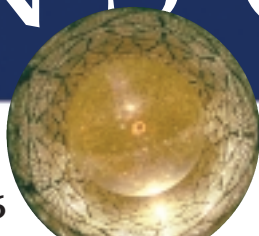




# QUEEN'S GAZETTE

Team SNO repeats feat P6



Staying on top of health-care trends P3



## New dean outlines issues

By CELIA RUSSELL

Internationalization, faculty retention and student recruitment are among the key challenges facing Queen's and other business schools in the 21st century, says incoming Queen's School of Business Dean David Saunders.

Queen's must continue to internationalize its curriculum, says Dr. Saunders, who was appointed by Principal Bill Leggett on Dec. 20 to succeed Acting Dean Lew Johnson. Currently dean of the Haskayne School of Business at the University of Calgary, Dr. Saunders assumes his position July 1.

"The key to this is choosing where to engage internationally and where to choose not to engage," he said in an interview with the *Gazette*. "These decisions will flow from a clear strategy regarding internationalization at the Queen's School of Business. One of the most critical tests over the next few years will be recruiting and retaining key faculty. There is a worldwide shortage of business school faculty. This is likely to become even more strained over the next several years. Queen's School of Business inspires great loyalty in their faculty, however, so I am optimistic that we will be quite competitive in faculty recruitment and retention.

"Another important challenge is to continue to attract the best and brightest students in all programs. Again, the school has been very competitive in this, but we need more scholarships and bursaries to continue to compete with other top business schools."

"David brings an invaluable blend of academic, administrative and private-sector experience to the university at a time when the national and international reputation of Queen's School of Business is at its highest," says Principal Leggett. "His well-rounded background mirrors the type of diverse skills that are required to lead in business today, and makes him the ideal candidate to take the school to the next stage of growth and success."

See NEW DEAN: Page 2

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### OUR WORDS HIT US ALL OVER



STEPHEN WILD

Bachelor of Fine Arts student Claire Eckert (left) and participants Sarah Bury, Anna MacInnes and Kyla Brown present a temporary installation/performance at the Union Gallery at Stauffer Library. The event took place last Tuesday in conjunction with the exhibit "Parts of These." Using the tableaux vivant, or living sculpture format, Ms. Eckert explores the precarious relationship between bodies and words. Text, written by women in response to questions about what they like and dislike about their bodies and what people call them, was projected onto their bodies.

## Queen's to again honour research stars through innovative QRCs program

By ANNE KERSHAW

Now calling for nominations for another round of Queen's Research Chairs, the university is getting ready to once again recognize some of its most outstanding faculty.

The innovative QRCs program, approved by Senate in January 2002, provides an opportunity for Queen's to acknowledge highly distinguished faculty who are "maintaining an exceptional level of activity in their research and scholarly work and have achieved international pre-eminence in their field."

Last year, the university named 10 top Queen's researchers as the inaugural recipients of the program. This year it will honour up to five more. The program comes at a time of intense global competition amongst universities for the world's most esteemed researchers and scholars. Intro-

duced as a companion program to the Canada Research Chairs, the Queen's chairs program is a recognition of the importance of rewarding its own research stars while at the same time recruiting distinguished new faculty.

**The program comes at a time of intense global competition amongst universities for the world's most esteemed researchers and scholars.**

"The CRCs are an excellent tool for bringing people to the

university. But there was also a need for a way to acknowledge some of the outstanding faculty members at Queen's who likely would be CRCs if these chairs were all allocated internally," says Kerry Rowe, Vice-Principal (Research).

In keeping with the federal government's intention for the CRCs, Queen's decided after the first year of the program to use it predominantly for recruiting new faculty in areas of strategic importance for the university.

Apart from a focus more on individual merit than research area, the selection criteria for QRCs is the same as those for Tier 1 Canada Research Chairs and takes into account international recognition, major international awards, keynote lectures at international conferences, and letters of reference from people who are themselves of very high stature. "It was our intention that the Queen's

chairs confer the same level of honour and prestige as Tier 1 Canada Research Chairs," says Dr. Rowe.

The Queen's Research Chairs are for five-year, renewable terms and include \$20,000 per year for research support.

