



QUEEN'S GAZETTE



It pays to gaze P8



Here's a bright idea P3

STAFF STARS



CELIA RUSSELL

The university honours this year's Queen's Special Recognition for Staff Awards winners. Front row, from left: Wendy Lloyd (Human Resources), Bernice Ison (Electrical and Computer Engineering), Maxine Wilson (Philosophy) and Brian Secker (Faculty of Education Building Assistant team). Back row, from left: Kathy Goodfriend, Karen Donnelly and Sherril Barr (Department of English team), Nancy Somers (Law), Ken Montroy and Troy Laporte (Faculty of Education Building Assistant team). They will receive their awards at 12:30 pm today at the Principal's Reception (noon - 1:30 pm) in Grant Hall.

Research funding sets record

EXTERNAL FUNDING UP 43 PER CENT; EIGHTH IN CANADA FOR AWARDS PER FACULTY

By NANCY DORRANCE
News and Media Services
Queen's researchers received a record amount of funding to support their projects over the past year, and per capita are among the most "research intensive" faculty in the country.

With close to \$130 million in external research revenues for 2001/2002, Queen's experienced a 43-per-cent-increase over the previous fiscal year's total of \$90.3 million. This figure includes funding to Faculty of Health Sciences researchers, but not the hospital research component.

"This is an extremely significant achievement for our researchers," says Vice-Principal (Research) Kerry Rowe. "The innovation and excellence of Queen's research projects continue to be recognized on a national and international level. In an environment that is highly competitive for funding support, it is a testament to the quality of research being conducted at Queen's."

The university also stood out in a recently published *National Post* survey, "Canada's University Innovation Leaders." Prepared by Research Infosource Inc. with information from Canadian university business officers, the survey reports research funding for 1999/2000 and 2000/2001 for the country's top 50 research universities. Queen's placed 14th in total research awards for fiscal 2001, and eighth in funding per faculty member.

"It's not surprising that the larger universities continue to receive a greater proportion of overall funding," notes Dr. Rowe.

See RESEARCH FUNDING: Page 2

Chancellor calls for more investment in Canadian education, training

Charles Baillie, Queen's Chancellor and Chairman and CEO of TD Bank Financial Group, has received the 2002 Visionary Award from the Office for Partnerships for Advanced Skills in Kingston (OPAS).

The event, sponsored by Bell Canada, took place last week at Queen's Goodes Hall Atrium and

was broadcast live to 22 university and college campuses in Ontario, British Columbia and Alberta to approximately 3,000 participants. The seminar, a forum for industry representatives, university faculty and students to come together to hear an informed vision of the future, was also simultaneously webcast.

In his address, entitled From Vision to Reality - Our Country, Your Future, Mr. Baillie discussed the critical need for Canada to improve its standard of living. He cautioned his listeners to not be lulled into a false sense of security. "You need only look at our cities' crumbling sewers, overburdened

transit systems and rising homelessness levels to see how thin the veneer of quality really is."

He also commented on the need to invest in education and training. "If we want to keep head offices in Canada, we need to have a better-educated, more productive work force than the alternative choices."

See INVESTMENT: Page 2

University launches coordinated timetable project

By CELIA RUSSELL

When the university discovered it couldn't find space for all the courses in the Queen's timetable, it signalled the time had arrived to change the system.

"The first watershed was 1999 when we were not able to room all the courses," says John Pierce, Associate Dean of Arts and Science and chair of the joint working group charged with developing a coordinated, computer-assisted timetable for the university. "The problem was eventually worked out - but we

knew that it could happen again unless something changed."

As Queen's faculty and staff involved in timetabling courses know, the current process is time-consuming and fraught with conflicts.

Timetabling has been done by individual departments since 1967 under a model that is highly decentralized. The new approach will bring a degree of coordination across the university that should ultimately provide greater flexibility.

Along with reducing conflicts,

the new coordinated system could also affect future building projects by helping to program the type of classroom or teaching resources required. This capacity to plan ahead is particularly important with the advent of the increasing enrolment and changes in both curriculum design and delivery.

The University Timetable Committee, consisting of faculty, staff and student representatives from across campus, aims to have the computer-assisted timetable on-line for September,

2004. As part of the major university initiative, a simulation will take place in October, 2003. Departments will prepare their timetables in the usual way, with the data, along with additional information subsequently being used to compile a simulation of their timetables using the new scheduling software. This will provide them with an example of what their timetables could look like, with ample opportunity for feedback and further simulation if needed.

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Queen's News Centre

SKATING SOCIAL



CELIA RUSSELL

Rhonda McKnight (Physical and Health Education) takes a spin on the ice at the Queen's University Staff Association skating party last Wednesday at the Jock Harty Arena. A large crowd enjoyed the party, part of QUSA's 30th anniversary celebrations.

QUEEN'S
GAZETTE

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Research funding

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"When research intensity is measured, however, Queen's faculty fare extremely well."

This was demonstrated recently in the latest round of NSERC Strategic Projects grants, which target early stage research with the potential to lead to breakthrough discoveries.

Queen's researchers were almost twice as successful in strategic grant applications as

their counterparts at other Canadian universities (66 per cent success rate compared to the average rate of 34 per cent).

Four Queen's projects received a total of \$1.9 million over five years: Vladimir Krstic (Mechanical Engineering, \$291,000) Development of lead-free piezoelectric ceramics based on doped binatino BiNaTiO₃.

Ian Moore (Civil Engineer-

ing, \$540,140) Sustaining urban pipeline infrastructure with trenchless installation and replacement.

Kent Novakowski (Civil Engineering, \$491,700) Predicting aqueous-phase transport in complex fracture networks at various scales - improvements in groundwater management.

John Smol (Biology, \$585,000) Development and

application of water quality assessment tools in Nova Scotia and southern New Brunswick lakes using paleolimnological and modeling techniques.

me.queensu.ca/civil.queensu.ca/people/faculty/moore/index.htm
civil.queensu.ca/people/faculty/Novakowski/index.htm
biology.queensu.ca/faculty/smol.htm

Investment

continued from page 1

The sixth-annual Visionary Seminar was organized by the OPAS. Previous Visionary speakers have included Ted Rogers (CEO, Rogers Communications), Jean Monty (then Chief Executive, Nortel), John Sheridan (President, Bell Canada), John Cleghorn (then Chairman and CEO of Royal Bank Financial Group) and Mike Lazaridis, (President and Co-CEO of Research In Motion).

OPAS is a partnership of all Ontario universities and leading Canadian companies, dedicated to advancing industry/university partnerships and an affiliate of the Council of Ontario Universities.

To listen to Mr. Baillie's full speech, visit opas.ir-live.com

IN BRIEF

Romanow to speak on health care

All are invited to hear Roy Romanow, Commissioner on the Future of Health Care in Canada speak on the final Report delivered to Canadians, Building on Values: The Future of Health Care in Canada, Tuesday, Dec. 3 at 4 pm in 202 Policy Studies.

Timetable

continued from page 1

"Our goal is to keep the first year as simple as possible, to get it done and to make it work," says University Registrar Jo-Anne Brady. "We expect improvements to be realized in future."

The new software will build on the existing automated room assignment portion of the process, she stresses. "What we have learned through the course of the room assignment part of this process we are not going to throw out."

Departmental feedback is and will continue to be an essential part of the process. "It is important to get the word out that we are coordinating the existing system, not changing it. There is nothing to fear here and we are here to listen."

McMaster and Trent are currently using the software and the Registrar's office has enlisted their project manager as a consultant to work with university representatives and the Quebec software company Infosilem to customize the Queen's solution.

The automated system offers many advantages to departments, including the ability to offer different models and simulations, with the ultimate goal of reducing departmental work load.

It will also make life easier for students in medial and many of the emerging cross-disciplinary studies such as Development and Women's Studies. "The current calendar says that certain required courses are available yet these students are unable to

timetable their courses because the departments' timetables are not coordinated," says Ms. Brady. "There is no standardized mechanism for how

departments choose times for their courses."

Project updates will continue to be distributed to departments as they are available.

Advantages of a computer-assisted, university-coordinated timetabling system

A computer-assisted, coordinated timetabling system will allow:

- a) modeling and testing the implications of:
 - program changes
 - different types of timetabling patterns
 - changes to the availability of rooms
 - changes in student enrolments
- b) interdisciplinary and cross-faculty program and course scheduling and introducing new programs;
- c) conflicts to be readily identified and remedied;
- d) the university to monitor more effectively the use of space and to identify opportunities for improving the use of space;
- e) the prediction of the need for certain types of rooms. With this software the university should be able to monitor more effectively the types or styles of teaching rooms most or least often requested. This will assist in planning future buildings or the renovation of existing classroom space;
- f) for reduced workload and frustration for timetable consultants;
- g) requests from instructors concerning rooms and timetabling to be more easily evaluated and accommodated where possible.

The committee also recommended retaining the current teaching week of 8:30 am to 5:30 pm Monday to Friday. At this time it is planned that regular academic activities will not normally be scheduled or held between 5:30 and 7 pm so as to create open time in the week for student activities. It also recommended that evening courses take place between 7 and 10 pm, be assigned a separate slot system and be excluded from the definition of the "normal teaching week."

Excerpted from the University Timetabling Committee's recommendations to the Vice-Principal (Academic).

Queen's-led supercomputing laboratory powers up TOP500 international list

The Queen's-based High Performance Virtual Computing Laboratory (HPCVL) has achieved the highest ranking for a Canadian site on an elite international "TOP500" list of the most powerful supercomputer sites worldwide.

Announced at the recent International Super Computing Conference in Baltimore, Maryland, HPCVL's ranking as first in Canada and 196 internationally is a significant change from its standing just six months ago and secures its place among the world's most powerful and sophisticated computer sites.

"HPCVL has grown quickly

to become the premier research High Performance Computing (HPC) centre in Canada," says Ken Edgcombe, executive director, HPCVL. "HPCVL is enabling research excellence and growth in emerging scientific and technological areas important to Canada's economy. We are delivering world class high performance computing capability to Canadian researchers who are developing innovations with global significance."

HPCVL is a collaborative initiative of four eastern Ontario academic institutions—Carleton University, University of Ottawa,



Queen's University, and Royal Military College of Canada to provide Canadian researchers with the high-performance computing resources they need to conduct innovative research and shorten the time it takes to make

scientific breakthroughs.

The "TOP500" list of the world's most powerful computer systems has been compiled semi-annually since June 1993 to facilitate the establishment of collaborations, the exchange

of data and software, and provide a better understanding of the high-performance computer market.

HPCVL is helping Canadian researchers working in areas involving the mysteries of the sun, drug design, environmental solutions, and understanding the human brain. Research in a variety of disciplines is being conducted: Bioinformatics, Photonics, Advanced Materials Science, Computer Aided Molecular Design, Computational Chemistry, Astrophysics, Applied Parallel Computing, Econometrics, Psychology and Civil Engineering.

Many small acts of conservation help fight spiralling electrical costs

By REBECCA SPAULDING

Conserving electricity makes more sense than ever before, given the current electrical market.

On Nov. 11, the provincial government stepped in and froze the price consumers pay for electricity at 4.3 cents/kilowatt hour. This was to help cushion consumers from the roller coaster power costs seen during the first seven months of Ontario's newly deregulated electrical market.

It is still important to conserve both at work and at home, Physical Plant Services officials say.

In the current electrical market, conserving power is especially important. Using less electricity creates immediate price savings. It also reduces pressure on the province's overall supply of electricity and can help drive down the price.

"The less electricity we use, the less we have to pay per kilowatt-hour," says Ken Hancock, PPS engineering manager. "If collectively we conserve, we could help decrease the demand, and therefore the spot market price for electricity and bring significant savings to everyone in the province."

Regardless of this recent poli-

cy change, the fundamentals of supply and demand still apply: increase the demand and the real cost of electricity rises. The province supplements its supply with expensive imported electricity and by generating electricity from low efficiency sources.

"The Ontario electricity supply system experienced new, higher peaks this past summer and Ontarians were very lucky that there were no "brown outs" or "black outs," says Mr. Hancock. "Some major generators are off line undergoing major repairs, hence Ontario is unable to meet the demand with its own generators during those peak periods."

In theory, deregulating the price of electricity will create a competitive environment that will attract business investment in new power plants, boosting the electrical supply and ultimately bringing down its price. Until that happens, the real cost of providing electricity is expected to increase and the full cost to be paid either through rates or taxation.

For instance, the hourly electrical price peaked at 11 cents/kilowatt hour the day following the government's

announced new cap. Even though the consumer may not pay this increased cost on their utility bill, the electrical supplier still has to be paid the full amount.

PPS takes energy conservation seriously. It has been integrating electrical conservation measures into old and new building systems for the past few decades. Recently, a minor redesign of the wiring in Douglas Library made it possible for the lights on the second floor to

be turned out conveniently when the library was closed. This change saw a drop in the library's electrical consumption by 160 kilowatt hours per day.

