



QUEEN'S GAZETTE



If you meta-tag it, they will come P10

AIDS and migration: a new perspective P9

Remarkable chemistry

CHERNOFF HALL OPENING HERALDS LEADERSHIP ROLE

By PETER AITKEN

As the crowd lining the four-story atrium applauded, three, 40-foot tall banners were unfurled Friday to officially open

Chernoff Hall, Queen's new \$59-million Chemistry building.

"We are looking forward to both growth and an expanded leadership role among North American universities," says David Wardlaw, Chemistry department head. "These much-needed new facilities will be a major factor in realizing these goals."

Guests included dignitaries from three levels of government, donors, Queen's senior administration and some of the university's newest graduates fresh from fall Convocation.

The 14,000-square-metre, state-of-the-art facility is expected to position Queen's as a leader in chemistry research and teaching in North America.

The building's name recognizes leadership gifts from Queen's alumni Michael Chernoff (Sc'59) and his son Bruce Chernoff (Sc'87).

Along with support from several individual donors, the new building has also received significant backing from public-sector organizations. The Ontario government's SuperBuild Corpora-

tion has provided \$27 million towards the hall's construction. The Ontario Innovation Trust and the Canadian Foundation for Innovation have each contributed grants of almost \$2.5 million to the project.

"Chernoff Hall is the latest success story in our ongoing partnership with SuperBuild

See REMARKABLE: Page 2

Wheels in motion for principal search

By CELIA RUSSELL

The search has officially begun for a principal to succeed Bill Leggett, who retires in June 2004.

At its Oct. 24 meeting, Senate approved the selection of nine members, rounding out an 18-person joint Board/Senate committee. The Board of Trustees chose the other nine members in a closed session at its September meeting.

Chancellor Charles Baillie will act as chair; University Advisor on Equity Mary Margaret Dauphinee is an ex-officio member, and University Secretary Georgina Moore will serve as committee secretary.

Senate members are: Shehla Burney, faculty member, Education; Susan Cole, faculty member, Pathology and Cancer Research Labs; Sandra Crocker, staff member, Director, Research Services; Richard Greenfield, faculty member, History & Classics and President, QUFA; Chrissie Knitter, BSc (Eng.) '04, Computer Engineering; Mike Lindsay, BA (Hons.) '03 and President AMS; Patrick Oosthuizen, faculty member, Mechanical Engineering; Chris Peltzer, MEd candidate, President SGPS and Robert Silverman, Dean, Faculty of Arts & Science.

Senator Mark Weisberg expressed concern that just four of the nine Senate representatives were full-time tenured or tenure-track faculty and not administrators. Nominating Committee Chair Charles Pentland replied that those chosen from 23 nominees represented the major constituencies of the university, and

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ATHLETIC AND ACADEMIC SUPREMACY



JEFF CHAN

For varsity athletes such as Tom Denison, sports participation can improve academic performance.

Studies come first for Golden Gaels

By MEGAN EASTON

As the debate over athletic scholarships at Canadian universities continues, Queen's continues to attract people like quarterback Tom Denison: a gifted athlete who loves to play his game but also wants to get an outstanding education at a school where academics come first.

Mr. Denison recently became the first varsity quarterback in Canadian history to surpass 3,000 passing yards in a season. The 24-year-old sociology major has direct experience in both the American and Canadian systems of university sport.

He spent three years at a Pennsylvania college on an athletic scholarship before

transferring to Queen's last year after the head coach on his team was fired. His grades were average coming out of high school, but during his time in the U.S. he raised them to the point where they met Queen's high entrance standards. "A degree at Queen's means so much more than where I was at

See STUDIES: Page 11

Undergrads rank Queen's tops in survey

By ANNE KERSHAW

High standards and community spirit have earned Queen's top place overall in a new national ranking of Canada's universities. The University Report Card, published in the Oct. 23 *Globe and Mail* and intended as an opportunity to give students a chance to rank their schools, is based on feedback from close to 21,000 undergraduate students.

"We care very much about what our students think and have always made listening to our students and getting their feedback a priority. Many of the findings validate what we already know is important to our students," says Principal Bill Leggett. "This survey is another valuable source of information for us to assess and make use of in continuing to create an exceptional learning environment second to none in North America."

The principal encouraged prospective students to access the range of information available to make an informed decision when choosing a university that is best for them.

"There are many excellent resources out there. It's important for students to recognize the attributes that they deem important and search out information about the universities that can meet these expectations."

The nationwide survey, intended to give students a chance to voice their opinions about the undergraduate experience at Canadian universities, measures undergraduate student satisfaction with their university experience across a broad range of criteria. It was conducted by the *Globe* in partnership with the market research firms The Strategic Counsel and Uthink, using Uthink's studentawards.com database of more than 250,000 post-secondary students, said to be demographically and geographically representative of the undergraduate population in Canada.

"What our findings reminded us is that students are the customers of educational services. When the services are superior or substandard, these customers know it - and in the

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Online survey

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end, the customer is always right," comments Allan Gregg, chair of The Strategic Counsel.

Questions covered broad subject areas, such as quality of education, university atmosphere, quality of on- and off-campus facilities, career preparation and student services.

The survey ranked the University of Western Ontario second in overall results and Sherbrooke University third. The University of Toronto was ranked 24th, McGill was ranked 11th and the University of Alberta was ranked 12th.

As part of the *Globe's* special

report, Queen's was described as "the reigning monarch of Canada.... It's no surprise students clamour to get into Queen's. High standards and community spirit have earned it first place in our survey."

Queen's has a long history of involving students in the life of the university and listening to their views. Students play an active role in university governance at all levels. Queen's also seeks student input through vehicles such as QUEST (teach evaluation), residence surveys and the exit poll.

www.universityreportcard.com

Remarkable chemistry

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that along with private support from our alumni and friends has underwritten Queen's largest infrastructure renewal ever," says Principal Bill Leggett. "In recent years our outstanding researchers have received more than \$35 million in grants from the Canadian Foundation for Innovation and \$40 million from Ontario Innovation Trust".

"Significant financial commitments from the public sector along with the incredible commitment of alumni like Michael and Bruce Chernoff are essential in the longer term to maintaining a level of academic excellence at Queen's that Ontario and, indeed, Canada can be proud of."

With \$2.2 billion invested in 61 projects across the province, SuperBuild represents the single largest capital investment in Ontario's colleges and universities in more than 30 years.

Chernoff Hall's opening festivities continued Saturday with a symposium and open house for the Kingston community with refreshments, and tours conducted by Chemistry graduate students.

The symposium, Chemistry teaching and research in the 21st century featured renowned chemists Ronald Breslow (Samuel Latham Mitchill Professor of Chemistry, Columbia University) and Mary-Anne White, (Killam Professor of Material Science and Director, Institute for Research in Materials, Department of Chemistry, Dalhousie University). Frontenac and Lennox & Addington school students, winners of a special essay contest on the importance of chemistry, received awards.

Principal Leggett further underlined Chernoff Hall's "community" connection by noting the benefits for the local economy. "The unprecedented construction activity on campus in the past few years which includes Chernoff Hall, Goodes Hall, the Bio-sciences Complex, Beamish-Munro Hall (Faculty of Applied Science), Macdonald Hall (Faculty of Law) and the Cancer Research Institute (Faculty of Health Sciences) has a tremendous economic impact on Kingston through millions of dollars injected into the local construction industry."

Principal search

continued from page 1

that the group also had to meet the university's diversity requirements.

Members from the Board of Trustees are: Kim Black, President, Black and Associates, Mississauga; Judith Brown, Director of Development (Donor Relations & Stewardship), Office of Advancement; Merle Koven, President, Rosen Fuels, Kingston; Sheila Murray, President, Sheila A. Murray & Associates, Nepean; Andrew Pipe, physician, Associate Professor, University of Ottawa Heart Institute, Ottawa; John Rae, Chair, Board of Trustees and Executive Vice-President, Power Corporation of Canada, Montreal; David

Whiting, President, Merlan Scientific Ltd., Georgetown, ON; William Young, Managing Director, Monitor Clipper Partners, Cambridge, MA and the Rector, (to be elected).

The Royal Charter of Queen's University (1841) gives the Board of Trustees full power to appoint the principal. In 1969, the Report of the Joint Committee on University Government established the procedure by which a committee composed equally of members of the Board of Trustees and the Senate is mandated to recommend to the Board of Trustees a virtually unanimous choice of candidate for appointment.

Senate shortens study week to study period

Senate has approved shorter December and April pre-exam periods to address the increased volume of centrally administered final exams. The increase in the number of exams is directly related to increased enrolment in 2003 and beyond.

Starting with the December 2002 session, the maximum length of the pre-exam study period will be four days in December and five days in April. The period may include statutory holidays and other designated non-exam days.

After reviewing exam practices at other universities, it was felt that the most effective alternative to handle more exam volume would be to adjust the pre-exam periods to allow for a longer examination period, said Cynthia Fekken, on behalf of the Senate Committee on Academic Procedures (SCAP).

Over the last six years, exam volume has increased from 32,000 to 45,000 exams scheduled, she said.

The move could make an already hectic time of year even more stressful, some student Senators said.

Currently, exceptions are granted in Arts and Science for practical and instructional exams to be held during the pre-exam period, Julie Filion said.

"We should revise the way these exceptions are granted," she said. Students also have to contend with thesis papers, take-home exams and other large assignments.

When student Senator Sumil Chaggar asked why a seven-day-a-week wasn't considered instead of the current six-day-a-week exam schedule, Dr. Fekken replied that it was not viable. Currently the exams office is able to accommodate rescheduling of exams for those who cannot write due to religious reasons. If Sunday were added to the list, it would create a huge volume of requests.

Other news from the Oct. 24 meeting of Senate

Queen's enjoyed a 66-per-cent success rate in the recent round of NSERC strategic project applications, Kerry Rowe, Vice-Principal (Research) told Senate. The latest research report presented to Senate showed that four of six applications were successful for a total of \$1.9 million over the life of the award. Successful applicants were Vladimir Krstic (Mechanical Engineering), Ian Moore and Kent Novakowski (Civil Engineering) and John Smol (Biology).

Laura Murray (English) questioned Dr. Rowe about the process of compiling the research report and suggested the publication should be retitled the research funding report, since the priority is to report "the (extremely impressive) research funding."

"Two years ago, I would have agreed with you," said Dr. Rowe. The report has evolved, however, to include other significant achievements by researchers including awards and published books, he said, adding that the report relies on deans and department heads to pass on the information. In 2001, the report contained 41 non-funding related items, with 35 so far this year.

Consumption seems to be mistaken for production and the report does not represent the range of work done at Queen's, said Dr. Murray.

Tributes were read by Robert Erdahl for Jacke Hogarth (Mathematics and Statistics); Patrick Oosthuizen for Ken Rush (Mechanical Engineering) and Frank Lewis for Mac Urquhart (Economics).

Senate approved: revisions to the terms of reference of the Aboriginal Council regarding its current practice of selecting co-chairs and a travel policy clarification.

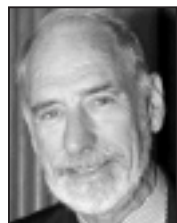
a revision to the Senate Orientation Activities Review Board membership to include an alumna or alumnus selected by the Alumni Association as one of five non-student members.

A proposal to establish the Bracken Chair in Genetics and Molecular Medicine in the Faculty of Health Sciences, fully funded from a Bracken family endowment.

A proposal to establish the Connell Professorship in Palliative Care Medicine in the Faculty of Health Sciences. Named for Dr. Ford Connell, a well-known internist and longtime faculty member in Medicine, it will be funded from sources including the Connell endowment earmarked for the purpose.

IN BRIEF

Environment minister on campus to discuss Kyoto



Anderson

Minister of Environment David Anderson visits Queen's Friday, Nov. 15, for a panel discussion on climate change and Kyoto.

Panellists include David Layzell, BIOCAP Canada and Robert Hornung, Pembina Institute. Biosciences Complex RM 1101. The time of the event was being finalized at press time. For latest details, visit the BIOCAP website, www.biocap.ca.

Queen's News Centre Poll

Tap water drinkers drying up

A trend toward drinking bottled or filtered water appears to have caught on at Queen's. Our recent Queen's News Centre Poll shows that 62.8 per cent of those who responded said they tend to drink only water that is bottled, or has been filtered/purified at home. There were more than 500 votes registered on the poll.

In an interview with the *Gazette* (Oct. 7), Queen's water expert Kevin Hall (Queen's Centre for Water and the Environment) says some brands are better than others. "Many bottled waters are pure water bottled from a spring or well and have a much higher potential for contamination, as well as carrying many background compounds which may not be all that healthy." You can read his full interview by accessing the *Gazette* Archives at

www.queensu.ca/newscentre.



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CHA GEILL!



STEPHEN WILD

Charles Baillie performs his first Oil Thigh as Chancellor at his installation last Thursday. Singing – and dancing along with him are on Principal Bill Leggett (on left), Queen's Bands Drum Major James Thackeray and Rector Dan Sahl.

Belated honours for students who served in WWI

By DAVID PULVER

This year, Nov. 11 will have special significance for the remembrance of three former Queen's students who fought and died during the First World War.

