

QUEEN'S GAZETTE

Unlocking the mystery of campus history P3

We're being followed! P6

Student-athlete is Queen's newest Rhodes scholar

By CELIA RUSSELL

Sprinter-hurdler and computer science student Susan Bartlett has been selected as a Rhodes scholar for 2003.

Ms. Bartlett, 22, will take up her scholarship next fall at Oxford University, England.

She is the second Queen's Track and Field athlete to win

this prestigious recognition. Bob McGill won the same award in 1997.

"I'm very pleased, of course. There's nothing like jamming a Rhodes scholarship in between your exams," she said jokingly. "I'm planning to read PPE (Philosophy, Politics, and Economics). It will be my

third bachelor's degree, but it's the quintessential Oxford program. Plus, the system is very different over there, so there will be a lot of independent study."

She intends her course of study to prepare her for a career engaged in shaping public policy respecting new and emerg-

ing technologies.

Ms. Bartlett, a Riverview, NB resident, received a Bachelor of Arts degree in English Literature from Queen's University in May, 2002 and will complete an Honours Bachelor of Science degree in software design in May, 2003.

Ms. Bartlett is on the

Queen's University Varsity Track Team competing in hurdles, sprints and relays. She is a three-time, academic all-Canadian and is on the Dean's Honour List for both English and Computer Science.

The Rhodes Scholarship is not awarded, however, on the

See RHODES SCHOLAR: Page 2

'TIS THE SEASON



CELIA RUSSELL

Writing implements in hand, undergraduate exam-writers file into Jock Harty Arena on a frosty December morning last week. Exams end Dec. 19, and classes will resume on Jan. 6, 2003.

Trustees question Athletics changes

By CELIA RUSSELL

The number of varsity teams will decrease from 40 to 24, effective September 2003, a fact that concerns some Board of Trustee members.

Although they will maintain competitive club status, they will not retain the same funding status as varsity teams.

"There is no support for coaching in competitive clubs," Trustee Joan Stevenson told fellow trustees at their quarterly meeting Dec. 7.

Students are very much concerned about the future of their athletic programs, she said. "In light of our reputation in the *Maclean's* rankings, is there an opportunity to subsidize Athletics and Recreation in different ways?" said Professor Stevenson, a faculty member in Physical and Health Education and Rehabilitation Therapy.

Part of the program restructuring was to support activity in the intramural program, the largest in the country, Principal Bill Leggett said.

At the Oct. 24 Senate meeting, Janice Deakin, Director of the School of Physical and Health Education, said the proposal to reduce the number of clubs was based on a model that examined the number of athletes involved

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"Always interesting, sometimes provocative"

ATTENDANCE KEEPS GROWING FOR ANNUAL BUSINESS FORECAST LUNCH

By MEGAN EASTON

Now grown to a sold-out event, the annual Queen's Business Forecast has forged a relationship between the Kingston business community and the university's business school - a rare development in most university

towns, says the event's founder.

"It shows the local business people that the business school at Queen's exists and that we are actually prepared to come down and talk to them and answer their questions," says Merv Daub, Professor Emeritus and panel moderator. "Many people here will tell you that it's the only time they see a group of Queen's professors together, let alone talking about something that interests them."

Still the only event of its kind among Canadian universities

after more than two decades, this year's 21st annual forecast luncheon earlier this month saw attendance almost triple that of the inaugural meeting more than two decades ago.

Richard Kizell, a long-time member of the Kingston business community and president of the financial planning company Money Concepts, has been going to the luncheon every year for about 12 years, always signing up early because tickets go fast.

"It's always interesting,

sometimes provocative. Hearing an academic gives you a different point of view and more of a long-range forecast that contrasts with the newspapers where it's often very short-term. There's always something useful that you go away with."

He says he and his colleagues appreciate the chance to interact with the professors on the forecast panel. "It gives you an opportunity to meet people at the university, hear what they have to say and either agree or disagree with them."

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Queen's News Centre

Rhodes scholar

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basis of academic distinction alone; Cecil Rhodes stipulated in his will that the recipients of the scholarship must also have integrity of character, vigor, interest and a respect for their fellow beings, the ability to lead and the energy to use their talent to the full.

Originally, the scholarship was open to men only. The terms of the Rhodes trust were varied so that since 1977 women have been eligible for and awarded Rhodes Scholarships. In 1995 restrictions on married applicants were dropped.

Scholarships are awarded throughout the Commonwealth, and the United States and in Germany. The scholarship provides for all expenses for travel to and study at Oxford University for two years, with an option for a third year. The current value of the scholarship is more than \$100,000.



CELIA RUSSELL

Susan Bartlett addresses the audience at a ceremony recognizing the opening of the School of Computing earlier this fall at the University Club.



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The Gazette is published twice a month (except during the summer) by the Department of Marketing and Communications, 107 Fleming Hall, Queen's University, Kingston, ON. K7L 3N6

Submissions are welcome, but the Gazette reserves the right to edit and print contributions as space and time permit.

Schedule

Noon deadline	Publishing date
6 January	13 January
20 January	27 January

Queen's Gazette Online:
qnc.queensu.ca/
gaz_online.php

Queen's News Centre:
www.queensu.ca/newscentre

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Trustees

continued from page 1

in the sport, availability of leadership, competitive opportunities, demand on resources and possible savings. (Details of the changes can be found in the University Council on Athletics report to Senate available on the University Secretariat website.)

In the larger context, the restructuring reflects the signs of budget stress seen in all Queen's programs, Trustee Dan Burns said.

Trustee Heino Lilles expressed concern that the Board of Trustees had not been

made aware of Athletics and Recreation's decision to reduce the number of varsity teams before it took effect.

"I'm genuinely concerned with the process, that this change could be made without the involvement of the Board, and without broad discussion or input," said Mr. Lilles, a member of the 1968 Golden Gaels football team that won the Vanier Cup.

"It is a lot easier to drop programs than it is to reinstate them." www.queensu.ca/secretariat

Queen's meets enrolment target

Student numbers for 2002-2003 is virtually on target, and varies less than one per cent from the Senate-approved enrolment plan.

The report, prepared by University Registrar Jo-Anne Brady and included in the most recent Board of Trustee and Senate agenda packages, comprises figures taken as of Nov. 1, 2002.

The university grew by approximately 450 full-time students or three per cent, to a total full-time enrolment of 15,143 students. Total full- and part-time enrolment is 18,649.

Nearly 27,000 applications were received for about 3,100 full-time places in direct-entry undergraduate programs. As of Nov. 1, total full-time year 1 enrolment is 3,121, with total full-time undergraduate enrolment in direct- or second-entry professional programs at 12,827. Master's enrol-

ment in the School of Graduate Studies and Research increased five per cent (1,027 students) and doctoral enrolment increased seven per cent (757 students).

Male students represent fewer than 50 per cent of the total university population, only 34.8 per cent in Arts and Science and 25 per cent in Education. In contrast, 77 per cent of the Engineering program and 60 per cent of full-time graduate students are male. Most other programs show a close 50:50 ratio of men to women.

The number of students 17 years and younger increased 45 per cent over 2000 and represent 11 per cent of the first-year class. The youngest registered student is 15 and the oldest is 80.

International full-time enrolment increased 3 per cent over 2001 to nearly 500 students. www.queensu.ca/secretariat

Other news from the Dec. 7 meeting of the Board of Trustees

In other news, the Board

- Heard an update from Principal Leggett on administrative searches. The search committee for a new Vice-Principal (Operations) will review a list of recommendations in January; the search for a new School of Business Dean has been narrowed to two candidates, with the formal recommendation coming this month; the search for a new Information Technology Services director has been advertised nationally and has yielded a large field of interested applicants.
- Approved naming and dedication opportunities in The Cancer Research Institute, Goodes Hall, Harkness Hall (to Harkness International Hall) and Macdonald Hall.
- Ratified Senate approvals to establish the Bracken Chair in Genetics & Molecular Medicine in the Faculty of Health Sciences; the Connell Professorship in Palliative Care Medicine in the Faculty of Health Sciences and the Human Mobility Research Centre as a university centre.
- Amended the gift acceptance policy and the naming policy.
- Approved the health and safety and environmental management policy statement.
- Approved the statement of investment policies and procedures for the revised pension plan of Queen's University.
- Approved an allocation of up to six per cent (or \$50 million CDN) of the Queen's Pension Plan's assets to high-yield bond investments managed within a highly-diversified fund of high-yield bonds, subject to the Pension Committee finding a suitable means to keep the Queen's Pension Plan on-side with respect to the Federal Government's foreign property rules.
- Approved the hiring of Seix Investment Advisors (of Woodcliff Lake, New Jersey) to manage the high-yield bond investment component of the Queen's Pension Plan.

