Tan, who along with his colleagues in the Faculty of Health Sciences, and the Faculty of Law, wanted to bring together expertise from different, related areas to teach health-care students that domestic abuse is a multi-factoral problem, with no simple root cause.

With Queen's researchers Shirley Eastabrook (Nursing) and Diane Delva (Family Medicine), Dr. Tan is also studying the effects of students' prior experience of/ exposure to domestic abuse on their attitudes toward dealing with it professionally. They hope to release the results of this research – funded by the former Medical Research Council and the Association of Canadian Medical Colleges – within the next six months.

Although most medical schools discuss domestic abuse in various courses, no other school in Canada has this kind

of multidisciplinary, structured approach to the topic, incorporating guest speakers, videos, and small group discussions, where students role-play potential situations they may encounter after they graduate. The workshop – which involves doctors, nurses, lawyers, police, social workers and others from the community who have experience in this area – is now part of the core curriculum for med and nursing students at Queen's, with many rehab and law students participating as well.

According to fourth-year medical student Anjali Aggarwal, who has volunteered with Dr. Tan the past three years to run this workshop, "My previous experience working in a shelter for abused women motivated me to become involved in Dr. Tan's workshop. As a medical student, I can see why it's important that we work as a team with all the other groups in society confronted by this problem."

Faculty surveyed on e-journal use

University researchers in the fields of science, engineering, health and the environment are being polled this fall about how often they use and how satisfied they are with electronic scientific publications. The survey – an initiative of the Canadian National Site Licensing Project (CNSLP) – involves a confidential telephone interview of approximately 15-20 minutes, and will give researchers a chance to provide feedback to system administrators.

Funded by the Canada Foundation for Innovation (CFI), the site licensing project was the result of a national initiative in 2000 which included leadership from former Queen's Vice-Principal (Academic) David Turpin and University Librarian Paul Wiens. Since then, more than 60 Canadian university libraries have benefited from the \$50-million co-operative venture for joint purchasing of library resources on-line. The establishment of CNSLP has meant substantially increased access to full-text electronic journals, and other information resources for academic researchers, as well as more effective use of the libraries' existing and new acquisitions expenditures.

Results of the e-journal usage survey will be posted on the CNSLP web site at:

www.uottawa.ca/library/cnslp

NSERC rep appointed

Martin Duncan, Associate Dean (Research), Faculty of Arts & Science, has been appointed as the Natural Sciences and Engineering Research Council (NSERC) representative for Queen's.

An internationally-renowned astrophysicist, Dr. Duncan joins a network of members – one from each university across Canada – who work with the vice-principals of research in arranging NSERC's presence in local initiatives and consultations. In making the announcement, Queen's Vice-Principal (Research) Kerry Rowe expressed his appreciation to Bob Montgomerie (biology) who previously served as the university's NSERC representative.

Queen's has been chosen to host NSERC's annual meeting next week, when council members will gather on campus Thursday-Friday, Oct. 17-18. Queen's Vice-Principal (Academic) Suzanne Fortier served as NSERC Vice-President from 1997 to May 2002.

NEWS
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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.

Admin crushes QUSA in volleyball



Queen's administration made good on its threat to prevent a Queen's University Staff Association three-peat in volleyball, beating the staff association in three straight games. The third-ever challenge – part of QUSA's 30th anniversary celebrations – took place at noon Sept 26 at the Bartlett gym in the Phys Ed Centre. This year, the volleyball challenge shared the bill with Queen's annual United Way Campaign kick-off (see photo on page 11). **Left:** admin team members Teresa Alm, Bill Leggett, Uli Scheck, John McFarlane, Janice Deakin, Ray Satterthwaite, Carol Mothersill, George Hood and David Anderson cheer a particularly good shot by their team. **Above:** spectators Andrew Pollard of Mechanical Engineering and QUSA Business Administrator Betty Pollard show their divided loyalties. **Below:** in a blur of speed, QUSA team members (from left) Lauren Sharpe, Arig Girgrah and Mary Jane Kingston go for a save, while Teresa Alm blocks from the admin side. **Bottom:** QUSA team coach Suzann Gauthier gives her players a brief but intense mid-game pep talk. Photos by Celia Russell.



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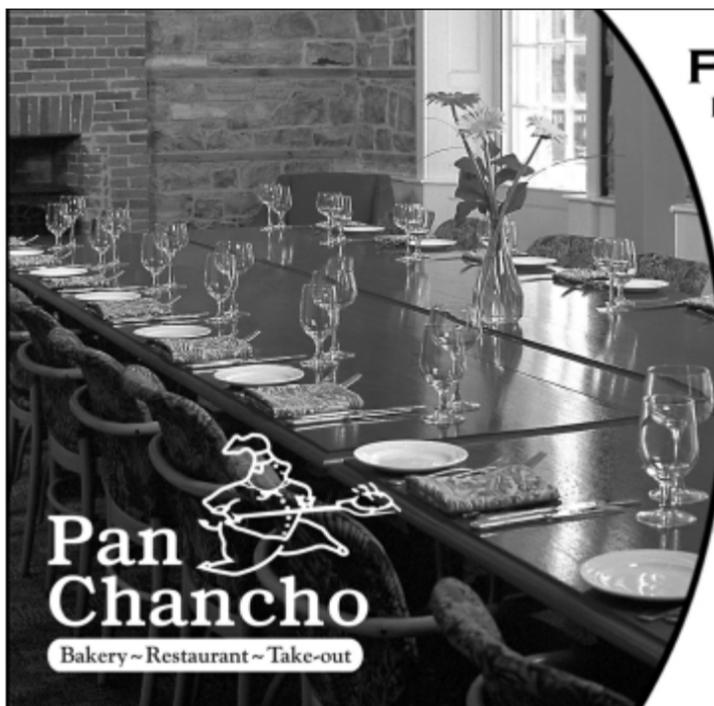
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Biomedical computing opens doors to a host of career options

By MEGAN EASTON

In a few years, Anjali Patel will be one of just a handful of people in North America with an undergraduate degree in biomedical computing. For her, the future looks bright.

"When I discovered this program in an advertisement in *Maclean's* magazine, I was absolutely thrilled," the first-year student says. "I was excited that I would be among the first graduates from this program, a ticket to endless job opportunities and open doors."

The Biomedical Computing program, offered by the School of Computing, and the only one of its kind in Canada, prepares students for careers in bioinformatics and medical informatics – burgeoning disciplines where life sciences and high technology intersect. Bioinformatics applies the power of computing to biological problems such as gene sequencing and protein structure. Medical informatics uses computer technology ranging from databases to artificial intelligence to enhance diagnostic and treatment methods in medicine. Today biomedical computing is one of the fastest growing sectors of the global economy.