Individuals on campus have a powerful effect on the university's energy consumption. The lights people control and equipment that they plug in account for a significant portion of the total electricity used on campus..

Electricity accounts for about half the university's utili-

ty bill and it is the highest-cost energy that we use.

One small act of switching off the lights when leaving a room may seem insignificant. But what if each student, staff and faculty member did one small thing to reduce their use of electricity on campus each day? The cumulative impact of about 20,000 acts to conserve would be significant. Hence, every little act is important and has a positive effect.

United Way campaign moves closer to goal

STILL ROOM FOR GROWTH, CAMPAIGN CO-CHAIR SAYS

By DAVID PULVER

A lively Queen's 2002 United Way campaign has once again helped to motivate faculty, students and retirees to give generously.

Heading into the last few days of the campaign, the thermometer had hit \$210,000, more than 80 per cent of its target, and was still rising towards the goal of \$260,000 for the year.

Students have donated more than \$20,000, and retirees \$44,000.

Eddy Campbell, who represents the faculty, says that although the campaign officially wrapped up on Nov. 30, people can still donate into January 2003.

"Some donors prefer to wait until the last minute to support the campaign. Late or not, we're still happy to accept their gift." Also, he says, "some people, for their own reasons, send their contributions direct to the Kingston and District United Way."

Dr. Campbell (Math and Statistics) is campaign co-chair this year with Lauren Sharpe, who represents non-unionized employees, and Mark Publicover, representing unionized employees.

With the participation of 22 per cent of Queen's faculty, staff and students, the university is the largest single group in the Kingston community to support the United Way.

"There's lots of room for growth," Campbell says. "I'd like to see it much higher. We have to ask ourselves, 'how do we reach a greater percentage of people on campus?'"

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Debenture supports Queen's growth spurt

Financial markets have cast a vote of confidence in Queen's, investing \$90 million in the university through a debenture offering this month. Nearly two-thirds of the funds will be used to fund new student residence building projects and will be repaid through residence fees paid by students opting for on-campus accommodation and meals. The university's residence system operates on a self-funding basis, as an ancillary service.

The remaining one-third of funds raised will be used to retire existing debt and complete Chernoff Hall.

The debenture offering was part of an overall financial strategy adopted by the Board of Trustees in support of the largest period of capital expansion in the university's history.

Perhaps the most important signal to investors was the university's credit rating, as

assigned by the rating agencies: Standard & Poor assigned a rating of AA+, while the Dominion Bond Rating Service gave Queen's a rating of AA (high). The ratings are a grade higher than the province of Ontario and matched only by the University of Toronto in the higher education sector.

When brought to market on Nov. 12, the entire debenture issue was sold out within a matter of minutes and was substantially oversubscribed.

"There's no doubt that the outstanding quality of our students, faculty and staff had a great deal to do with our success in raising these funds," says Principal Bill Leggett. "These funds will play an important role in helping Queen's prepare for the double cohort with new residence and classroom space."

The debenture approach offers a cheap and efficient

Credit Ratings (Standard & Poor)

AAA	Extremely strong
AA+	Very strong
A+, A, A-	Strong
BBB+, BB, BBB-	Good
B+, B, B-	Weak
CCC	Very weak
CC	Extremely weak

Select Public Universities:

University of Texas System	AAA
Queen's University	AA+
University of Toronto	AA+
University of California System	AA
University of Delaware	AA
University of Maryland	AA
McMaster University	AA
University of Michigan	AA
Univ. North Carolina-Chapel Hill	AA
University of Virginia	AA
McGill University	AA-

- With files from The Times Higher Education Supplement (Sept. 20, 2002)

method of borrowing, says Tom Thayer, Special Advisor to the Vice-Principal (Operations & Finance) and project manager for the debenture issue.

"With the strength of the credit rating assigned to Queen's, we were able to ensure that interest costs were kept to a minimum. These cost savings will in turn be passed on to the students," he says.

Over the past few years, universities have increasingly looked to debt markets to help fund capital growth, particularly in the financing of residences and other ancillary operations. In Canada, University of Toronto, University of British Columbia, McGill University and McMaster University are among those who have also raised funds through the issue of unsecured debentures. It is reported that Simon Fraser, Laval, St. Mary's and St. Francis Xavier are soon to follow with their own offerings.

Media focuses on Queen's eye-contact and eye-health research

QUEEN'S IN THE NEWS

Highlights of Queen's experts in the media

■ Nov. 13 – Nov. 26

Jo-Anne Brady (Registrar) comments in the most recent issue of *University Affairs* on the RBC-Royal Bank/Queen's Student Line of Credit program, which makes Queen's the first Canadian university to guarantee bank loans for some students who don't qualify for government assistance.

Queen's Theological College's innovative programs — including estate planning, resource management, and restorative justice for students who want to work as prison chaplains — are covered in the most recent issue of *University Affairs*.

Jonathan Rose (Political Studies) comments on whether the media and public need to know at all times the whereabouts of the prime minister in the *Montreal Gazette*, *Ottawa Sun*, *Vancouver Province*.



Mendelsohn

become a Canadian value, is quoted in a *Toronto Star* editorial page column.

Harvey Lazar (Institute of Intergovernmental Relations), lead author of a new study on Medicare for the Romanow commission, comments on its findings in the *Globe and Mail*, *Ottawa Citizen*, *National Post*, *Toronto Star*, *Vancouver Sun*, *Kingston Whig-Standard*, *Regina Leader Post*, *Edmonton Journal*, *Victoria Times-Colonist*, *Calgary Herald* and *Montreal Gazette*.

Hans-Peter Loock (Chemistry) describes the various uses of

lasers in a *Toronto Star* feature on the top five inventions of the 20th century.

The *Vancouver Sun* reports that a new study, *Immigrant Earnings: Age at Immigration Matters* published by the **School of Policy Studies** shows that younger immigrants tend to better integrate into Canadian society, make a better living and contribute more to the tax base.

Walter Rosser (Family Medicine) is interviewed on *CBC Radio* about legal liability for compensation settlements when nurse practitioners are successfully sued.

Principal William Leggett's views on how to keep top Canadian students from leaving for better teaching and research opportunities in the United States are covered in the *National Post*.



Hiebert

Janet Hiebert (Political Studies) comments in the *St. Catharine's Standard* on proposed changes to Niagara's federal and provincial electoral maps.

Roel Vertegaal (Computing) is interviewed on *CBC Ontario Morning* and *CBC Later the Same Day* about his study of the effect of eye contact in video conferencing and other group conversations. Vertegaal's research is also reported in the *Victoria Times Colonist*, *Edmonton Journal*, *St. John's Telegram*, *Kingston Whig-Standard*, *London Free Press*, *Nanaimo Daily News* and *Calgary Herald*.

CBC Ontario Morning interviews **Joan Stevenson** (Physical and Health Education) about her research on ergonomically designed backpacks.

Paul Wiegert's (Physics) discovery, with an international team of astronomers, of an asteroid that follows Earth's orbit around the Sun, is featured on the web site of the UK publication *New Scientist*, and on *Discovery TV*.

David Lyon (Sociology) is interviewed in the Italian publication *Il Manifesto* about his new book *Surveillance Society: Monitoring Everyday Life*.

A study released by Queen's Institute of Intergovernmental Relations, dealing with Canadian support for the Charter of Rights and Freedoms despite an increase in respect for authority is featured in the *Globe and Mail*.



Cordy

Jim Cordy (Computing) comments in a feature article in the *Ottawa Citizen* about Extreme Programming, a new collaborative approach used in business to get better results faster.

Douglas Bland (Policy Studies) is interviewed by the *Ottawa Citizen* on his contention that the country's military prowess has been slowly whittled away since the 1950s.

Harvey Lazar (Inter-Governmental Relations) is interviewed on a *CBC News* special inquiry into the state of Canada's health system.

Lewis Johnson (Business) comments in the *National Post* on media rankings of universities.

Stewart Fyfe (Political Studies) comments in the *National Post* on how the diverse cultural identities of Canada's regions play into the complexity and extent of their regulations.

Richard Lindgren (Law) comments in the *Kingston Whig-Standard* on some of the legal implications if the link between coal tar and sickness at Kingston's OHIP building is proven.

The research of **Sanjay Sharma** (Ophthalmology) on his discov-

ery that vitamins can be used to slow progress of macular degeneration is covered by *CTV News*, *The Medical Post*, *CBC Radio Ontario Morning*, *Reuters.com* and *The Kingston Whig-Standard*.

Merv Daub (Business) comments in a *Toronto Star* feature on the track record of economic forecasters.

Blaine Allan (Film Studies) comments in the *Globe and Mail* on marketing strategies for films and the obsession of studios with branding.

Charles Baillie's (Chancellor) address to Queen's students, and to students across the country via satellite following his acceptance of the 2002 OPAS Visionary Award, is reported in the *Sudbury Star*, *Kingston Whig-Standard*, *St. Catharine's Standard* and *Niagara Falls Review*.



Mufti

Salman Mufti (Business) comments in a special *National Post* section on business schools and their need to pay attention to what employers are looking for.

Mark Badham (Geological Sciences), curator of the Miller Museum, comments in the *Kingston Whig-Standard* on a report on the state of museums, galleries and historic sites in the Kingston area.

Brian Cumming's (Biology) research providing new evidence that significant natural climate shifts have occurred regularly over the past 6,000 years is covered in the *Kingston Whig-Standard*.

William Leiss's (Policy Studies) views on governments' risk management and risk-issue management are reported in the *Globe and Mail*.

The *Kingston Whig-Standard* reports that researchers **Katherine Wynne-Edwards** (Biology) and **Kristan Aronson** (Community Health and Epidemiology), will receive a \$100,000 grant from the Canadian Breast Cancer Foundation for their study of hormones in girls and young women that may result in clues to the causes of breast cancer.



Stairs

Jean Stairs (Theological College) comments in the latest issue of *University Affairs* about those who are interested in the study of theology rather than committing themselves to the ministry.

Naomi Alboim (Policy Studies), a consultant in immigration and refugee matters, comments in the *Globe and Mail* on the lack of organizations providing training and job-finding help for internationally educated workers.

Shawna O'Grady's (Business) expertise is highlighted in a *Globe and Mail* article on strategies for obtaining references when job-hunting.

Douglas Bland (Policy Studies) is interviewed on *CTV NewsNet* about the terrorist threat to Canada.

Kenneth Edgcombe (High Performance Computing) is interviewed by *CKWS TV* and *CBC's Ontario Morning* about placing first in Canada for the TOP500 super computer list.

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



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Flu shot benefits far outweigh the risks

Now that the flu season has arrived, we are all being urged by health officials to get our flu shots. But the provincial government's campaign to promote this vaccine prevention program is not without controversy. Some members of the public continue to have reservations. The Queen's Gazette posed the following questions to Dr. Ian Gemmill, an Associate Professor in Community Health and Epidemiology, Medical Officer of Health for the Kingston, Frontenac and Lennox & Addington area, and a member of the Health Canada National Advisory Committee on Immunization.



IAN GEMMILL

Q&A

Is there clear evidence to show that influenza immunization programs work?

There is no question that influenza vaccine provides good protection against influenza in at least 70 per cent or more of healthy individuals who are immunized. In individuals who may be compromised, the efficacy may be less. Furthermore, if the predictions for the circulating strains are not correct, as happens every decade or two, and the vaccine components do not match the circulating strains, the vaccine will not provide full protection. Notwithstanding, influenza vaccine provides the most effective, the longest lasting, the safest and the least expensive protection against influenza each year.

Evidence that influenza programs reduce the impact of influenza has been less fully studied. Potter et al showed that influenza immunization of health care workers in long-term care hospitals reduced the mortality of influenza among elderly patients in those institutions. A Japanese study showed that vaccinating school children against influenza provided protection and reduced mortality from influenza among older persons. Thus, there is an ever-increasing body of knowledge that providing influenza vaccine on a population basis will significantly reduce the effects of this infection. In addition, this conclusion makes empirical sense, since as more and more people are made immune through vaccination each year, the virus will have less and less chance to circulate. The exact level of immunization of the population to achieve this goal, however, is probably well over 50 per cent, a level that the Ontario influenza immunization program has not yet achieved.

What are some of the common myths associated with influenza vaccine?

MYTH: The vaccine causes influenza.

FACT: Influenza vaccine is prepared by killing the virus during the manufacturing process. Therefore there are no infectious particles in the vaccine and the vaccine is incapable of causing influenza. It is probable that people who claim to have influenza after receiving influenza vaccine are either incubating it before receiving the vaccine, as it takes up to two weeks to achieve full protection, or have confused influenza with another respiratory infection that they were incubating.

MYTH: The vaccine does not work because it contains last year's strain.