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A roof over their heads

STUDENTS SHOULD BE ABLE TO FIND ADEQUATE HOUSING THIS FALL, OFFICIALS SAY

By CELIA RUSSELL

Despite the arrival of the double cohort, students should have no problem finding a place to live next September, says Dean of Student Affairs Bob Crawford.

"There should be no housing crisis," he told the Nov. 28 meeting of Senate, referring to statistics from the apartment and housing listing service.

Even with increased enrolment this fall, there were still 650 available beds in mid-September.

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

"We are not projecting a very

large increase for next year, only about 200," said Suzanne Fortier, Vice-Principal (Academic), responding to a concern that lecture halls already seemed cramped. "Crowding is not a huge issue because we have handled the enrolment increases (to accommodate the double cohort) through small

"Crowding is not a huge issue because we have handled the enrolment increases through small increments over the past few years."

increments over the past few years."

This year Queen's accepted

about 300 more new undergraduate students than last year for a current Year 1 total of 3,121. The current first-year-undergraduate enrolment targets for 2003-04 and 2004-05 are 3,315 for each year.

Additionally, two new residences on Albert and Stuart streets will provide 548 new beds. The \$47.5 million project is scheduled for completion in time for the start of the 2003-04 academic year.

"We will continue to take every opportunity to look at all the possibilities," said Associate Dean of Student Affairs Roxy Denniston-Stewart. "Our plan is to ensure that we have adequate housing."

As for off-campus housing, the City of Kingston planning and adjustment committees have agreed to strike a committee with the university to look at issues surrounding intensification in the student housing area surrounding the main campus, Dean Crawford said.

Other news from the Nov. 28 Senate meeting

Senate approved:

- a one-year MBA for students holding an undergraduate degree in business or management;
- an MSc (OT) and MSc (PT) in the School of Rehabilitation Therapy;
- the Human Mobility Research Centre (HMRC) as a university centre;
- revisions to the policy on identification of students on final examinations. Effective December 2002, the use of student numbers rather than names will be used to identify participants on final examinations. The exception is machine-scored, multiple-choice final examinations, on which students would have to write their names.
- degrees, diplomas and certificates for 2002 Convocations. This year, Queen's conferred 4,802 degrees, diplomas and certificates (4,033 in the spring and 769 in the fall), as compared to 4,728 in 2001 (3,941 in the spring and 787 in the fall).
- the election of the following to Senate committees – Campus Planning and Development, Donna Lounsbury (staff); Internal Academic Review, Timothy Smith (faculty); Orientation Activities Review Board, Jo-Ann Brierley (non-student), Ayaz Hyder, Freda Kwon and Thomas Woodhall (students); University Promotions, Kevin Lai (student).

Documenting treasures of campus history

By CELIA RUSSELL

Paulette Jenner would be the ideal person to assist those who have lost their way on campus.

Chances are she could also give you the complete history of the building or room you were looking for, along with the details of portraits, plaques or sculptures that might also be there.

For four months this past summer, the Classics student, armed with clipboard and camera, scoured the hallways, rooms and even storerooms and closets of every building on campus, documenting evidence of the university's rich heritage. She then created the university's first-ever database of more than 1,500 digital photos and a

comprehensive inventory, including detailed descriptions and conditions of all commemorative plaques, artwork and other historical memorabilia.

University Secretariat staff are putting the finishing touches on the database, which will be an invaluable tool for several departments and units on campus.

"Her endeavour is crucial for maintaining institutional memory," says Associate University Archivist Paul Banfield, whose department is among several that will be using the database.

As part of the project, Ms. Jenner created a website on the history of the campus and its people. Browsable by build-

ing or person, it contains links to individual departmental history pages.

"The website also is an important way to recognize people," Ms. Jenner says. "Preserving institutional memory is particularly important with the retirement of many faculty and staff within the next 10 years."

The idea was sparked by Professor Emeritus Stewart Webster, who was concerned that the campus history is a mystery to many of those who work and study here, says University Secretary Georgina Moore.

The information will be an essential resource for offices such as Donor Relations and Stewardship in the Office of Advancement with reference to naming opportunities; Campus Planning and Development on the location of plaques and other forms of dedication. The Agnes Etherington Art Centre for tracking donated artwork and monitoring its condition. For Archives, the information will help with inquiries such as, "Thirty years ago, my mother gave the university a painting and I would like to go and look at it."

The University Secretariat used the 2002 Student Work Experience Program (SWEP) through Career Services to hire Ms. Jenner, who is now taking third-year studies as an exchange student at the University of St. Andrews, Scotland.

It took an exceptionally skilled person – part investigator, part historian and part computer guru – to do the job, says Ms. Moore.

"She was a delight to work with – an extremely bright, intelligent and engaging young woman – a 21st-century person in her grasp of the uses of technology but a Renaissance person in the breadth of her interest in the past and how to make it current and available to students of today. St. Andrews is very fortunate to have her for this year."

www.queensu.ca/secretariat/History/index.html



Kathleen Ryan (1906-1995) is among those whose biographies are featured in a new campus history website.

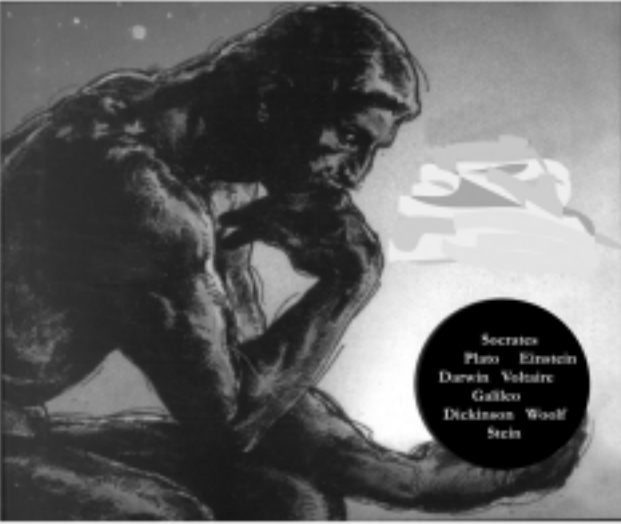
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VIEWPOINT

BRIAN YEALLAND
University Chaplain



Merry generic holiday

LET'S FIND A WAY TO CELEBRATE HOLY DAYS AND TRADITIONS THAT EMBRACES ALL RELIGIONS

Many people are annoyed that the words and symbols of Christmas are being suppressed in favour of generic references to the holiday season.

Is this just political correctness? Or are there good reasons to change our words and symbols, at least, in the public domain?

For many religions, the time around the winter solstice is sacred. The days cease getting shorter and begin getting longer. Thus, the tendency to see it as the end of an old year and the beginning of the new.

Both the Shinto and the Wiccan traditions celebrate the solstice, Jews celebrate Hanukkah, the Festival of Lights, Muslims celebrate the end of Ramadan, the month of daily fasting during this time, this year and Zoroastrians, the death of Zarathustra.

The African American celebration of Kwanzaa is marked by seven days of candle lighting, and Christians have moved, yes moved, the birth of Jesus to this time to locate it near the solstice.

We must assume this if shepherds were in the fields keeping watch over their flock by night, which they would not be doing in the dead of winter.

Aboriginals, Baha'is, Sikhs and Jains also have holy days in December.

We are right to recognize this diversity of spiritual celebration in a country like Canada by not referring to it exclusively as Christmas.

But I once heard an Imam say in a talk on religious pluralism that the enemy of any religion is not another religion; the enemy is the dismissal of religion.

What we need is a way for each religion to celebrate its holy days and traditions in a way that recognizes and embraces those of other religions.

In other words, don't take away Christmas or change the tree to a holiday tree.

Instead, add a recognition of the symbols and traditions of all religions which celebrate at this time of year.

The world needs more, not less, of the spiritual wisdom at the heart of our religious traditions.

Rev. Brian Yealland is the University Chaplain.

The world needs more, not less, of the spiritual wisdom at the heart of our religious traditions.

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.

Letters

Reader identifies two in 1972 photo

I am responding to the Queen's Flashback 1972 photograph (Nov. 18, 2002). The person on the left is Father Bill Burns. He was chaplain at Newman House and may possibly have been on the board of St. Mary's of the Lake Hospital at that time. The second person from the left is the late Sister Mary Hagan (her religious name had been Sister Mary Lalemant.) She was an administrator of St. Mary's of the Lake Hospital and a member of the Sisters of Providence of St. Vincent de Paul.