There are now about 20 students in their second year of the

program and 50 in first year. Many of them would never have considered a traditional computing degree, says program coordinator Janice Glasgow. Female students in particular are more likely to choose biomedical computing over traditional computing specializations. "They're more attracted to professions or programs where they think they can do some good," she says. "They can feel that there's some more meaning to it than just writing programs for big businesses or banks." There are currently just over 20 women in the program.

The cross-disciplinary curriculum includes courses from mathematics and statistics, computing and information science, and the biological and physical sciences. This unique combination is what attracted second-year student Joyce Tam. "I even asked my high school biology teacher once what I could do in university that involved both biology and computer science, and he told me there was no such thing, at least not yet," she says.

First-year student Andrew Di Lullo says the unprecedented research and career options in the field appealed to him. "I could see many possibilities for



STEPHEN WILD

The future looks bright for biomedical computing students Anjali Patel, Andrew Di Lullo and Joyce Tam.

See BIOMEDICAL: Page 11

Shhhh...

The Queen's Campus Computer Store is quietly announcing that we are overstocked on the following items...

| Products are in limited quantity | Web Price | Queen's Price |
|--|-----------|---------------|
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| Epson C80 Colour printer 20ppm, 2880x720dpi | \$195 | \$135 |
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| IBM Laptop Case | \$79 | \$25 |
| Toshiba 1400 Celeron 1.3Ghz, 14"TFT, 256mb, 30Gb, CDRW, DVD | \$1,999 | \$1,870 |
| Toshiba 6000 PIII 1Ghz, 14" TFT, 256Mb, 20Gb, DVD | \$2,299 | \$2,099 |
| Toshiba 5000 PIII 1Ghz, 15" TFT, 512Mb, 40Gb, DVD, CDRW | \$n/a | \$2,595 |
| Toshiba 2400 P4 1.6Ghz, 14"TFT, 256Mb, 30Gb, CDRW, DVD | \$2,399 | \$2,270 |
| IBM A31 P4 1.6Ghz, 15" TFT, 256Mb, 30Gb, CDRW, DVD, Wireless | \$3,747 | \$3,095 |
| IBM Netvista M41 P4 2.2Ghz, 256Mb, 40Gb, CDRW, DVD | \$2,598 | \$1,950 |
| ITS Silver P4 1.7, 256Mb, 20Gb, CD | \$1,069 | \$995 |
| Sony E100 15" Flat CRT display | \$325 | \$170 |
| Sony G410 19" Flat CRT display | \$669 | \$585 |
| IBM E74 17" Black CRT display | \$319 | \$250 |
| Samsung 700IFT 17" flat CRT display | \$295 | \$235 |
| PowerMac 1Ghz DP, 256Mb, 80Gb, SuperDrive, 17" TFT | \$5,226 | \$4,590 |

Visit the Campus Computer Store in Dupuis Hall from 8am to 6pm Monday through Friday

Bring in this ad and your staff card, and please remember quantities are limited. Shhhh.



Move over, geeks

MARKETING STRATEGY CHALLENGES SOME WORN-OUT NOTIONS

By MEGAN EASTON

Just a year old, the School of Computing's marketing campaign has already met two of its greatest challenges head-on.

Along with helping student recruitment efforts and attracting new faculty, it has cultivated Queen's reputation as a leader in the new generation of computer science.

A common misconception among potential students has been that Queen's is not known for computing, says Jim Cordy, the school's director. It's a problem of awareness, he says. The school has world-renowned researchers and nationally recognized graduates.

The campaign also takes aim at the media's portrayal of computer scientists as mostly male "hackers and nerds," and shows that students from varied backgrounds can benefit from the schools diverse programs.

The look of the marketing materials helped challenge these assumptions, says Helena Debnam-Morley of Marketing and Communications. "The materials have a large 'cool factor' for the young media and tech-savvy student target group," she says. The brochure's images feature a number of women, and the contemporary design is a departure from traditional promotional material at Queen's. Computing students have also been working on a brand identity by designing a School jacket and crest, says Susan Barlett, co-chair of the newly named Computing Students' Association.

Last fall, the Faculty of Arts and Science worked with Marketing and Communications to

create a marketing strategy for the school's Biomedical Computing program that included a full-page ad in *Maclean's* magazine, bus ads throughout the Greater Toronto Area (GTA) and a revamped brochure and web site. The strategy focused on buses because research showed more high school students ride the bus than the subway, says Ms. Debnam-Morley. The GTA also offers the largest pool of prospective students in Ontario.

Because of the success of the that campaign, the department developed a complementary campaign for the whole school, aimed at redefining the image of computing at Queen's and increasing enrolment to meet the university's Access to Opportunity Program (ATOP) goals. The campaign's key message is that the school is inclusive, with specialized programs for students from all backgrounds and with all types of talents.

"We're building the computing of the future," says Dr. Cordy. While other universities concentrate on computing's technical aspects, the marketing campaign highlights programs that apply computing innovations in fields ranging from philosophy to medicine.

While there was a significant increase in the number of applicants to computing last year, the school is still short of the enrolment goals it set in 1998 for ATOP.

Dr. Cordy says he is not disappointed that the campaign has not produced an immediate enrolment surge since it takes several years of marketing to establish a program's reputation. He is confident that enrolment will continue to rise.

At this early stage, the marketing strategy has also shown positive results in other areas,

See COMPUTING: Page 11

IN BRIEF

Design a poster for the Law school

Queen's Faculty of Law is offering a \$1,000 prize to the winner of its first-ever poster contest. The 2003 Poster will be the first in what will be an annual competition for the design of a unique poster that will always be associated with the Law school in that year. Contestants are invited to stretch their imagination, says contest organizer Nick Pengelley. The only stipulation is that the poster incorporate some theme appropriate to law, or the teaching of law and make some association with Queen's and/or Kingston. The

poster will be reproduced and sold to raise money to assist in further redevelopment and refurbishment of Macdonald Hall. Deadline for submissions is Nov. 31. For details, see qsilver.queensu.ca/law/news/poster-competition.htm or contact Professor Pengelley at 533-2843.

Human judgment expert to visit campus

Psychologist Norbert Schwarz will visit Queen's as the first speaker in the Psychology department's Distinguished Lecturer Series. Dr. Schwarz

is professor of psychology and the chair of the social psychology program at University of Michigan and a professor of marketing at the Business School of University of Michigan. His talks will be of particular interest to those in business (marketing), psychology, and education. On Oct. 17 at 4 pm in 304 Goodes Hall, he will speak on Self-report in Consumer Research: the Challenge of Comparing Cohorts and Cultures. On Oct. 18, he will deliver a talk on Knowledge Accessibility and Human Judgment: Truisms of Social Cognition Revisited in 1103 Biosciences at 3:30 pm.

Linda McQuaig to speak at Queen's

Linda McQuaig, author of *Shooting the Hippo*, *The Cult of Impotence*, *The Wealthy Bankers Wife*, *Behind Closed Doors*, and *The Quick and the Dead* will speak at Grant Hall Oct. 8 at 8 pm. OPIRG is hosting the renowned author, national columnist, and political as part of their 10th anniversary festivities. Her most recent book is *All You Can Eat: Greed, Lust and the New Capitalism*, published by Penguin in Toronto (2001).