FACT: Because influenza vaccine can mutate so readily, there is an international laboratory program of surveillance for this

virus to monitor its evolution. Each year, the World Health Organization reviews all of the circulating strains around the world and makes a recommendation for the vaccine components that should be used in the northern hemisphere. This recommendation is based on the best available knowledge and is accurate at least 18 or 19 times out of 20. It is possible, however, that the virus will mutate so significantly that vaccine strain may provide less than expected protection against the strain that is circulating.

MYTH: The side effects of the vaccine are worse than the disease.

FACT: Most people experience only local side effects to this vaccine. The occurrence of fever is more likely in younger individuals who are first time vaccine recipients. Repeat vaccine recipients on average have no greater side effects than those who would receive a placebo injection. When fever occurs it lasts usually no longer than a day or two.

As more and more people are made immune through vaccination each year, the virus will have less and less chance to circulate.

Are there risks associated with receiving influenza immunization?

Most people have few or no side effects, aside from local reaction, to an influenza immunization. This reaction comprises soreness at the injection site. A few people may experience fever or muscle aches for a day or two after receiving the vaccine.

There may be serious side effects associated with any medical intervention including immunization. Life-threatening allergic reactions to vaccines are extremely rare and in the case of influenza vaccine are probably due to hypersensitivity to egg protein, which is present in tiny amounts in influenza vaccine. People with severe anaphylactic allergy to eggs should not receive influenza vaccine.

There is a very small association with Guillain-Barré Syndrome, a form of muscle weakness and paralysis. Guillain-Barré Syndrome occurs following infections, following surgery and following some immunizations. There are a handful of cases that occur each year in Canada with influenza vaccine possibly contributing one additional case per million doses of vaccine administered.

Finally, some individuals over the last two years have experienced a syndrome called oculorespiratory syndrome after receiving influenza vaccine. This side effect is uncommon (less than 1,000 cases per year among eight million doses of vaccine distributed) and not life threatening. This syndrome usually is absent or milder with repeat vaccine doses. Previous ocular respiratory syndrome is not a reason to avoid influenza vaccine unless it was associated with severe wheezing.

It is important to note that the risk of illness and death associated with influenza disease is far greater than any risk from the vaccine. Influenza vaccine saves many lives every year and allows many more people to carry on with their usual activities, rather than spending days in bed with fever, muscle aches, headache, sore throat and cough.

Are there any specific issues related to giving influenza vaccine to children?

There is evidence from the United States that providing influenza vaccine to younger children may have the same beneficial effects of preventing hospitalization and complications as it does for the elderly. While this research has been limited to certain populations in certain parts of the United States and may not be generalizable, there may be definite benefit in providing children with influenza vaccine.

Children under nine years old who have never had the influenza vaccine before should have two doses at least one month apart. In subsequent years, one dose is sufficient. Children with high-risk medical conditions or frequent ear infections are especially recommended to have the vaccine annually. Evidence is emerging that widespread immunization of young children can reduce the incidence of influenza in a given community. Young children shed larger quantities of virus over a longer duration than older children and adults; they present a greater risk to elderly members of the household and the community. If children do get influenza, this may cause hardship for parents who have to take time off work to care for them. Thus, the use of influenza vaccine in children can both prevent complications in individuals and prevent spread in communities.

Have there been significant advances in treating influenza?

Prevention is still the most effective way of reducing the incidence and impact of influenza in our community. Over the last several years, new antiviral agents called neuraminidase inhibitors have been developed, which, if given early in the disease, will reduce the length of time during which a person will be ill. To be effective however, the illness must be recognised and documented early and this treatment instituted quickly. In addition, treatment of influenza with neuraminidase inhibitors is an expensive way to deal with this disease, costing the patient \$50 or more for a course of treatment. The real advantage of neuraminidase inhibitors appears to be their use in prevention of influenza to limit the impact of outbreaks when cases occur in institutions.

BEATING THE FLU BUG



STEPHEN WILD

Angela Shepherd of the Kingston, Frontenac, Lennox and Addington Health Unit vaccinates student Karen Reid, one of the many who turned out to the recent free clinic in Mackintosh-Corry Hall. The clinic was sponsored by the Department of Environmental Health and Safety.

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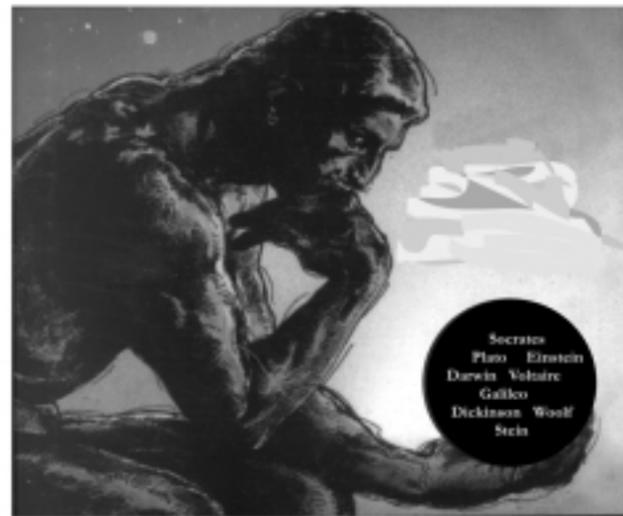
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VIEWPOINT

CHRISTINE OVERALL



Aboriginal students deserve own admissions policy

Should there be special admissions policies for Aboriginal students at Queen's University? I think the answer is yes. Queen's has an explicit agreement with the province of Ontario to develop a supportive and welcoming environment for Aboriginal students.

The Aboriginal Council of Queen's University (ACQU) – a partnership between Aboriginal communities and the university – was created in 1993 in response to the Ontario Government's Aboriginal Education and Training Strategy, in which the province gave funds to Queen's to establish Aboriginal programs and services on campus.

Just as important, the 1996 Queen's University Report on "Principles and Priorities" identifies the promotion of diversity and the equal dignity of all persons as fundamental values at this institution. Encouraging the enrolment of Aboriginal students is one way of honouring those values.

For Aboriginal students as well as Aboriginal staff and Aboriginal faculty to feel welcome on this campus, it's important to build a "critical mass" of Aboriginal people at Queen's. Offering Aboriginal students the opportunity of a Queen's education is of clear benefit not only to the students admitted, but also to the communities where they live, to the academic culture of this university, and to the province as a whole.

Some faculty members have objected to special policies for the admission of Aboriginal students on the grounds that "quotas" are inappropriate at this institution. However, establishing a policy for admission of Aboriginal students does not set a quota; it creates an opportunity. Not all of the places set aside for Aboriginal applicants need be filled if some applicants in a given year do not meet the necessary standards. If unfilled, those places can revert back to the general pool. The goal is not to meet a quota but to encourage Aboriginal students to apply and give them a chance to get in.

Why an admissions policy for Aboriginal students? Why not a policy for other minority groups too?

Other special admissions policies could be considered. But Aboriginal people are not simply another "minority group." They are Canada's first peoples, and regard themselves as sovereign nations.

Institutions such as universities, including leaders such as Queen's, should support Aboriginal peoples' aspirations. The point is not to make restitution for the past (nothing this university does can compensate for the oppression inflicted by colonialism upon Aboriginal peoples) but rather to offer hope to Aboriginal peoples of the present and future.

It has been said that some students admitted under Aboriginal-specific policies may not succeed in their studies. But Queen's Aboriginal graduates and current students already show that success is achievable. Although Queen's entry grades are very high, the life skills and experience of Aboriginal students can help them to thrive. What is required for academic success at Queen's is not necessarily the same as what is needed to gain entrance. If Aboriginal students need assistance, they can turn to Queen's many support systems. In addition to general student services, the Four Directions Aboriginal Student Services on Barrie Street offers the services of an Aboriginal counsellor and an elder in residence, cultural workshops, academic events such as the annual Aboriginal Studies Symposium, a Native Students Association, and the Aboriginal Council itself.

And for some students, even failure can be a success. This is a difficult idea for many academics to accept. Aboriginal students who do not finish a degree at Queen's will nevertheless develop skills they can use and take back to their communities.

As Jean Royce, Queen's registrar from 1933 to 1968, once said, "[W]e might ... think for a moment about whether a choice [of a student for admission to Queen's] can be wrong. Certainly every learning experience bears within it seeds of development."

Such students can serve as part of the Aboriginal vanguard at Queen's, for they demonstrate to their younger peers that admission to Queen's is possible and that attending university is an attainable part of their future. Their experiences also provide information to their communities, to future students, and to Queen's itself about what Aboriginal students need to do to succeed. They make it more likely that Aboriginal students will be successful in the future.

The schools of Medicine and Nursing have already led the way by setting aside places for Aboriginal applicants in their first-year classes. I hope that other Queen's faculties will also support the creation of admissions policies for Aboriginal students.

Christine Overall is a professor in the Department of Philosophy, an associate dean in the Faculty of Arts and Science and co-chair of the Aboriginal Council of Queen's University.

Viewpoint Policy

The *Queen's Gazette* welcomes submissions for Viewpoint from the Queen's community. Articles should be no more than 600 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.

QUEEN'S FLASHBACK: MARCH, 1971



QUEEN'S UNIVERSITY ARCHIVES

Workers put finishing touches on Queen's new heating plant, expected to be in operation in the next couple of months. The \$2.3-million plant will supply heat to Kingston General Hospital, Queen's main campus and new West Campus.

Letters

Israeli ambassador deserved better treatment, student says

On Thursday Nov. 28, 2002 I attended a Speaker's Series hosted by the Queen's International Affairs Association (QIAA). The speaker was Haim Divon, Israel's Ambassador to Canada. On a day when three separate terrorist attacks had been carried out in Israel and Kenya, and a day when the Likud Party was holding primary elections, Ambassador Divon obviously had more important and pressing issues to attend to. Yet he took the time to come to Queen's University to talk to students and faculty about the Israeli-Palestinian conflict. It is thus with a saddened heart and a troubled mind that I write this letter.

I am appalled at the reception he received while at Queen's. As a Jew, I know that there are many

places in the world where Jews encounter hatred and anti-Semitism. I just never thought Queen's University was such a place. Ambassador Divon was from the start, honest and forthcoming. He prefixed his comments by recognizing that both parties in the conflict have made mistakes and that he did not wish to assign blame. He stated repeatedly that the path to peace must be made through discussion and not violence. After his talk, Ambassador Divon fielded dozens of questions, every single one of which was hostile and accusatory. And almost all had an insulting comment or snide remark directed at the ambassador. Time and again, students repeatedly interrupted the ambassador as he attempted to answer their questions.

Throughout the two-hour ordeal, Ambassador Divon remained patient and calm, trying in vain to bring forth meaningful discussions. As the ambassador was wrapping up the session, a large number of stu-

dents abruptly got up and stormed out of the room. In the process, yelling insults at the ambassador and turning out the lights in the room, leaving the him and the remaining audience in the dark. How disgraceful. At the very moment when the Israeli Ambassador was thanking the audience for the invitation to speak and encouraging more meaningful discussions in the future, these students completely missed the message of the evening's talk.

Let's keep the channels open. Let's keep talking. That was the message of Haim Divon and that is the message of the Israeli government. The actions of some Queen's students showed that they missed the point entirely. Their conduct was appalling. I was embarrassed and disgusted. I was, quite simply, for the first time in three years, ashamed of being a Queen's student. What a shame.

Sara Moller
ArtSci '04

Letters Policy

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

Equity challenges norms

In the past 18 months, I've had to do some fast learning. While I like to think of myself as a person who is genuinely concerned with matters of inclusion and diversity, taking on the role of Chair of the Senate Educational Equity Committee (SEEC) has been a humbling experience that has prompted me to reassess what I know and believe about equity. I'd like to share with you some of the things I've learned. One thing I know for sure: achieving educational equity is a monumental task that demands the participation of all members of the Queen's community. The more we know, the easier it is to contribute to valued equity goals.

The role of SEEC. To create a focus on educational equity issues, Senate established the Educational Equity Committee to assist the Queen's community in recognizing and addressing systemic barriers to educational achievement experienced by some individuals and groups. In the spirit of this mandate, SEEC developed an Educational Equity policy (and Report) that was subsequently approved through Senate.

The Senate policy. "Queen's University is committed to developing a climate of educational equity that includes acknowledging and eliminating direct, indirect and systemic discrimination. A culture of educational equity recognizes and respects the equal dignity and worth of all who seek to participate in the life, work and mission of the university. Such a culture is created and maintained by developing a university-wide commitment to educational equity, supported by policies, programs, curricula, practices and traditions that facilitate individuals' free, safe



SUSAN WILCOX

Diversity

and full participation."