Gayle Desarmia, SP
Archivist
Sisters of Providence of St.
Vincent de Paul



Father Burns identified

I refer to the Queen's Flashback 1972 photo in the Nov. 18 issue. The fellow to the left of the nun is Father Bill Burns who was on the board of Hotel Dieu Hospital. He was also at the time the pictures, was taken, I believe, the pastor at St. John's Catholic Church in Kingston. In the late 1970s and 1980's, he was pastor at St. Thomas More Parish. He is now at St. Luke's Catholic Church in Thornhill.

Michael Stephenson
Kingston

Positive i.d. on Craine Building

The photo in the Nov. 18 *Gazette* (Flashback 19??) is of a lab on the top floor of the Craine Building. The Craine Building housed Biochemistry before the department moved to Botterell Hall in the early 1980s.

Pat Caulfeild
Physical Plant Services

Windows offer clue

The photo in the Nov. 18 *Gazette* (Flashback 19??) could have been taken in the Craine Building. Having worked there for many years from 1968 to 1984, I recognize the windows. My student lab in Biochemistry occupied the first floor. Pharmacology



was on the third floor then. Maybe this might help in the search for a date!

Ralph Koolen
Biochemistry

In the lab

In the Nov. 18 Flashback 19?? my wife and I independently identified the woman on the right as Margaret DeWolfe. She was in the Biochemistry department for four to five years in the early 1950s.

Alex Bryans
Professor Emeritus
(Pediatrics) Queen's University

QUEEN'S FLASHBACK: JANUARY, 1994



LAURA ESFORD, QUEEN'S GAZETTE

Queen's University Staff Association members kick up their heels during a lunchtime line dancing session.

QUEEN'S FLASHBACK: MARCH, 1988



ALEC ROSS, QUEEN'S GAZETTE

Professors Doug Babington and Edward Lobb get mostly high ratings from a group of admiring, unnamed students. The *Gazette* Editor recognizes Dave Lurie (far right). If you can identify any others, please email gazette@post.queensu.ca.

Gayle Desarmia, SP
Archivist
Sisters of Providence of St.
Vincent de Paul

Michael Stephenson
Kingston

Pat Caulfeild
Physical Plant Services

Ralph Koolen
Biochemistry

Alex Bryans
Professor Emeritus
(Pediatrics) Queen's University

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.

Get the latest on technology research with IEEE Xplore

Looking for information on microwave medical devices, or worried about the security of online/internet banking/shopping? Check out Queen's library's latest on-line information resource, the IE Library.

Queen's University researchers can now access the IEEE/IEE Electronic Library via the IEEE Xplore interface (ieexplore.ieee.org/). The IEEE Xplore is also available from the list of Indexes and Databases of the library's homepage.

IEEE, the acronym for Institute of Electrical and Electronics Engineers, is a leading authority in technical areas ranging from computer engineering, biomedical technology and telecommunications, to electrical power, aerospace and consumer electronics. Through its technical publishing, conferences and standards activities, the IEEE produces nearly 30 percent of



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and the IEEE conference proceedings from 1988 to the present. In addition, it also provides the full text for all the active IEEE standards.

The web-based interface is simple and straightforward. One can either browse tables of contents or perform online searches. The table of contents can be browsed according to the categories, namely, journals, proceedings and stan-

also sign up to receive email notification of recently posted journals and magazines. Each email contains a direct link to the table of contents of the latest issue. If interested, one can also sign up to receive the monthly email newsletter covering industry trends, emerging technology and career development advice.

In addition to IEEE Xplore, Queen's researchers in the subject areas of electrical, electronics, computer engineering and information technology can also access other on-line information resources such as: The ACM Digital Library, which includes the full-text of all the journals, magazines, transactions and proceedings published by the Association for Computing Machinery; INSPEC, which is the world's largest bibliographic database in the field of physics, electrical engineering and electronics, computers and control engineering and information technology covering 4,000 journals with 2,000 conference proceedings added each year; and COMPENDEX Plus which is the online version of the print Engineering Index that covers all aspects of engineering.

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Faculty and students are encouraged to try new resources and send feedback to the library. Engineering and Science librarians are pleased to offer instruction tailored for classes, courses or individuals. For details, call ext. 36981 or email webeng@library.queensu.ca.

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the world's published literature in electrical, computers and control technology. The organization holds more than 300 major conferences annually and has nearly 900 active standards with 700 under development. For years, those proceedings and standards have been lacking in our library collections due to their size and cost.

The IE Library provides full texts of all IEEE and IEE journals, transactions, magazines

and standards. The online search can be made in three ways. The author search is very straightforward. The basic search, through the pull-down menus, can be conducted in the most frequently searched fields such as title, author and subject. Boolean operators are also available for term combinations. For more sophisticated searches, the advanced search option is available.

Through the Email Alert from the IEEE Xplore, users can

Building learning communities at Queen's

With the approaching double cohort and the accompanying class size increases, Learning Technology Faculty Associates invite faculty members to a coffee hour series on how to build learning communities in large classes, and how to use educational technologies to help do this.

The next coffee hour - Building learning communities in large classes - takes place Jan. 22 at 2:30 pm in the Learning Technology Unit, B176 Mackintosh-Corry Hall (board room). With increasing class sizes, how can we help students make connections with each other? How can we connect with our students without becoming inundated? Come and talk about how learning communities, together with technology, could help.

On March 12 at 2:30 pm (same location), the topic will



BY ITSERVICES STAFF

Plugged In

be collaborative activities in large classes. "Collaborative learning" is an instruction method in which students work together in small groups for mutual benefit. Join the group to discuss how learning communities foster collaborative learning and vice versa, and how technology can help.

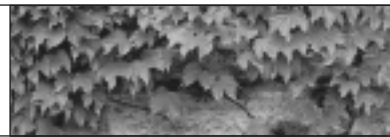
For details and registration, go to www.its.queensu.ca/ltfa/coffeehour/.

It pays to call first. Customers who bring or send their computer to the service depot in the Campus Computer Store (Dupuis Hall) without first contacting the IT Support Centre (ITSC, 533-6666), will be charged a look-at fee of \$30 for desktop computers and \$60 for laptops. Calling the support centre first is advantageous because:

- Because fewer computers go to the Dupuis service depot, service turnaround will be faster;
- The standard "look-at" fee can sometimes be avoided;
- Most problems can be resolved by phone or via an on-site visit.

For details, contact the IT Support Centre, 533-6666 or Microcomputer Repair, 533-2054.

UNIVERSITY ROUNDUP



Diversity spurs economic growth

Economic growth is not just a matter of entrepreneurial energy and technological advancement. Creativity drives economic wealth and universities play a central role in the new creative age, says Richard Florida, author of *The Rise of the Creative Class: and how it's transforming work, leisure, community and everyday life*. Because universities must attract and retain talented faculty and accept different lifestyles and sexual orientation, "they also create an environment that is open not just to new ideas but also to tolerance," says the economics professor from Carnegie Mellon University. His creativity ranking includes indices to measure innovation, high technology and the gay population (as a measure of tolerance) and his studies have found that cities which do best in the creativity ranking all have strong universities and research institutions.

University Affairs (January)

Why reporters go south

"I don't believe people at American institutions are any smarter than Canadians. But there's one enormous distinction: Americans answer their own phones, answer your questions in a friendly way and offer their home numbers just in case. Canadians are, on average, more circumspect. A great many are helpful, of course. But many just won't answer a call. Some others answer questions with questions. Why are you asking me this? How did you get my number? Will you submit a list of your questions in writing? Can I edit what you write?"

Excerpted from a commentary written for the Canadian Council for the Advancement of Education by Ottawa Citizen science reporter Tom Spears on why Canadian reporters often go south when they need information for news stories

Frank Zappa inspires gene name

When it comes to the naming the human genes, some world scientists are letting their imaginations run wild. The Human Genome Organization gene nomenclature committee, based at University College London, has assigned internationally recognized names and symbols to close to half of the 30,000 genes thought to make up humankind. Most are simply serviceable abbreviations aimed at facilitating communications between scientists. But some are more off the wall (e.g. Sonic Hedgehog, lunatic fringe, yippee and van Gogh). One U.S. scientist, in naming a bacterium gene ZapA, made a point of acknowledging "the late Frank Zappa for inspiration and assistance with genetic nomenclature."

The Times Higher Education Supplement (Nov. 22)

Avoid deletion

If you want your email read and not routinely deleted as electronic junk mail, take heed when composing a subject line that a single line of capitalized words is universally recognized as a spam characteristic.

From 20 tips to avoid having your email filtered in Ralph Wilson's Web Marketing Today article at www.wilsonweb.com/wmt8/spamfilter_avoidance.htm, as reported by the Higher Education Marketing Newsletter.

Back to the big picture...