McQuaig has also written for *The Globe & Mail*, *McLean's*, *The National Post* and the *Toronto Star*, and she has a bi-weekly commentary on politics and economics aired on CBC Radio.



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.

Biomedical computing opens doors

continued from page 10

a graduate who had been taught early on to synthesize computing technology and traditional laboratory science." When the program started last year there were already a number of biotechnology companies interested in recruiting students for internships, says Dr. Glasgow, a recognized expert in bioinformatics and one of the founders of the Kingston company Molecular Mining.

At a time when the demand is growing for biomedical computing expertise in companies specializing in everything from drug design to medical imaging, the research community in bioinformatics and medical informatics is still relatively small. This has presented a challenge when it comes to recruiting new faculty

to the program. "The problem is that this is a very hot field," says Dr. Glasgow. "A lot of other places are trying to hire, both at universities and in industry, so it's quite competitive."

Ms. Tam is considering a career in biorobotics, while Mr. Di Lullo would like to do graduate research and perhaps become a professor. Ms. Patel hopes to apply to medicine after getting her degree, but she knows her rare expertise will be good insurance if that plan changes. "I feel secure knowing that if I don't get into medical school, I will have a rewarding and well-paying job waiting for me somewhere else," she says. "biomedical computing is putting the future in my hands right now."

Explore the creative world of video and multimedia

If a picture's worth a thousand words, then Video & Multimedia Presentations (VMP) of ITSservices may well be priceless. What may not be evident from the name is that VMP is in the business of creating. The unit is responsible for the delivery of academic support through video and multimedia creation and support.

Video produced today is as likely to be requested on CD ROM or in a web-enabled format as it is to be delivered on videotape. VMP has been involved in the creation of many CDs (and now DVDs as well) and counts Emergency Medicine, School of Business, and the Faculty of Education, among their recent clients.

"About two years ago, several international colleagues indicated to me the potential of digital video-recordings and I began to explore ways that I could use such recording in my research," explains Tom Russell, (Education). "Without the resources available in the VMP unit, none of this would have been possible. But for the support provided by VMP, I would still be staring at a stack of videotapes, wondering how I could find the time to learn to process them on a computer." David Smith guided him through the details of capturing video, recording and compressing them into files on a CD-ROM.

VMP has just completed a series of videos for Michael Mombourquette (Chemistry). These videos are stored on lab computers and the students can view them from their individual work stations before starting the experimental work. The videos teach laboratory technique, safety and generally prepare the student for a more enjoyable, educationally profitable and safe experience, he says.

VMP's sophisticated interactive programming allows the combination of video, audio, text and graphics on CD-ROM



BY ITSERVICES STAFF Plugged In

and DVD, thus enhancing a student's access to self-directed learning. For the past two years, all incoming Executive MBA students have learned the

proper use of videoconferencing technology using a CD-ROM produced by VMP.

To learn more about Video & Multimedia Presentations, visit: www.its.queensu.ca/vmp or contact any of the following:

Donna Hamilton, Manager, ext. 32234, hamilton@post.queensu.ca

Richard Webb, A/V Coordinator, ext. 32817, webbr@post.queensu.ca

Dave Smith, Production Director, ext.36572, smithdaf@post.queensu.ca

Scott Whetstone, Assistant Production Director, ext. 74875, sw22@post.queensu.ca

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Computing marketing strategy

continued from page 10

including the recruitment of two new distinguished faculty members. "Without the campaign, it would have been almost impossible to convince them that there was enough excitement here for people of their stature," he says. Potential donors and government officials also pay attention to this type of highly visible mar-

keting, he says, and it helps to create their vision of Queen's as a high-tech pacesetter.

The advantage of marketing strategies for universities is still the subject of ongoing debate in some circles, says Ms. Debnam-Morley. There is, however, a lot less resistance to these kind of campaigns than there used to be as university budg-

ets decline and competition for students and professors increases. Dr. Cordy is convinced of the value of ongoing, active marketing to build and maintain strong academic programs. "We need to be doing a campaign in computing every single year from now on," he says, "and if we do we'll achieve our goals."

A SWEET START TO UNITED WAY CAMPAIGN

CELIA RUSSELL

Queen's United Way co-chairs Eddy Campbell, Mark Publicover, Lauren Sharpe and Principal Bill Leggett show off the United Way cake prepared by the University Club. The cake didn't last long, as participants and spectators in the Sept. 26 QUSA-Admin volleyball challenge at Bartlett Gym enjoyed a bite after the competition.

Academic Appointments

Andy Curtis appointed Director, School of English

Andy Curtis has been appointed Director of the School of English for a five-year term, effective immediately. Dr. Curtis earned his MA in applied linguistics and English language training and his PhD in international language education at the University of York in England. Most recently, he was a faculty member at the School for International Training in Brattleboro, Vermont, USA. This is not Dr. Curtis' first association with Queen's; he has also held the post of visiting scholar in the Faculty of Education. In his extensive career, he has devoted himself to helping teachers and learners develop their skills as researchers, managers of educational change, and reflective practitioners. He has worked with teachers on research projects in Europe, Asia, South, Central and North America. With David Nunan and Kathleen Bailey, he recently published *Pursuing Professional Development: The Self as Source*. Dr. Curtis' breadth of experience in the field of international education will be an asset to the work of the School of English.

Dr. Curtis succeeds Eleanor Rogers, who served as Director of the School of English for 28 years.

The School of English offers three 12-week and three five-week sessions in English for Academic Purposes to English-as-a Second-Language students. This fall, 180 students representing

20 countries are enrolled. In addition to regular summer programs, the school hosts contract groups, tailoring programs for their specific needs.

Faculty Appointments

Promotion/Renewal/Tenure or Continuing Appointment - 2002

Reappointments/Renewals: Clive Robertson, Art; Hans-Peter Loock, Chemistry; Julie Salverson, Drama; Christopher Fanning, English; Language and Literature; Lisa McNee, French Studies; Scott Lamoureaux, Geography; Gema Olivo, Geological Sciences and Geological Engineering; Emily Hill, History; Geoffrey Lockwood, Physics; Kevin Robbie, Physics; Bonita Lawrence, Institute of Women's Studies; Chi-Hsiang Yeh, Electrical and Computer Engineering; Anita Anand, Law; John Dorland, Community Health and Epidemiology; Murray Hong, Anesthesiology; Lesley Seymour, Oncology; Dongsheng Tu, Community Health and Epidemiology; Duncan Hunter, Community Health and Epidemiology; Lewis Tomalty, Microbiology and Immunology; Margo Rivera, Psychiatry; Stuart Lawson, Psychiatry; Jeanette Holden, Psychiatry; Philip Burge, Psychiatry.