Defining educational equity. The SEEC Report notes that educational equity is achieved when all members of our society have fair and equal opportunity to participate in and enjoy the benefits of an education, including the opportunity to experience success and human dignity while developing the skills, knowledge and attitudes necessary to contribute as leaders and citizens in their society.

But what does that mean? Here are some principles of educational equity that have helped me to clarify what's at stake:

- All students at Queen's have the right to a quality education.
- The university has the obligation to advance and support effective and inclusive educational practices and curricula that facilitate high achievement for all students.
- All students can learn, and reach high levels of achievement, when equity is infused into every aspect of education.
- Every student should be held to the same high academic standards of knowledge and performance as all other students.
- All students should have the opportunity to learn and to contribute in a supportive environment that validates

and develops their knowledge, insights, and perspectives.

- Equal treatment does not mean the same treatment. Some individuals or groups may require additional and/or unique approaches in order to achieve equal benefit.
- Equity is a structural issue requiring a rigorous review of established norms and practices and the underlying assumptions and values.
- Achieving educational equity is a continuous process of assessment, reflection, and improvement.
- Equity must be integral to every aspect of education.
- The responsibility for learning about and advancing the cause of educational equity and diversity belongs to everyone in the Queen's community.
- Each individual can make a significant contribution to the cause of educational equity at Queen's.
- Equitable educational practices benefit ALL students.
- Prejudice, discrimination and stereotyping need not be tolerated at Queen's. Such behaviors can be mediated through ongoing, active educational strategies.
- Employment equity is fundamental to fully achieving educational equity because it is central to the creation of a welcoming and supportive educational environment.
- Educational excellence and educational equity are mutually inclusive goals. Excellence cannot exist without equitable experiences and results for all students.

Susan Wilcox is Acting Director of the Instructional Development Centre and Chair of the Senate Educational Equity Committee.

A primer on the teacher act

Do you think of lecturing to students as being on stage in front of an audience? Actor and W. J. Barnes Teaching Award-winning microbiologist Peter Aston does. In a recent session at the Instructional Development Centre, he explained how he has incorporated into teaching many of the strategies he has developed as an actor.

Preparation. Actors need to know the space where they'll be working and to hear how their voices will sound to their audience. Will the sound be lively or fast? Will there be dead spots in the room or on the stage? Lecturers also want to know. Peter checks out the spaces where he will be teaching in advance, often bringing colleagues along who can tell him how his voice sounds.

Actors warm up their voices, or their "instruments." Before teaching, he sometimes practices tongue twisters or sings vowel sounds. Actors often take several minutes of private time before going on stage, to collect themselves, to visualize what they'll be doing; so, too, Peter the teacher. The first few minutes of a lecture are crucial to setting a good tone for the rest, and it's important to be (seem) confident and upbeat. You can use that private time to help establish this tone. These strategies suggest that rehearsing your lecture can improve it significantly. And, as actors do, Peter suggests we treat each lecture (performance) as a rehearsal for the next one. We can



MARK WEISBERG

Teaching Issues

reflect on what we've done and learn from it.

Projection, diction, pace. Actors and lecturers need to be heard and need to enunciate clearly, ever more so as our classes contain increasing numbers of students whose first language isn't English. Peter told us about Richard Burton, who was said to go into the Welsh hills and recite his lines to the sheep. Not having any sheep near his Welsh home, Peter recited his lines to the cows. If you can't find either of those patient listeners, try asking a colleague to listen to you.

Audience. When acting or lecturing Peter understands himself as being in an essential partnership with his audience. The partnership requires respect for one's audience, to engage it, constantly to be aware of it: to listen. Is their attention wandering? If so, how can I animate myself, and them? Is it better just to be quiet and wait? Waiting can be an extremely effective strategy

for getting people's attention. Sometimes reading works. Peter begins one of his courses by reading a children's story, *Germes Make Me Sick*, and tells his students it contains everything they'll learn in the course.

Storytelling. Not only does he tell stories, Peter suggests conceptualizing each lecture as a story, even extending that to the entire course. The story form is one almost all of us are comfortable with and easily understand.

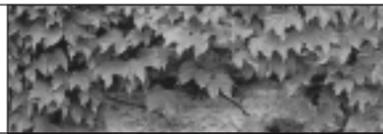
Variety. The spice of lectures. Research consistently demonstrates that when listening to lectures, students have extremely short attention spans. A change often is as good as a rest, which, of course, is itself another form of change.

Flexibility and risk taking. Acting has encouraged Peter to take risks, to be open to the moment. By letting people know when you fail at something you've tried and why it's failed is a prelude to affirming and demonstrating that you can learn from failure. And what else is education if not making up and changing your mind?

To further pursue this analogy, visit Peter in Botterell Hall, or check out the library at the Instructional Development Centre in Mackintosh-Corry Hall, which contains many volumes on lecturing.

Mark Weisberg is Faculty Associate in the IDC and a professor of Law.

UNIVERSITY ROUNDUP



Top dogs often historically gifted

Directors of top companies in Britain are more apt to come with a history degree than any other type. The research finding by the head of history Manchester Metropolitan University looked at the careers of thousands of history graduates and found a disproportionate number had risen to the top. "With a history degree, you can aspire to be prime minister, a press baron, overlord of the BBC, famous lawyer, archbishop of Canterbury, diplomat, Oxbridge vice-chancellor, famous comedian, business, multimillionaire or celebrated pop musician." The researcher said he undertook the study in the face of an "increasing threat" to history in schools and universities as teachers are tending to steer students toward easier subjects.

The Times Higher Education Supplement (Nov. 15)

Who's the boss at University Ltd?

"We're not trying to advocate that universities should adopt a business culture. Far from it. To some extent we want people to question that. But in many ways universities do have to act like businesses. They have big budgets that they have to sort out and they have to go out and collect money."

Gareth Williams, emeritus professor of educational administration at the Institute of Education in London comments in the Times Higher Education Supplement that although managing a university is becoming more like running a company most "chief executives" have academic rather than management backgrounds.

Sounds good to me

"It's a very human thing. Nobody likes to admit that they don't understand something especially if it's very fashionable."

Frank Wilczek, a professor of physics at the Massachusetts Institute of Technology, comments in the Chronicle of Higher Education (Nov 15) on a recent case where French twin brothers were able to get by the peer review process and dupe several physics journals with what was supposed to be insights into the nature of the universe at the time of the Big Bang but proved to be basic nonsense.

From west to east on starting salaries

A study on graduate outcomes published recently by the Canada Millennium Scholarship Foundations finds that post-secondary education graduates from Western Canada earn starting salaries almost 50 per cent higher than those in Atlantic Canada. — \$37,000 compared to \$25,000. The report also shows graduates of universities with more than 20,000 students and those in the top 15 of the Maclean's reputation survey have average starting salaries of \$38,000.

Piercing remarks on innovation agenda

"I'd like to drive a stake through the heart of the innovation agenda"

Howard Woodhouse, a professor of education at the University of Saskatchewan, expresses his concern that the federal government's innovation agenda is based on a "narrow interpretation of innovation" and benefits only multinational corporations.

University of Saskatchewan's On Campus News (Nov. 15)

Rotman's reading list really cooks

Along with the usual marketing and business strategy must-reads, U of T's Rotman Business School recommends *Das Kapital* by Karl Marx and Irma Rombauer's food bible, *Joy of Cooking*. The goal? To make business students better "integrative" thinkers. "Rotman's focus these days ... goes beyond the traditional silos of business education strategy and finding those common elements for effective managers to make decisions," says Amir Sperling, a fourth-year law and MBA student and one of the school's reading community founders. "The broader you think, the better you solve problems down the road," says strategic management and business ethics professor Timothy Rowley. "Cooking is also something MBA types can't do, but when they graduate, they do a lot of."

The Bulletin, University of Toronto

Compiled by Anne Kershaw and Celia Russell

It pays to gaze, researcher discovers

By NANCY DORRANCE
News and Media Services

Noting that the eyes have long been described as mirrors of the soul, a Queen's computer scientist is studying the effect of eye gaze on conversation and the implications for new-age technologies, ranging from video conferencing to speech recognition systems.

Roel Vertegaal and his research team have found evidence to suggest a strong link between the amount of eye contact people receive and their degree of participation in group communications. Eye contact is known to increase the number of turns a person will take when part of a group conversation. The goal of this study was to determine what type of "gaze" (looking at a person's eyes and face) is required to have this effect.

"The effect of eye gaze has literally fascinated people throughout the ages," says Dr. Vertegaal, who presented his findings recently at the Association for Computing Machinery (ACM) Conference on Computer Supported Cooperative Work. His research is funded through a number of sources, including the Premier's Research Excellence Awards (PREA) and the Natural Sciences and Engineering Research Council (NSERC).

"Sumerian clay tablets dating back to 3000 BC already tell the story of Ereshkigal, goddess of the underworld, who had the power to kill Inanna, goddess of love, with a deadly eye," says the computer scientist. "Now that we are attempting to build more sophisticated conversational interfaces that mirror the communicative capabilities of their users, it has become clear we need to learn more about communicative functions of gaze behaviours."

Two conditions were studied: synchronized (where eye contact is made while the subject is speaking) and random contact, received at any time in the conversation. The Queen's study showed that the total amount of gaze received during a group conversation is more important than when the eye contact occurs.

The findings have important implications for the design of future communication devices, including more user-friendly and sensitive video conferencing systems – a technology increasingly chosen in business for economic and time-saving reasons – and Collaborative Virtual Environments (CVEs) which support communication between people and machines. Dr. Vertegaal's group is also implementing these findings to facilitate user interactions with large groups of computers such as personal digital assistants and cellular phones.

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DAUGHTERS WITHOUT BREAST CANCER STUDY



STEPHEN WILD

Medical laboratory technologist Lea Bond (left) and biologist Kathy Wynne-Edwards measure hormone concentrations in a saliva sample shipped to Queen's "on ice" from Elmwood School in Ottawa. Ninety-four girls and young women in grades 5, 8, and 11 have volunteered to "spit for science" in the six-week pilot study now under way, funded by the Canadian Breast Cancer Foundation. Drs. Wynne-Edwards and Kristan Aronson (Community Health & Epidemiology) are exploring environmental factors during teen years that may increase the risk of breast cancer later in life.

Major climate change coming, biologist warns

By NANCY DORRANCE
News and Media Services

Queen's biologist Brian Cumming has found new evidence that – contrary to previous belief – the past 6,000 years have been marked by large-scale climate changes occurring naturally, on a regular basis.

He and his research team have documented four abrupt climate shifts over the past 5,500 years in western Canada, occurring on average every 1,220 years. Until now the last 6,000 years have been considered climatically stable, with the only evidence of large-scale shifts being found in the Greenland ice cores and sediment from the Atlantic Ocean.

Dr. Cumming's findings, funded by the Natural Sciences

and Engineering Research Council (NSERC), are reported in the current issue of the *Proceedings of the National Academy of Sciences of the United States of America* (PNAS). Also on the research team are Queen's biologists John Smol and Kathleen Laird, as well as Anne Salomon and Joseph Bennett.

Global swings in climatic conditions can dramatically affect continental water supplies, with the potential of creating widespread devastation, Dr. Cumming warns. These findings underscore the need to be prepared for the repercussions of large-scale climate shifts in future, due to both natural and human factors.

"If we ask the question, 'Is our society ready to respond to

the natural climate surprises that are in store for us?' the answer is 'No'," says Dr. Cumming, a biologist with Queen's Paleocological Environmental Assessment & Research Laboratory (PEARL). "Are we ready to respond to natural and human-derived changes in climate? Absolutely not."

By analyzing core samples of fossilized diatoms (tiny, unicellular, plankton-like organisms) removed from Big Lake in British Columbia, the team found evidence of four millennial-scale climate shifts. These shifts correspond closely to climate change in the Atlantic Ocean, measured by sea-floor sediments released from ice sheets.

biology.queensu.ca/faculty/cumming.html

IN BRIEF

Herzberg winner announced

The 2002 Gerhard Herzberg Canada Gold Medal for Science and Engineering – Canada's top science prize – has been won by University of Ottawa chemist Tito Scaiano. Queen's neuroscientist and psychologist Barrie Frost was one of two finalists for the prestigious award, which is presented annually by the Natural Sciences and Engineering Research Council (NSERC) in honour of Canadian Nobel Prize winner Gerhard Herzberg.

Dr. Frost's research focuses on brain processing and computation in relation to perception and behaviour. Both Dr. Frost and co-finalist Brian Hall of Dalhousie will receive \$50,000 in research support.

Arts + education = better math marks

By NANCY DORRANCE
News and Media Services

Students who participate in the arts at school perform better in math, two Faculty of Education researchers have discovered.

In a three-year study of classes from the Royal Conservatory's Learning Through the Arts™ (LTTA) program, Rena Upitit and Katharine Smithrim found that LTTA students scored as much as 11 percentile points higher on standardized mathematics tests of computation and

estimation than their peers in control schools. More than 6,000 10-to-12-year-old students from six Canadian schools participated in the research.