"The more science learns about the origin and history of the cosmos and of life on earth and of Homo sapiens, the more it reveals how staggeringly improbable we are. The big bang theory represents a profound insight into the history and structure of the cosmos, but it cannot tell us why creation occurred in the first place...Honest physicists will admit that they have no idea why there is something rather than nothing. After all, what produced the quantum forces that supposedly made creation possible?"

Excerpt from an article entitled Between Science and Spirituality published in The Chronicle of Higher Education's The Chronicle Review (Nov. 29)

Fears grow about vulnerability of university computer systems

The number and severity of Internet-based assaults on university computer systems have escalated in recent months, says a senior systems analyst with the University of Saskatchewan's Information Technology Division. Terry Roebuch, who recently attended a high level Washington, D. C. conference on how to prevent university computer networks from being used to disrupt vital communications, transportation and even power supplies systems, says: "Universities in general are targeted often, for a variety of reasons — there are a lot of desktops, most connected on-line using high-capacity communications channels, usually on, usually not used at night, the servers have lots of space, there's a lot of older software and equipment and staff are often too overworked to provide adequate security."

University of Saskatchewan Campus News

Compiled by Anne Kershaw

Japanese university chooses Queen's as research model

By NANCY DORRANCE
News and Media Services

Reduced government funding. Increasing emphasis on applied research. The need for more university/industry partnerships, and international training.

Sound familiar? While this could easily be a summary of the Canadian university scene, the description comes from Japan.

That's why one of Japan's leading research-intensive universities, Gifu, has looked to Canada for expertise in addressing these urgent issues – and their search has led them to Queen's Vice-Principal (Research) Kerry Rowe.

"The administrators at Gifu are aware of our reputation for excellent research and success in technology transfer," says Dr. Rowe, who recently returned from a five-day visit to the Japanese university. "With govern-



Rowe

ment restructuring of the National Universities, there is a need to find other sources of funding, and developing research collaborations with industry has been recognized as an important way to do this."

Although it has only half the number of undergraduate students as Queen's, Gifu has almost as many faculty members, and is ranked 23rd in research funding of the nearly 600 universities in Japan. The city of Gifu is located 400 km from Tokyo in central Japan.

Dr. Rowe gave a five-hour presentation to senior administrators at Gifu and spent the next four days answering questions.

An article about his visit in the Japanese newspaper, *Chunichi*, entitled "Gifu University learns strategy about collaboration for academy/industry/government from advanced Canadian university" reported that: "Queen's University is the top ranked university in Canada, located in the province of Ontario..."

This Wednesday, three representatives of Gifu University's Collaborative Centre for Academic/Industry/Government Liaison and their Office of International Affairs will visit Queen's. They have asked to meet with representatives from PARTEQ Innovations, the Office of Research Services, the Queen's Centre for Enterprise Development, and the Department of Marketing and Communications.

"After digesting the information from our initial sessions, they are coming to Queen's to

discuss additional questions about developing industrial research partnerships," says Dr. Rowe. These areas include technology transfer, protection of intellectual property, licensing, contract research, the initiation of start-up companies, training of people to work in a global environment, and communication of university research and expertise to the public.

As one of Japan's almost 100 national universities formerly supported by the national government, Gifu is faced with the challenge of becoming more competitive in the wake of financial restructuring that will drastically reduce its government funding. Part of this challenge will be to shift emphasis from government-funded basic research to a greater proportion of industrially-funded applied research. As well, the Japanese

institutions would like to emulate the Canadian example of collaboration among top research-intensive universities, Dr. Rowe notes.

"The city of Gifu already has the space and the facilities needed for an excellent industrial research park: in that respect they are well ahead of Kingston," he says. "Their big challenge is to develop the companies that can make effective use of these excellent facilities."

"With regard to technology transfer and development of industrial partnerships, Gifu University is now at the stage Queen's was in the 1980s when PARTEQ was established," says Dr. Rowe. "We will be happy to provide any assistance that we can in helping them learn from the success of the Queen's-PARTEQ model."

gumail.cc.gifu-u.ac.jp/English/

Don't look now, we're being followed!

ASTRONOMERS DISCOVER ASTEROID ON EARTH'S ORBIT

By NANCY DORRANCE
News and Media Services

A recently discovered asteroid is the first known object to follow Earth's orbit around

the Sun, says astronomer Paul Wiegert.

As part of an international research team, partially funded by the Natural Sciences and Engineering Council, Dr. Wiegert (Physics), helped to plot the asteroid's reversing, horseshoe orbit that brings it near Earth every 95 years. Although other co-orbital asteroids follow the

planets Jupiter and Mars, asteroid 2002 AA29 is the first one known to follow the Earth's orbit.

The next close encounter will happen Jan. 8, 2003 – but there's no need to worry about a collision, says Dr. Wiegert.

"The combination of Earth's and Sun's gravity works so that even as Earth pulls in the asteroid, it speeds up and

moves away from the Earth. The asteroid will be much further away than the Moon, and only detectable using large telescopes."

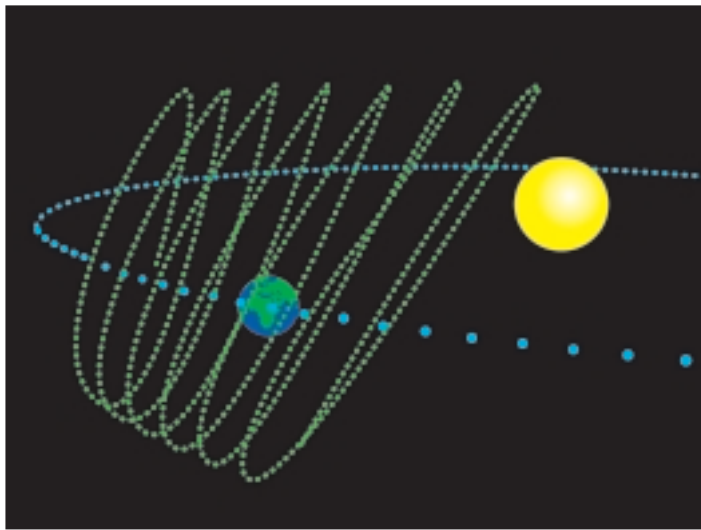
The researchers' findings are reported in a recent issue of the journal *Meteoritics and Planetary Science*, which notes that such asteroids may offer a potential target for future space missions.

Dr. Wiegert's team also discovered that in about 600 years, asteroid 2002 AA29 will become a "quasi-satellite" of the Earth.

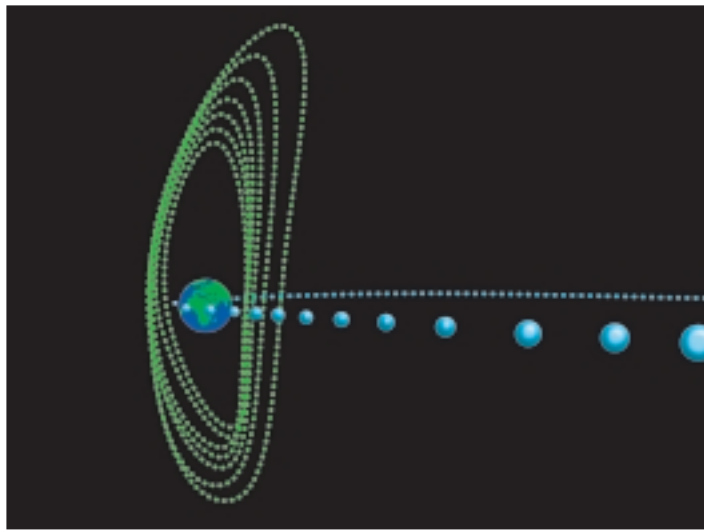
For about 50 years the asteroid will act like a second Moon, orbiting our planet once a year. This peculiar motion has also occurred at intervals in the past.

"When in its quasi-satellite state, both the Earth and the asteroid still orbit the Sun," he says. "But the relative looping motion of the asteroid in some ways resembles a satellite orbit, with a period of one year. The asteroid becomes, for a time, a companion to the Earth and Moon in their journey around the Sun."

www.astro.queensu.ca/~wiegert/AA29/AA29.html



PAUL WIEGERT



PAUL WIEGERT

Asteroid 2002 AA29 (far left) goes into "quasi-satellite" mode. The Earth, rather faint in this image, is in the middle of the asteroid's loops, and the Sun is in the background. The blue dots outline the Earth's orbit. Another view (near left) looks along the Earth's orbit. The Sun is off the image to the right here.

Chemist wins highest Lithuanian award

Victor Snieckus, the Bader Chair in Organic Chemistry, has won the highest state honour of Lithuania for his work in bringing recognition to chemical research in the Baltic States.