The names of William Hingston Hall, Henry Edward Matthews and George Edward Robinson, were omitted from the original bronze memorial plaque in Grant Hall because Queen's did not learn of their deaths until 1929.

The Principal's Ad-Hoc Committee on Veteran's Memorials recently discovered the missing names.

The Remembrance Day service at 10:45 am in Grant Hall will include the dedication of the existing plaque with the added names. The plaque will be installed and unveiled in the Memorial Room in the John Deutsch University Centre at 2:30 pm that day by Kingston and the Islands MP and Speaker of the House Peter Milliken. Etched windows and an oak case for the Registers of Service and Roll of Honour will also be dedicated and



Henry Edward Matthews

unveiled. The case, designed, built and donated by Chris and Paul McCreery, is encircled with the words of John MacRae's poem, *In Flanders Fields*.

The Alma Mater Society, Society of Graduate and Professional Students, Commerce Society and Engineering Society donated funds for the windows and case.

William Hall was born in London, Ont. He completed the banking course at Queen's in 1914. In 1916, he was commissioned as a lieutenant in the Northumberland Fusiliers, a frontline infantry regiment that saw fierce fighting in France. He was killed in action April 5, 1918.

Henry Matthews, from Trenton, was working on his BSc at Queen's in 1914. He was commissioned as a lieutenant in the Canadian Engineers, served primarily in France and won the Military Cross for defusing a German mine. He died April 7, 1920, from lung and heart failure as a result of being gassed.

George Robinson was born in Ottawa and completed the Queen's banking course in 1915. He was commissioned as a lieutenant in the Canadian Forestry Corps. The great demand for timber meant that thousands of servicemen remained in Canada as part of the Corps. On March 20, 1918, Mr. Robinson died in a railway yard accident in Brockville while on active service.

New colour-coded ID cards issued for faculty, staff and affiliates

Queen's Human Resources will this month be introducing new University Identification Cards to all faculty, staff and employees of affiliated organizations. These new cards, which will be distributed by department heads, will replace existing university staff cards now in circulation.

The new cards are intended to address concerns expressed by faculty and staff that the existing cards were too flimsy and not professional looking, and complaints from contract employees that the current system requires cards with end dates.

"This is also being done to ensure that university cards correctly reflect employment categories at Queen's and that non-employees from affiliated organizations are properly distinguished. This may result in some people receiving different coloured cards from what they had before," says Don Cowin, Manager, Human Resources Information Systems.

In the fall of 1999, the department reviewed all Queen's/non-Queen's employment categories and identified criteria for determining employee status and categorizing those organizations that are affiliated to Queen's but whose employees are not Queen's employees.

Once the categories were defined, the current staff card system was reviewed and measures were implemented to ensure that employee cards accurately reflect an individual's relationship with the university. The new redesigned University Identification Cards are more durable and colour-coded for easy identification.

Under the new system, all employees who have a continuing, tenured or tenure-track appointment will be issued regular employee cards, which will

be blue. Those who do not have a continuing, tenured or tenure track appointment but have a current appointment with an end date will be issued a term employee card (red) with no expiry date. Those who are employees of affiliated organizations will be issued an associate card (green). At the time of retirement, retirees will be issued a retiree card (gold). Old staff cards will not be honoured once the new cards have been issued.

All new cards will need to be validated for continued borrowing privileges at campus libraries. Library staff will apply a new barcode to the new card when it is used for the first time.

As long as the existing Physical Education Centre (PEC) access policy is in place, there will be no change in access for blue cardholders when using the centre. If they have not already done so, patrons who hold red cards will need to obtain a PEC term employee access card from the PEC Administrative Office wicket before using the facilities for the first time. The administrative wicket is open Monday to Friday, 10 am to 4:30 pm.

Green associate cards entitle the user to purchase an annual pass for access to the PEC facilities. For those who previously held blue cards and who will now be receiving associate cards, a special arrangement can be made for access to the PEC.

Individual letters from Human Resources explaining the new system will be included with the new cards. If you have any questions about access to services or the administration of this new program, please call Don Cowin, Manager, Human Resources Information Systems, at ext. 77793.

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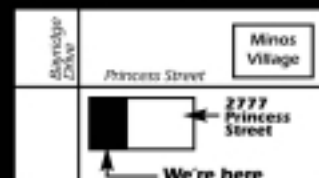
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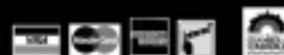
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Many factors can sway eyewitness recall

For three weeks, the wave of sniper attacks in the Washington, D.C. area kept large numbers of local, state and federal police investigators focused on an intense search for the killer. They encouraged all members of the public in the vicinity of the shootings to call a designated police tip line to report anything that might assist in apprehending the suspect or suspects.

The Queen's Gazette posed the following questions to Rod Lindsay of the Psychology department, an internationally respected expert in the area of eye witness memory and police procedures for obtaining information from witnesses. His current studies address alternatives to current lineup procedures. Some of the techniques he is studying may dramatically improve the ability to determine if a suspect is guilty or innocent based on eyewitness decisions. Another recent addition to his research program is studies of eyewitness identification procedures to be used with children.

G: How are eyewitness reports used to apprehend a suspect?

RL: The most common and most useful eyewitness reports occur in a rather obvious situation. Frequently witnesses know the person they saw commit the crime and this makes things fairly easy for police.

Of greater interest are cases where the perpetrator was seen by the witness but not known to the witness. In this situation witnesses can provide a variety of information that is potentially valuable. The first type of information is a physical description of the criminal. Research and real world data both suggest that witness descriptions tend to be mostly accurate but general or vague. Sex, race, height, weight, age, hair length and colour plus

some information about what the person was wearing are the most common types of information supplied by witnesses. The description is rarely detailed enough to determine exactly who committed the crime.

Immediately after a crime such physical descriptions may be used to select potential suspects from among people in the vicinity of the crime. For example, assume that a convenience store was robbed and the witness gave a description of an 18-20-year-old white male with long brown hair and wearing a jean jacket. If police broadcasted this description, and an officer cruising the neighbourhood saw a person fitting the description, the person would be questioned. As delay increases (e.g., by the next day) descriptions also are used to exclude people. Thus the police might investigate people who had records for similar crimes or were troublemakers in the neighbourhood but generally would limit themselves to questioning white males given the description. Barring very quick apprehension near the scene of the crime, descriptions are not sufficiently detailed to allow police to narrow the search to anything less than fairly large segments of the population. On the other hand, they can be critical to finding the true criminal.

A second category of information provided by eyewitnesses is information about the event itself. This includes what was done as well as information such as descriptions of vehicles, weapons, etc. This information is not specific to an individual person (e.g., even if a licence plate number was reported, someone other than the car's owner could have been driving it). Such information can be



ROD LINDSAY

Q&A

useful for apprehending suspects either by providing evidence of pattern (police recognise the approach used by some one they previously arrested for the same or a similar crime) or simply by providing something to look for. For example, the two men recently arrested in connection with the Washington-area sniper case were apprehended because someone saw their car as described by police and the news media.

G: What are some of the factors that contribute to the accuracy and reliability of eyewitness reports?

RL: There are many factors that influence eyewitness reports. Some are obvious, such as the opportunity to view the event, lighting conditions, distance from the event, duration of the event, etc. Many people mistakenly believe that such factors would influence the accuracy of eyewitness reports. In fact they tend to influence the completeness but not the accuracy of eyewitness recall. As witnessing conditions become more difficult, witnesses are simply not able to provide much information (as opposed to providing inaccurate information). As applied to the sniper case, many of these factors

probably contributed to the limited information that witnesses were able to supply. The alleged sniper took precautions to avoid being seen by shooting through two six-centimetre holes cut in the truck. Also, the small calibre of the rifle probably meant that the sound of a shot was not easily detected in a background of other noises such as traffic sounds. The experience of many witnesses appeared to be that a person collapsed, apparently without reason, until blood was seen and the witness realized the person had been shot. Only then might they have realized that they heard the shot but did not recognise it at the time. This case presented a particularly difficult situation for eyewitnesses. If the sniper was driving away calmly so as not to draw undue attention, it would have required some luck for an eyewitness to an actual shooting to have been the critical break in the case. Another factor could be that the second person may have done the driving. If so, a witness who heard the shot and looked immediately in the correct direction might be misled into thinking that the shot could not have come from the sniper's car because he did not have time to put away the gun before the witness was looking at the car.

G: What are some of the most effective techniques police use to gather eyewitness information?

RL: Police really have two primary techniques: interviewing and identification.

Interviewing is both a science and an art. Good interviewers obtain the maximum amount of correct information with mini-

mal misleading or incorrect information. Once rapport has been established, the most important principles are to encourage witnesses to report everything that can be recalled, regardless of whether it seems important or not, to try to recall the events several times, and to consider what they were thinking and feeling just before and during the events. These techniques prompt memory and maximize recall. At the same time, officers should avoid interrupting witness statements and ask few or no direct questions until the witness has provided a fairly complete account. Perhaps it is obvious to most people, but leading questions (questions suggesting that the interviewer expects a particular response) can lead to high error rates and should be avoided.

In the sniper case, identification would not have been relevant unless a witness actually saw the sniper fire a shot, carrying his gun or fleeing the scene of a shooting. Should this have happened, three techniques would have come into play. Composite drawings can be produced (one was used in this case). Mug shot files can be searched. These two techniques are primarily used to find a suspect rather than establish guilt or innocence. Lineups can be used in an attempt to confirm suspicions after a suspect has been apprehended. Although identification from lineups can provide convincing evidence, identification error is a leading cause of wrongful conviction. As a result, great care is required to ensure that lineups are conducted properly. Since that is the heart of my research area, I could go on, and on about lineup procedures. I'll stop now and spare you that.

Mansbridge comments on mindset of today's Queen's students

QUEEN'S IN THE NEWS

Highlights of Queen's experts in the media

■ Sept. 16 – Oct. 31

"I'm kind of surprised these students weren't upset the first time they saw me on The National and Kermit wasn't there beside me," Peter Mansbridge told the *Globe and Mail* referring to the observation that today's first-year Queen's students have never known CBC's *The National* without him as its anchor. But, he said, they might remember his guest turn as a newscaster on the Canadian version of *Sesame Street* in the '80s. The observation was part of a mindset list initiated by Dean of Student Affairs Bob Crawford and published in the Sept. 9 *Queen's Gazette*.

Principal William Leggett's op-ed piece commenting on Prime Minister Jean Chretien's legacy with respect to higher education is published in the *Ottawa Citizen*.

The *Globe and Mail's* University Report Ranking: A Comprehensive Guide to How Students Rate Their Schools ranks Queen's at the top. The rankings story is also covered in the *Toronto Star's* Life section.



Lahey

Kathleen Lahey (Law) comments in the *Globe and Mail* and in the *Ottawa Citizen* on the 2001 census, the first census to include information about same-sex couples.

A national poll's second-place ranking for Queen's MBA program is reported in *Canadian Business* magazine and also carried in *Globe and Mail*, *Kingston Whig-Standard*, *Edmonton Journal* and *Vancouver Province*.



Ridler

Jim Ridler (Business) comments in the *Ottawa Citizen*, *St. Catharines Standard*, *London Free Press*, *Hamilton Spectator*, *Montreal Gazette* and *Barrie Examiner* on the Livent case and its significance for Canada.

Walter Rosser (Family Medicine) comments in the *Ottawa Citizen* and the *Kingston Whig-Standard* on Canada's chronic shortage of family doctors.

A question-and-answer feature with Jean Côté (Physical Education) on youth violence in hockey that appears in the Oct. 21 *Queen's Gazette* is being reprinted in the *Peterborough Examiner* as part of a series on violence in sport.

Sam Shortt (Queen's Centre for Health Services and Policy Research) comments in an op-ed article in the *Ottawa Citizen* that ensuring adequate access to needed medication inhibits deterioration of patient health status and reduces use of more costly forms of health care.



Gordon

John Gordon (Business) comments in the *Toronto Sun*, *Edmonton Sun* and *Kamloops Daily News* on a study by UPS Canada of time factors in small and medium enterprises.

Alan Green (Economics) comments in the *Globe and Mail* on the federal government's idea of streaming new immigrants into smaller cities and rural regions.

Perry Bamji (Queen's Small Business Consulting Program) comments in the *Calgary Herald* on issues related to planning and management of businesses

Malcolm Welch (Education) is a guest on *CBC Radio's Ontario Morning* phone-in show to discuss the issue of homework.

Principal Leggett comments on *CBC's As It Happens* about Queen's new student loan program.

A study by Alan King (Education) for the Education Ministry on the double cohort is covered by the *Toronto Sun*, *Toronto Star*, *Sudbury Star*, *Montreal Gazette*, the *London Free Press* and *Ottawa Sun*.



Barling

Julian Barling (Business) comments in the *Globe and Mail* that companies should be extremely careful about embracing unorthodox training tools such as Lego sets, storytelling and jazz to teach skills ranging from decision making to effective communication.

Bernard Adell (Law) comments in *Canadian Lawyer* magazine on the implications of the Supreme Court of Canada's recent decision liberalizing the law on secondary picketing during strikes.

A story about a Queen's Business School program that analyzes data on the operation of small and medium-sized business enterprises appears in the *Globe and Mail*.