Computing professor Janice Glasgow, one of the inaugural recipients of the QRCs and a leader in the areas of artificial intelligence and biomedical computing, says the program "really is an incentive to keep people at Queen's" and "has made me feel more appreciated and wanting to stay here."

Mathematics and Statistics professor Ram Murty, an expert in the application of analytic methods to the study of modular forms and elliptic curves and one of the first 10 to be awarded a QRC, described the program as "an excellent solution" to the challenge of retaining valued faculty members.

See QRCs PROGRAM: Page 2

## IN BRIEF

### Dreaming of immortality

Christine Overall (Philosophy), author of *Aging, Death and Human Longevity: A Philosophical Inquiry* (University of California Press, 2003) is featured speaker in the first Philosopher's Café. She offers an informal presentation on The Dream of Immortality Sunday, Jan. 26 at 2 pm in the Agnes Etherington Art Centre atrium. Admission is free.

Dr. Overall will also discuss debates concerning the deliberate prolonging of human life. Designed to highlight provocative issues of our time that stem from the content of current art centre exhibitions, the Philosopher's Café series will bring together specialized commentators with the general public in informal discussion. The theme of personal mortality emanates from Crack, an exhibition of contemporary art on view until Feb. 9. The art centre is supported by the Canada Council for the Arts and the Ontario Arts Council.

### Pilot project at Stauffer

The Library wants to find out if assistance with Stauffer collections, except maps, can be offered from a single desk. The project is being undertaken in response to funding cuts.

Assistance for government documents including statistical resources is available at the reference desk on the ground floor of Stauffer Library, Monday through Friday, 10 am to 5 pm, Saturday and Sunday 1 to 4 pm. A government documents librarian will be at the main reference desk between 1 and 3 pm weekdays. A referral service for specialized help and assistance is also available between 2 and 4 pm weekdays. Send your feedback to [library.queensu.ca/librequest/govdocs\\_quest.htm](http://library.queensu.ca/librequest/govdocs_quest.htm)

### Open house celebrates new learning facilities

Human Resources, the Instructional Development Centre, Learning Technology Unit and Environmental Health and Safety celebrate the opening of the new Faculty and Staff Learning Facilities, B176 Mackintosh-Corry on Thursday, Jan. 23, noon to 3 pm. Principal Bill Leggett will cut the ribbon at 1 pm. RSVP at: [www.queensu.ca/idc/programs/fslfopen-house/](http://www.queensu.ca/idc/programs/fslfopen-house/)

### Technology tips for all

Using technology in the classroom is a growing trend. Choosing what technology to use is the big question for most instructors. The Learning Technology Unit (LTU) offers support in this area. Stay tuned to [www.its.queensu.ca/ltu](http://www.its.queensu.ca/ltu) for information on the winter workshop series, coffee series and drop in sessions. Staff and students are also encouraged to check out learning technology options. Meet the staff at the Jan. 23 open house (noon-3 pm) in the new office B135 and B136 Mackintosh-Corry Hall.

### Bloody Sunday screens Sunday

Cinema Kingston kicks off its winter/spring series with "Bloody Sunday" Sunday, Jan. 19 at Etherington Auditorium, 94 Stuart St. at 7:30 pm. The six-movie series costs \$35, a \$13 saving over the individual ticket price. Sales end Jan. 19. Individual tickets are \$8 at the door. For series and ticket details see [www.film.queensu.ca/cinemakingston](http://www.film.queensu.ca/cinemakingston) or call Film Studies at 533-2178.

## New dean

continued from page 1

Dr. Saunders, who earned a PhD in social psychology from the University of Western Ontario, has been Dean of the Haskayne School of Business at the University of Calgary since 1999. His previous management experience includes serving as founder and director of the McGill MBA Japan Program in Tokyo and as Associate Dean of the Masters programs at the Faculty of Management of McGill University in Montreal. In addition to strong management credentials, Dr. Saunders has a rich background as a researcher and is co-author of the three largest-selling negotiation textbooks in the world, among numerous books and papers.

He has taught at Duke University in North Carolina, People's University in Beijing, China and at McGill's Management Institute and has consulted for private and public-sector corporations in Canada and the United States. He



SCHOOL OF BUSINESS

David Saunders

is looking forward to the move.