Dr. Snieckus recently received the award – The Order of Grand Duke Gediminas – from Lithuanian president Valdas Adamkus. The citation reads, in part: "for services rendered to the State of Lithuania and efforts to promote Lithuania in the world."

A native of Lithuania, Dr. Snieckus is an internationally-

renowned chemist whose research focuses on the development of new methods and strategies in organic synthesis, with increasing emphasis on biological molecules. He came to Queen's in 1998 as the university's first Bader Chair in Organic Chemistry and in 2001 was awarded a prestigious Kilmam Research Fellowship.

Dr. Snieckus has been active in raising awareness of chemical research in the Baltic States (including Estonia and Latvia), independent from communist occupation since 1991. In 2001

he organized an international conference on organic synthesis hosted by Vilnius University in Lithuania, featuring 2001 Nobel Prize recipient Barry Sharpless.

"In addition to its focus on 'green' chemistry, the conference provided a forum for Baltic chemists to present their research to the Western world," says Dr. Snieckus. "It helped to forge ties between the Baltic chemistry community and Western chemists, both academic and industrial."

www.chem.queensu.ca/people/faculty/snieckus/group_members/snieckus/snieckus.ht



COURTESY OF VICTOR SNEICKUS

Wearing the medal he received from the President of Lithuania, Victor Snieckus stands in front of a portrait of the Grand Duke Vytautas at the presidential palace. Vytautas is shown leading a charge against the Teutonic (Germans) in 1410 at the Battle of Bagrai.

Business forecast

continued from page 1

This year's attendees met some new Queen's faces. Professor Daub was the only member left of the original panel and this was his last year as a participant. It was Marc Busch's second year on the panel. John McHale and Peter Sephton were newcomers. Acting dean of the School of Business Lewis Johnson and Peggy Cunningham rounded out the panel.

The group's forecast for 2003 was generally optimistic. They agreed that the economy will experience another year of reasonable growth, where prices and interest rates will likely rise somewhat. Unemployment will remain relatively stable, and the Canadian dollar may increase slightly.

All of the panel members accounted for a possible U.S. war with Iraq in their forecasts, though they said it's impossible to predict the actual economic consequences. "The whole thing could blow up and have sizeable impacts," Professor Daub told the audience. The oil issue is key, he said, since in a modern economy it's a crucial commodity price.

A possible stumbling block in the positive outlook for Canada's economy would be a decline in the American economy caused by war or other international events, said Professor McHale. "The Canadian economy has outperformed the U.S. economy over the last seven quarters, but if the U.S. slowed down again it would certainly have an impact in Canada."

Locally, the panel said that the Kingston economy has above average prospects. "The double cohort is going to push growth at both Queen's and St. Lawrence College," said Professor Cunningham, since greater enrolments are increasing the demand for housing and other services. The building boom at Queen's, including new residences and academic facilities, has benefited sub-contractors and other Kingston businesses, said Professor Daub. "It's going right back into the local community, and it has a multiplier effect."

After noticing that none of the usual sources of year-end economic predictions (i.e. the major banks, the Conference Board and other institutions), ever came to Kingston, Professor Daub gathered the first group of colleagues from the School of Business for the inaugural 1981 forecasting luncheon and presentation for local business people at the Holiday Inn downtown. A respected Canadian authority on the accuracy of economic forecasts, Professor Daub modelled the event on a similar annual forecast at the University of Chicago, where he did his graduate work.

While the accuracy of the Queen's forecast—which is always an average of individual panel members' predictions—has fluctuated over the years, Professor Daub says "overall we've done pretty well." Last year the panel underestimated Canada's economic growth rate while seriously overestimating the strength of the stock markets.

"Economists make people working at the Weather Network look great," joked Professor Sephton in describing these miscalculations. Economic growth in Canada, as measured by the change in the real Gross Domestic Product, was much higher than forecast for 2002, he says, despite the downturn in the American economy. "It turns out that the economy was much more robust than we expected."

In keeping with the event's community outreach mandate, the venue has always been in a central location, mostly in hotels—a way, he says, to "bring the university to the business community."

While the event only broke even in its early years, rising ticket sales in the last decade have left the organizers with a surplus. They decided to use the funds to create the Business Forecast Luncheon Award for an undergraduate business student with high academic standing. The first award was handed out last year. This year's winner, Cynthia Lee, received \$1,000.

Track Record on 2002 Predictions

	2002 Prediction	Actual 2002	Error
Economic Growth	0.9%	3.2%	-2.3%
Inflation	1.5%	2.3%	-0.8%
Unemployment Rate	7.8%	7.6%	+0.2%
Prime Interest Rate	4.8%	4.5%	+0.3%
Exchange Rate	\$0.61	\$0.63	-\$0.02

Forecast for 2003

Economic Growth	3.3%	-stable from 2002
Inflation	2.5%	-up from 2002
Unemployment Rate	7.5%	-stable from 2002
Prime Interest Rate	5.4%	-up from 2002
Exchange Rate	\$0.65	-up from 2002

ANOTHER QUEEN'S FIRST



JERI HARMSSEN

Queen's professors emeriti Dolf Harmsen (Biology) and Willem Vreeken (Geography), along with students (clockwise from top left) Laura Bolt, Bethany Lindsay, Barbara Sobota and Jessica Greguol are all smiles as they emerge after weathering an intense sandstorm in a Tuvan yurt on the Mongolian border. Dr. Harmsen led the first-ever Canadian field course in Siberia, studying the area's ecology, earlier this fall. The Queen's-coordinated half-credit course, organized through the Ontario Biology Field Course Program, attracted 14 students from Queen's, Windsor, McMaster, Waterloo, Hong Kong, Australia, Switzerland, Britain and the United States.

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Offer valid until December 31, 2002

Peace...

Function: noun

Definition: Harmony

Synonyms:

accord, agreement, amity, armistice, brotherhood, cessation, conciliation, concord, fraternalism, fraternization, friendship, love, neutrality, order, pacification, pacifism, reconciliation, treaty, truce, unanimity, union, unity

Rogers' Interactive Thesaurus, First Edition (v 1.0.0)

Whatever it means to you and wherever you celebrate it...may your Holiday Season be lit by joy and peace

Best wishes from IT Services

As a reminder, over the Holidays, please remember to check your email periodically, to ensure that your mailbox doesn't extend its quota.

For more information, visit: www.its.queensu.ca/pubs/howto/email.html



Expert comments on Romanow report implications

QUEEN'S IN THE NEWS

Highlights of Queen's experts in the media

■ Nov. 27 – Dec. 10

Sam Shortt (Centre for Health Services and Policy Research) is interviewed by *CBC Radio's Ontario Morning* on the implications of the Romanow Commission report on health care.



Little

Margaret Little (Political Studies) is interviewed on *CBC Radio Ontario Morning* about the privacy implications of questions on Revenue Canada's Child Tax Benefits form. Her comments are also covered by *Kingston Whig-Standard* and the *Edmonton Journal*

Duncan Sinclair's (Policy Studies) views on Canada's shortage of doctors and the role of nurse practitioners and other health professionals are reported in the *Globe and Mail*.

Daniel Thornton (School of Business) comments in the *National Post* and *Ottawa Citizen* on proposed changes to regulation of the accounting industry in Ontario.

In an article on biblical scholarship, *Maclean's* notes that **Donald Akenson** (History) describes rival scholars as going for one another like "a pack of feral canines."

A study of changes in Canadian political culture issued by Queen's **Institute for Intergovernmental Relations** is quoted in the *Windsor Star*, *Vancouver Sun*, *Victoria Times-Colonist* and *Montreal Gazette*.

Roel Vertegaal (School of Computing) is interviewed on *Discovery TV*, *CBC-Radio's All in a Day*, and by the *Ottawa Citizen* about his research into the links between eye gaze, conversation and video conferencing.

Bill Forbes (Pensions, Investment and Insurance) comments in the *Globe and Mail* on the

effect of the slumping stock market on university investments.

Ross Finnie (Policy Studies) comments in the *Globe and Mail* on a survey he conducted that shows high-income Canadians are six times more likely than poorer Canadians to abandon the country for work elsewhere.

Tom Kent's (Policy Studies) comments to the House of Commons standing committee examining ownership of newspaper and broadcast outlets are reported in the *Ottawa Citizen*.

The key role of **Jeremy Heaton** (Urology), **Alvaro Morales** (Urology) and **Michael Adams** (Pharmacology and Toxicology) in developing the new sexual dysfunction drug *Uprima* is reported in the *Toronto Star*.