"Arts education is not a cornerstone in many Canadian schools, and, indeed, in some schools virtually no arts instruction takes place," says Dr. Upitit. "Many people assume that the arts somehow detract from the learning of other subjects, but this study shows that that isn't the case. In fact, we have

evidence that the arts may help children do better in math, possibly because they are more engaged in school when arts are part of the curriculum."

The LTTA program brings actors, musicians, painters and writers into more than 170 schools across Canada. Working with the teachers, they introduce creative new ways to learn traditional subjects. Students learn math, language, history and social studies by making images, dancing, telling stories

and singing songs.

Drs. Upitit and Smithrim presented their findings recently at the Royal Conservatory of Music in Toronto. Their research is funded by the George C. Metcalf Foundation, the Canadian Pacific Charitable Foundation, and the Social Sciences and Humanities Research Council of Canada (SSHRC).

educ.queensu.ca/people/pages/smithrik/katharine_smit_hrim.html
educ.queensu.ca/~upitit/

Funding aids rural mental health delivery

By MEGAN EASTON

As mental health care reforms in the province continue to shift funding and human resources from institutional to community settings, Queen's is providing students with a unique educational opportunity in community psychiatry while helping to meet the mental health needs of a rural community.

Since the former Kingston Psychiatric Hospital, now part of Providence Centre for Continuing Care (PCCC), closed many of its beds as part of Ontario's mental health reform process, acutely ill patients from outlying communities often end up in Kingston's hospitals, says Dr. Julio Arboleda-Florez, head of the Department of Psychiatry. When these patients return to their rural communi-

ties, they frequently have no follow-up care or support.

Thanks to a major, \$1.6-million, one-time investment from the Ministry of Health and Long Term Care, the 19-month-old relationship between Psychiatry and Lennox and Addington Community Mental Health Services has moved to a whole new level. The money will fund the creation of a state-of-the-art clinical centre in an historic building in Napanee.

"From a Queen's perspective, this initiative will transform the teaching, research, and clinical practice environment to one rich in program variety and diverse in multi-disciplinary service delivery," says Dwight Druick, director of the Lennox & Addington agency and an adjunct member of the Depart-

ment of Psychiatry. "We envision, and are planning for, greater participation from a wider number of Queen's programs, Psychiatry, Rehab Sciences, Nursing, coupled with a much more diverse range of psychiatric programming encompassing general psychiatry as well as specialized programs for geriatric psychiatry, dual diagnosis, concurrent disorders, and forensics."

The centre will also include a 12-unit residential program for persons switching from long term in-patient stays to supported community living.

Currently, Dr. Vijaya Prabhu, director of adult inpatient psychiatry services at Queen's, travels to the community agency to run a weekly clinic and consult with staff mem-

bers and local health care professionals. The clinic receives discharged patients and also those referred by family doctors. "In the days before these kinds of agreements were in place, some people simply did not get psychiatric service or needed to travel to get it," says Dr. Arboleda-Florez.

Residents in psychiatry or family medicine accompany Dr. Prabhu, allowing them to get firsthand experience of psychiatric care in a rural environment that's only 20 minutes away from campus.

It's a rare advantage that Kingston's geographic setting is a small urban centre surrounded by rural communities, says Mr. Druick. "That's something that you don't get in Toronto, or Vancouver or other educational centres."

Many residents have already participated in the program and they continue to show a strong interest, says Dr. Arboleda-Florez. "We want to teach residents that most of psychiatry is done in the community, not in the hospital. They see it as something for the future—that's the way it's going to be."

For communities around Kingston that are not within easy driving distance, the Psychiatry department and the PCCC provide service through the telepsychiatry program, which recently expanded to include nine receiving hubs in outlying areas. Telepsychiatry—where interaction occurs through large-screen televisions—allows patients to access psychiatric help without the time and expense of long-distance travel.

One of the main goals of the current mental health care reforms is to create strong community-based mental health services. Instead of having to go to an urban centre, consumers can receive care as close to home as possible, says Mr. Druick, and the service agreement with Queen's has moved Lennox & Addington County closer to this goal.

Not only does the weekly clinic improve the quality of life of the community's residents, it supports the county's approximately 35 family physicians who are the first line of contact for patients with mental health concerns, says Mr. Druick. "The partnership with Queen's has represented a huge change and improvement in the quality of services in the community. It's hard to imagine providing the appropriate mental health services without participation of the Department of Psychiatry."

"It's working extremely well," says Dr. Arboleda-Florez. "It's a different way of doing psychiatry—sending the psychiatrist out to where the patients are."

BLANKET COVERAGE



STEPHEN WILD

To combat teenage homelessness, about 100 Chown Hall residents, some boyfriends, and moms back home, have been busy helping the Blankets for Canada Society Inc., Kingston Chapter. The students, who are getting great satisfaction out of creating something with their own hands have been knitting or crocheting 8 by 8-inch squares, 48 of them forming a blanket. Completed blankets are distributed to the homeless. Knitters at a recent session are from left (around the table), Nancy Stewart, Carolyn Glass, Kelly Anne Levesque, Jess Scott, Heather Glumac, Emily Thompson, Janette Atwell, Faren Zaver, AUSA Peacock and Julia Tunney. Standing at rear are Anne McDonald, Laura Kresovic, Sarah Brisbin, Alex Campbell, and seated at far right are Suparna Roy and Tiffany Clayton. To participate, contact Janette Atwell at datwell@kingston.net or visit www.blankets4canada.ca.

IN BRIEF

Toshiba on board with Campus Computer Store

The Campus Computer Store has inked an agreement with Toshiba Canada to make contributions to the Technology Sponsorship Fund. Toshiba is the first company to give to the fund, with an initial contribution of \$25,000. Toshiba has expanded the educational reseller agreement allowing the store to offer educational discounts on merchandise to Queen's grads. It also increased the educational rebate to the Campus Computer Store by 65 per cent, paid to the fund monthly. Toshiba has also provided the Queen's University Anesthesiology Informatics Laboratory at Kingston General Hospital (QUAIL) with evaluation units and preferred pricing to aid their research into wireless handheld devices that increase productivity and information access in the hospitals.

James Mason named 2002 Wighton Fellow

James Mason, Associate Dean (First Year), Faculty of Applied Science, was recently named the 2002 Wighton Fellow for his outstanding work with undergraduate laboratory courses in Applied Science, specifically APSC 100 - Practical Engineering Modules.

The Wighton Fellowship is a national award recognizing excellence in the development and teaching of laboratory-based courses in Canadian undergraduate engineering programs. It is funded by an endowment from the late Dr. J. L. Wighton, for-

merly a professor of engineering, whose commitment to the laboratory component of engineering curricula led to the formation of the fellowship in 1986 in cooperation with the National Council of Deans of Engineering and Applied Science (NCDEAS) and the Sandford Fleming Foundation.

APSC 100, a full-year course taken by all first-year Applied Science students, emphasizes experimentation and project-based learning, transforming the first year laboratory experience. Dr. Mason saw the need for proj-

ect-based exercises and professional skills instruction in the first-year curriculum, and introduced the course as a pilot to 60 first-year students. In its second year, the pilot was increased to 200 from the planned 150 spots when over 370 students applied to participate. Dean Mason recognizes two key contributors: Lynann Clapham for developing the content on fundamental lab skills, and Peter Gallant for his efforts with respect to the open-ended engineering projects. Within three years, APSC 100 has become a core course in the

first year engineering curriculum and continues to be an integral part of engineering education at Queen's.

This recognition not only demonstrates the success of the course, but will also inspire future curriculum initiatives, says Suzanne Fortier, Vice Principal (Academic). "Dr. Mason's award exemplifies the commitment of the faculty to continually improve the educational experience of the students."

Dr. Mason is the 16th Wighton Fellow to be named and will receive \$3,000.

Make secure credit card transactions online through QPay eCommerce system

Credit card transactions online are now possible through a joint initiative of the Finance department and Information Technology Services.

QPay is Queen's eCommerce Payment Gateway service that processes credit card transactions for departments who wish to accept credit card payments over the Web. It is a secure, encrypted transmission service that provides the highest level of industry-standard security. That means individual departments don't have to install security infrastructure such as firewalls and encrypted web services. Any department that takes credit card payments by telephone or through a website that is set up to sell products or services can use this service.

First, a department must create a web site with a shopping cart or registration form to collect the customer's purchase information. On the checkout

or register page, the department will put a button that says, "pay by credit card." The user will click that button and be linked to the QPay web page.

The QPay web page will securely collect the credit card information from the user, and pass that information over an encrypted web transmission to the credit card processing gateway.

When the processing gateway either approves or declines the customer's payment they pass that information back to the QPay web site where a receipt or decline message is displayed for the user. The QPay web site also sends the accept/decline information to the department website for their records. All this happens in about 3-5 seconds once the customer clicks the "submit" button.

Each evening, the day's sales will be deposited into the department's designated bank accounts. The department's administrators



BY DAVE HALLETT

Plugged In

will have secure web-based access to the credit card processing service to view daily transactions, process manual sales or refunds, and produce reports.

For departments taking phone orders or occasional counter-sales, QPay accounts allow a Virtual Terminal processing of credit card transactions in real time. For instance, someone calls and wants to register for a seminar, you can open up your browser, log into a Virtual Ter-

минаl web page and then type in the credit card number of your customer. In 3 to 5 seconds you get an authorization that the transaction was successful and you can let the customer know immediately that the registration is confirmed.

To use QPay, departments need to have their own Internet Merchant Number, a Terminal ID and a website that is set up to offer goods and services to customers. To acquire a Merchant Number and Terminal ID con-

tact Financial Services. With a merchant number and terminal ID you can then logon to the ITS QPay sign-up page where additional information is provided.

QPay is a transaction fee service with no monthly fees or minimums. Departments can take advantage of the bulk rate for transaction processing that the university negotiated. For each transaction the merchant will be charged 7 cents plus the discount fees associated with their Internet Merchant Account.

QPay information session

ITS will be holding an information session for departments interested in learning about QPay Dec. 11 in Dupuis Hall Room G-17B at 9:30 am. To attend, email Dave Hallett at hallett@post.queensu.ca, or visit www.its.queensu.ca/uis/.



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IN BRIEF

QCED wins prestigious award

Queen's Centre for Enterprise Development (QCED) added another win to its track record recently, after receiving the prestigious Presidents' Award for Innovation in Entrepreneurship Programming from the Canadian Council of Small Business and Entrepreneurship (CCSBE). QCED received the award at CCSBE's 19th annual conference in Halifax.

"Since QCED's inception in 2000, we've strived to be the leading source of knowledge and service for the business, management and organizational development needs of innovative, growing enterprises," said Niraj Bhargava, managing director and CEO of QCED. "On behalf of the entire QCED team, we're very proud to receive this award, and we share this honour with Queen's School of Business, and with the many entrepreneurs and growth firms we've worked with over the past two years."

Nominees for CCSBE's Presidents' Award for Innovation in Entrepreneurship Programming are judged on five key criteria: innovation; contribution

to new knowledge on entrepreneurship and entrepreneurs; the entrepreneurial approach of the program; fostering the development of the entrepreneurial spirit; and alignments with community, networks and resources. The winner is selected by CCSBE's immediate past, current and future presidents.

QCED has been invited to share its research and approach to serving growth companies at next year's CCSBE annual conference in Victoria, BC, as well as the International Council for Small Business World Conference being held in Belfast, Ireland in June.

Remembering the Montreal Massacre

The 13th anniversary of the tragic slaying of fourteen women at Ecole Polytechnique in Montreal, known as the Montreal Massacre, is Dec. 6. The Women's Issues Committee, in collaboration with the Engineering Society, are holding various events on campus to commemorate victims of violence against women and to raise money and awareness for this pressing social issue. A memorial service takes place Friday, Dec. 6, 2002 at 10 am in Wallace Hall at the John Deutsch University Centre with a reception to follow. According to Senate policy, all academic activities (including tests, examinations and classes) with the exception of clinical and fieldwork will be cancelled on Dec. 6 Commemoration Day.

Help choose next principal

The Joint Committee, chaired by Chancellor Charles Baillie, (see the Nov. 4 *Gazette*) is seeking input from the Queen's community on the role of the next principal and the challenges that will face Queen's in the next 5-10 years. Deadline for submissions is Dec. 31 and can be emailed to search@post.queensu.ca or mailed to the University Secre-

tary, Georgina Moore, the University Secretariat, Mackintosh-Corry Hall, B400. All submissions will be held in confidence by the committee.

Exploring Jewish identity

Dorit Naaman (Film Studies) opens this year's People and Ideas in Jewish History lecture series with a discussion of her film, *Dreams of Olive Groves*, a documentary on North American Jewish identity on Tuesday, Dec. 10. The lecture takes place at 7:30 pm in Watson Hall, room 517.