Sanjay Sharma (Ophthalmology) is interviewed on *CBC Radio's Ontario Morning*, *CTV-CFT (Toronto)* about his research on vitamin therapy to treat macular degeneration. His research is also covered by the *Kingston Whig-Standard* and featured on *Reuters.com*.

Jeanette Holden (Psychiatry) is interviewed by the *Globe and Mail* and *CBC Radio* about new findings related to autism.

Julian Barling (Business) comments in the *Globe and Mail* on sabbaticals and how the reason for taking them will influence success.

Walter Rosser (Family Medicine) comments in the *Ottawa Citizen* that Ontario is in a crisis and the Ontario government should launch a major advertising blitz to bring Canadian doctors home from the United States.



Duffin

Jacalyn Duffin (Medicine) comments on *French TVO's Panorama* program about the history of cancer.



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

Queen's nets \$1.8 million from province for facilities upgrades

The province has given \$1,810,200 million to Queen's to help upgrade campus facilities.

The funding, announced recently by Training, Colleges and Universities Minister Dianne Cunningham, is part of \$40-million aimed at helping Ontario's postsecondary institutions prepare for the double cohort.

"Queen's is very happy that the province has once again provided funding under the Facilities Renewal program to assist the universities in maintaining their facilities," says Tom Morrow, associate vice-principal (operations & facilities). "The announcement is consistent with earlier indication from the ministry on funding and is the same as we have received in the past year."

"The funds, along with other funds provided by the university will be used toward a variety of upgrades and repairs to the campus facilities. The university is in the process of reviewing submission on how these funds and other resources will be used to both upgrade our facilities and deal with deferred maintenance."

"It is a top priority of our government to ensure that every student has access to the fullest range of high quality postsecondary education and training programs," says Ms. Cunningham. "This investment

is another step in our plan to ensure that Ontario's postsecondary institutions are prepared for the double cohort. We are committed to help colleges and universities revitalize existing academic facilities for a new generation of students."

Since 1999, the Ontario government, through SuperBuild, has invested \$337.5 million to help Ontario's colleges and universities modernize and renew existing buildings, and use existing space more efficiently to create room for additional students.

To prepare for the expected increase in enrolment, the Ontario government, with its SuperBuild partners, is investing \$2.2 billion in 61 projects to create more than 79,000 new student spaces at campuses across Ontario. In addition to new construction, colleges and universities have committed to creating another 36,000 student spaces by modernizing existing facilities.

As part of its plan for the double cohort - the group of Grade 12 and Grade 13 students scheduled to graduate together in the spring of 2003 - the government has also committed to \$368 million in increased operating grants for postsecondary institutions by 2003-2004 to help them hire the new faculty required to respond to increased enrolment.

www.edu.gov.on.ca

Advisor program needs new student advocates

By CELIA RUSSELL

Conflict can happen in any community, and the university community is no exception.

Fortunately, Queen's has an established support system for students, staff and non-unionized faculty to help them resolve academic or non-academic disputes quickly, effectively and fairly. (Queen's University Faculty Association has its own grievance procedures).

More volunteers are needed, says Adrienne Clarke, Coordinator of Dispute Resolution Mechanisms.

Specifically, the program is looking to recruit four new faculty members to volunteer as university grievance advisors to help students facing adverse academic decisions or other problems related to their program.

Advisors do not act as student advocates but are an invaluable resource for providing students with information about Queen's policies and procedures.

"It's a great job and it can be very fulfilling for those interested in working with and helping students," says Ms. Clarke, who is responsible for Senate procedures for grievance, discipline and related matters. "By assisting students at the early stage of the grievance-appeal process, many disputes are resolved informally and the need for more formal processes is significantly reduced."

Faculty members who have an interest in student issues and the dispute resolution process are encouraged to contact Adri-

enne Clarke at ext. 36495 to learn more about this rewarding position.

University Grievance Advisors also provide advice and support to staff and faculty members who, for whatever reason, political, social or psychological, do not wish to enlist the help of other support persons or groups.

Students, staff and faculty needing help resolving an issue are encouraged to use Ms. Clarke as a first contact to direct them to the appropriate campus resources for assistance.

All advisors receive dispute and mediation training. In addition, some take special programs through the Human Rights Office while others take training offered by the School of Industrial Relations. All advisors sign an agreement of confidentiality.

The grievance advisor program forms part of a larger "Helplines" network that also includes Human Rights Office advisors, the School of Graduate and Professional Students counselors, Freedom of Information and Privacy Protection, the University Chaplain, Student Rector, the Employee Assistance Program, Student Counselling Service and Campus Security. The *Queen's Gazette* runs a comprehensive list of these contacts in every issue under the heading Helplines (on page 15 of this issue).

www.queensu.ca/secretariat/disc/helpline.html

www.queensu.ca/sgps/complaint.htm

THE PAUSE THAT REFRESHES



STEPHEN WILD

Performance artist Mindy Yan Miller pauses amid the sticky aftermath of a coke dump demonstration she directed involving members of the public recently outside the Agnes Etherington Art Centre. The event wrapped up a one-day symposium on activist art and the relationship between visual representation and social values.

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VIEWPOINT

CLARKE MACKEY

Film Studies



Quality versus quantity

CUTTING COURSE REQUIREMENTS WOULD LEAD TO IMPROVED UNIVERSITY EXPERIENCE FOR ALL

Over the last decade, and perhaps longer, university budgets have decreased relative to inflation as enrolments in most programs have increased. Administrative responses to this have been various, but in the long run they are all versions of what I call the “managerial” solution.

This is the ideology that “efficiency” is the highest good and “doing more with less” is the motto of the day. What this translates to on the ground is that more and more students get crammed into each class, professors are required to do more marking and consultation, and many administrative tasks formally handled centrally are now “downloaded” to departmental staff and faculty in a bid to increase the efficiency and decrease the labour costs of central units.

At the same time university leaders continue to talk about competitive research funding and cutting-edge academic “excellence.”

The managerial solution doesn't work. Like the proverbial frog in the pot of heating water, things just keep getting progressively worse until no one – students or faculty – care anymore and the carcass is pronounced dead. Most of us, if we are honest with ourselves, know that this process is already well under way.

While the managerial solution is decreed and overseen by individuals who actually abhor the politics of downsizing, their solutions end up justifying all the assumptions of the current regime. If universities can become more efficient and do more (or the same) with less, then they must have been inefficient to start with. At least this is how it looks to those voters who are now enjoying their tax refunds.

There is a least one creative solution to the current dilemma, but it is one I fear will never be adopted because it calls into question many comfortable certainties about post-secondary education.

I propose that the number of course credits required for a bachelor's degree be cut approximately in half. For example, a Queen's student receiving a BA honours Arts degree must now complete 19 course credits. I am proposing we cut that to 10, or 2.5 credits to be taken in each academic year of a four-year program.

Several important benefits and opportunities would unfold from such a move.

Class size would be reduced by one half. A second-year class of 60 would now be 30. A fourth-year class that normally has 24 would instead have 12. We don't need empirical studies to tell us that more individual attention, better classroom discussion and more detailed feedback on assignments results in more challenged students and more fulfilled faculty members. By lowering course requirements we would be walking against the prevailing winds of our time; we would be choosing quality over quantity.

Taking some of the time pressures off students at university more accurately reflects that times we live in. When I confront genuinely good students (and I think there are a lot of them at Queen's) about mediocre work, they often tell me honestly that they just couldn't find the slice in their time “pie” to make it any better. In many cases, these students have jobs in restaurants or other businesses that demand ridiculous hourly commitments. One full-time student I know works more than 40 hours a week managing a pub!

Because we would have less marking and counselling to do, faculty would have more time for research and publishing as well as meaningful and democratic university governance.

Drastically reducing the number of required courses for a degree would also provide an honest and tangible picture to the public and their politicians that less money does mean less education. We would be saying we will offer you “less” but we will maintain, and even improve on, the quality of what we offer. That way we are not justifying policies that we despise.

What are the academic justifications for this credit reduction? So much of what we hold as sacrosanct in the academic world is arbitrary, the result of past practices and managerial contingency. Who says that 19 courses equal an undergraduate education? Could it not be argued that fewer credits, taken in smaller classes, with more challenging assignments and better feedback is equal to or surpasses more credits in crowded classrooms with lots of multiple choice tests and industrial-size exams in Jock Harty? Let's stop playing the numbers game here and start talking about the quality of learning relationships between students and faculty, and among students. That is a kind of “excellence” that might really mean something.

Clarke Mackey is an associate professor in the Department of Film Studies.

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.

Who says that 19 courses equal an undergraduate education?

QUEEN'S FLASHBACK: CIRCA 1970



QUEEN'S UNIVERSITY ARCHIVES

A nurse tends to a student at a blood donor clinic at Victoria Hall during the late 1960s or early 1970s. If you know more about this photo, please email gazette@post.queensu.ca.

Letters

Free speech outside classroom carries a price tag

Paul Stevens (University offers best testing ground for free speech – Oct. 21, page 6) makes an eloquent case that the social sciences and humanities should be “respected, valued, and adequately funded” because “most importantly they practice us in the complex task of maintaining our ability to speak freely.”

But how robust is a freedom of expression that cannot be freely exercised beyond the classrooms in which it is “learned, thought through, tested and refined?” Outside the classroom at Queen's, freedom of expression is monitored and censored by senior administrators so as to safeguard the supposedly fragile comfort and dignity of members of designated groups.

Last fall, the student editors of *Golden Words* were publicly castigated by the principal, the dean of Engineering, the university advisor on equity, the sexual harassment coordinator for the Human Rights Office, the director of Campus Security, and the coordinator of the Kingston Sexual Assault Crisis Centre.

Their offence? Satirizing interfaculty rivalry at Queen's with a front-page photograph that, in the judgment of the Dean of Engineering, “...could easily be interpreted as making light of violence against women, demonstrating insensitivity to women who have been victims of violence.”

The editors immediately issued a sincere public apology, but to no avail. They were obliged to publish three harshly censorious letters (*Golden Words* Sept. 11, 2001):

Queen's University Advisor on

Equity Mary Margaret Dauphinee: “The editors of *Golden Words* owe the students, staff and faculty of Queen's an explanation of why you would choose a cover for your newspaper that depicts harassment of one student by another, violence against women and a blatant disregard for the rights of all of us to a safe, positive environment in which to live, work and study. ... Every year *Golden Words* has published offensive photos and articles saying that you are being humorous and satirical followed by apologies. Well, apologies are no longer enough.”

Dean of Engineering Tom Harris: “Your inattention to your responsibilities as editors reflects poorly on and undermines the significant efforts and commitment of the university community to provide a safe teaching and learning environment.”

Principal Bill Leggett: “Respect for others, their beliefs, their rights, their culture and their dignity, is a touchstone of this community. Your cover violates that respect. It portrays, and in doing so indirectly legitimizes, male dominance over and violence towards women, and the subjugation of the individual by the group.”

Ironically, one of the two “dominators” in the photo is no less female than the “victim” of the mock violence, and her weapon is clearly more of a threat to the other “dominator” than to the “victim.” And for satirical purposes, surely it is appropriate that the biggest faculty be represented by a member of the biggest group within that faculty and be getting the worst of interfaculty rivalry.

Have our senior administrators been vaccinated against irony, satire and metaphor?

Here was an issue crying out to be addressed by champions of those disciplines, which most importantly practise us in the complex task of maintaining our ability to speak freely!

Rachel MacKenzie (Arts '04) put the issue in perspective (*Queen's Journal* Oct. 16, 2001): “It boggles my mind that so many people seem to be taking anything *Golden Words* says seriously. Its defining quality is that it is filled with nonsense and satire, making us laugh, often at ourselves. ...What fan of the *Golden Words* didn't roll their eyes and say, ‘Oh, come on,’ when they read about the cover controversy? ‘Get a sense of humour, chill out, it was a joke, don't be ridiculous!’”

Such controversies will be obviated and our freedom of expression will be liberated only when we insist on being recognized as nothing more nor less than individual human beings – no matter what groups or categories to which we may or may not belong.

Dugald Carmichael,
Professor Emeritus
Department of Geological
Sciences and Geological
Engineering

Victory march down Bloor

The photo on page 6 of the Oct. 21 *Queen's Gazette* was taken on Bloor Street, Toronto, close to the Yonge intersection. In the distance (upper left), you can see the marquee of the University Theatre (since demolished).

Ken Sundquist, Arts '70
Toronto

Less time to integrate

TREND TO SHORTER
PROGRAMS FORCES
STAFF TO RETHINK
INTERNATIONAL
ORIENTATION
PROCESS



SUSAN ANDERSON

Diversity

The Queen's community includes a significant number of visiting students, researchers, scholars and staff. While data are not available on the entire international population, the International Centre records document an informative picture of the student profile and trends. Who are they? And what is their role here?

By definition international students are in Canada temporarily and have been given permission by the Canadian government to study here. Over the last 12 months, the international student body, representing more than 90 countries, numbered approximately 1,200. It might be surprising to note that only half come to Queen's to complete a degree. The remaining 50 per cent come for English language study or to take part in an exchange or study abroad opportunity. This is in sharp contrast to 10 years ago when 95 per cent of students came to Queen's for a full academic program.