Bala

Nicholas Bala (Law) comments in the *Ottawa Citizen* on the Crown's attempt to have a 15-year-old Ottawa-area boy tried as an adult in the slaying of two retired teachers. He also comments on proposed changes to the wording of Canada's Divorce Act in newly announced legislation in the *National Post*, *Ottawa Citizen*, *Vancouver Province*, *Montreal Gazette* and *Edmonton Journal* and on *CBC Radio Ottawa*, *Choral Radio Network (Calgary, Kitchener & Kelowna)*, *CKLW Radio Windsor* and *CKBT Radio St. Catharines*.

The annual financial forecast by School of Business professors **Peggy Cunningham**, **Peter Sephton**, **Marc Busch**, **Lewis Johnson** and **John McHale** is reported in the *Kingston Whig-Standard*.

Douglas Reid's (Business) views on the fallout from United Airlines' declaration of bankruptcy are quoted in the *National Post*, *Ottawa Citizen*, *Montreal Gazette*, *Edmonton Journal*, *Kingston Whig-Standard* and *Hamilton Spectator*. He also comments in the *Toronto Star* on businessman Robert Deluce's plan to create a new airline flying out of the Toronto Island airport.

Research by **Rena Uptis** (Education) and **Katharine Smithrim** (Education) into how using the arts in the classroom enhances students' scores in math is reported by the *National Post*, *Toronto Star*, *Edmonton Journal*, *Windsor Star*, *CBC-Radio's The World at Six*, *Regina Leader-Post*, *London Free Press*, *CBC Winnipeg*, and *WNYC Public Radio, New York*.

William J. Egnatoff's (Education) views on whether computers in the classroom improve student achievement are reported in the *National Post*.

A study by **Kristan Aronson** (Community Health and Epidemiology) and **Katharine Wynne-Edwards** (Biology) into potential hormonal causes of breast cancer in women is covered by the *Kingston Whig-Standard*, *CKWS TV*, the *Ottawa Sun*, *Ottawa Citizen*, *The Globe and Mail* and *CBC-Radio's Ontario Morning*.



Taylor

Peter Taylor (Math and Statistics) is one of the teachers interviewed in an article titled *Passion & Preparation: Top Teachers in Action*, which appears in the winter 2002 edition of *Kingston Life* magazine.

John Meisel (Political Studies) comments in the *Ottawa Sun* on Premier Ernie Eves's reversals of former Premier Mike Harris's policies.

The research of **Paul Wiegert** (Physics) related to asteroid-like space rocks that he and an international team of astronomers recently discovered orbiting the earth is covered in the *Ottawa Citizen*.

The *Toronto Star* quotes a recent report by **Alan King** (Education) that says the new Ontario Ministry of Education practical "applied" and "essential" level courses are too hard for many teens.

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



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

Racz wins toxicology distinction award

PEOPLE

William Racz (Pharmacology and Toxicology) was presented with the Award of Distinction of the Society of Toxicology of Canada in Montreal this month. The award honours outstanding and sustained contributions to the science of toxicology in Canada and/or the Society of Toxicology of Canada.

Samuel Ludwin (Associate Dean- Research, Faculty of

Health Sciences, Pathology and Vice-President (Research Development) Kingston General Hospital was keynote speaker at the recent Biennial Combined Congress of the European & Americas Committees for Treatment and Research in Multiple Sclerosis, Baltimore, Md. He was also invited guest lecturer at the Symposium on Multiple Sclerosis at the Canada Association of Neuropathology Meeting, Vancouver. He has also been selected as the Saul Korey Distinguished Lecturer at the Annual

Meeting of the American Association of Neuropathologists to be held in Orlando, Fla. in June 2003.

Jacalyn Duffin (Hannah Professor of the History of Medicine) was the 2002 Joanne Goodman Lecturer at the University of Western Ontario. She delivered a series of lectures entitled *Lovers and Livers: Disease Concepts in History: The Disease Game, Lovesickness: Its Rise and Fall? and Hepatitis: Or Fifty Ways to Lose Your Liver*.

PEOPLE

Bibles old and new highlighted in comprehensive exhibit

Susan Rohland (Radiation Oncology Research Unit, Queen's University/KGH), a full-time staff member, has won the W.T. MacClement Prize for the student who achieved the highest standing in a spring term/summer term philosophy course.

Donald Akenson (History) delivered the 31st Robinson T. Orr Lecture at Huron College, University of Western Ontario, and also the 2002 Morris Lecture at Lakehead University.



Ireneus Zuk (Director, School of Music), presented a lecture-recital at the 24th International Piano Conference in Namur, Belgium, in August as a member of the Zuk Piano Duo (with Luba Zuk, McGill University). The presentation, titled "Exploration of Sonority in Works for Piano Duo by XXth-century Canadian Composers" featured works by Wolfgang Bottenberg, John Burge (Queen's), George Fiala, and David Keane (Queen's). He also served as a member of the international jury at "Les rencontres Internationales des Jeunes Pianistes" at Vresse-sur-Semois (also in Belgium), and at the Ibla Grand Prize International Piano Competition in Italy.

Bibles from around the world – one as small as a finger, are featured in the current exhibit at the W.D. Jordan Library.

Through Jan. 26, come and view selected items from the library's collection of about 1,200 Bibles, representing many of the historically significant versions of the Holy Scriptures.

Included are facsimiles of early illuminated manuscripts and printed editions from 1491 to 2001 in various translations and versions in 60 languages, with and without illustration, in formats large and small.

The Bibles Through the Ages exhibit honours the work of Daniel Fraikin (Queen's University Theological College) who created an electronic database of the collection over the last three years.

Dr. Fraikin will present a public lecture on the exhibit on Thursday Jan. 9, 2003 at 3:30 pm in the Jordan Library to which all are invited.

About 60 Bibles (or parts of Bibles) are exhibited in seven cases arranged in categories by chronology, language, version or other feature. A few items are also on display in Stauffer Library.

There are several brilliant



W.D. JORDAN LIBRARY

An early Greek Bible from Bibles Through the Ages, currently on view at the W.D. Jordan Library.

reproductions of manuscripts, early Canadian imprints, a tiny, "finger" Bible and many others.

The Jordan Library is located on the 2nd floor of the Douglas Library building,

For more information, point your mouse to library.queensu.ca/webmus/sc/exhibits.html.

CAREERS

Appointment

Bonnie Beresford, University Veterinarian and Director of University Animal Care

On the recommendation of the selection committee, Kerry Rowe, Vice-Principal (Research), is pleased to announce the appointment of Bonnie Beresford, PhD, DVM, as University Veterinarian and Director of University Animal Care for five years from Jan. 2, 2003.

Dr. Beresford received her Doctor of Veterinary Medicine from the Ontario Veterinary College, Guelph, in 1993 and a Doctor of Philosophy, Medical Sciences, in 1979. She has a strong research background and more than 12 years of investigative experience in the neurosciences, embryology, immunology and microbiology. Through her work as a clinical veterinarian in private practice and as a research associate at the University of Guelph, Dr. Beresford has acquired experience with a broad range of animal species and has maintained an active network with colleagues in veterinarian medicine.

In making this announcement, Vice-Principal Rowe expresses his appreciation to Dr. Morag McMurray, who has been Acting University Veterinarian and Director of University Animal Care since August 2002.

Committees

Headship search Department of Economics

Frank Lewis's term as head of the Department of Economics ends on June 30, 2003. In accordance with the collective agreement between Queen's University Faculty Association and Queen's University, the principal has appointed a selection committee to advise him in making a decision on the headship.

Elected members: M. Abbott, R. Boadway, A. Gregory, A. Head, S. Seitz.

Appointed members: T. Brennan, J. Fenske, B. Paterson, W. Craig.

Non-voting members: R. Silverman, Dean, Faculty of Arts and Science; M. Singh, Associate Dean, School of Graduate Studies and Research.

Chair: Gordon E. Smith, Associate Dean, Faculty of Arts and Science.

Faculty, students and staff are invited to submit their comments on the present state and future prospects of the Department of Economics, and the names of possible candidates for the head, to the chair of the committee, Associate Dean Smith, <smithg@post.queensu.ca> by Friday, Jan. 11, 2003. All letters will be reviewed by the selection committee and will become part of the record of decision-making.

Principal's Advisory Committee for the Queen's National Scholars 2002/2003 Competition

Principal William C. Leggett is pleased to announce the composition of the principal's advisory committee for the Queen's National Scholars. The membership of the committee is as follows: Ana Da Silva, Associate Professor, Civil Engineering; Stephen Scott, Associate Professor, Anatomy and Cell Biology; Mary Margaret Dauphinee, University Advisor on Equity; Janice Deakin (Chair), Director and Associate Professor, School of Physical and Health Education; Mike Lindsay, President, Alma Mater Society (AMS); Rebecca Luce-Kapler, Associate Professor, Faculty of Education; Leslie Monkman (Secretary), special advisor to the principal; Laura Murray, Associate Professor, Department of English; Christopher Peltzer, President, Society of Graduate and Professional Students; Alan Richardson, Professor, School of Business; Mark Walters, Professor, Faculty of Law.