"My wife Susan and I are very excited about joining the Queen's family and moving to Kingston. With a 10-month old daughter, the combination of Queen's and Kingston is fantastic. We have received warm welcomes from throughout the Queen's family and look forward to joining the team at the School of Business." [www.business.queensu.ca](http://www.business.queensu.ca)

## QRCs program

continued from page 1

"While the CRC program is a way of bringing new blood into the system, the Queen's program is a way to recognize the contributions of researchers of that calibre who are already on campus...I'm very happy that Queen's has recognized my achievements and awarded me one of these chairs."

Anyone who holds a full-time academic position at the rank of professor and doesn't already hold any other chair or named professorship is eligible to be nominated for a QRC. The \$20,000 a year that goes with the Queen's Research Chairs can be used for direct and indirect support of their research program.

Chair holders are expected to be involved in teaching, research and service to the community. Unlike CRCs, which were founded by the federal government in the year 2000 to help Canadian universities attract new high-level researchers, the distribution of Queen's chairs is not tied to the granting council funding received by the university.

Any member of the academic staff may nominate a candidate for a Queen's chair with the candidate's permission.

For details on the nomination criteria and profiles of current QRCs see [www.queensu.ca/vpr/vprof-office.html](http://www.queensu.ca/vpr/vprof-office.html)

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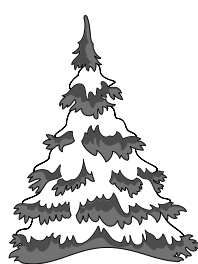
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.....to all of the faculty, staff and students who made a gift to Queen's in 2002. During the past year, many of you also gave generously of your time as volunteers by providing important service to our community, Queen's and its people. Your support, in dollars and in kind, enriches the University every day.

My warmest wishes for the coming year.

*William C. Leggett*

William C. Leggett  
Principal and Vice-Chancellor



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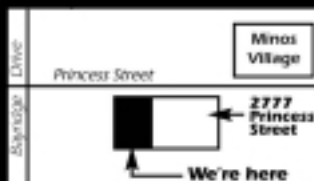
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## Explosion of health-related websites offers new challenge to doctors

By MEGAN EASTON

As more patients turn to the Internet for the latest medical information and seek out alternative health therapies, Queen's Continuing Medical Education (CME) office is evolving to meet the growing educational needs of doctors trying to stay on top of these health-care trends.

The explosion of health-related web sites in the last decade has put extra pressure on doctors, says Dr. Ruth Dubin, a Kingston family physician who regularly takes advantage of CME programs. "Part of what I have to do now that I didn't have to do 10 years ago is guide people in their Internet searches and evaluate what they bring to me, and that's time-consuming."

Patients' on-line health research has added a whole new dimension to doctors' daily work and it's making them busier than ever, says Dr. Lewis Tomalty, associate dean of CME in the Faculty of Health Sciences. The information patients glean from the Net is often inaccurate or untrustworthy, so doctors have to take the time to help patients differentiate between good and bad online sources. "The Internet is forcing physicians to be aware of both what they need to know about the newest medical advances and what type of information is circulating among patients," says Dr. Tomalty.

When the controversial study findings about hormone replacement therapy hit the media and the Internet earlier this year, for example, the CME office set up an educational program on the subject within two weeks. About 130 physicians came to the session to try to unravel the study's implications so they could give their patients informed advice. "We tend to put on programs that hit the large areas where there are the biggest developments every year," Dr. Tomalty says.

Other areas where doctors are currently looking for guidance are alternative health and infectious diseases. Complementary and alternative medicine is gaining popularity among patients, so doctors are scrambling to find the best available scientific information on its pros and cons. Infectious



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health threats such as anthrax and the West Nile Virus have also been in the news, stirring up fear among many patients. While the Faculty of Health Sciences can usually provide experts to lead CME sessions on these topical issues, occasionally the office will bring in a guest expert from outside the university.

**"The Internet is forcing physicians to be aware of both what they need to know about the newest medical advances and what type of information is circulating among patients."**

Dealing with the time constraints of both the doctors coming to the programs and

the doctors leading the programs can be difficult, says CME program co-coordinator Patricia Payne. "We're finding that we need to have more flexibility, so we're doing more in the evenings and even the weekends than we used to."