Promotions

To Associate Professor: Dongshen Tu, Community Health and Epidemiology; Gregory Wanless, Drama; Donato Santaromo, Spanish and Italian.

Cross-appointment promotion to Associate Professor:

Joel Parlow, Anesthesiology

To Full Professor:

Mark Green, Civil Engineering; Brenda Brouwer, Rehabilitation Therapy; Howard Smith, Education; Dorothea Blostein, Computer and Information Science; Rosemary Jolly, English Language and Literature; Gregory Lessard, French Studies; Karen Dubinsky, History; Richard Greenfield, History; Roland Speicher, Mathematics and Statistics; Robert Gooding, Physics; Ann Marie Hill, Education; Garston Blackwell, Mining Engineering.

Cross-appointment promotion to Professor:

Dean VanVugt, Physiology; Lois Mulligan, Pathology and Paediatrics.

Promotion to Associate Professor/Tenure:

Stephen Scott, Anatomy and Cell Biology; Teresa Krupa, School of Rehabilitation Therapy; Ted Rettig, Art; Gang Wu, Chemistry; Stephen Brown, Chemistry; Susan Lord, Film Studies; Paul Treitz, Geography; Petra Fachinger, German Language and Literature; James Carson, History; Tara MacDonald, Psychology; Catherine Krull, Sociology; Sandy Staples, School of Business; Mike Welker, School of Business; Rebecca Luce-Kapler, Education; Mark Walters, Law; Bruce Pardy, Law; Beatriz de Alba-Koch, Spanish and Italian; Peter Greer, Pathology; Donald Maurice, Pharmacology and Toxicology; Gregory Ross, Physiology; Jan Mennell,

Spanish and Italian; Elspeth Murray, School of Business.

Promotion/Tenure:

Michael Cunningham, Chemical Engineering; Tamas Linder, Mathematics and Statistics.

Committees

Headship selection committee, Department of Mechanical Engineering

Brian Surgenor's term as Head of the Department of Mechanical Engineering ends Dec. 31, 2002.

In accordance with the terms of the Collective Agreement between Queen's University and the Queen's University Faculty Association, a selection committee must be formed to consider the present state and future prospects of the Department of Mechanical Engineering, and to assist the Principal in the selection of Dr. Surgenor's successor. Faculty members, staff and students are invited to nominate departmental support staff and students from Mechanical Engineering and faculty members from cognate disciplines for membership on the selection committee. Please send nominations to the Chair, Tom Harris, Dean, Faculty of Applied Science, c/o Donna Horner at hornerd@post.queensu.ca or via campus mail, by Oct. 18, 2002.

Advisory committee, Dean, Faculty of Law

Alison Harvison Young's term as Dean of the Faculty of Law will end on June 30, 2003. Ms. Harvison Young has indicated that she would consider a two-year extension of her term as Dean, should it be the wish of the university community.

In accordance with the procedures established by Senate, a committee chaired by Suzanne Fortier, Vice-Principal (Academic), will be established to advise the principal on the present state and future prospects of the Faculty of Law and on the appointment of the Dean. Suggestions for membership on the advisory committee are requested and should be submitted in writing to the Office of the Vice-Principal (Academic) by Oct. 18, 2002.

Members of the university community are also invited to offer comments on the present state and future prospects of the Faculty of Law and its leadership. These comments should be submitted in writing to Suzanne Fortier, Vice-Principal (Academic) and respondents are asked to state whether they wish to have their letters shown, in confidence, to the members of the advisory committee.

Director search, School of Music

Ireneus Zuk's current term as Director of the School of Music ends June 30, 2003. Dr. Zuk has declined to consider reappointment. 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 on appointing Dr. Zuk's successor.

Elected members, School of Music: Kristi Allik, John Burge, Gordon Craig and Carol-Lynn Reifel.

Appointed members: Shirley Roth, Music; Alison Hurst, student, Music and Lola Cuddy, Psychology.

Non-voting member: Robert Silverman, Dean, Arts and Science. Chair: Christine Overall, Associ-

ate Dean, Faculty of Arts and Science.

Faculty, students and staff are invited to submit their comments on the present state and future prospects of the School of Music and the names of possible candidates for the Directorship to the Chair of the Committee, Associate Dean Christine Overall, cdo@post.queensu.ca by Tuesday, Oct. 15, 2002. All letters will be reviewed by the selection committee and will become part of the record of decision-making.

Headship selection committee, Department of Physiology

Dr. Alastair Ferguson's first term as Head of Physiology will end on June 30, 2003. He is willing to be considered for reappointment. In accordance with the terms of the Collective Agreement between Queen's University and the Queen's University Faculty Association, a partial selection committee will be constituted. The membership of the committee will be announced in the Gazette. At that time, you will be invited to express your comments on the present state and future prospects of the Department of Pharmacology and Toxicology.

Staff Appointments (Contract)

Socio-Cultural Programs Coordinator, School of English
April Bond
(effective Sept. 1, 2002)

Paul Vickers appointed Manager, Finance

PARTEQ Innovations announces the appointment of Paul Vickers, CA, as Financial Manager. A graduate of Concordia University's graduate diploma in accountancy program, Mr. Vickers joined PARTEQ from KPMG LLP, where he specialized in providing professional accounting services to clients in the technology industry, in such areas as audits, income tax, prospectuses and projections. Mr. Vickers' responsibilities include all bookkeeping, accounting and financial reporting and controls for PARTEQ and selected PARTEQ spin-off companies. He is also responsible for monitoring license agreements, PARTEQ's equity holdings and banking relationships.

PARTEQ has the exclusive rights to intellectual property owned by Queen's and is recognized as a leader amongst North American universities in the commercialization of university-generated intellectual property. www.parteqinnovations.com

Staff Appointments

Director, School of English 2002-08
Andy Curtis

Billing Clerk, Health Counselling and Disability Services 2002-75
Seymone Armstrong

Office Assistant, Department of Alumni Affairs 2002-77
Glenda Fralick

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.



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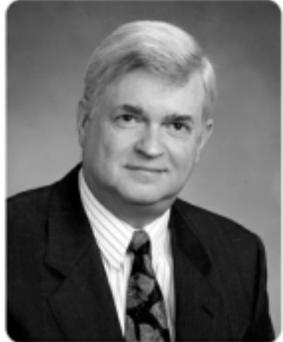
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Applications received from internal candidates will be acknowledged by the Department of Human Resources. The results of each competition will be posted under the Gazette heading "Appointments" as soon as possible after the conclusion of the recruitment and selection process.

Closing date for the following positions is **Tuesday, Oct. 15 2002 at 4:30 pm**. Late applications will not be accepted. Please submit a letter of application indicating the specific position desired and a detailed resume including your **employee number**.

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

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

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., ADMG 5 is Administration Family, General Branch, Grade 5). Generic position overviews for clusters can be found on the HR website at www.hr.queensu.ca.