For a variety of reasons, including increased fees, full degree student numbers declined in the early 1990s, slowly recovering back to 1988 levels, as recently as 2002. Over

the last decade, real growth in international student numbers has taken place primarily through the short-term programs.

What does this mean for staff and faculty at Queen's? Trends in student mobility suggest the need to change many of our assumptions about what types of services and support are appropriate. Considering the many start points for the various programs, it is important for staff to be prepared to offer entry and orientation services to students at any time of the year.

Furthermore, students here for shorter periods of time do not have the luxury of easing slowly into campus life. Exchange students who are usually in their upper years of study, are expected to "hit the ground running," as many are here for as few as four months. They must quickly learn the subtleties of a new academic system, while performing to the highest standards of both home and host institutions. This may call for additional support across the campus as these students unravel the mysteries of

Queen's academic culture.

Thirty percent of international students attend the School of English, where classroom lessons are supported by an ambitious schedule of activities designed to provide a social context for language learning. Language students are a community within a community. The short duration of the sessions coupled with the students' limited knowledge of English may be considered as barriers to full integration into campus life.

Most international students will tell you they chose to study in Canada to gain the experience of living in a culture other than their own. They chose Queen's because of its international reputation as a place of learning, and its attractive Kingston setting. To integrate fully into their new home means that they must feel they are able to contribute as a valued part of the community in which they study. Together with international scholars, researchers and faculty, students offer us a world of experience and perspectives.

Providing an accessible campus is only the first step. Our task is to consider how to fully acknowledge their gifts through internationalizing curriculum design, group work and one-on-one consultation. Ultimately, they offer the Queen's community opportunities through which Queen's could become a truly international university.

Susan Anderson is International Student Advisor at the International Centre.

UNIVERSITY ROUNDUP



Getting grassroots advice on university budget

In seeking to address budget challenges, the University of Alberta has sought the advice of its own faculty, students and staff about how to both reduce costs and increase revenues. Last fall it formed the Funding Solutions Task Force (FSTF) to find ways to contain \$3.3 million in costs and generate \$21 million in new revenue. In its first report, the FSTF identified \$14 million in savings and new revenue over the next four years, and that's just a beginning. More than 120 recommendations were submitted, including increasing parking fees and fines, leasing land, offering courses/programs in non-traditional hours and encouraging departments and faculties to expand professional programs.

University of Alberta folio

Postcards help university recruitment marketers weed out iffy students

Baylor University in Texas, which receives about 80,000 applications from prospective students, tests their level of interest by sending a postcard to less-qualified students outlining the materials sent to the high-scoring students and requesting a response from those who want to receive the full recruitment package. If they respond, they are upgraded through a sophisticated predictive modelling software used to screen students deemed worthy of receiving a more expensive set of marketing materials.

Higher Education Marketing newsletter

Times getting tougher

Although governments have increased operating funds in the last few years, per-student support in 2001-02 was 17 per cent lower than in 1992-93. During roughly the same period, U.S. governments increased support by almost 30 per cent on a per-student basis. In real terms, Canadian universities are now receiving operating funds that average \$8,000 for each student, compared with \$12,000 a student at the beginning of the 1980s.

University Affairs

Freedom of inquiry balks at little green men

"I have since concluded that it was the challenge to our society's dominant worldview contained in my work that created such alarm. The idea that some sort of unknown life forms is visiting people was (and remains) so far outside mainstream Western boundaries of reality that an exceptional response was required. The lawyer of Harvard's president remarked to one of my lawyers, "Well, what do you think it's like for the dean of the Harvard Medical School to see one of his professors on the Oprah Winfrey show saying that little green men are taking women and children into spaceships?"

From an article in the fall edition of Oberlin Alumni Magazine by Dr. John Mack, a Pulitzer Prize winning author and professor of psychiatry at the Harvard Medical School whose unconventional theories about the existence and purpose of visitations were seen to be undermining the "high standards of clinical practice and clinical investigations" of the university's medical school.

What about the public good?

"Who is going to champion areas like public health if a lot of research efforts are focused on these high-tech solutions?"

Donald Willison at McMaster University shares his concern recently in University Affairs that the pressure researchers are under to do patentable work will lure more research dollars and scientists to genetics at the expense of less lucrative research areas.

Lower ages thinking about higher education

Canadian children may be feeling increased pressure to choose their university at a young age due to rising enrolments, the double cohort and the urging of their parents to think about their futures early. Figures from the Millennium Scholarship fund reveal that 47.5 per cent of children aged 10 to 14 years have already decided that university life is for them, while 14.7 per cent of children aged nine or younger have come to the same conclusion.

The Times Higher Education Supplement

Beating the blahs with learning tasks

Teaching is exciting and interesting and hard work. And if you're like me, you're probably feeling more of the work part of your teaching right now and a little less of the excitement. Indeed, this is the point in the semester where I start to feel a little worn out, particularly this time of year when the days get shorter and sunlight becomes increasingly scarce, dragging down my energy level.

Yet this is the time of the semester when I most often find the courage to try out new teaching strategies. Perhaps I need the excitement of something new to keep going, a little colour in my life to counter the greyness that surrounds me this time of year. Or perhaps I'm just so tired that my guard is down and I'm more willing to throw caution to the wind and take risks. Whatever the reason, I find that a little innovation renews my interest in my teaching, usually with very positive results!

The most recent thing I've tried in my teaching is to introduce "learning tasks" as a way to create and structure dialogue in the classroom. In her book *Taking Learning to Task*, Jane Vella explains that learning tasks allow students to engage with course content openly, actively, and reflectively: "We set a learning task to engage learners in the active learning of



KATHERINE
LAGRANDEUR

Teaching Issues

substantive, new material. We respect their life experience and their unique context and offer the task as an open question, inviting their reflective response."

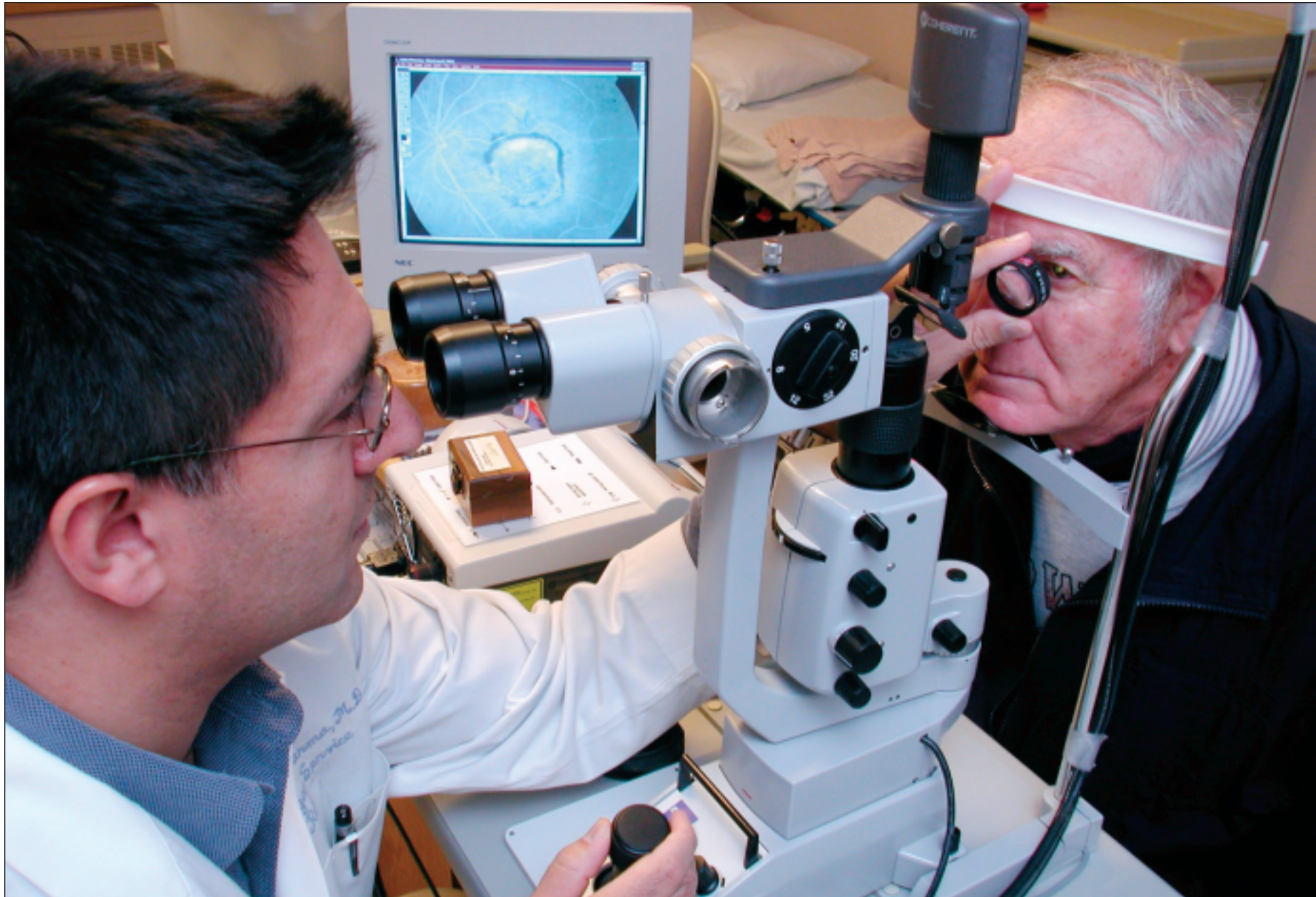
Learning tasks are structured activities that invite students to respond to open questions using resources, or content, that we make available to them in whatever way we think is most appropriate (a lecture, a video clip, an article, an outline, or a story). They are always active and productive. In other words, *students learn by doing*. Indeed, Professor Vella stresses the importance of choosing tough, productive, and respectful verbs when designing learning tasks. They should be verbs that challenge students to meet concrete and demanding objectives in order to grow as learners. She recommends using verbs such as

design, edit, decide, select, write, organize, name, list, and compose because they require performance and action. She also discourages the use of the verb "discuss" on its own because it does not lead to any productive end or purpose. Rather than asking students to "discuss" the characters in a novel, for example, we could ask them to *select* a character of their choice, *list* sentences or passages from the novel that help them understand that character, *write* a brief description of the character in their own words, then share their descriptions with other learners. Like most learning tasks, these are activities that students could do alone or in small groups.

Once we get the hang of it, learning tasks are easy and fun to design. They are a great way to add a little creativity and excitement to our teaching, to spice things up a bit on a dreary November day! They also encourage students to *produce* and *do* something with course material, and especially to learn *deeply*. And that is always the most exciting thing of all.

Katherine Lagrandeur is the Coordinator of TA Development. Jane Vella's book *Taking Learning to Task* is available for loan from the Instructional Development Centre's resource library.

Vitamin therapy could save eyes and money: researcher



STEPHEN WILD

Dr. Sanjay Sharma examines patient Robert Wing, who has macular degeneration, at the Hotel Dieu Hospital Eye Centre.

PROJECTED SAVINGS TO HEALTH CARE SYSTEM \$1.5 BILLION OVER NEXT DECADE

By NANCY DORRANCE
News and Media Services

Prescribing high doses of vitamin supplements to aging baby boomers with vision loss due to macular degeneration – the leading cause of blindness in patients over 50 years old – could save the North American health care system more than \$1.5 billion in the next 10 years, a Queen's researcher has discovered.

Sanjay Sharma, founding director of the university's Cost-

Effective Ocular Health Policy Unit, presented his findings recently at the annual meeting of the American Academy of Ophthalmology in Orlando, Florida. His new approach to improving health-care decision-making looks at the degree to which a particular treatment improves a medical condition and how much that treatment will cost the health-care system.

Dr. Sharma's research has been funded by the Canadian Institutes for Health Research (CIHR) and the Canadian Foundation for Innovation (CFI).

"Our results demonstrate that the use of high-dose vitamin supplementation (Vitamins C and E, plus beta carotene and zinc) by people suffering from

age-related macular degeneration will result in both improved quality of life and reduced health-care costs," says Dr. Sharma. "We project that this strategy, if applied to those with the advanced 'dry' form of AMD over the coming decade could potentially save the North American health care system more than \$1.5 billion. This would result from the anticipated reduction in demand for more expensive technologies used to treat the 'wet' form of AMD, which can progress from the dry form."

Since many insurance companies don't list high-dose vitamin supplementation as a benefit, patients may not receive this form of prevention, he adds.

A professor of ophthalmology, and community health and epidemiology, Dr. Sharma has developed a new approach to health care decision-making based on both effectiveness and scientific evidence. His mathematical models combine quality-of-life measurements with statistical information about the success of both traditional and innovative new treatments, in this case with vitamins.

Using data gathered over seven years by the U.S. National Eye Institute from national, randomized clinical trials (the Age-Related Eye Disease Study), as well as his own quality of life inputs and data from several other studies, Dr. Sharma created a model to determine the value

of various treatments, including high-dose vitamin supplementation, and their effects on patients' quality of life.

The results demonstrated that vitamin therapy for patients with the moderately advanced form of "dry" AMD is an extremely cost-effective strategy when used to prevent disease progression.