The Queen's CME office serves approximately 1,500 healthcare practitioners in southeastern Ontario, with family physicians making up the bulk of the audience. They are a diverse group with practices in a variety of urban and rural settings, making it a challenge to design programs with broad appeal, says Dr. Tomalty. Some of the doctors who attend the programs are collecting CME credits to maintain their certification by the College of Family Physicians of Canada, while others are just trying to stay current.

Healthcare providers can choose from a variety of sources for their CME—ranging from pharmaceutical companies to hospitals—so Queen's tries to cater to local practitioners who can't easily travel to major educational conferences and events in cities like Toronto and Ottawa.

"Physicians have different learning styles and different time factors, so what we try to

do is help to co-ordinate a real breadth of educational activities to assist them," says Dr. Tomalty. "So it may be an afternoon conference, it may be small-group independent learning, it may be a faculty member going out to a community hospital and discussing an issue, or it may be online."

The office has already produced several online CME programs for individualized learning, allowing doctors to complete the exercises where and when they want to. It's an increasingly popular option for time-pressed doctors across North America, especially among the younger generation, says Dr. Tomalty. The challenge now is to produce top quality online programs that optimize the technology rather than simply "dumping" the regular content on the web.

Ms. Payne regularly solicits feedback on the CME course offerings from the doctors who participate. The office administers a mass survey to family doctors in southeastern Ontario about their educational needs while conversely surveying specialists on what they think family doctors need to know. Focus groups and less formal contacts also play an important role in determining the subject areas that are most in demand. "Our

program is reactive to the needs of the community of physicians—that's really what drives the course content," she says.

The office is consistently responsive to doctors' requests, says Dr. Dubin. "It's very nice as a community physician to be included on those decisions. If it's all being done from the ivory tower then it may not be all that realistic."

Dr. Dubin says it's hard for doctors to leave their practices for even an afternoon to attend an educational session these days, a fact she must balance against the growing need for CME in an era of rapid health innovation and savvy patients. "There are all sorts of things that we have to know that we probably didn't have to know 30 years ago or even 10 years ago," she says. Many patients take it for granted that their family doctors must, and will, know about every new medical advance, rumour or trend. She says her patients are often surprised to hear that she's away at a CME event.

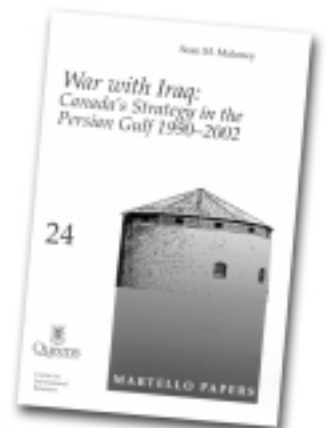
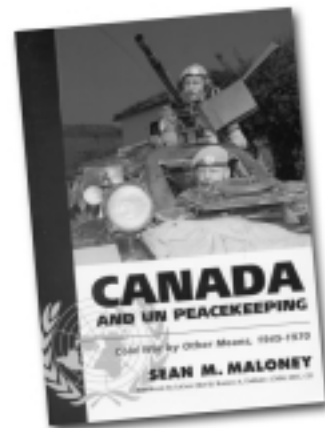
"I think patients expect that their doctors know it all," says Dr. Tomalty. "Yet it's mind boggling how much continuing medical education has to be a component of doctors' daily livelihood, and the demands are increasing every day."

### OCCASIONAL WORK FOR STUDENTS IN THE LAND REGISTRY OFFICE

We require a group of students to gather and image documents from the Kingston Land Registry Office (conveniently located next to the university). Arrange to do the work around classes and other commitments.

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## QUEEN'S FLASHBACK: 1970



WALLACE BERRY, COURTESY OF QUEEN'S UNIVERSITY ARCHIVES

Students put the finishing touches on the Sc'70 carnival creatures snow sculpture by the Agnes Etherington Art Centre. For several years, the snow sculpture competition was an integral part of SnoBall, Queen's annual winter carnival. Sculptures from the topical to the whimsical lined University Avenue, attracting hundreds of viewers. With the advent of warmer winter weather and less snow during the 1970s, and the cancellation of the competition, students' sculpting skills were lost.