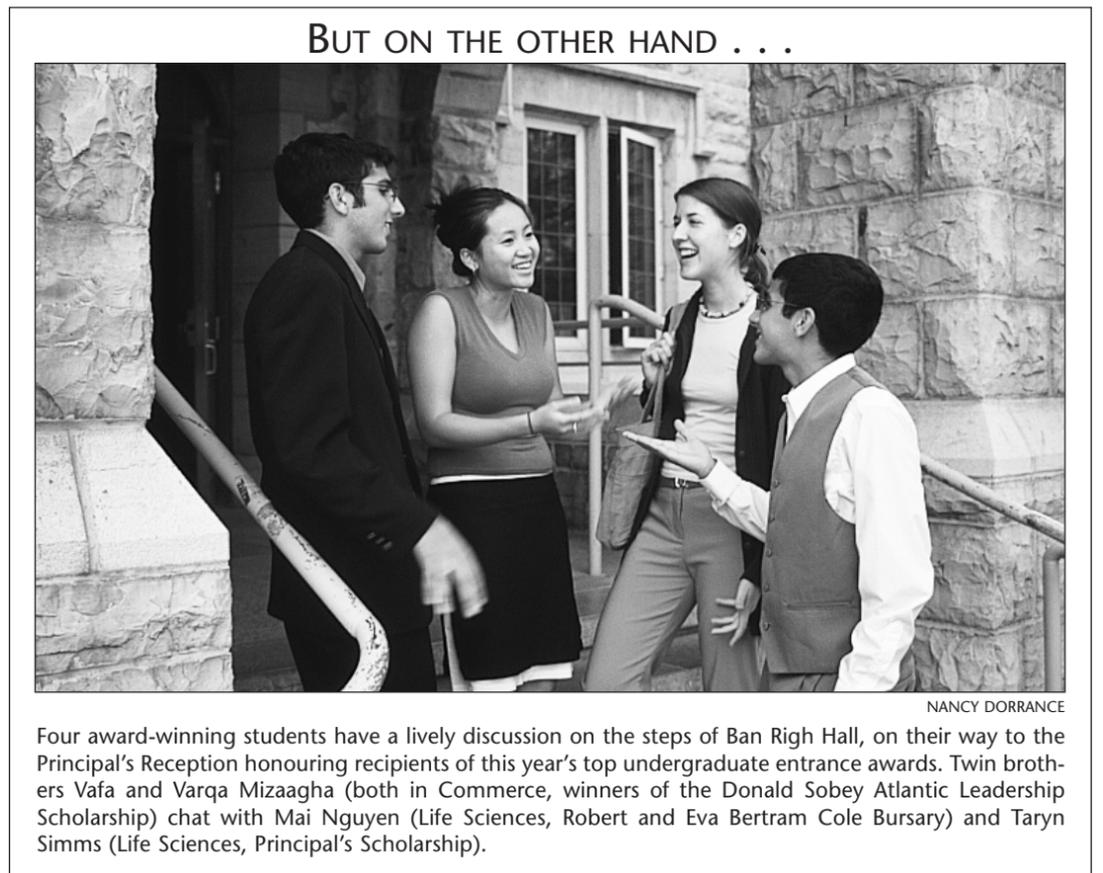
Specific job overviews for positions advertised under 'Staff Vacancies', with the exception of CUPE Local 229 postings, continue to be available in the HR department.

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

**Civil Technologist
Civil Engineering 2002-114**
This is a term appointment until June 30, 2003.

Major Responsibilities: maintain the undergraduate laboratories; assist in undergraduate course demonstration on the operation of laboratory equipment; assist with experiment design and modifications; ensure proper safety equipment and supplies are on hand and that equipment is in good working order; provide recommendations for the purchase of testing equipment, instrumentation and supplies; assist graduate students in budget planning for laboratory courses and general maintenance; participate in the design, fabrication and implementation of testing systems for various research projects; undertake specialized commercial testing jobs; assist in other areas as directed.

Requirements: knowledge acquired from a three-year program in Civil Engineering Technology or related field; knowledge of materials, testing methods, and design practices used in civil engineering; experi-



NANCY DORRANCE

Four award-winning students have a lively discussion on the steps of Ban Righ Hall, on their way to the Principal's Reception honouring recipients of this year's top undergraduate entrance awards. Twin brothers Vafa and Varqa Mizaagha (both in Commerce, winners of the Donald Sobey Atlantic Leadership Scholarship) chat with Mai Nguyen (Life Sciences, Robert and Eva Bertram Cole Bursary) and Taryn Simms (Life Sciences, Principal's Scholarship).

ence with test procedures used in physical model testing, and A.S.T.M. standard methods used in materials testing; experience with equipment calibration; knowledge of government safety regulations, policies and practices specific to all laboratories; familiarity with the university purchasing policies and procedures, university inventory system and

departmental inventory systems; excellent interpersonal and communication skills; proven problem-solving ability; superior organizational skills.

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

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

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

**Office Manager
Office of the University
Registrar (StudentAwards)
2002-115**

Major Responsibilities: report to the Associate University Registrar

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There are two easy and quick ways to earn **Catering Plus** Bonus Points.

Bonus System 1

| Type of Service Ordered | Points |
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| Beverage | 50 |
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| Sandwich Lunch | 150 |
| Hot Lunch | 200 |
| Hors D'oeuvre Reception | 250 |
| Dinner Banquet | 300 |

Catering Plus points are awarded for services with 15 guests or more.

Bonus System 2

An additional 3 points will be awarded for every \$15.00 spent on food and/or beverage services.

Catering Plus - Redemption Options

Beverage Service for 25
An assortment of beverages at 1.5 pp (coffee, tea, and pitchers of juice), and twenty-five breakfast pastries.
POINTS NEEDED: 1350

Breakfast Buffet for 25

An assortment of beverages at 1.5 pp (coffee, tea, and pitchers of juice), bacon or ham or sausage, French waffles with syrup, scrambled eggs, fruit platter.

POINTS NEEDED: 2600

Luncheon Buffet for 25

An assortment of beverages at 1.5 pp (coffee, tea, and pitchers of juice), sandwich platters, tri-color tortilla chips with salsa, assorted gourmet cookies and squares.

POINTS NEEDED: 3850

Dinner Buffet for 25

An assortment of beverages (coffee, tea, and pitchers of juice), fresh rolls/butter, potato salad, cheese / cracker platter, stuffed chicken breasts, pesto and cheese manicotti, roasted baby potatoes, fresh vegetable medley, fruit platter, two double layer cakes of your choice.

POINTS NEEDED: 8000

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Bonus Program General Information

- All services awarded will be presented on paper service, with the exception of the dinner buffet which will be presented on china service.
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- Sodexo reserves the right to cancel the **Catering Plus** program at any time, without notice.
- **Catering Plus** points may be redeemed at any time, within business hours, with the exception of Homecoming and Convocation Weekends.
- **Catering Plus** points are updated weekly and bi-annual letters will be sent to Catering Plus Clients.
- **Catering Plus** points are not transferable outside departments and have no cash value.