The committee will review and provide advice on the applications received by the principal. Faculty offices will be notified of the principal's decisions no later than Jan. 31, 2003.

Staff Appointments

Senior Secretary, Health Counselling and Disability Services 2002-101

Mary Beth Kom

Student Advisor/Publications, Ban Righ Foundation 2002-111
Gamila Abdalla



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Receptionist/ Senior Secretary,
Department of Alumni Affairs
2002-112

Linda Line

Civil Technologist, Department
of Civil Engineering 2002-114
Jamie Escobar Valeria

Coordinator Faculty Recruitment
and Retention, Office of the Vice-
Principal (Academic) 2002-116
Monica Stewart

Building Supervisor, Faculty
of Education 2002-120

Brian Zufelt
(Residences)

Administrative Coordinator,
International Programs Office
2002-121

Karyn McLean
(School of Business)

Account Manager, Financial
Services 2002-125

Gail Harvey

Budget Analyst and Coordinator,
Financial Services 2002-126

Robert Cooke

Staff Vacancies

Departments requiring casual
hourly paid secretarial or clerical
assistance should contact the
Department of Human Resources,
533-2070.

Requisitions for staff replace-
ment, with appropriate
approvals, must reach the
Human Resources Department
by noon of the Monday before
publication.

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

Closing date for the following
positions is **Friday, Jan. 3, 2003
at 4:30 pm. Late applications
will not be accepted.** Please sub-
mit a letter of application indicat-
ing the specific position desired
and a detailed resumé including
your **employee number.**

Resumés will be accepted from
Queen's employees with inter-
nal 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 clus-
ter in the following job ads
which represents the job family,
branch and grade (e.g., ADMG5
is Administration Family, General
Branch, Grade 5). Generic posi-
tion overviews for clusters can be
found on the HR website at
www.hr.queensu.ca

**Specific job overviews for posi-
tions 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
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Storeskeeper Physical Plant Services 2002-141

This is a term appointment
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until April 30, 2004. The suc-
cessful candidate must be will-
ing to work overtime.

Major responsibilities: order
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material from suppliers; accept,
receive and enter information
into the Maximo computer sys-
tem; monitor existing supplier
partnerships; organize and con-
solidate purchases for store-
rooms; operate a forklift;
receive and coordinate place-
ment of items into various stor-
age areas; drive supplies, equip-
ment and personnel to various
sites on-campus; maintain a
safe work environment in
storeroom locations; work
within the Physical Plant Ser-
vices operational and safety
policies.

Requirements: inventory con-
trol, materials handling and
purchasing skills with related
experience in a MRO (mainte-
nance, repair and operational)
environment; minimum three
to five years of experience;
high school diploma, PMAC
level I; must be a team player
with a positive attitude and
involved in the daily inter-
action with customers and sup-
pliers; self-starter with the abili-
ty to multitask efficiently;
ability to work well under pres-
sure and meet deadlines; atten-
tion to detail essential; strong
problem-solving skills; good
working knowledge of purchas-
ing principles and techniques;
proficiency in MS Word and
Excel computer systems; excel-
lent communications and
interpersonal skills; ability to
maintain confidentiality;
knowledge of Queen's Universi-
ty campus an asset; valid
Ontario driver's licence with a
good driving record.

This position falls under the
jurisdiction of the Canadian
Union of Public Employees,
Local 229.

Hourly rate: \$19.96

Computing Systems Administrator Department of Physics 2002-142

This is a term appointment for
a period of one year.

Major responsibilities: report
to the Administrative Assistant;
responsible for the administra-
tion and maintenance of the
department's heterogeneous
computer network system to
provide maximum computing
service support for research,
teaching and administration;
provide technical support and
advice regarding network sys-
tems, hardware and software;
provide software training as
needed; evaluate and recom-
mend the acquisition of new
systems and software; act as
departmental computing repre-
sentative; advise the Physics
Computing Committee on
future directions for the system.

Requirements: three-year
post-secondary program in a
computer-related field (e.g.,
computer science, computer
network administration), with
substantial relevant experience,
or equivalent training and
experience (B.Sc. preferred);
training and experience in
UNIX support and network

administration; in-depth working
knowledge of operating systems
such as Windows NT, Windows
98/XP, Linux, AIX and Solaris;
ability to integrate technology
into the work environment to
maximize efficiency and accu-
racy; demonstrated analytical,
problem-solving, communica-
tion, interpersonal and organiza-
tional skills; knowledge of vari-
ous university information
systems and networking environ-
ments, and Queen's policies and
procedures; ability to learn and
apply new technology as it
emerges; ability to delegate work,
be proactive and work independ-
ently; understanding of database
design and maintenance.

Minimum hiring salary:
\$39,548 Salary Grade 7 – ITUS7

Web Developer and Technical Support Industrial Relations Centre 2002-143

This is a term appointment for a
period of one year.

Major responsibilities: report to
the Manager of Communications
and Development; assist in the
planning and evaluation of the
Industrial Relations Centre (IRC)
World Wide Web site by provid-
ing strategic input to and ensur-
ing the delivery of planned com-
munications services (advise on
strategic and operational plans,
coordinate the process of adding
and updating information, col-
lect and analyze user feedback,
promote the site, evaluate the
site's effectiveness); stay current
with e-learning trends and advise
on how they can be applied to
IRC programs; provide technical
assistance to co-workers and cus-
tomers; troubleshoot problems
with hardware, software, installa-
tion and upgrades.

Requirements: three-year post-
secondary program with proven
experience in www site develop-
ment and management in the
areas of communications, mar-
keting and customer service (or
an equivalent combination of
education and experience); fluen-
cy in HTML and other interactive
languages, including Java,
JavaScript, Shockwave, and Direc-
tor, as well as multimedia devel-
opment tools, applications and
production processes; ability to
program forms and implement
scripts, using languages such as
Perl, CGI, Java, C, C++, Visual
Basic; sound knowledge of major
computer systems (Queen's pre-
ferred); knowledge of SPSS or SAS
an asset; proven initiative and
ability to work productively with
design and content-generating
teams; excellent communication,
interpersonal and analytical
skills; experience with communi-
cations project coordination and
the ability to remain aware of
long-term goals while producing
immediate solutions.

Minimum hiring salary:
\$39,548 Salary Grade 7 – ITUS7

Manager of Information and Communication Technology Faculty of Education 2002-144

Major responsibilities: report to
the Budget and Human Resource
Manager; coordinate the opera-
tions of the Education Comput-
ing Services (ECS) Unit which
includes supervising all ECS staff,
ensuring optimal utilization of
resources and developing appro-
priate policies and procedures;
plan and monitor budget alloca-

tions; plan and oversee major
projects and initiatives which
includes applying project man-
agement techniques, prioritizing
competing needs within con-
strained resources, ensuring com-
pliance with budget and regular
reporting on progress; coordinate
and oversee provision of techni-
cal support to administrative staff
and faculty to facilitate integra-
tion of information technology;
participate in the Information
Technology Management Group.

Requirements: university degree
(Master's preferred) in Education,
Computer Science, or a related
area, with proven relevant expe-
rience in the successful use of
learning technology; familiarity
with organizations comparable to
the Faculty of Education; effec-
tive supervisory skills; extensive
knowledge of computer systems
and other technological equip-
ment; proven ability to integrate
technology into the workplace;
advanced knowledge of all appli-
cable software applications;
strong interpersonal and commu-
nication skills including the abili-
ty to explain technical terms,
concepts and systems in a man-
ner easily understood by novices;
strong organizational and facili-
tation skills; proven skills in
planning, delivering and evaluat-
ing workshops on learning tech-
nology; working knowledge of an
assorted range of learning tech-
nology resources; supervisory,
leadership and human resources
skills; good judgement, tact and
foresight.

Minimum Hiring Salary:
\$47,679 Salary Grade 9 – ITUS9
(A supervisory premium may be
applied to this salary.)

Employee Development

For upcoming workshops please
visit our Human Resources web-
site 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 com-
ing 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 **December 2002.**

35 years:
Eileen Potts, Graphic Design
Services.

20 years:
Victor Evans, Physical Plant
Services.

15 years:
Cherrilyn Yalin, History of
Medicine.

10 years:
Malcolm Anderson, Physical
Medicine and Rehabilitation;
Anne Mitchell, Admission Ser-
vices; Elvira Posthumus, Econom-
ics; John Samis, Pathology.