New space for Education grads

The Faculty of Education will unveil new, state-of-the-art graduate student facilities on Dec. 3rd at 3:30 pm at Duncan McArthur Hall. "The \$500,000 project, funded in large part by the Queen's Renovation and Alteration Projects Fund, is based on contemporary architectural design principles that encourage collaboration among graduate students," says Dean Rosa Bruno-Jofré. The place will include personal and collaborative work areas, specially designed furniture and lighting, and a coffee bar. The new facilities will add to the faculty's important strategic goal of providing excellence in teaching and research, and attracting outstanding students, she says.

Eisenhauer delivers Warwick lecture

Dr. Elizabeth Eisenhauer will deliver the 2002 O. Harold Warwick lecture on *From Molecules to Medicines: Reflections on 20 years of Studying New Cancer Therapies* on Thursday, Dec. 12 in Etherington Hall Auditorium. Immediately prior to the lecture at 4:30 pm, Dr. Michael Wosnick, Acting Executive Director of the NCIC will present the Warwick award to Dr. Eisenhauer.



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NEW SCHOOL, NEW CREST



TOM BRADSHAW

Some of the student artists involved in producing the new School of Computing crest gather to admire their work outside Goodwin Hall recently. From left to right, Susan Bartlett, Adam Bodnar, Robin Senior, Tim Collier, Tony Young and Anjali Patel.

Employees can apply on-line for tuition and child support plans

The Tuition Support Plans established for Queen's faculty and staff have been very successful for the fall term.

The new on-line system has streamlined both the application process and also the administration of those applications.

Feedback has been very positive to date and Human Resources looks forward to assisting employees who access these plans in the future.

The on-line system will be up and running Jan. 6, 2003 for employees to apply for reimbursement for the winter term. Please note that applications must be received by March 31, 2003 for all employees who are eligible to apply. QUFA members and GFT clinical faculty must return their applications before Feb. 28, 2003.

Beginning January, 2003, an on-line system for the Child Care Support Plans for faculty and staff will be available.

All eligible employees can apply on-line for reimbursement from the plans for eligible childcare expenses

incurred during the 2002 calendar year.

The Child Care Support Plans are similar to the Tuition Support Plans with specific criteria for eligibility and reimbursement. Employees should review the terms and conditions of the applicable plan before applying on-line.

A link to the terms and conditions will also be available on-line.

Those eligible must return applications by March, 2003. QUFA members and GFT clinical faculty must return applications before Feb. 1, 2003.

To apply using the on-line application system for the Tuition Support Plans, go to www.hr.queensu.ca/tuition_childcare/tuition.htm.

To apply using the on-line application system for the Child Care Support Plans, go to www.hr.queensu.ca/tuition_childcare/childcare.htm

Should you have difficulty using the on-line system, please contact Margaret Goslin at ext. 75037 or Lisa Latour at ext. 78345 in Human Resources.

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winter term COURSE PACKAGES & RESERVE READINGS
DUE: DEC 6, 2002

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 - Bound books with course material that you select for your class
 - If material is copyrighted, all you need to do is fill out a copyright log which can be found at www.myams.org/my-services/p&cc/copylog

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 - Material for your class that is put on our shelves for students to photocopy @ 5 to 6 cents a page
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 AMS PUBLISHING & COPY CENTRE
 JOHN DEUTSCH UNIVERSITY CENTRE
pccoperations@ams.queensu.ca
 533-6543

AMS
 RCC


Residence & Hospitality Services

Please note when planning your holiday functions, if you wish to serve alcohol, you must complete an Application to hold a Licensed Event on Campus, a minimum of 10 working days prior to the event.

You may return it to
Residence & Hospitality Services,
 or contact
Conference Services (533-2223)
 to look after all aspects including menu selection and set-ups.
 Both offices are located in Victoria Hall.

Committees

Directorship selection committee, School of Policy Studies

Keith Banting's term as Director of the School of Policy Studies will end on June 30, 2003. Dr. Banting has declined to consider reappointment.

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 on the appointment of the Director of the School of Policy Studies.

Elected members: Tom Courchene, Sharon Sutherland, Arthur Sweetman, Tom Williams and Bob Wolfe.

Appointed members: Beverly Baines, Harvey Lazar, Lynn Freeman, and Hilary Myron (student).

Ex-officio member: Chair, Ulrich Scheck, Dean, School of Graduate Studies and Research.

Faculty, students and staff are invited to submit their comments on the present state and future prospects of the School of Policy Studies, and to suggest names of possible candidates for the directorship to the Chair, Dean Ulrich Scheck, schecku@post.queensu.ca by Dec. 10, 2002. All letters will be reviewed by the selection committee and will become part of the record of decision-making.

Joint Board/Senate committee to select the principal

The joint committee, chaired by Chancellor Charles Baillie, (see the Queen's Gazette, Nov 4, 2002) is seeking input from the Queen's community. Views on the role of the principal and the challenges that will face Queen's in the next 5-10 years should be submitted by Dec. 31. Email search@post.queensu.ca or send to the University Secretary, Georgina Moore, the University Secretariat, B400 Mackintosh-Corry. All submissions will be held in confidence by the committee.

Staff Appointments

Histology/Electron Microscopy Technician, Department of Anatomy and Cell Biology 2002-71
Sarah Stewart

Program Assistant, eQUIP Task Force 2002-86
Caroline Burke

Animal Care Technician, Animal Care Services 2002-104
Laura Dineley

Biographical Records Assistant, Advancement Business Office 2002-108
Christy Fonger

Computing Systems Technician, Information Technology Services 2002-118
Mike Morrow (Information Technology Services)

Graduate/Undergraduate Program Assistant, Department of Biochemistry 2002-119
Diane Sommerfeld (Microbiology and Immunology)

Program Administrator, School of International Relations 2002-122
Jennifer Dee (Stauffer Library)

Senior Secretary, School of Industrial Relations 2002-123
Nicole Hunter (Faculty of Education)

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, Dec. 10, 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 **Pat Eaton** in Human Resources.

Secretary/Receptionist Instructional Development Centre 2002-132

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

Major responsibilities: report to the administrative assistant; provide reception and support for the Faculty and Staff Learning Facilities (greet and redirect callers or visitors, schedule meetings, distribute mail, other administrative tasks); perform word processing and typing tasks; maintain events registration lists, send reminders and arrange rooms for sessions; circulate Instructional Development Centre and Learning Technology Unit resources; clerical tasks such as filing, data entry and book-keeping.

Requirements: secondary school diploma with knowledge of basic office practices, computer skills or basic bookkeeping/accounting procedures; previous related office experience; consideration may be given to an equivalent combination of education and experience; excellent interpersonal and communication skills to work with a wide variety of individuals from within the university and the general public; knowledge of word processing packages; knowledge of spreadsheet and database software an asset; ability to learn new software packages; proven attention to detail and accuracy; service-oriented perspective; good organizational and time management skills with the ability to maintain focus despite frequent interruptions.

Minimum hiring salary: \$27,885 Salary Grade 3 - ADMG3

Senior Secretary Faculty of Education 2002-133

This is a term appointment working 100% time until Sept. 26, 2003.

Major responsibilities: report to the Program Business Manager; provide administrative support to the Continuing Teacher Education Office; act as initial contact for the office and respond to or forward inquiries; maintain databases and spreadsheets for course material and related documentation; prepare information packages; maintain filing systems; provide financial support by monitoring accounts, preparing salary and cheque requisitions, etc.; provide logistical support for workshops and meetings; prepare documentation for large mailings; prepare newsletter course listings and descriptions; maintain web biographies of instructors; assist with travel arrangements and order supplies when necessary.

Requirements: one year post-secondary program in business administration (or an equivalent combination of education and experience); previous relevant experience in an office/service

environment; knowledge of university structure and financial/computing systems an asset; office and computer skills including advanced knowledge of word processing software and familiarity with spreadsheet and database programs; ability to learn new software packages as required; exposure to and familiarity with the web an asset; knowledge of bookkeeping/ accounting practices and ability to synthesize and organize financial information; excellent interpersonal and communication skills; proven analytical, organizational and time-management skills; ability to adhere to strict confidentiality.

Minimum hiring salary: \$29,338 Salary Grade 4 - ADMG4

Student Resource Assistant Office of the University Registrar (Student Awards) 2002-134

This is a term appointment from Jan. 20, 2003, until March 3, 2004, resulting from a maternity leave situation.

Major responsibilities: responsible for an important customer/client service function, which includes greeting individuals and providing general information, directing queries and ensuring information is received with appropriate documentation, assisting in the disbursement of all financial assistance, entering OSAP and related applications on PCICS system, filing loan documents, editing OSAP applications as required, and maintaining external awards information file and front office area.

Requirements: high school graduation diploma with experience in receptionist duties (or an equivalent combination of education and experience); knowledge of financial assistance programs an asset; excellent interpersonal and communications skills to provide service in a clear and accurate manner; ability to remain calm and pleasant; excellent listening skills; ability to retain a significant amount of general information; attention to detail; problem-solving skills with an ability to know when to refer problems/questions to others.

Minimum hiring salary: \$29,338 Salary Grade 4 - ADMG4

Animal Health Technician Animal Care Services 2002-135

This is a one-year term appointment, working 17 hours per week on weekends (Friday, Saturday and Sunday).

Major responsibilities: report to the Facility Manager; check all animals daily ensuring their

health, environmental conditions, food and water; perform necessary room and facility maintenance as outlined in the standard operating procedures for Animal Care Services; perform necessary treatments as required and report them to the Vet Assistant/Veterinarian/Facility Manager; act as resource person for users of the lab.

Requirements: three-year community college program in veterinary technology or animal science technology, and a minimum of two years' job-related experience (consideration will be given to an equivalent combination of education and experience); ability to recognize deviations and act accordingly; excellent interpersonal, communication and observation skills; must be familiar with the function of the Canadian Council of Animal Care, the Canadian Association of Laboratory Animal Science, the Animals for Research Act (Province of Ontario), the Queen's University Animal Care Committee, and the Animal Care Department ruling on animal usage; must have a balanced ethical attitude to the humane use of animals in research, teaching and testing.

Minimum hiring salary: \$34,876 Salary Grade 6 - NAS6 (Salary will be adjusted to reflect actual time worked).

Residence Life Coordinator Queen's University Residences 2002-136

This is a live-in appointment for a period of one year, effective from June 1, 2003.

Major responsibilities: report to the Director of Residence Life; coordinate, oversee, support and promote residence life; ensure the effective and cooperative functioning of the residence dons, floor seniors/house representatives and house councils as collaborative teams; support student self-government by advising the house councils in all areas; facilitate and respond to crises and disciplinary situations as required; attend and co-chair specific meetings; plan and implement orientation events and welcoming for assigned residences; provide administrative support including documenting incidents and assisting with room assignments and changes; participate in the residence-wide on-call system; conduct building tours and meet regularly with building supervisors; advise on safety and security matters, monitor building damages and develop appropriate responses; provide, attend and lead training sessions and professional development for student staff and council.

Requirements: undergraduate degree with university residence experience; demonstrated supervisory ability; an understanding of the collegial administrative structure of Queen's; a graduate degree would be an asset (consideration will be given to the equivalent combination of education and experience); knowledge of the rules, regulations, procedures, resources and administration of Queen's University residences and those of the university; demonstrated aptitude for and commitment to forming mentoring relationships with young adults; supportive experience with persons of diverse backgrounds and beliefs; demonstrated ability to provide a positive team environment; proven advising skills and an ability to deal with confidential material and sensitive situations on a regular basis; ability to maintain composure in a stressful situation.

Director, Information Technology Services (REPOST)

Major responsibilities: Reporting to the Vice-Principal (Operations and Finance), the Director of Information Technology is responsible for the strategic direction and overall management of a range of academic, research, administrative and client support services, including collaborative support for educational technology, the campus information technology network infrastructure, telecommunications, and innovative research endeavours, such as high-performance computing. Information technology plays an integral and strategic role in enabling the university to respond effectively and creatively to the changing academic and research environment, and to achieve its goals as a leader in the sphere of Canadian higher education. The Director of Information Technology's influence spans the whole university

an advisor, leader and champion of effective information technology solutions.

Requirements: The ideal candidate will have proven success in leading and managing information technology operations within a highly complex, multi-constituent, demanding organization. S/he will have the ability to work cooperatively to develop and articulate a vision for information technology for the entire university, based on a broad knowledge of current practice and emerging information technology trends. Skills in defining priorities, and negotiating support for solutions to ensure effective implementation and delivery are key factors in assuring the vitality and success of Queen's Information Technology Services.

Salary: Grade 14.