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(Student Awards); administer, plan and coordinate the delivery of services within the operation of the Office; activity and priority planning; staff supervision and human resources functions; adapt processes and services to respond to changes in technology and to increase efficiency and effectiveness in the Office; apply automated systems; communications and information management within a diverse and dynamic environment; make recommendations for change resulting from government and other external programs; review and comment on policy; perform or delegate the duties required of the departmental computing representative; assume a leadership role in administering the Queen's student loan program; participate in team leader meetings and represent the organization when required.

Requirements: undergraduate degree and several years of related experience; experience in a university or related environment (consideration will be given to an equivalent combination of education and experience); experience directing and motivating people; demonstrated leadership skills to create a positive work and service environment; advanced administrative skills including the use of computers for workflow and decision processes; thorough working knowledge of the university's priorities, Senate policies and procedures, academic programs and regulations and administrative systems; knowledge of student financial assistance; excel-

lent organizational skills with the ability to manage multiple demands and resolve priority conflicts; excellent communication and interpersonal skills; proven analytical, interpretive and problem-solving skills; excellent planning skills to propose and implement new initiatives and to improve efficiency.

Minimum Hiring Salary: \$47,679 Salary Grade 9 – ADMG9

Coordinator, Faculty Recruitment and Retention Vice-Principal (Academic) 2002-116

This is a term appointment working 50 per cent time for one year.

Major Responsibilities: report to the Executive Assistant; coordinate non-academic programs and services to complement the recruiting efforts of departments and faculties (conduct research to assess facilities and services available for new faculty, update website and develop new written materials as required, develop ongoing policies and programs, maintain and develop contacts with local employers to assist partners with employment opportunities, provide a high level of service and responsiveness to departments, deans and individual faculty members); develop programs and initiatives in the area of faculty retention.

Requirements: university degree and work experience (at a senior level) in communications and project management; strong marketing background recommend-

ed; excellent written and oral communication skills; knowledge of Queen's and the Kingston community and an established network of contacts; knowledge of the academic operations of the university and the ability to work effectively with academics and senior administration; good computer skills and some expertise in development of web-based materials; initiative and resourcefulness to work independently with little supervision; proven project management skills; ability to prepare background reports and presentation materials when required; respect for confidentiality.

Minimum Hiring Salary: \$54,829 Salary Grade 10 (Salary will be adjusted to reflect actual time worked.)

Employee Development

To register or for details, contact the Human Resources department at ext. 32070 or email hradmin@post.queensu.ca

Communicating Effectively

The organizational structure of the workplace has a significant impact on how communication occurs and on how decisions are made within the system. This workshop will provide an opportunity for participants to experiment with different communication structures and learn strategies for effective communication within each.

Led by Sue Fostaty-Young, Training Consultant
Wednesday Oct. 16, 9 – 11:30 am.

Transgender: The Road to Inclusivity

This interactive workshop will be aimed at staff for whom the area of transgender issues and working with members of the transgender/transsexual community is relatively new. The presenters will assist participants in exploring the issues that tg/ts community members face, with a view as to how their needs might be addressed. This workshop is an opportunity to share knowledge and help participants develop a plan for making their office more welcoming and inclusive of tg/ts students.

Led by Julie Darke, Human Rights and Bonnie Livingstone, Residences
Wednesday Oct. 23, 10 am – noon.

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

To work effectively with others, we must communicate in a way which promotes understanding and cooperation. Come to this workshop and gain insights into the communication process and your own communication style.

Led by Wendy Lloyd, Human Resources
Thursday Oct. 24, 9 am – noon.

Other Positions

Senior Secretary/Receptionist Physics/SNO Institute (Half-time position for one year)

Major Responsibilities: receptionist duties including answering phone; general accounting/

bookkeeping procedures interfacing SNO on-site project costs and contracts with Queen's accounting; providing financial summaries as required and resolving discrepancies; assisting with annual audits; secretarial and clerical support for the Director and Associate Director such as word processing and typing, travel, scheduling and room reservations; preparing correspondence, notes and memos; preparing minutes for SNO Institute Board meetings.

Requirements: one-year post-secondary training in business administration, accounting/bookkeeping or computers (or an equivalent combination of education and experience); computer and office skills including proficiency with a variety of word processing, spreadsheet and database applications; ability to learn new software; familiarity with Queen's mainframe environment and the Web; ability to perform technical typing; good writing, editing and proofreading skills with attention to detail and accuracy; general accounting/bookkeeping skills and familiarity with the Queen's electronic financial system; must have a service-oriented perspective with the ability to maintain strict confidentiality; proven organizational, time management and problem-solving skills.

Salary: Grade 4 \$29,338 (Salary will be adjusted to reflect actual time worked.)

Please forward applications by Oct. 10 to Janie Barr, Department of Physics, 205B Stirling Hall.

Food Services Debit Card Plan 2002 - 2003



We would like to introduce you to the Voluntary Debit Plan. A way to add convenience, flexibility, and security to your meal and retail purchases.

Your Queen's staff and student ID card can become more than just your meal card. It can become your key to convenient, flexible and secure retail dining when you open a Debit Plan account with us.

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The Locations

Sidewalk Cafe
Located in the John Deutsch University Centre.

Fire House Grill
Grill to order for your Breakfast, Lunch and Dinner

Subway
Freshly baked breads with a variety of meats/veggie sandwiches

Pizza Pizza
Pizza by the slice

Tim Hortons
Freshly brewed coffee and baked goods

Pacific Traders
Asian stirfry and seafood dishes

Prepared fresh and in front of the customer is our mandate. Whether you want to enjoy a pizza or a full dinner we will meet your needs. The Sidewalk Cafe offers a huge variety to meet the ever changing needs of the faculty, staff, and students of today. Open 7 days a week.

Other Campus Venues

- You may also use your card at:
- Botterell Hall Bistro
 - Biosciences Cafe
 - Select vending machines

Residence Operations

Ban Righ Hall, Leonard Hall, and Jean Royce Hall offers an all you can eat format for a fixed entry price. Limited retail available at Jean Royce Hall.

Mackintosh-Corry
Located in Mac-Corry's Student Street

Featuring:

Fire House Grill
Grill to order for your Breakfast, Lunch and Dinner

Pacific Traders
Asian stirfry and seafood dishes

Subway
Freshly baked breads with a variety of meats/veggie sandwiches

Pizza Pizza
Pizza and pasta made fresh all day

The Copper Pot
Country Style homemade soups

Rez Express and Rez Express West
Located in Victoria Hall and West Campus, these stores feature hot and cold beverages, pastries and a full selection of grab and go microwavable products as well as a Subway® counter. (Subway® counter at Victoria Hall only.)