"The cost of drugs and medical services in Canada and the U.S. has gone up tremendously in the past decade," says Dr. Sharma. "What we need is a rational system for deciding which drugs to cover under government-subsidized or private insurance plans. We're creating models to look at this, and at the value of these treatments for eye disease."

NEWS and MEDIA SERVICES

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.

Geologist, biologist win New Opportunities grants

By NANCY DORRANCE
News and Media Services

An expert in structural geology and an environmental biologist have been awarded \$170,000 in New Opportunities awards from the Canada Foundation for Innovation (CFI) to provide infrastructure support for their research.

Mark Diederichs (Geological Sciences and Geological Engineering) will receive \$90,000 to fund a computational laboratory and damage monitoring system for geomechanics research. Among his areas of expertise are the mechanics of rock fracture, the

response of geological systems to excavation and mining-induced stress change, and protocols for rapid underground excavation. This New Opportunities funding will support the development of universally applicable tools to reduce costs and risks in the mining industry.



Diederichs

Yuxiang Wang (Biology) will receive \$80,000 to fund an integra-

tive molecular and biochemistry facility for field and laboratory research. Using fish as models, he studies how lower vertebrates cope with metabolic disequilibrium resulting from exercise and stress, or changing environments. Dr. Wang has also been awarded



Wang

\$81,000 from the Chinese National Science Foundation to launch an international collaborative project

studying physiological adaptation of fish on the Tibet-Qinghai Plateau. It will be the first comprehensive study of its kind in this remote highland aquatic ecosystem.

The CFI awards to Drs. Diederichs and Wang come from the New Opportunities Fund, which is targeted at newly recruited academic staff in Canadian universities. An independent, not-for-profit corporation, the CFI was established by the federal government in 1997 to strengthen the capacity for innovation in Canadian universities and research institutions.

UK government awards \$3 M to Queen's

PROJECT LINKS
HIV/AIDS, OTHER
HEALTH ISSUES, WITH
MIGRATION PATTERNS
IN SOUTHERN AFRICA

By NANCY DORRANCE
News and Media Services

In a funding breakthrough, the British government has awarded \$3 million to support Queen's research in Southern Africa that includes an examination of the connection between migration patterns in the region, and the high incidence of HIV/AIDS.

The money from Britain's Department for International Development (DFID) will

expand the work of Queen's Southern African Research Centre's flagship program, the Southern African Migration Project (SAMP) – which is addressing issues of AIDS/HIV and reproductive health, gender and migration, and household food security.

Added to previous grants from the Canadian International Development Agency (CIDA), SAMP's external funding now exceeds \$9 million.

The DFID grant will support a wide range of research and policy initiatives, including the promotion of regional cooperation in migration management among the 14 states of the Southern African Development Community. It will also allow the research centre to develop new partnerships with university groups in countries such as Malawi, Zambia and Tanzania. "DFID's enthusiastic support of the work of SAMP will allow us to considerably expand the scope and impact of this unique Canadian partnership with our colleagues in Southern Africa," says SARC director Jonathan Crush.

"This is a health crisis that is of great concern to many countries. The fact that the UK government has directed this significant level of funding to a Canadian university is a testament to the strength of Queen's international profile in the area of development and health policy," says Vice-Principal (Research) Kerry Rowe. "This will greatly enhance the already very successful research activities of the Southern African Research Centre at Queen's and



STEPHEN WILD

Jonathan Crush: a unique Canadian partnership with colleagues in Southern Africa.

complement the important work of this major international research effort led by Dr. Crush."

Launched at Queen's in 1996, SAMP has played a major role in the development of post-apartheid immigration and refugee policy in Southern Africa. The project's most

recent initiative is an executive training course for middle managers on International Migration Policy in partnership with the School of Public and Development Management at the University of Witwatersrand.

Southern African partners include universities, research institutes and government

departments in Botswana, Lesotho, Mozambique, Namibia, South Africa, Swaziland and Zimbabwe. The project's international partners also include the International Organization for Migration (IOM) in Geneva and the Ottawa-led International Metropolis Project.

AIDS/HIV Statistics

- Three million people die of AIDS each year.
- 26 per cent of babies born in Southern Africa are HIV-positive.
- 70 per cent of the 36 million people infected worldwide with HIV live in Sub-Saharan Africa.
- The eight countries with the highest rates of HIV infection are in Southern Africa (Botswana is first, with 43 per cent, followed by South Africa, with 32.5 per cent).

Protein discovery may prevent cell injury during heart attacks

By MEGAN EASTON

Queen's researchers working with a Johns Hopkins University team have discovered a protein that appears to play a key role in protecting cardiac muscle cells against serious injury during heart attack.

The findings of Jennifer Van Eyk (Physiology) and graduate student Todd McDonald, in collaboration with the U.S. researchers, were published recently in the international journal *Science*. The Queen's contribution to this study was funded by the Canadian Institutes of Health Research (CIHR) and the Heart and Stroke Foundation of Canada.

"This discovery opens up countless opportunities as far as advancing our basic understanding of cardiac muscle cells and the development of possible therapeutics for cardiac protection," says Dr. Van Eyk, who also holds a part-time research position at Hopkins.

The newly identified protein, called mitoKCa, exists in a part of cardiac muscle cells' inner machinery, called the mitochondria. The mitochondria

control cells' energy production – a crucial function in cardiac muscle, since it expends so much energy to keep the heart beating regularly.

The Queen's contribution was to identify this unique protein using the latest methods in protein biochemistry and proteomics. In the process of identifying the protein, Mr. McDonald pioneered a method that will be a boon to other researchers in the field.

Dr. Van Eyk's research group has been a leader in the search for proteins involved in promoting or protecting against muscle damage in heart disease, a field known as cardiac proteomics. In 2000 she published a paper in *Science* with another research group from Hopkins on a protein implicated in acquired heart failure after open-heart surgery. The American Heart Association chose this discovery as one of the top 10 research advances in heart disease and stroke in 1999.

A Canada Foundation for Innovation Scholar, Dr. Van Eyk holds a Heart and Stroke Foundation of Canada Scholarship.



Jennifer Van Eyk: Advancing our basic understanding of cardiac muscle cells.

IN BRIEF

Biologist gets \$279,000 to study walleye

Queen's biologist Bruce Tufts has been awarded \$279,000 from an industry/government funding program to study the development of walleye as a commercially viable fish species. Also on the research team are Yuxiang Wang and Katherine Wynne-Edwards, both from Biology.

A specialist in fish physiology, Dr. Tufts focuses his research on respiration and metabolism in fish, and their adaptations for coping with internal and environmental stresses. He also studies the evolution of these systems, and examines more applied fisheries issues.

The Aquaculture Collaborative Research and Development Program (ACRDP) is a joint initiative between aquaculture producers and the Ministry of Fisheries and Oceans. The five-year, \$20-million program oversees scientific research projects that are proposed by industry, and jointly funded by industry partners and the federal government.

Shad Valley student inventors display award-winning entrepreneurship

Student inventors, part of Queen's Shad Valley program, recently won third best overall in the RBC/Shad Entrepreneurship Cup held in Toronto. Queen's was the only school of the nine entrants to place in all categories of the environment-themed contest. The team's entry was the Bovine Nutrient Management Apparatus, an invention that saves the environment from some of the harmful effects of cow excrement.

In its first year of participating in the program, Queen's came first in the business plan

competition, second in prototype and website and third in video. Student Matto Mildemberger won the Dave Black Award for Excellence in Innovation and Entrepreneurship.

"In its first year of operation this summer, the Queen's Shad Valley at the International Study Centre was the number one choice among Shad participants," says John Dixon, Queen's Associate Vice-Principal (Academic). Shad Valley at the ISC was a big success and I am delighted that our Shads did so well in the RBC/Shad



PENN STATE UNIVERSITY

Entrepreneurship Competition. "Especially noteworthy was the first-place finish in the Business Plan category."

The Shad Valley program is an award-winning summer learning

and employment experience for top students in senior high school. Young people from all over Canada develop leadership and business skills in an environment that fosters entrepreneurship, science and innovation.

The Shad Valley program runs in the month of July and student groups research product markets, invent products, design prototypes and models, produce promotional materials and write business plans. Queen's hosts its Shad Valley program at the university's International Study Centre

(ISC) at Herstmonceux Castle in Sussex, England.

McMaster University students captured best overall honors at the fifth annual event, which is sponsored by RBC Royal Bank. The university's inventors developed the Big Green Tree Planting Kit, designed to teach children about environmental issues. The University of Waterloo team won best prototype, best video and second best overall for Flush ... More or Less, a system that minimizes water use in toilets.

Stop cursing and improve searching

INCREASING THE REACH OF YOUR WEB MATERIAL

How many times have you gone searching for web material and come up empty or gone down the path of a thousand "useless" links? Before you stop cursing, take a closer look at your own web material, or those of your department/unit.

If you design your own pages, you may think the material is easy to find, but does your audience? If you don't design your department pages, are you confident that people can find you, your services, your course material?

One place to start reviewing your department web material

is at the top of the page: the HTML header material. If your head is void of matter, it needs filling. If there is material in the header section, is it working for you?

At a minimum, each web page should include these header tags: title; description; keyword.

The title and description are the most common type of meta tags. Like the keyword tag, they all help to improve the quality of search results.

What's in a name?

The title should be informative and convey the essence of the page. A title of Queen's University at Kingston, or your name, or the name of your unit, is not very useful - especially if all the pages on your site have the



BY ITSERVICES STAFF

Plugged In

same title. The title is displayed as the page header or window title, and is the default text when you add a page to your "Favorites" or "Bookmarks" list.

The description is what you want to have displayed when the page comes up in a search. Don't make it too long, as the

search engines will only show a limited amount of text. It should be a short, plain language description of the document. Descriptions are particularly important if your document has very little text, is a frameset, or has extensive scripts at the top. If your site includes non-html documents (PDF, Word, etc.) ensure that the description or document properties sections are complete before making the file available. Search engines present this information to describe the document.

For keywords, think of words that your audience would most likely use to find your pages. For example, if there are other words that describe what you do, or what the page is about,

include those as keywords. An example might be to include "political science" as keywords on pages for the Department of Political Studies. Or, if your unit has changed its name, include the old name in the keyword section. Include alternate spellings for a term, as well as its synonyms in the keyword section.

Improving the header material on web pages is not a magic solution to retrieving useful search results. But, it does give you a bit more control over how your web pages are described by some search engines. For more on meta tags, visit the Queen's Web Developer Resources pages:

www.queensu.ca/qwww/
www.its.queensu.ca/itwebdev/

IN BRIEF

Want to be a city planner?

The School of Urban and Regional Planning presents an open house Wednesday, Nov. 13 from noon to 2 pm in room 554 Policy Studies. Come and meet faculty and grads, learn more about the Master of Planning program, admissions and job prospects while you enjoy coffee and donuts.

Learn more about the duchess



Isabella d'Este

The Art department presents Fact and Fiction Regarding the Appointment of the Studioli of Isabella d'Este in Mantua, a public lecture by Clifford M.

Brown of Ottawa. One of the world's foremost authorities on the ducal court in Mantua, he will discuss the patronage activities of its most famous Renaissance duchess, Isabella d'Este. His lecture takes place

Tuesday, Nov. 12 at 5:30 pm in the Agnes Etherington Art Centre atrium.

Science formal fantasy

Grant Hall and Kingston Hall will undergo their annual metamorphosis next week for the Queen's Engineering Science Formal. This year, the theme is Once Upon a Time, and the fairytale setting is Fairinaughtalipaw, Land of Fantasy. Committee member Crystal Bewza describes the formal as "a huge project requiring \$100,000 and 30,000 hours of work to produce one magical night to remember." For a sneak preview, drop in to the open house Saturday, Nov. 9 between 1 and 4 pm. Admission is free, but donations to Kingston Literacy may be made at the door.

A gem of a show

The Miller Museum of Geology in Miller Hall hosts its seventh-annual Gem and Mineral fund-raising sale, 9 am-5 pm on Nov 7 and 8. Local companies Grenville Minerals and

Alpine Gems will be selling cut gemstones, rock and mineral samples, meteorites, and fossils, with a portion of the proceeds going to support the museum's educational tour programs and new exhibits. For details, contact Curator Mark Badham, badham@post.queensu.ca or ext. 36767.

Beat the bug this year



The Department of Environmental Health and Safety in conjunction with the KFLA Health Unit is sponsoring another free Flu Shot Clinic. This will be a chance for faculty, students and staff to take advantage of the vaccination program offered by the Ministry of Health. Dates are Wednesday, Nov. 20, 9 am to 2 pm, B204 Mackintosh-Corry and also Tuesday, Nov. 19, 2 to 6:30 pm in KCVI cafeteria, 235 Frontenac St.

Central timetabling information session

The Registrar's office invites unit heads and others involved in timetabling to an information session on Nov. 14, 2:30 to 3:30 pm in Walter Light Hall room 205. Vice-Principal (Academic) Suzanne Fortier will introduce Registrar Jo-Anne Brady and the implementation team who will give a project overview.