Five years:
Eric Bevins, Apartment and
Housing; Jacoba Franks, Medi-
cine; Elizabeth Gorman, Alumni
Affairs; Stephen Hornsby, Devel-
opment; Annette Keyes, Chem-
istry; Pamela LeBlanc, Art; Nancy
McTague, Residences; Mary
Nolan, Apartment and Housing.

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 informa-
tion 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.

Human Resources Early Closing

The Human Resources depart-
ment will close at 12:30 pm on
Friday, Dec. 20, 2002 for its annu-
al holiday luncheon.

Holiday Greetings

The staff of Human Resources
would like to extend best wishes
for the holiday season and the
New Year.

Other Positions

Summer Fellowship Museum of Health Care

The Museum of Health Care is
seeking applicants for a 12-week
summer fellowship relevant to
the history of health and health
care. See our website: www.museumofhealthcare.ca or call 548-
2419 for details.

Program Coordinator SPS Policy Forum

Term: Full-time, one-year con-
tract, with possibility of renewal.

Cover letters and resumé to:
Sharon Alton, Office of the
Director, School of Policy Studies,
Queen's University (533-6555).

Deadline: Jan. 13, 2003

Major responsibilities: to pro-
vide for general management of
the School of Policy Studies Poli-
cy Forum, with special responsi-
bilities for conferences, lecture
series, special projects, and other
linkages with public, private and
community sector partners.

Requirements: undergraduate
degree. Background in public pol-
icy issues and a knowledge of
university systems are assets.
Consideration given to
equivalent combination of edu-
cation and experience. Excellent
managerial, interpersonal and
writing skills essential, as is a
mastery of computer technology,
including word processing,
spreadsheets, databases and pre-
sentation packages.

Salary: Grade 7 (\$39,548)

ESL instructor School of English

Term: Approx. Feb. 24 to April
11, 2003

Deadline: Jan. 10, 2003

The Queen's University School of
English is looking for an experi-
enced instructor to teach English
as a second language.

Responsibilities: eighteen hours
of instruction per week, Monday
through Friday.

Requirements: an undergraduate
degree, TESL qualifications and,
preferably, teaching certification.

Apply with resumé and refer-
ences to the School of English,
96 Albert Street, Kingston ON,
K7L 3N6. Applications may also
be faxed to 533-6809 or emailed
to soerecep@post.queensu.ca

Only those candidates selected for
an interview will be contacted.

Awards and Grants

Alumni Achievement Award

Do you know a graduate of Queen's University you would like to nominate? This award is presented annually by the Queen's University Alumni Association to an alumna or alumnus who has demonstrated the high ideals imparted by a university education through a significant contribution to the arts or sciences, to the public service, to leadership in business, industry or a profession and to community, charitable or volunteer work. A detailed resumé or biography of the candidate must be included with the nomination letter. Please submit nominations to Deborah Shea, Department of Alumni Affairs, Summerhill, by Feb. 28, 2003. For more information about the award, please contact Deborah at ext.74008.

Notices

Retirement

Wednesday, Jan. 15
Friends and colleagues are invited to a reception to honour **Dr. M.G. Joneja** on the occasion of his retirement. University Club, 4-7 pm., R.S.V.P. 533-2600.

Physical Education Centre

Hours of operation during December exams
Dec. 16 - Dec. 20 7 am - 10 pm

December holiday hours

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 resume Monday, Jan. 6, 2003

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

Surplus Items

Information Technology Services offers for sale:

1990 Dodge Van, Model B150, 127" wheelbase, 3 speed automatic, 3.9 - 6 cyl. EFI engine, AM/FM radio, approx. 50,000 km, (body needs work).

Minimum bid: \$2,000.

This vehicle is in good running condition. For information or to view, please call Richard at 533-2817.

Submit sealed bids marked "I.T. Services" to Patti George, Purchasing Services, by 4 pm on Dec. 23, 2002. Please mark bids "confidential."

Purchasing Services offers for sale:

12 Intel Pentium 200 Mhz computers with mouse and keyboard

6 Intel Pentium 166 Mhz, computers with mouse and keyboard

Open bid. All machines were purchased late in 1998 and all are in good working order. When submitting a bid, please include the serial number(s) of the machine(s) you are bidding on. For details, go to our web site at: <http://www.notes.queensu.ca/finance.nsf>, click on the news link and then

follow the used equipment link. If you have any questions, please contact Patti @ 74233.

Submit sealed bids marked "Purchasing Services" to Patti George, Purchasing Services by noon, Dec. 18, 2002. 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 damage or injury that may occur due to use or removal of the item(s).

All identification signs, lettering or decals must be removed from the vehicle before ownership can be transferred.

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

Volunteers

Androgen levels study

The Department of Urology needs 17 final-year male medical students to take part in a research study to assess serum androgen levels. The study also requires healthy males, 20-35, working regular daytime hours (not shift work or night shift) as controls for the study. Volunteers will be compensated for their time. For more information contact Angela Black RN at Department of Urology. Telephone: (613) 549-6666 x3848.

Family volunteers

Queen's Clinical Education Centre needs families with children six months old through school

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

Rehabilitation therapy study

If you have symptoms in your hand, wrist, forearm or elbow that are interfering with your occupation or school work, you may be eligible to participate in a study by the School of Rehabilitation Therapy. Compensation will be provided. For more information, please contact Sarah at 549-6666 x 4348.

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 providing a sample of blood. Men who qualify and complete the requirements will receive a small nominal fee for their time. For more information contact Angie Black, R.N. at tel.549-6666, ext.3848.

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.

Staff Appreciation Day Draw, Monday, Dec. 2, 2002

Donor

Principal William Leggett
Vice-Principal David Anderson
Vice-Principal Suzanne Fortier
Vice-Principal George Hood
Vice-Principal Kerry Rowe
Associate V-P Tom Morrow
Associate V-P Richard Weatherdon
Rosa Bruno-Jofré, Dean, Education
Tom Harris, Dean, Applied Science
Lewis Johnson, Dean, School of Business
Marianne Lamb, Director, Nursing
Bob Silverman, Dean, Arts and Science
David Walker, Dean, Health Sciences
Joanne Brady, Registrar
Paul Wiens, Chief Librarian

Prize

Stadium blanket
Soup mug from Agnes Etherington Art Centre
Vase from Agnes Etherington Art Centre
Alumni fleece blanket
Queen's fleece vest
Queen's fleece vest
Floral centrepiece
Floral centrepiece
Queen's hooded sweatshirt
School of Business denim shirt
Queen's coffee mug
Queen's T-shirt and travel mug
Gift basket
Gift basket
Gift basket

Winner

Alexei Neverov, Chemistry
Linda Barclay, Faculty of Education
Judith Wilson, Equity Office
Phileen Dickinson, ITS
Stephen Demmings, School of Business
Joseph McClelland, ITS
Zdenka Wimmer Ko, Biology
Maureen Graham, School of Business
Cyril Schweitzer, Physiology
Kimberly Kelly, Stauffer Library
Celia Russell, Marketing and Communications
Julia Blackstock, Career Services
Theresa Broers, Family Medicine
Katherine Young, NCIC
David Needham, ITS

A sincere thank you to all who donated prizes to the draw.



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Queen's
Bright Ideas

Energy and water conservation tips

Running Water
For a cold glass of water keep a bottle of drinking water in the fridge rather than running the tap. Over a litre of water can go down the drain in under 5 seconds from a fully open faucet.

conserve to preserve



FROSTY FIREPLACE



STEPHEN WILD

Chef Joe DaCosta of West Campus sits by a fireplace made of ice, one of several festive ice sculptures he carved for the Principal's Holiday Reception, which took place earlier this month in Grant Hall.

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.

www.queensu.ca/ageth/

Union Gallery

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

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 pm. \$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.

Sunday, Jan. 12

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

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

Departmental seminar schedules

School of Policy Studies Seminar Series
Rm. 114, Policy Studies Bldg.

Biology

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

Business

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

Chemistry

www.chem.queensu.ca/NEWSANDEVENTS/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

Thursday Jan. 9

Queen's Theological College
Daniel Fraikin, Queen's. Bibles through the Ages (in conjunction with the Jordan Library exhibit). Jordan Library in the Engineering and Science (Douglas) Library, 3:30 pm.

Philosophy

Christine Overall, Queen's: A Plea for "Sex." 517 Watson Hall, 7:30 pm.

Thursday Jan. 16

Paul Fairfield, Queen's: Democracy and Rhetoric. 517 Watson Hall, 7:30 pm.

Courses and Workshops

Queen's Institute of Lifelong Learning (QUILL)
Sunday Lecture Series, B201 Mackintosh-Corry Hall, 2 pm.

Jan. 12, 2003

Herb Helmstaedt, Queen's Geology department: Diamond Deposits in Canada.



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(No thanks)

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