To further explore this exceptional opportunity, please contact Elizabeth Kiraga at Ray & Berndtson Ottawa, 613-742-3202, or send your resume to elizabeth.kiraga@rayberndtson.ca

Minimum hiring salary:
\$34,876 Salary Grade 6 – ADMSF6

**Health Service Nurse
Health, Counselling and
Disability Services
2002-137**

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

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

Minimum hiring salary:
\$39,548 Salary Grade 7 – HSS7

**Systems Specialist
School of Computing
2002-138**

Major responsibilities: report to the Manager of Technical Services; plan the installation and integration of system software; design and write system and application utilities when custom software is required; act in an advisory capacity to solve problems with the computing resources for faculty, staff and students in the department; support for software is on multiple computer architecture such as Sun, SGI, PC and Mac.

Requirements: B.Sc. in Computing Science or a related field, with a minimum of two years' experience in a system programming position; demonstrated technical expertise in analysis of computer systems; proficiency in the use of UNIX operating system (Sun Solaris and Linux) in a heterogeneous network environment; strong reading and writing skills for the installation, support and documentation of system and application software; good analytical and problem-solving skills; ability to support software packages on multiple architecture; strong interpersonal and communications skills and the ability to learn new information quickly.

Minimum hiring salary:
\$44,847 Salary Grade 8 – ITST8

**Manager
Advancement Business
Office
2002-139**

Major responsibilities: report to the Director of the Advancement Business Office; provide a high level of administrative support for the Advancement Business Office and its supporting function within the university's Office of

Advancement; responsible for the integrity of the financial processes, including reconciliation of all financial transactions recorded in the university's donor database, with accurate and timely distribution of revenue to the related general ledger accounts; administer all departmental accounts; responsible for all distribution programs for administration of the new funding model; provide management for the daily operations of the business office; provide direction and training to a large team on an ongoing basis; provide research and analysis of donation revenues in preparation of fiscal reports; develop and implement campaign-specific financial reports; participate in administrative planning and development of policy and procedures; work closely with Faculty Business Officers.

Requirements: professional accounting designation with several years of related experience; above-average communication skills with the ability to translate financial language effectively with non-financial people; ability to perform complex accounting and financial management duties; strong organization, planning, interpretive and problem-solving skills; advanced administrative skills including the use of various computer software packages for data and statistical analyses, spreadsheet and database management; familiarity with income tax law, preferably with respect to charitable or not-for-profit organizations; good judgment and demonstrated ability to meet conflicting deadlines in a customer-driven environment.

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

**Welder/Fabricator
Technician
Department of Mechanical
Engineering
2002-140**

Major responsibilities: assist with the preparation of, and demonstrate undergraduate laboratories to students; provide design, programming and machining instruction when needed; provide specific fitting on frames and structures for research and competition vehicles; provide technical support on specific automotive systems; provide welding of stainless steel components, all pressures for medical, chemical, biological and other research; work with graduates and supervisors for the duration of research projects supplying required knowledge and skills; instruct on the safe use and care of equipment; manufacture, maintain and/or repair mechanical apparatus or equipment for the shop and shop customers; maintain record of work with sufficient detail to permit accurate billing for completed jobs; promote safe work habits.

Requirements: three-year college apprenticeship program in the field of welder technician (certified) or the equivalent combination of education and experience; current or post-certification with ASME (pressure and vacuum joints) and CWB (structural joints) and proficiency with using the following welding techniques: gas tungsten arc welding, gas metal arc welding, shielded metal arc welding (particular skill in GTAW of thin stainless steel and aluminum sheet); Ontario and CWB welding tickets; basic machining skills through formal training and/or experience; thorough understanding of mathematics, algebra, geometry and trigonometry; proficiency in the use of all shop machining equipment including #EL/CNC machines in 2 1/2D mode; knowledge of fabrication techniques and a basic

knowledge of heat treating steel and aluminum.

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

Tentative hiring salary range:
\$38,529-45,850 Points: 323

Employee Development

For upcoming workshops please visit our Human Resources website at www.hr.queensu.ca

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 **November 2002**

30 years

Brian Cattermole, Animal Care Service.

25 years

Angela Briceland, Physical Plant Services.

20 years

Barbara Campbell, Stauffer Library; Greg McAuley, Athletics and Administration; James Rhodes, Residences; Mark Solc, Physiology; Ronald Vinkle, Residences.

15 years

David Dennie, Physical Plant Services; Daniel Gratto, Physical Plant Services; Patricia McHenry, Development.

10 years

Gary Contant, Physics; Marina Djurfeldt, Clinical Trials; Margaret Shanks, Alumni Affairs.

Five years

Alice Aiken, School of Rehabilitation Therapy; Jillian Baker, Engineering Science Library; John Carran, Medicine; Jacqueline Cleary, VP – Academic; Debbie Mundell, Career Services; Nicole Pincombe, School of Business; Susan Rohland, Oncology.

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 from noon, Tuesday, Dec. 24, 2002 to Wednesday, Jan. 1, 2003 inclusive.

GREAT CHRISTMAS GIFTS!

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(Submit 12 photographs)

or

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print three
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2003 Observed Holidays

- Jan. 1 New Year's Day
- Feb. 17 Heritage Day/ Monday in Reading Week
- Apr. 18 Good Friday
- May 19 Victoria Day
- July 1 Canada Day
- Aug. 4 Civic Holiday
- Sept. 1 Labour Day
- Oct. 13 Thanksgiving Day
- Dec. 25 Christmas Day
- Dec. 26 Boxing Day

Notice

Staff Policy Manual updates will be going out in early December. If you do not receive your copy, please contact Lisa Latour at extension 78345.

Obituaries

Frances Samwell (Sept. 30, 2002) Member of Queen's Community since July 19, 1966

Denise Montroy (Oct.17, 2002) Member of Queen's Community since Oct. 1, 1969

Peter Graham (Oct. 10, 2002) Member of Queen's Community since Nov. 4, 1968

Armando Cristiano (Nov.1, 2002) Member of Queen's Community since July 29, 1968

Willard Perrin (Nov. 5, 2002) Member of Queen's Community since Sept. 6, 1966

Henry Warder (Nov. 21, 2002) Member of Queen's Community since July 1, 1971

Other Positions

**Cancer Epidemiologist
Queen's Cancer Research
Institute**

Term: 18 months contract, with good possibility of extension

Deadline: Dec. 20, 2002

The Division of Cancer Care and Epidemiology at the Queen's Cancer Research Institute is seeking a junior to mid-level epidemiologist with an interest in population-based cancer care research. This involves working on an ongoing project in prostate cancer, using a province-wide database that describes the care and outcome of patients who were treated for cure. The goals of the study are to describe the spectrum of care of these patients and to describe which subgroups benefit the most from treatment. The successful candidate will work with the principal investigator, Dr. Patti Groome, and the clinical co-investigators to produce reports using these data.

Major responsibilities: literature review and participation in the preparation of scientific publications. Some data analysis may be required.

Requirements: The candidate should have a Master's degree in epidemiology, or the equivalent in terms of experience in health research, in the conduct of literature searches, including summaries, and a demonstrated ability in manuscript preparation. Knowledge of SAS, data manipulation and statistical analysis is an asset.

WANTED

Reliable person to supervise children at home from 4pm to 6pm daily, Tuesday - Friday.

*Home is beside campus.
Excellent hourly rate offered.*

Call 548-2379 for details.

**The Undergraduate Office
of the School of Medicine**

invites you to our

HOLIDAY OPEN HOUSE

at our new location,
68 Barrie Street



Wednesday
December 18, 2002
3:00-6:00

Minimum hiring salary: \$44,847 plus a market factor consideration.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

The letter of application should outline applicant's research and SAS experience, and include a curriculum vitae and the names of three references. Send to: Dr. Patti Groome, Radiation Oncology Research Unit, Kingston General Hospital, Apps Level 4, Kingston, ON, K7L 2V7.

**Data Manager
Clinical Research**

This is a one-year contract position.

Deadline: Dec. 23, 2002

The position calls for a detail-oriented individual with strong analytical and problem-solving skills. The successful applicant will play a key role in the clinical research process by efficiently and effectively managing clinical trial data as part of a team responsible for

several national trials.

Major responsibilities: ensuring harmonization and consistency of local clinical trial data; validating the accuracy and completeness of clinical trial data.

Requirements: a university degree or two years' related experience. Sound knowledge of clinical trial data management procedures and techniques. Excellent computer literacy and knowledge of database management systems. Strong communication, interpersonal and organizational skills.

Please forward a resume, in confidence to Dr. Daren Heyland, Kingston General Hospital, Angada 3, Room 5-313, 76 Stuart Street, Kingston, Ontario, K7L 2V7. Fax: (613) 548-2577; e-mail dkh2@post.queensu.ca. Only applicants selected for interviews will be contacted.

**Research Associate
ICU Research Project
Leader**

Deadline: Dec. 23, 2002

The successful applicant will play a key role in the clinical research process

To apply, please forward your resume and names of three references by Dec. 23, 2002 to Deborah Pichora, ICU Research Project Leader, Kingston General Hospital, Angada 3, Room 5-312. e-mail: Pichorad1@kgh.kari.net Fax: 613-548-1351. Only applicants selected for interviews will be contacted.

Major responsibilities: implementation of experimental protocols under guidance of the principal investigator and senior research coordinator, including conducting interviews and obtaining informed consent data collection. Preparation and collection of samples, and written and verbal reports.

Requirements: the position calls for a detail-oriented individual with strong problem-solving skills, a university degree in nursing or a health-related field, and 1-3 years' appropriate clinical and/or professional experience. Consideration will be given to an

equivalent combination of education and experience. Previous research experience preferred; however, incumbent may learn skills on the job. Strong communication, interpersonal and organizational skills required. Computer literacy is an asset. Some weekend call required.

Minimum hiring salary: Grade 7.

**Senior Secretary
Faculty of Education**

Full-time, four-month term position.

Responsibilities: Reporting to the Assistant Faculty Registrar, responsible for room bookings for course-related activities in the B.Ed./Dip.Ed. and Continuing Teacher Education (CTE) programs, code sort and match incoming transcripts, process grade sheets, file, and back up telephone and counter reception. Assist with degree list preparation, recommendations to the Ontario College of Teachers as well as the Aboriginal Teacher Education Program and the Technological Studies Internship Pro-

gram. Required to maintain a good working knowledge of admission and program information and procedures.

Requirements: Successful completion of a two or three year community college administration program, plus a minimum of one year of related experience (consideration will be given to an equivalent combination of education and experience). Prior experience in customer service and familiarity with the services of other departments at Queen's are considered assets. Good organizational and communication skills, ability to pay close attention to detail and work accurately despite interruptions, proficiency with MS Word and a database program, fast and accurate keyboarding skills.

Salary: \$29,338 Salary Grade 4

Please apply with a cover letter, a resumé, and the names of three references by 4:30 p.m. on Dec. 6, 2002 to Cindy Peters, Assistant Faculty Registrar, Faculty of Education, Queen's University, Kingston, ON, K7L 3N6.

BULLETIN BOARD

Awards and Grants

Development Grants to Support Interdisciplinary Research and Educational Activities in the Developmental Disabilities Field

Development grants to stimulate research and educational activities in the developmental disabilities field are now available to Queen's faculty, staff and students. Submissions will be considered if they propose: research initiatives; the development of innovative educational approaches; the development of learning resources; or new and innovative schemes to disseminate learning resources and/or research results. Proposals must demonstrate collaborative and interdisciplinary approaches. This seed funding is expected to assist in developing a proposal that usually would lead to external funding opportunities or to other means of future cost

recovery. Capital expenditures or purchase of equipment will not be considered.

A list of colleagues who will participate in the project should be included with all applications, together with a description of other funding sources that have been sought or will be sought as the project unfolds. Applicants are asked to submit, through their head of department, a summary of the proposed research or educational activity, including objectives and a brief description of design and methodology, and outcome. A budget and justification for the proposed expenditures should also be included, as well as plans for future cost recovery (if applicable).

The Developmental Disabilities Selection Committee will review applications on Feb. 15 and Aug. 15. A development grant award will not exceed \$5,000.

Send proposals to the Developmental Disabilities Selection Committee, c/o Barbara Stanton, Developmental Consulting Program (DCP) at 275 Bagot Street, Suite 201, Kingston, Ontario K7L 3G4. For further information, please call 544-4885.

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.

Notices

**Physical Education Centre
Hours of operation during
December exams**

Dec.2 - Dec.6	7 am - 10 pm
Saturday, Dec. 7	8 am - 10 pm
Sunday, Dec. 8	noon - 10 pm
Dec. 9 - Dec. 13	7 am - 10 pm
Saturday, Dec. 14	8 am - 10 pm
Dec. 16 - Dec. 20	7 am - 10 pm

**December holiday
hours of operation**

Saturday, Dec. 21	8 am - 4:30 pm
Sunday, Dec. 22	noon - 4:30 pm
Monday, Dec. 23	7 am - 7 pm
Tuesday, Dec. 24	7 am - noon
Jan.2, Jan.3	7 am - 10 pm
Saturday, Jan. 4	8 am - 10 pm
Sunday, Jan. 5	noon - 10 pm

* Regular building hours will start on Monday, Jan. 6, 2003

The Jock Harty Arena and indoor track will be closed Dec. 2 to Jan. 6, 2003.