McGill, RMC and Queen's celebrate

Alumni Associations of McGill University, the Royal Military College of Canada the Kingston Branch of the Queen's University Alumni Association present the second-annual Tri-Universities Dinner on Friday, Nov. 22 at the Holiday Inn.

Bernard Shapiro, Principal and Vice-Chancellor of McGill University is the keynote speaker.

Tickets are \$45 per person. The reception starts at 6 pm, followed by dinner at 7 pm. Details: Glenda Fralick, 533-6000 ext. 77919 or fralickg@post.queensu.ca.

Thinking of retiring?

Bill Forbes (Director of Pensions, Investments and Insurance) will be at the Ban Righ Centre (32 Queen's Cres.) on Monday Nov. 11, at noon to talk about the ins and outs of the Queen's Pension Plan. Come for a tasty lunch and some food for thought.

Something new to read or view

The Queen's University Staff Association used book, cd and video sale takes place Tuesday, Nov. 5 in the Lower Ceilidh, JDUC, 11:30 am to 1:30 pm.

Stock up on some home entertainment for those long cold nights and help support the QUSA Family Bursary Fund.

Books etc. may be dropped off at the QUSA Office, Room 235, JDUC. Details: 533-2215.

Studies come first for Golden Gaels

continued from page 1

in the States, and being back in Canada is really special," says the Beamsville, ON, native.

Last year, 184 of the 944 student-athletes who competed on Queen's 50 varsity-level teams and clubs had 80 per cent or higher overall academic averages. "At Queen's we promote the concept of the student-athlete, not the athlete-student," says John McFarlane, chair of athletics and recreation.

Queen's continues to be one of the leaders among provincial and national institutions in the student-athlete academic achievement category.

The Golden Gaels' coaches clearly communicate the Queen's philosophy to prospective recruits so there are no surprises for student-athletes once they're here. "The coaches understand that school comes first and sport is a close second, and they are concerned about the academic success of their athletes. So if it comes to having a practice or missing a class, you go to your class," he says.

Many student-athletes report that participation in varsity athletics actually improves their academic performance, says Mr. McFarlane. In a recent survey of Ontario varsity athletes by two McMaster University professors, more than half of the respondents said their team involvement had a positive effect on their academics because it provided a stress release and refined their time management skills and work ethic.

When Queen's student-athletes are struggling with their studies, they can seek help through the peer tutoring system. Team captains match their players with suitable tutors from any varsity sport. "So it could be a field-hockey player helping a football player," says Mr. McFarlane of the unique program developed by varsity

athletes two years ago.

Current discussions about athletic scholarships at Canadian universities pit Ontario universities, which have more rigorous academic eligibility criteria for these awards, against those in the West, which support more flexible academic requirements. The regulations on athletic awards set out by the national governing body, Canadian Interuniversity Sport (CIS), only require that student-athletes be "in good standing" academically. This phrase is widely interpreted across the country, but Ontario universities abide by the more stringent rules of Ontario University Athletics (OUA), which sets a minimum 70 per cent average to qualify for athletic awards.

The maximum amount a student-athlete may receive each year under CIS rules is the equivalent of tuition plus compulsory fees, while OUA regulations cap the amount at \$2,500. Proponents of more substantial athletic scholarships argue that financial incentives and less rigorous academic standards will help keep star athletes in Canada. Opponents say that Canadian universities' overriding mandate is to educate, not produce professional athletes. Queen's offers about 20 athletic scholarships to upper-year students who meet OUA standards, says Mr. McFarlane. There are no athletic scholarships for entering students.

Pat Tracey, assistant football coach and recruiting co-ordinator for athletics, knows firsthand what it takes to get the attention of top high school athletes, and it's not all about money. "Every student-athlete is attracted by the academic reputation of Queen's," he says. Second on the list, in his experience, is the coach's reputation and ability. Finally, student-ath-

letes are keenly aware of which schools have historically successful teams and these records influence their choices.

When the university has an exceptional season in a particular sport, as the football team is now having, it affects recruiting the following year. "The trickle down effect is huge," says Mr. Tracey. "Student-athletes want to excel, and they'll go to programs that are committed to producing the best and winning." The football team is now ranked number three in the country, and Mr. Denison has received widespread coverage in the media ranging from campus newspapers to TSN.

Until Canadian universities come to an agreement on standards for athletic scholarships, however, the playing field is not level when it comes to recruiting across the country, says Mr. Tracey. Sometimes Ontario schools lose out to institutions elsewhere in Canada that can offer student-athletes financial enticements that aren't permitted in the province. Mr. Tracey says some kind of national compromise is desirable to eliminate these regional disparities and still support Canadian talent. "Certainly if you want the student-athletes to excel in academics and excel athletically, yet have all the money that it takes to go to school, there has to be something in place to subsidize that." He says student-athletes' dual commitments often leave no time for part-time jobs. With classes, readings, exams, fitness conditioning, practices, team meetings, games and post-game analysis, Mr. Denison says he doesn't have a minute to spare during football season. While he doesn't believe athletic scholarships need to reach American proportions, he says compensation for athletes' time, effort and

Highlights from the University Council on Athletics report to Senate 2001-02

- The 50 Golden Gaels teams and clubs provided 944 student-athletes with the opportunity to compete at the varsity level. Consistent with past years, a total of 184 student-athletes – about 20 per cent gained academic all-star status (attaining an 80 per cent or better overall academic average). Queen's continues to be one of the leaders among O.U.A. and C.I.S. institutions in the student-athlete academic achievement category.
- Four teams in women's fencing, men's rugby, women's soccer and men's volleyball captured O.U.A. championships. Individually Queen's cross-country runner Beth Wightman was crowned C.I.S. Champion and went on to compete at the World University Games in Beijing, China held in May.
- Gender equity: This year's University Council on Athletics approved funding for each of the next five years to create the Women's Golden Gael Award for female varsity athletes. This will ensure that Queen's is in position to conform to Ontario University Athletic regulations, which require that the total dollar amounts of athletic awards be equal for female and male athletes beginning with the 2002-03 season. A recent review of the total expenditures by gender, across all programs indicated that the women's and men's programs are within one per cent of each other.
- At the national level, Queen's with the majority of O.U.A. schools, continues to promote the need for the establishment of a minimum academic standard across all Canadian Interuniversity Sport (C.I.S.) institutions that provide athletic/academic awards and bursaries to student-athletes.
- Student participation levels in campus recreation and intramural sports programs continues to be very high. Thirty-two recreational sports clubs operated serving the recreational needs of about 2,800 members. The intramural program – women's (WIC), men's (BEWS), and co-educational (BEWIC) – collectively mounted close to 2,300 games attracting more than 8,000 participants.

sacrifices is justified. "There's more to it than just going out on a Saturday afternoon or a Tuesday evening and throwing the football around."

The Ontario Commission on Interuniversity Athletics, a group within the auspices of the Council of Ontario Universities

(COU), has struck a task force to undertake a comprehensive review of the interuniversity athletics system. Athletic awards will be among the many issues up for discussion, says Arnicie Cadieux, executive director of public affairs at COU. The report is due out in the spring.

IN BRIEF

Philosopher Kreeft speaks at Queen's



BOSTON COLLEGE

Peter Kreeft of Boston College presents two lectures on Thursday, Nov. 7. At 3 pm in Stirling A, he speaks on C.S. Lewis: His Life, His Thought and His Spirituality. At 7 pm in Stirling D, he discusses Moral Relativism in Today's Society." Peter Kreeft is professor of philosophy at Boston College and the author of more than 25 books, including Back to Virtue, C.S. Lewis, Making Sense of Suffering and A Refutation of Moral Relativism. The event is sponsored by Newman House, the Roman Catholic chaplaincy at

Queen's. See www.newman-house.ca for more information, or phone 546-2495.

Our constitutional roots

Former dean of the Faculty of Law John Whyte returns to Queen's to deliver the Catriona Gibson Memorial Lectureship in Law, Nov. 4 at 12:30 pm in 202 Macdonald Hall. The professor and senior policy fellow at the University of Regina will speak on Being Canada: Naming Constitutional Roots. All are welcome.

Jacalyn Duffin delivers Archives Lecture

Jacalyn Duffin, Hannah Professor of the History of Medicine will deliver this year's Archives lecture entitled What goes

Around, Comes Around: Medical Tuition and Political Action. Her talk takes place on Nov. 6 at 3 pm in 202 Policy Studies. Attendees are asked to RSVP to 533-2378.

NEWS and MEDIA SERVICES

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.

KGH Auxiliary Christmas Harvest Bazaar

Wednesday Nov. 6, 9:30-2:30
Connell 3 KGH, Old Cafeteria

Home baking, gifts, handcrafted items, curiosity corner, silent auction.

Chance to win a Tiffany lamp.

Enjoy coffee or a light lunch with Lyndon Jones on the Grand Piano.

Get started on your Christmas list.

Details 548-2359

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9 am – 4:00 pm Nov. 9-10 and 16-17 (Weekends)

Academic Appointments

Urs Wyss appointed Acting Head, Department of Mechanical Engineering

Principal William Leggett announces that Urs Wyss has been appointed Acting Head of the Department of Mechanical Engineering for a one-year term effective Jan. 1, 2003. Dr. Wyss joined Mechanical Engineering as an Assistant Professor in 1985 with cross-appointments in Surgery and the School of Rehabilitation Therapy. His undergraduate degrees are in mechanical and biomedical engineering from Switzerland, and his MSc and PhD in biomedical engineering are from the University of Saskatchewan. He has been mainly involved in the teaching of design-related courses, and his research activities are in biomechanical engineering, artificial joints and aids for persons with disabilities. He was on extended leave from 1996 to 1998 as Exec. VP Research for Sulzer Orthopedics in Switzerland (now Centrepulse), responsible for research groups in Switzerland and Austin, Texas. He continued the strategic part of that function from 1999 to early 2002 on a consulting basis. In making this announcement, Principal Leggett wishes to express his appreciation for the leadership provided by Brian Surgenor as head of the Department of Mechanical Engineering.

Committees

Headship Selection Committee, Department of Economics

Frank Lewis has resigned as Head of the Department of Economics as of June 30, 2003. In accordance with the terms of Article 41 of the collective agreement between Queen's University Faculty Association and Queen's University, a selection committee will be struck to consider the present state and future prospects of the Department of Economics, and to assist the principal in the selection of a new head. Members of the bargaining unit will be electing five members. Faculty members, staff and students are also invited to nominate staff and students from the Department of Economics, and faculty members from cognate disciplines, for membership on the selection committee. Nominations should be sent to Nancy Cutway, Faculty of Arts and Science, cutwayn@post.queensu.ca, by Friday, Nov. 15, 2002.

Chair search, Department of History

Paul Christianson's term as Chair of the Department of History ends June 30, 2003. In accordance with the collective agreement between Queen's University Faculty Association and Queen's University, the principal has appointed a selection committee to advise him in making a decision on the chair.

Elected members: Emily Hill, Bob Malcolmson, Bob Shenton, Tim Smith, Marguerite Van Die.

Appointed members: Tiffany Jones, Holly Loubert, Eleanor MacDonald, Debbie Stirton-Massey. Ex-officio members: Robert Silverman, Dean, Faculty of Arts and Science; Marsha

Singh, Associate Dean, School of Graduate Studies and Research. Chair: Christine Overall, Associate 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 Department of History, and the names of possible candidates for the chair, to the chair of the committee, Associate Dean Overall, cdo@post.queensu.ca by Friday, Nov. 15, 2002. All letters will be reviewed by the selection committee and will become part of the record of decision-making.

Search committee, Associate Dean (Health Sciences) and Director of the School of Nursing

Marianne Lamb's current term as Associate Dean (Health Sciences) and Director of the School of Nursing will end on June 30, 2003, and Dr. Lamb does not wish to be considered for reappointment. Principal William Leggett has established an advisory search committee to assist in the process of seeking a successor to Dr. Lamb and to advise him on the present state and future prospects of the school. Members are: Carolyn Baker, Vice President, Patient Care Programs and Chief Nursing Officer, Kingston General Hospital. Roland Boegman, James Brien, Ann Brown, Lilian Cook, Jennifer Curl, Marilyn Dahl, Matthew Davis, Eileen Edmonds, Dr. John Fisher, Associate Dean, Academic Affairs, Faculty of Health Sciences, Suzanne Fortier, Vice-Principal (Academic), Jennifer Medves, Assistant Professor, School of Nursing, Dianne Muisiner, Assistant Adjunct Professor, School of Nursing, Catherine Perkin, Assistant Professor, School of Nursing, Margaret Smith, Director, School of Health Sciences, St. Lawrence College, Dr. David Walker (chair), Dean, Faculty of Health Sciences, Gail Knutson (secretary).

Faculty, staff and students are invited to submit to the chair by Friday, Nov. 22, 2002, their opinions in writing on the present state and future prospects of the School of Nursing and the names of possible candidates for the position of Associate Dean and Director. All letters will be reviewed by the search committee and will become part of the record of decision-making.