Save! Save! Save!

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| Plan | Purchase Price | Buying Bonus % | Power |
|------|----------------|----------------|---------|
| 7 | \$100 - 250 | 7% | < \$268 |
| 11 | > \$251 | 11% | > \$279 |

- Greater plan value may be purchased!
- Deposits of <\$100 do not qualify for Bonus %.
- Deposits must be made in \$25.00 increments.
- For anyone who does not have a new university Staff Card, a temporary card will be issued to you by Food Services.

Over the average school year, \$250 of debit represents an average weekly spending of less than \$8. That is not a great amount of money when one considers the purchase of coffee or juice, fruit, etc. between work or classes or on the weekends.

Queen's University Food Services uses an internationally recognized caterer to guarantee excellent food service.



General Information

- Debit Plan can be purchased anytime at our main office in Room 135 John Deutsch University Centre (JDUC), second floor.
- Payable by cash, Interac®, or cheque, made payable to *Queen's University*.
- You must bring your ID card to all transactions.
- You may not lend or borrow a card. Lost meals cards should be reported immediately to Queen's Food Services Office at 533-2953.
- Meals Plans are fully refundable, however, a \$25 administration fee will apply to all withdrawals. (Bonus dollars are non-refundable)

How to Purchase the Plan

Visit our office in the John Deutsch university Centre (JDUC, second floor), Monday to Friday 9 am to 4 pm daily.

How to Reach Us

Our food program is dynamic, varied and developed with your taste and convenience in mind. If you have any questions or comments about Dining Plans or food services, please feel free to contact us or visit our website:

Queen's University Food Services
Rm 135 John Deutsch University Centre
Kingston, Ontario, K7L 3N6
Telephone: 613-533-2953
Fax: 613-533-6665

catering@post.queensu.ca
www.queensu.ca/dsao/foodsev/

Awards and Grants

**Ontario Thoracic Society/
Ontario Lung Association**
Queen's Respiratory Group invites applications for respiratory research in basic and clinical fields. The funds are mainly intended for use as SEED money, pilot projects, but are also available for interim funding. Forward applications by Wednesday, Oct. 30. The maximum research grant is \$10,000. For information contact Dr. D.E. O'Donnell, 102 Stuart Street, Kingston General Hospital, 548-2339.

Convocation

Invitation to members of faculty for fall Convocation ceremonies

You are invited to attend the Fall 2002 Convocations to be held in Grant Hall on Thursday, Oct. 31 and Friday, Nov. 1, 2002.

Oct. 31, 2002, 9:30 am
(Anatomy to English except Education)

Installation of Alexander Charles Baillie as Chancellor
Queen's Theological College
Faculty of Arts and Science
School of Graduate Studies and Research
Honorary Graduands: Matthew Teitelbaum, LLD, Julian Porter, LLD
Oct. 31, 2002, 2 pm
(Environmental Studies to Physics)
Faculty of Arts and Science
School of Graduate Studies and Research
School of Physical and Health Education
Honorary Graduand: Angela Hewitt, LLD

Nov. 1, 2002, 9:30 am (Political Studies to Women's Studies)
Faculty of Arts and Science
School of Graduate Studies and Research
Faculty of Education
Honorary Graduand: Sadako Ogata, LLD

Nov. 1, 2002, 2 pm
Faculty of Applied Science
School of Graduate Studies and Research

School of Business
Faculty of Health Sciences
Faculty of Law
Honorary Graduand: Balfour Mount, LLD

Assembly
The academic procession assembles in Kingston Hall 30 minutes prior to the Convocation times. To join the Academic Procession, contact Mary Ann Smith, 533-6095 or email smithma@post.queensu.ca prior to Oct. 18, so that sufficient seats may be reserved.

Academic regalia
Members of the academic procession who do not have a hood or gown should make arrangements with the Alma Mater Society 30 minutes before each ceremony. The AMS will be located on the second floor of Kingston Hall. Please present your faculty card for identification.

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

Governance

Senators; Chairs and Secretaries; Senate Committees; Secretaries, Faculty Boards
Items for the agenda should be in the hands of the Secretary no later than noon, Thursday, Oct. 10 to be considered by the agenda committee. Reports longer than five pages should have an executive summary of one page or less. We strive to make all agenda material available from our web site and your cooperation in submitting your material in a compatible file format would be appreciated. The Senate uses Win 98/Office 2000. Submissions for the agenda may be sent via email to senate@post.queensu.ca.

Notices

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

Tuesday, Oct. 8
Graeme Douglas Skinner, Civil Engineering. Geosynthetic Reinforced Soil Walls Constructed on Yielding Foundations. Supervisor: R.K. Rowe. 212 Ellis Hall, noon.

Friday, Oct. 11
Kazuhiko Yamada, Chemistry. Solid-state 17O NMR and quantum mechanical studies of organic compounds. Supervisor: G. Wu. 530 Chernoff Hall, 9 am.

Ian Pearson MacMillan, History. Robert Marshall: The Red and Green "Map Maker of Utopia." Supervisor: B. Palmer. 222 Watson Hall, 9:30 am.

Wednesday, Oct. 16

Daniel Palmer, Pharmacology and Toxicology. The Phosphodiesterase 3 Family: Pathophysiologically Relevant Enzymes that are subject to Multiple Modes of Regulation. Supervisor: D. Maurice. 568 Botterell Hall, 9:30 am.

Surplus Items

Residences offers for sale the following:

293 AT 2500-TX
minimum bid \$15

87 Xircom RealPort
minimum bid \$100

9 Linksys PCMCIA
minimum bid \$75

30 DECrepeater 900tm, full height, 32-port, 10Base T, Ethernet repeater (best offer)

For information or to view, please contact Harry at ext. 36841. Submit sealed bids marked "Residences" to Patti George, Purchasing Services by Oct. 15 at noon. Please mark bids "CONFIDENTIAL."

Queen's University is not responsible in any way for the condition of any item(s) it has made available, nor for any damages or injury that may occur due to use or removal of the item(s).

Queen's University reserves the right to reject any or all of the bids. **Only successful bidders will be notified.**

Volunteers

Arm pain study

A School of Rehabilitation therapy study is looking for people with pain, numbness or tingling in the hand, wrist or forearm that interferes with employment or studies. Volunteers will be compensated for your time. Please contact Sarah at 549-6666, ext. 4348 for more information.

Osteoarthritis study

A Queen's/KGH research study needs subjects with osteoarthritis of the hip to evaluate a new treatment. Subjects will be reimbursed for their parking expenses. Volunteers need to have an x-ray diagnosis and symptoms of pain and stiffness for at least six months. Call 533-6896.