PhD examinations

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

Monday, Dec. 2

Gregory Gordon Caldwell, Economics. Three Essays on Dynamic Monopoly. Supervisor: S. Esteban (will be absent). 227 Dunning Hall, 10 am.

Monday, Dec. 9

Paulo Roberto Pagot, Mechanical Engineering. Cold and Hot Model Investigation of Flow and Mixing in a Multi-Jet Flare. Supervisor: A. Sobiesiak. 312 McLaughlin Hall, 9:30 am.

Queen's Pension Plan Quarterly Investment Report – September 30, 2002

Capital Markets

Returns on investments in the various markets can be measured against a series of well-established indices. Index returns for the 3-month and 12-month periods ending September 30, 2002 are as follows:

	3 months	12 months
S&P/TSX Composite (Canadian Stocks)	-13.1%	-8.1%
S&P/TSX Capped	-13.1%	-8.1%
MSCI World (Global Stocks ex Canada)	-14.9%	-19.0%
SCM Bonds (Canadian Bonds)	4.2%	8.5%
T-Bills (Treasury Bills)	0.75%	2.65%

Queen's Asset Mix

The investment managers have mandates established through a Statement of Investment Policies developed by the Pension Committee of the Board of Trustees. Investments in each asset class must be within a well-defined range. The "normal" asset mix is a long-term strategy mix which is used as a "benchmark" when measuring performance of managers. The current market value of the Queen's Pension Plan (QPP) of approximately \$907 million can be broken down as follows:

	Permitted Range	"Normal" Mix	Current Mix
Stocks Canadian	25% - 55%	30%	28%
Global (ex. Canada)	10% - 25%	27%	24%
Bonds	20% - 70%	41%	45%
Cash	0% - 20%	2%	3%

Queen's Performance

1. Compared With Other Pension Plans

The fund lost 5.7% for the quarter ending September 30, 2002. This put the QPP at the median in RBC Global's universe of pension funds. The one-year return of -1.9%, the three-year return of 3.2% and the five-year return of 3.3% are all third quartile. The quartile breaks for RBC Global's universe are as follows:

	3 months	1 yr	3 yrs	5 yrs
1st quartile	-4.7%	1.3%	5.6%	5.6%
Median	-5.9%	1.0%	3.6%	4.1%
3rd quartile	-6.5%	-3.3%	1.8%	3.3%

2. Relative to the Benchmark

	3 months	1 yr	3 yrs	5 yrs
Fund return	-5.7%	-1.9%	3.2%	3.3%
Benchmark return	-6.2%	-4.0%	1.7%	3.5%
Fund performance relative to benchmark	0.5%	2.1%	1.5%	-0.2%

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

3. General Comments

- Global equity markets declined sharply over the quarter. It was the worst quarterly return in 12 years and the fourth worst on record.
- Investors are concerned about the economy, corporate governance issues, and the potential negative effects of a war with Iraq.
- Burgundy Asset Management exceeded its Canadian equity index by 2.4% in the quarter
- Wellington Management exceeded its global equity index by 1.4% in the quarter.
- Addenda Capital performed strongly in the quarter, beating the Canadian bond index by 1.2%.
- The Pension Committee is meeting with a number of managers who invest in high yield bonds. This is an "alternative investment" which is under consideration.

Marcus Pistor, Political Studies. European Integration as Accumulation. Strategy: The European Integration Policy of the Federation of German Industries (BDI) from Eurosclerosis to Economic and Monetary Union. Supervisor: G.G. Amyot. C326, Mackintosh-Corry Hall, 2 pm.

Tuesday, Dec. 10

Susan Genesta Lund, Biology. The Heat Shock Response in Fish: from Field to Function. Supervisor: B.L. Tufts. 3110 Biosciences Complex, 10 am.

Ralf Labugger, Physiology. Diagnostic Markers for Muscle Injury: Implications of Disease-induced Modifications to Troponin. Supervisor: J.E. Van Eyk. 449 Botterell Hall, 10 am.

Wednesday, Dec. 11

Andrea Robin Belczewski, Biochemistry. Characterization of Lipoprotein(a) and Apolipoprotein(a) in Non-Human Species. Supervisor: M.L. Koschinsky. 660 Botterell Hall (Craine Reading Room), 9 am.

Stephan Marc Freiberg, Chemistry. Characterization of a Series of Azobenzene-Containing Liquid Crystalline Methacrylate Polymers and their Thermochromic Properties. Supervisor: P. Rochon. 415 Chernoff Hall, 1:30 pm.

Thursday, Dec. 12

Mustapha Ishak Boushaki, Physics. Studies in Inhomogeneous Cosmological Models. Supervisor: K.W. Lake. 201 Stirling Hall, 10 am.

Monday, Dec. 16

Sushanta Dhar Roy, Chemistry. An Improved Asphalt Binder Specification Development for Low-Temperature Pavement Cracking. Supervisor: S.A.M. Hesp. 517 Chernoff Hall, 1 pm.

Tuesday, Dec. 17

Dennis Charles Bustin, History. Hanserd Knollys Particular Baptist Pioneer in Seventeenth-Century England. Supervisor: P.K. Christianson. 207 Watson Hall, 10 am.

Wednesday, Dec. 18

Irina Paci, Chemistry. Molecule-Based Integral Equation Theories for Chiral Fluids. Supervisor: N.M. Cann. 415 Chernoff Hall, 9 am.

Guangchong Zhu, Mathematics and Statistics. Joint Source-Channel Coding via Turbo Codes. Supervisor: F.I. Alajaji. 521 Jeffery Hall, 2:30 pm.

Nathalie Boucher, Economics. Predicting National Data on the Use of Private Vehicles in Canada for the 1980-1996 Period: An Application of the Bayesian Approach of Gibbs Sampling with Data Augmentation. Supervisor: A.W. Gregory. 207 Ontario Hall, 9:30 am.

Thursday, Dec. 19

Kathryn Elizabeth Henderson, Psychology. Functional Analysis of Binge Eating in the Obese. Supervisor: F.J. Boland. 228 Humphrey Hall conference room, 1 pm.

Friday, Dec. 20

Ralph Arno Zirngibl, Biochemistry. The Role of the Fps/Fes Proto-Oncogene in Development and Innate Immunity. Supervisor: P. Greer. 660 Botterell Hall (Craine Reading Room), 9 am.

Surplus Items

The Department of Respiriology (KGH) offers for sale:

1 HP Colour JET5 Printer, prints colour & b/w 300x300dpi.

Open bid. This printer is in good working order. For information or to view, please call L. Forkert at 548-2446. Submit sealed bids marked "Respirology" to Patti George, Purchasing Services, by 4 pm on Dec. 9. Please mark bids "confidential."

The office of the University Secretariat offers for sale

2 HP DeskJet 540 Printers without cables, purchased August 1995

Open bid. Both printers are in good working order. For information or to view, please contact Tracy @ 77225.

Submit sealed bids marked "University Secretariat" to Patti George, Purchasing Services by noon on Monday, Dec. 9. Please mark bids "confidential."

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

Queen's University reserves the right to reject any or all of the bids.

Only successful bidders will be notified.

Volunteers

Asthma study
Males and females age 12 - 65 with asthma are needed to partic-

ipate 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.

Postmenopausal study

Women experiencing a decrease in sexual desire since entering menopause are invited to try a new medical therapy that may alleviate the problem. Dr. Robert Reid (Obstetrics and Gynecology) is evaluating the effectiveness of a new medical therapy that may alleviate this problem. If you are naturally postmenopausal and currently on hormone replacement therapy you may be a candidate for this research investigation. This eight-month study will involve about eight clinic visits. Call the Clinical Investigation Unit for further information, 548-1390.

Testosterone study

The Department of Urology is looking for volunteers for a research project on testosterone deficiency. Men under the age of 50 with manifestations of testosterone deficiency (decrease in sexual interest/ability, tiredness, irritability, depression), and healthy men over the age of 60 WITHOUT these symptoms, are eligible. Participation requires completing three short questionnaires (total time about 20 minutes) and to provide a sample of blood. Men who qualify and complete the requirements will receive a small nominal fee for their time. For more information contact Ms. Angie Black, R.N. at tel. 549-6666 (Ext. 3848).

Family Volunteers

Queen's Clinical Education Centre needs families with children six months old through school age to assist health science students learn interviewing, physical examination and developmental assessment skills. This will help Queen's medical, nursing and rehabilitation students become caring and competent health care professionals, while sharing with your children a sense of community contribution. Parking/transportation provided. Contact: Cheryl Descent, 533-2380 or grossc@post.queensu.ca.

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
Bob Burge - IT Services
533-6000 ext. 32447
Sandra Howard-Ferreira (On Leave)
School of Graduate Studies and Research
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.

CALENDAR

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 www.queensu.ca/ageht/

Union Gallery

Parts of These, an exhibition by fourth year fine arts students Erin Cunningham, Claire Eckert and Jennifer Wilson, Nov. 23 - Jan. 7, 2003.

Music

Tuesday, Jan. 7

Queen's Jazz Ensemble with composer John MacLeod in open rehearsal. 120 Harrison-LeCaine Hall, 5:30 pm. Free.

Wednesday, Jan. 8

Greg Runions Big Band's first CD: Sweet Home Suite plus premiere of John MacLeod's Home School Days. McArthur Auditorium, 8 p.m. \$10 at the door.

Saturday, Jan. 11

Queen's Music and Le Centre culturel Frontenac present a concert/lecture: Chopin, sa musique et ses lettres, featuring Marek Krowicki. Le centre, 711 Dalton Ave., 8 pm. Call 546-1331 for details.

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Queen's

Bright Ideas

Energy and water conservation tips

Buying New Equipment?

When ordering new equipment, buy ones with energy conservation features such as "sleep" modes for computers and office equipment, and desk lamps that consume less than 30 watts.



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Offer valid until December 31, 2002

CALENDAR

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Queen's Gazette

Dec 2, 2002

Sunday, Jan. 12

Kingston Symphony Orchestra, featuring John Burge's Trumpet Concerto, Stuart Laughton, trumpet. Grant Hall, 2:30 p.m. Admission: Call 530-2050.

For a complete listing of the School of Music concert series, see www.queensu.ca/music.

Departmental seminar schedules

Biology
www.biology.queensu.ca/seminars/dss.html

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

Chemistry
www.chem.queensu.ca/NEWS/ANDEVENTS/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, Dec. 4

Queen's Excellence in Research

Khem Jhamandas. Drug Action on Chemical Messengers in the Brain: Promise and Paradox.

Will Kymlicka. Can Western Models of Multiculturalism be Exported to Non-Western countries? Biosciences 1101, 7:15 pm.

Tuesday, Dec. 10

Department of Jewish Studies: People and Ideas in Jewish History

Lecture series 2002-2003

Dorit Naaman screens and discusses her film *Dreams of Olive Groves*, a documentary on North American Jewish identity. 517 Watson Hall, 7:30 pm

Thursday, Dec. 12

2002 O. Harold Warwick Prize: Dr. Elizabeth Eisenhauer: From Molecules to Medicines: Reflections on 20 Years of Studying New Cancer Therapies. Etherington Hall Auditorium, 4:30 pm.

Special Events

Monday, Dec. 2 Staff Appreciation Day

Start the day with a medium cup of coffee, tea or hot chocolate, courtesy of Queen's administration. Up to 10:45 am, show your staff card at JDUC, Mackintosh-Corry, Botterell Hall, Bio-Sciences and West Campus cafeterias. Participate in a professional development workshop, Train Your Brain, 9 - 11 am or 1:30 - 3 pm. Staff Recognition Awards presentation takes place at 12:30 pm at the principal's reception in Grant Hall. For details of the day's schedule, watch for the flyer in campus mail or contact Human Resources at ext. 32070, email hadmin@post.queensu.ca.

Courses and Workshops

Ban Righ Centre, 32 Queen's Cresc. Thursday, Dec. 5

Mary Alice Downie, writer. Ms. Downie will read from *And Some Brought Flowers* (co-compiled with Mary Hamilton) and will answer questions about travel and its connection to her writing.

December 2-6

Basic mediation skills

9 am to 5 pm, Room 415, Theological Hall. Facilitator: Ruth Sirman, President, CanMediate 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.



BANKS

(No thanks)

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384-5555
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549-3901
(Free Parking)

NEWS
and **MEDIA**
SERVICES

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