Principal's Advisory Committee Vice-Principal (Operations and Finance)

Principal William C. Leggett is pleased to announce the membership of the committee to advise him on candidates for the position of Vice-Principal (Operations and Finance), and more generally on the structure and operation of the Vice-Principal's office. Members are: Lanny Cardow, AMS Vice-President (Operations); Mary Margaret Dauphinee, University Advisor on Equity; Roxy Denniston-Stewart, Associate Dean, Student Affairs; Suzanne Fortier, Vice-Principal (Academic); Gordon Hall, Board of Trustees; Alison Harvison Young, Dean, Faculty of Law; Glenda Kaye, Director, Financial Analysis and Budget; William C. Leggett, Principal and Vice-Chancellor (Chair); Leslie Monkman, Special Advisor to the Principal (Secretary); Elaine McDougall,

(Executive Assistant to the VP Operations and Facilities); Richard Weatherdon, Associate Vice-Principal (Human Services).

Members of the university community are invited to submit their views to the principal. Respondents are asked to state whether or not they wish to have their letters shown, in confidence, to members of the advisory committee. Letters should be submitted by Nov. 18, 2002.

Headship Selection Committee, Department of Pharmacology and Toxicology

Kanji Nakatsu's term as Head of the Department of Pharmacology and Toxicology will end on June 30, 2003. In accordance with the terms of the collective agreement between Queen's University and the Queen's University Faculty Association, Principal William Leggett has appointed a selection committee to advise him on the appointment of Dr. Nakatsu's successor.

Elected Members, Pharmacology and Toxicology: Michael A. Adams, Thomas E. Massey, Donald H. Maurice, James N. Reynolds, Louise N. Winn.

Appointed members: Boon H. Chang, Janet F. LeSarge, Tuang Trang, Edwin B. Toffelmire. Non-voting members: Ulrich Scheck, Dean, School of Graduate Studies; Dr. David M.C. Walker, Dean, Faculty of Health Sciences. Chair John T. Fisher, Associate Dean, Academic Affairs, Faculty of Health Sciences.

Faculty, staff and students are invited to submit their comments on the present state and future prospects of the Department of Pharmacology and Toxicology, and the names of possible candidates for the Headship, to the Chair of the Committee, John Fisher, by Friday, Nov. 22. All letters will be reviewed by the selection committee, and will become part of the record of decision-making.

Internal Academic Review

Suzanne Fortier, Vice-Principal (Academic) and Chair of Senate's Internal Academic Review Committee, announces the names of consultants and review team members for the internal academic review of the School of Nursing to be conducted in the coming year.

Consultants: Phyllis Giovannetti, University of Alberta; Joan Shaver, UIC College of Nursing, University of Illinois at Chicago. Review team: Beverley Baines, Faculty of Law; Albert Clark, Biochemistry (Chair); Genevieve Dumas, Mechanical Engineering; Lauren Dunn, undergraduate student, history; Leah Knight, graduate student, English; William Pickett, Community Health and Epidemiology; Sandra Turcotte, Rehabilitation Therapy.

Members of the university community wishing to provide comment on this unit are invited to do so, in writing, to the Chair of the Review Team. Deadline: Nov. 18, 2002.

Staff Appointments

Receptionist/Secretary, Office of Research Services 2002-92
Cathy Wood
(School of Industrial Relations)

Receptionist/Senior Secretary, School of Business 2002-93
Tenay Gunter

IT Coordinator, Career Services 2002-94

Dan Emmons

Senior Systems Specialist, Information Technology Services 2002-96

Chris Phillips

Pre-Service Program Assistant, Faculty of Education 2002-100
Carolyn Burley

Student Resource Assistant, Faculty of Arts and Science 2002-107
Haley Everson

Staff Vacancies

Departments requiring casual hourly paid secretarial or clerical assistance should contact Patti Evaristo in Human Resources, 533-2070.

Requisitions for staff replacement, with appropriate approvals, must reach the Human Resources Department by noon of the Monday one week prior to the date of issue.

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

Closing date for the following positions is **Tuesday, Nov. 12, 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 program, 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, we have included the cluster in the following job ads which represents the job family, branch and grade (e.g., ADMG5 is Administration Family, General Branch, Grade 5). Generic position overviews for clusters can be found on the HR website at www.hr.queensu.ca

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

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

Account Manager Financial Services 2002-125

Major Responsibilities: administer, plan and coordinate account-

ing and related services provided to University departments; supervise and manage the work of several employees in the budget section; assist the Director in reviewing university financial policies, internal controls and systems, and recommend changes; participate in planning and adapting the University Financial System; respond to inquiries from account holders and give appropriate advice; coordinate workflow and review new contracts, grants, trust funds, etc.

Requirements: University degree in commerce or business administration plus an accounting designation (CMA, CGA, CA) or enrolment in the final level of a professional accounting program; several years experience in progressively responsible positions in an accounting/advisory capacity; consideration will be given to the equivalent combination of education and experience; proven management skills and the ability to motivate and create a positive work environment; sensitivity to issues affecting staff performance; excellent organizational skills; ability to perform complex accounting procedures and carry out financial duties; advanced auditing and analysis skills; proficiency with computer programs for data analysis, information distribution/reporting, word processing (MS Word), spreadsheet analysis (MS Excel) and database management (Bi Query); ability to adapt to and implement new technologies; strong planning skills; excellent communication and interpersonal skills; knowledge of the university structure, policy and administrative systems; general knowledge of commodity and income tax laws an asset.

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

Budget Analyst and Coordinator Financial Services 2002-126

Major Responsibilities: support the director in the development of the university's annual budget; make recommendations to improve efficiency and effectiveness of departmental financial budget reporting and processes; act as resource person to university departments for financial budget information needs; develop and evaluate management information in support of resource allocation decisions; provide support to institutional committees (i.e. act as committee secretary, provide financial analysis, participate as a committee member).

Requirements: University degree in commerce or business administration plus an accounting designation (CMA, CGA, CA) or enrolment in the final level of a professional accounting program; several years' experience in progressively responsible positions in an accounting/advisory capacity; consideration will be given to the equivalent combination of education and experience; excellent communication and interpersonal skills; strong writing skills for report writing; excellent organizational skills; strong analytical, interpretive and problem-solving skills; must be a self starter with the ability to work

independently or with little supervision; proficient computer ability, including advanced database management, spreadsheet analysis and word processing skills; ability to adapt to emerging technologies; broad knowledge of university structure, policy, regulations and administrative systems; general knowledge of commodity and income tax laws an asset.

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

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

**Research Contracts Manager (REPOST)
Office of Research Services
2002-68**

This position is being re-posted because of a re-evaluation to Salary Grade 10. It remains a term appointment for a period of one year.

Major Responsibilities: report to the Director of Research Services; facilitate research agreements between researchers and industry and/or government; manage the promotion and negotiation of research agreements in all fields of applied science, natural sciences, social science and arts and humanities; administer research contracts and subcontracts between Queen's and other universities by monitoring progress, serving as liaison on behalf of the university, and ensuring compliance for the purpose of managing risk and minimizing loss; negotiate with government authorities in collaboration with other universities to obtain acceptable contract instruments for funding university research; participate in activities of local and national organizations concerned with contract research management, intellectual property and technology licensing.

Requirements: LL.B. degree and three years of professional related experience in a university or business setting (or an equivalent combination of education, training and experience); good understanding of university, government and corporate policies and procedures preferred; excellent negotiation ability, initiative, judgement and ability to work independently; good interpersonal and verbal communication skills; proven writing skills; tact and competence in handling business affairs; proven problem-solving skills; ability to make effective decisions when entering into contracts on behalf of the university; experience undertaking risk/benefit analyses to ensure compliance by all parties; proven ability to assess provincial, federal and foreign legislation and provide advice regarding compliance.

Minimum Hiring Salary:
\$54,829 Salary Grade 10

**Office Assistant
Advancement Business
Office, 2002-127**

This is a term appointment working 100% time for one year.

Major Responsibilities: retrieve charitable receipt data from Word/Excel database and process

for mailings and audits; handle and maintain confidential records for the Advancement Business Office and other areas within the Office of Advancement; perform research functions using various software applications; undertake other duties and special projects when assigned.

Requirements: secondary school diploma with strong computer skills including a variety of spreadsheet and word document applications as well as an ability to learn new software; proven organizational and time management skills; good oral and written communication skills; sound knowledge in the operation of basic office equipment; service-oriented perspective; ability to perform efficiently and maintain focus despite frequent interruptions and conflicting demands; ability to meet deadlines; resourcefulness, creativity, initiative and ability to visualize the complete process through the operation; knowledge of the Advance system an asset.

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

Employee Development

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

**An Introduction to
Emotional Intelligence**

During this workshop, you will have the opportunity to gain a sound knowledge of how emotions, behaviours, reactions and attitudes affect relationships with others in the workplace.

Led by Lynn Davies, Training Consultant, Thursday, Nov.14, 9 am - 4 pm.

**Introduction to Emergency
Support Program for Study/
Work/Travel Abroad and
International Housing Office**

Overview of Queen's Emergency Support Program for Study/Work/Travel Abroad and the procedures in place to assist our students in the event of an emergency while abroad. Also information about the services offered by The International Housing Office. This is useful information when assisting incoming international students and scholars.

Led by Cathy Lemmon, International Centre, Wednesday, Nov. 20, 10 am – noon.

Milestones

Compiled by Faye Baudoux

If you have a milestone of 5, 10, 15, 20, 25, 30, 35, 40 years or more of continuous service coming up and you do NOT wish your name to be included in the listing, please contact Faye in Human Resources at 77791.

Congratulations to those who reached the following milestones in October 2002.

25 years
Lynne Poole, Faculty of Education; Mary Ramsay, Financial Services.

20 years
Michael Smith, Information Technology Services.

15 years

Alan Grant, Geological Sciences; Donna Horner, Faculty of Applied Science; Marilyn Lavoie, Faculty of Arts and Science; Margaret O'Reilly, Medicine; Marilyn Redmond, School of Policy Studies.

10 years

Danette Allen, Admission Services; Jo-Ann Brierley, Residences; Gail MacAllister, Psychology; Elizabeth Schumaker, HCDS.

Five years

Clementina D'Souza, Better Beginnings; Ross Finnie, School of Policy Studies; Susan Hytonen, School of Business; Sergei Zavorin, Chemistry.

**Employee Assistance
Program**

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

December holiday closing

This year, normal university operations for most (but not all) departments will close at **noon, Tuesday Dec. 24, 2002**. Regular university operations resume on **Thursday Jan. 2, 2003**.

December monthly payroll

The cut-off date for changes to the regular monthly payroll (including salary requisitions for

monthly paid employees) is **Monday Dec. 2, 2002**.

Salary advice statements will be mailed to departments on **Friday, Dec. 13, 2002**.

The December pay date for monthly employees will be **Tuesday, Dec. 31, 2002**.

Monthly salaries deposited to bank accounts will be available at the banks by **10 am, Dec. 31, 2002**.

Other Positions

**Research assistant
Geography Department**

Term: one year renewable

Deadline: Nov. 1, 2002 or until position is filled.
Apply to Harry McCaughey, Rm. D201 Mackintosh-Corry Hall, Department of Geography, Queen's University, Kingston, Ontario K7L 3N6, Canada Tel: 533-6035 (office) Fax: 533-6122.

Major responsibilities: assist with field installation and maintenance of climatological and flux equipment for long-term monitoring of carbon, water and energy fluxes from forest and disturbed sites in northern Ontario and Saskatchewan. This is part of Fluxnet-Canada, a new national network to examine the influence of climate and disturbance on carbon and water cycling in forest and peatland ecosystems; interrogation of sites and downloading of data by

radio telemetry; periodic visits to sites to check status; preparation of purchase orders and reports; communication with buyers and collaborators; data handling of baseline meteorological data; submission of data to a central archive using standardized protocols; maintenance of equipment inventory database; maintenance and updating of website.

Requirements: two-year diploma in environmental sciences (consideration will be given to an equivalent combination of education and experience; experience with installation/use of environmental monitoring equipment; ability to work independently and solve problems; leadership potential; excellent interpersonal and communication skills; proficiency in data entry and analysis (research experience desirable); ability to use or learn a variety of software application – word processing, spreadsheet, database management, statistical analysis, scientific graphing; valid driver's licence.

Salary: \$29,338

www.gis.queensu.ca/climatology/index.htm

www.geog.queensu.ca/climatology/index.htm



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Awards and Grants

The Chancellor Richardson Memorial Fund

The advisory committee of the Chancellor Richardson Memorial Fund invites departments and other university agencies involved in Canadian studies to submit proposals for the purchase of Canadiana teaching and research materials.

Details on these acquisitions and the Opportunity Fund can be obtained from the chair of the advisory committee, Professor Brian Osborne, or the secretary of the fund, Deborah Shea, Department of Alumni Affairs.

Proposals submitted by Jan. 17, 2003, to Deborah Shea, Secretary of the CRMF Fund, Department of Alumni Affairs, will be considered for funding.

The William M. Spear Endowment Fund for Pulmonary Research

June 1, 2002, marked the first awards offered due to the gen-

erosity of The William M. Spear Endowment Fund for Pulmonary Research at Queen's University. The fund was established through a bequest from the late William M. Spear, Meds 1927, in memory of Bruce Hopkins. The Richard K. Start Memorial (Respiratory Diseases) competition will be administered with the Spear endowment competition, with grants in the \$10,000 to \$20,000 range. For details, call Research Services, ext. 36081, or see www.queensu.ca/vpr/internal.htm. Deadline: Nov. 30.