HELP LINES

Campus Security Emergency Report Centre:

533-6111

Human Rights Office
533-6886
Irene Bujara, Director

Sexual Harassment Complainant Advisors:

Margot Coulter, Coordinator
533-6629

Millard Schumaker - Religion
533-2106 ext. 74323
Chuck Vetere - Student Counselling
533-2893 ext. 77978

Anti-Racism Complainant Advisors:

Stephanie Simpson, Coordinator
533-6886
Audrey Kobayashi - Geography,
533-3035

Anti-Heterosexism/Transphobia Complainant Advisors:

Julie Darke, Coordinator
533-6886
Eleanor MacDonald, Politics
533-6631

Coordinator of Dispute Resolution Mechanisms

Adrienne Clarke
533-6495
directs staff, students and faculty to the appropriate campus resources for assistance.

Sexual Harassment Respondent Advisors:

Paul Banfield - Archives
533-6000 ext. 74460
Mike Stefano - Purchasing
533-6000 ext. 74232
Greg Wanless - Drama
533-6000 ext. 74330

Anti-Racism Respondent Advisor:

Ellie Deir - Education
533-6000 ext. 77673

Internal Dispute Resolution SGPS Student Advisor Program
533-3169

University Grievance Advisors - Students:

Adrienne Clarke - University Secretariat
533-6495

University Grievance Advisors - Staff:

Jane Baldwin - Surgery
533-6302
Kathy Beers - Student Affairs
533-6944
Gary Racine - Telecommunications
533-3037

Freedom of Information and Privacy Protection

Officer Don Richan 533-2378
Commissioner Margaret Hooley
533-6095

Employee Assistance Program
1 800 387-4765

University Chaplain:

Brian Yealland
533-2186

Rector

Daniel Sahl
533-2733

Student Counselling Service
533-2893

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

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Keep Warm
As little as a 2°C Temperature change in Thermostat setting helps save energy. If you have individual control of your office Thermostat Try Turning it down in The by 2°C This winter.

conserve to preserve

Art

The Agnes Etherington Art Centre

University Avenue

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 to July 20, 2003.

Events

Active Practises Symposium, Saturday, Oct. 19, 1 pm. Reception and coke dump demonstration in conjunction with Better Worlds, 7 pm, \$15. Details: 533-2190 or aeac@post.queensu.ca.

Sunrise Over Tiananmen Square. Sunday, Oct. 20, 2 pm. Film screening in conjunctions with Learn Well and Progress Daily. Contemporary Clay Forms, opening reception, Wednesday, Oct. 23, 4 pm.

Tours: Sundays at 1:15 pm; Third Thursday each month 12:15 pm. www.queensu.ca/ageh/

Union Gallery

Factory Work, Sean Byrne and Amy Spaulding, Oct. 2-22. Reception Saturday, Oct. 5, 6 pm. Up Close and Personal, silent auction. Details of famous works have been reproduced on mini-canvases and will be on display and available for auction from Tuesday, Oct. 15 to Friday, Nov. 29 at the

gallery. Call 533-3171 for information or preview the canvases at uniongallery.queensu.ca.

Cinema

Sunday, Oct. 20

Cinema Kingston presents Sunshine State, John Sayles latest film, starring Edie Falco of The Sopranos. Etherington Auditorium, 94 Stuart St., 7:30 pm. \$8 at the door.

Conferences

Call for Papers, Aboriginal Studies Symposium

Four Directions Aboriginal Student Centre hosts fourth annual Aboriginal Studies Symposium, Nov. 16 and 17, 202 Policy Studies. Organizers seek 15- to 20-minute proposals on any topic relating to aboriginal treaties and governance. Audio-Visual support is available. Deadline: Oct. 11. Please submit a one-page proposal that includes an abstract of your presentation and a brief autobiography to: Four Directions Aboriginal Student Centre Queen's University, 146 Barrie St. Kingston, ON, K7L 3N6 For further information or for a schedule of events please contact Norman Shields, Symposium Coordinator, 533-6970, by fax at 533-6272, or email at natsym02@post.queensu.ca.

Departmental seminar schedules

Business
business.queensu.ca/research/conferences/index.html

Chemistry
www.chem.queensu.ca/NEWSAN/DEVENTS/Seminars/Seminar02W.PDF



From the Agnes Etherington Art Centre: Ted Rettig, the gift, 1991-2000, mixed media.

TED RETTIG

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

Economics
qed.econ.queensu.ca/pub/calendar/week.html

Physiology
meds-ss10.meds.queensu.ca/medicine/physiol/physiol.sem.html

Public Lectures

Tuesday, Oct. 8
Linda McQuaig, author, columnist, political critic. Grant Hall, 8 pm. Presented by OPIRG.

Thursday, Oct. 10
Policy Studies
Tom Kent, Queen's. Concentration with convergence: Goodbye press freedom. 334 Policy Studies, noon.

Patrick Macklem, Toronto. Reconciling rights? Aboriginal peoples and the constitution. 27 Dunning, 2:30 pm.

SNID
John Kirk, Dalhousie University. Cuba in the Special Period: Successes and Challenges. B204 Mackintosh-Corry, 1 pm.
Dorit Naaman, Phil Goldman, Elia Zureik, Queen's; Samer Elatrash, Concordia. The Palestinian-Israeli Conflict: What in the World is STILL Going on? Speaker Series. B 201 Mackintosh-Corry, 7:30 pm. Co-sponsored by OPIRG.

Wednesday, Oct. 16
Policy Studies
Robert Mundell, 1999 Nobel Prize in Economic Sciences Recipient. The evolution of currency areas and international monetary reform in the 21st Century. 202 Policy Studies, 4 pm.

Thursday, Oct. 17
German
Evelyne Schlag, Austrian contemporary writer reading in German and English from her novel *Das L in Laura* (one chapter in English) and new poems (English and German versions). 200 Kingston Hall, 4 pm.

Policy Studies
John Parisella, BCP. Quebec politics today. 334 Policy Studies, noon.

SNID
Leona Anderson, University of Regina. The Ganesh Festival: Ten days in the presence of God. B204 Mackintosh-Corry, 1 pm.

Monday, Oct. 21
History of Medicine, Science and Technology
Paul Potter, University of Western Ontario. Renaissance Latin collected editions of the work of Galen. 101 Richardson Labs, 12:30 pm.

Wednesday, Oct. 23
Ed Broadbent, McGill. The Future of the NDP: Radical or social democratic? E229 Mackintosh-Corry, 2:30 pm.

Thursday, Oct. 24
TBA. 334 Policy Studies, noon.

Thursday, Oct. 31
Brown bag cancelled (MPA Ottawa trip).

Courses and Workshops

Queen's Institute of Lifelong Learning (QUILL)
Sunday lecture series D214 Mackintosh-Corry, 2 pm.
Oct. 20. Hon. Flora MacDonald, The new Afghanistan. Weekday participatory programmes, Mondays 1:30 pm
Oct. 21. Stanley Park by Timothy Taylor, finalist for 2001 Giller Prize.



BANKS

(No thanks)

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