Governance

Senate Meeting Nov. 28, 2002

Items for the agenda, should be delivered to the secretary by noon, Thursday, Nov. 14, 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 may be sent via email to senate@post.queensu.ca.

Notices

Lump sum additional voluntary contributions due by Nov. 15.

Members of the Queen's Pension Plan (QPP) with pensionable earnings under \$85,000 will have the opportunity to make a single, lump sum additional voluntary contribution (AVC) to their pension accounts in November.

Plan members who are currently making monthly AVCs by payroll deduction should receive a memorandum this week from the Department of Pensions, Investments and Insurance setting out the maximum lump sum contribution that they are entitled to make (please note, however, that in order to avoid overcontribution problems, only members whose estimate is in excess of \$200 will be notified).

Members who are **not** making AVCs in 2002 but who would like to make a lump sum contribution in November should contact the Pensions Office (36414) for an individualized calculation setting out their AVC limits for 2002.

The deadline for returning completed forms and a cheque to the Compensation Unit of Human Resources is **Nov. 15, 2002** (Cheques may be postdated to Nov. 30, 2002). Note that contributions received after this date will not be accepted.

For more information on AVCs and how they impact RRSP contribution limits, please visit the Finance Group web site off the administration section of the Queen's homepage, www.queensu.ca.

FALL SCENE



CELIA RUSSELL

Students walk past Agnes Benidickson Field between classes on a crisp autumn day recently.

Physical Education Centre

Recreation Skate Cancellations

Sat. Nov. 6 12:30-1:20 pm
and 4:30-5:20 pm
Sat. Nov. 9 4:30-5:20 pm
Fri. Nov. 22 12:30-1:20 pm
and 4:30-5:20 pm
Sat. Nov. 30 4:30-5:20 pm

Recreation Jogging Cancellation

Wed. Nov. 6 all day
Fri. Nov. 8 6:30-10:30 pm
Sat. Nov. 9 1:30-5:30 pm and
6:30-10:30 pm
Sun. Nov. 10 1:30-5:30 pm
Fri. Nov. 15 6:30-10:30 pm
Sat. Nov. 16 6:30-10:30 pm
Sun. Nov. 24 1:30-6 pm
Fri. Nov. 29 6:30-10:30 pm
Sat. Nov. 30 1:30-5:30 pm

Family Swim Cancellation

Sat. Nov. 30 10-11:30 am

Recreation Swim Cancellation

Sat. Nov. 23 4:30-6 pm and
9-10:30 pm
Fri. Nov. 29 4:30-6 pm and
10:30-11:30 pm
Sat. Nov. 30 4:30-6 pm

Cycling

Those interested in promoting cycling at Queen's, helping to improve cycling facilities, or exchanging cycling tips on commuting, may contact Ross Trethewey at the Phys-Ed Centre (rt8@post.queensu.ca). To subscribe to the mailing list send a blank e-mail to qbug-subscribe@topica.com.

PhD examinations

Thursday, Nov. 7

Samir P. Tabash, Chemistry. An Investigation of the Metabolism of Alkyl Substituted Polycyclic Aromatic Hydrocarbons by Cytochrome P450 1A Enzymes. Supervisor: R.S. Brown. 3112 Biosciences Complex, 1 pm.

Friday, Nov. 8

Dan R. Ghica, Computing. A Games-Based Foundation for Compositional Software Model Checking. Supervisor: R.D. Tennent. 524 Goodwin Hall, 12:30 pm.

David Andrew Loman, English. Somewhat on the Community-System Representations of Fourierism in the Works of Nathaniel

Hawthorne. Supervisor: M. Jones. 517 Watson Hall, 1:30 pm.

Thursday, Nov. 14

Andrea Kilgour, Psychology. Haptic Face Recognition: Behavioural, Neuropsychological, and Neuroimaging Perspectives. Supervisor: S. Lederman. Conference Room, Humphrey Hall (228), 2 pm.

Surplus Items

Stauffer Library offers for sale:

6 microfilm readers, Northwest, approximately nine years old, all in working order but in need of minor repairs.

For information or to view call Janet White at 32513. Submit sealed bids marked "Stauffer Library" to Fran Lanovaz, Purchasing Services, by 4 pm on Monday, Nov. 11. 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 damage 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

Asthma study

Males and females age 12 - 65 with asthma are needed to participate in new asthma research by Dr. D. Loughheed, Department of Medicine, Queen's University. One visit to Kingston General Hospital will be required. Participants will be compensated for their time and travel expenses. Details: Sheryl, at 549-6666, ext. 2645.

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. 533-6896.

Featured Author Roberta Hamilton



We are pleased to offer Roberta Hamilton's **Setting The Agenda: Jean Royce and the Shaping of Queen's University** at a 30% discount during this holiday season.

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Art

The Agnes Etherington Art Centre

University Avenue

Ongoing exhibitions – Contemporary Feature Gallery, Crack Nov. 16 – Feb. 9; Samuel J. Zacks Gallery, Jocelyn Purdie: Fortified Nov. 9 – Jan. 19; 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

Nov. 6: New opening reception, 4 - 6:30 pm. Polymer clay jewelry inspired by artist and Nature, by Eveline Mut.

Nov. 10: Opening reception, 2 - 4 pm for the Jocelyn Purdie: Fortified exhibition.

Nov. 14: Agnes Art Bus, Voyage Into Myth – Gauguin to Matisse at the Art Gallery of Ontario. Reservations and information: Mavis Goodman 542-5743 or Janet Hardy 549-8002. www.queensu.ca/ageth/

Union Gallery

Yesnomaybeso. Melinda Richka and Justin Lee. To Nov. 19, reception Nov. 16, 6-8 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.

Conferences

Four Directions Aboriginal Student Centre hosts the fourth

annual Aboriginal Studies Symposium, Nov. 16 and 17, 202 Policy Studies. 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 nat-sym02@post.queensu.ca.

Drama

The Drama Department presents Macbeth by William Shakespeare. Guest director Daryl Cloran. Rotunda Theatre, Theological Hall Nov. 5 - 9 at 8 pm, Matinee Nov. 9, 2 pm. Tickets \$10; \$8 students/seniors. Ticket information 533-2104. www.queensu.ca/drama

Music

Thursday, Nov. 7
Conducting master class, 120 Harrison-LeCaine Hall, 1 pm.
The Lithium Ensemble, contemporary chamber music. 120, Harrison-LeCaine Hall, 7:30 pm. Free.

Friday, Nov. 8
Elizabeth Gould. Colloquium on Nomadic wanderings: musing feminist analytical alternatives in music education. 124, Harrison LeCaine Hall, 12:30 pm. Free.

Sunday, Nov. 10
Day of Percussion
Workshops and performance by Queen's Percussion Ensemble. 120, Harrison LeCaine Hall. 9:30 am - 6 pm. \$10 at door.

Monday, Nov. 11
Queen's Polyhymnia all women's choir, will participate in Remembrance Day service. 10:30 am, Grant Hall.

Friday, Nov. 15
Artist-in-residence Heather Schmidt, composer and pianist. 124 Harrison LeCaine Hall, 12:30 pm.

Piano master class 124 Harrison LeCaine Hall, 4 pm. Free.
Queen's Symphonic Band, conducted by John Palmer, McArthur auditorium, West Campus, 7:30 pm. \$6, students and seniors, \$3.

Saturday, Nov. 16
Heather Schmidt recital, Dunning Auditorium, 7:30 pm. \$10, students \$3 (BMus students free). For a complete listing of the School of Music concert series, see www.queensu.ca/music.

Departmental seminar schedules

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

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

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

Wednesday, Nov. 6
Annual Archives lecture
Jacalyn Duffin, Hannah Professor

of the History of Medicine. What Goes Around, Comes Around: Medical Tuition and Political Action. 202 Policy Studies, 3 pm. RSVP: 533-2378.

History
Insults of a Woman: Honour Codes, the Press, and the Idea of Responsibility in Uruguay 1850-1920. Presented by the History Department, Noon, room 517, Watson Hall.

Thursday, Nov. 7.
Peter Kreeft, Professor of Philosophy, Boston College, presents two lectures in Stirling Hall. At 3 pm, Stirling A, C.S. Lewis: His Life, His Thought and His Spirituality. At 7 pm, Stirling D, Moral Relativism in Today's Society. Sponsored by Newman House, the Roman Catholic chaplaincy at Queen's. Details: www.newmanhouse.ca or phone 546-2495.

Tuesday, Nov. 12
Art
Clifford M. Brown. Fact and Fiction Regarding the Appointments of the Studioli of Isabella d'Este in Mantua. Agnes Etherington Art Centre, 5:30 pm.

Thursday, Nov. 14
Art Matters Series
Jocelyn Purdie. Adventures in construction and body maintenance, Agnes Etherington Art Centre, 12:15 pm.

HELP LINES

Campus Security Emergency Report Centre:
533-6111

Human Rights Office
533-6886
Irène Bujara, Director

Sexual Harassment Complainant Advisors:

Margot Coulter, Coordinator
533-6629

Millard Schumaker – Religion
533-2106 ext. 74323

Chuck Vetere – Student Counselling
533-2893 ext. 77978

Anti-Racism Complainant Advisors:
Stephanie Simpson, Coordinator
533-6886

Audrey Kobayashi – Geography,
533-3035

Anti-Heterosexism/Transphobia Complainant Advisors:
Julie Darke, Coordinator
533-6886

Eleanor MacDonald, Politics
533-6631

Coordinator of Dispute Resolution Mechanisms

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

Sexual Harassment Respondent Advisors:

Paul Banfield – Archives
533-6000 ext. 74460

Mike Stefano – Purchasing
533-6000 ext. 74232

Greg Wanless – Drama
533-6000 ext. 74330

Anti-Racism Respondent Advisor:

Ellie Deir – Education
533-6000 ext. 77673

Internal Dispute Resolution
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 Hooey
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.

Missed your copy of the QUEEN'S GAZETTE?

Download the latest issue by going to www.queensu.ca/newscentre and clicking on the On-line Gazette button. The page also features a list of our upcoming publication dates and deadlines, paid advertising information and an invaluable archive of Gazette issues dating back to January, 2000.

For news and information between issues of the Gazette, be sure to check Campus News on the News Centre page daily.



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Offer valid until November 30, 2002

CALENDAR

Page 16

Queen's Gazette

Nov 4, 2002

Special Events

Annual Gem and Mineral Fundraising Sale

Nov. 7, 8, Miller Museum of Geology, Miller Hall. 9 am - 5 pm each day. Featuring Grenville Minerals and Alpine Gems. A portion of sale proceeds will go to support the museum's educational tour programs and new exhibits. Details: Mark Badham, ext. 36767.

Monday, Nov. 11 Remembrance Day service

Grant Hall, 10:53 am, Queen's Chaplain Brian Yealand conducting the service. At 2:30 pm there will be an unveiling of a new plaque honoring three members of the Queen's community who lost their lives in WWI but were not named on the plaque in the Memorial Room.

Free flu shot clinic

Environmental Health and Safety and the KFLA Health Unit presents a free flu shot clinic for faculty, students and staff. The clinic will be held Tuesday, Nov. 19, 2 pm-6:30 pm, K.C.V.I. (cafeteria) 235 Frontenac Street. Another clinic will be held Wednesday, Nov. 20, 9 am to 2 pm, B204 Mackintosh-Corry.

Friday, Nov. 22 Kingston - 2002 Tri-University Dinner

Alumni Associations of McGill University, the Royal Military College of Canada the Kingston Branch of the Queen's University Alumni Association present the 2nd Annual Tri-Universities Dinner. Holiday Inn. \$45 per person, reception at 6 pm, followed by dinner at 7 pm. Bernard Shapiro, Principal and Vice-Chancellor of McGill University is keynote speaker. Details: Glenda Fralick, at 533-6000 ext. 77919 or fralickg@post.queensu.ca.

Courses and Workshops

Ban Rich Centre, 32 Queen's Cres.

Nov. 7
Linda Baker, photographer. After you find the image: some techniques in photography. Noon. Photos on display to Dec. 6.

Nov. 12
Betty-Anne Howard, Money Concepts and Mary Ann Higgs, lawyer. Estate planning: the basics and beyond. Noon.

Monday, Nov. 4

Positive Space information session
Learn how to help make your work or residence space affirming of sexual and gender diversity. This session is open to all staff, students and faculty. Noon-2 pm. To register, go to www.queensu.ca/humanrights and fill out the on-line application form.

Queen's Institute of Lifelong Learning (QUILL)

Sunday Lecture Series, B201 Mackintosh-Corry Hall, 2 pm.

Nov. 10
John Brown, What is Remembrance?

Nov. 17
Bea Corbett, Canadian Wrens, Radio Intelligence and the Pacific War.

Basic mediation skills

Dec. 2-6, 9 am to 5 pm, Room 415, Theological Hall. Facilitator: Ruth Sirman, President, Can-Mediate Consulting. \$680 (includes lunch and two nutrition breaks a day)

Registration deadline: Nov. 15

For registration/further information, contact: Lynda Price, qtcconed@post.queensu.ca. Phone 533-3170, Fax 533-6879.



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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.