## VIEWPOINT

LORNE CARMICHAEL  
Economics



## Multidisciplinary musings

CONTRADICTING VIEWS GENERATE MUSH  
IN SOCIAL SCIENCES RESEARCH

Last year I served on a selection panel for the Social Sciences and Humanities Research Council of Canada. Our task was to evaluate major grant proposals for a program called the Initiative for the New Economy. These grants were very large – up to three million dollars over four years. A major requirement was that the research team be multidisciplinary. My experience has caused me to question the widespread doctrine that research in the social sciences will benefit from multiple perspectives.

The committee evaluated nearly 70 letters of intent and awarded 18 teams up to \$30,000 each to aid in the preparation of a full proposal. After a second meeting, a total of nine were funded. My opinion is that perhaps three were definitely worthy of funding at this level. One in particular was not. Others on the committee had similar views but placed the proposals in a different order. We all had proposals we liked that were not funded.

Why do people think research should be multidisciplinary? As an economist I have to start in 1776 with Adam Smith and his ideas about the importance of specialization

**The push for multidisciplinary work in the social sciences has nothing to do with advancing knowledge or increasing efficiency.**

and trade. None of us could build all that we need in our backyard. We first specialize in what we do relatively well, and then we sell our services for dollars that we exchange for the fruits of others' equally specialized efforts. The vast wealth of our modern economy depends on the division of labour. Smith emphasized the remarkable way that market prices will coordinate this activity, but it is clear that central control can sometimes do as well. Take a look at any of the construction sites around campus and you see teams of deeply specialized and skilled workers guided by central authority toward a goal that none of them could reach on their own. This may be what "multidisciplinary work" means in science and engineering, where the achievement of a definite objective requires the combination of specialized skills from several different professions.

It's not like that in the social sciences. Here we are all trying to do the same job at the same time with completely different tools. Only rarely are these efforts complementary. More often we just get in each other's way.

The push for multidisciplinary work in the social sciences has nothing to do with advancing knowledge or increasing efficiency. It is an outgrowth of the strange idea that all viewpoints are equally valid. Somehow it has become bad taste to suggest that one approach might be better than another.

Perhaps it is facile to point out that if contradictory viewpoints are equally valid then their value must be zero. Maybe it would be better just to say that my input will not be of much use to someone whose core beliefs about "the new economy" are antithetical to mine. Any genuine attempt to combine our viewpoints into some new perspective will generate mush. Our committee waded through a great deal of mush.

Of course it is important for the professions to talk to each other, and we all need to start speaking in plain English. But perhaps it would be better for us to proceed separately for a while longer, build the best arguments we can, and let our audience decide who is closest to getting it right. We might all make better progress that way.

Lorne Carmichael is a professor in the Department of Economics.

### 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](mailto: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.

## Letter

### Line dancers identified

Re *Queen's Flashback*, January, 1994 in the Dec. 16 *Gazette*. The woman with the dark hair wearing the floral blouse is Jill Moore, Undergraduate Secretary in the Psychology Department and the fair-haired woman in the white blouse on the right is Jane Leach, Graduate Secretary in the Psychology Department.

Both Jane and Jill have been members of the Queen's community for many years.

Maureen Freedman  
University Chaplain's Office

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

# Policies are not enough

STUDENTS, STAFF AND FACULTY MUST BOOST AWARENESS OF HUMAN RIGHTS ISSUES

Continuing efforts need to be made in raising awareness and education on human rights issues. That's the overriding conclusion of the latest report from Queen's Human Rights Office, covering its ninth and 10th years of operation (2000-2002).

When harassment and discrimination policies were first introduced at universities, they were made very specific to sexual harassment in response to highly publicized sexual harassment incidents or court cases. Once policies were in place, institutions breathed a sigh of relief and hoped they could just forget about the whole thing and never actually need to handle a case. A lack of awareness on campus, the lack of trained harassment workers, and procedures that offered only formal methods of resolution usually ensured that universities got their wish.

That is, until societal awareness caught up with the institutions. At that point, administrators had to roll up their sleeves and work with victims, activists and professionals in the area to devise better procedures and strategies to address harassment and discrimination in academia.

In the early 1990s, research indicated that in order to effectively address harassment and discrimination, institutions needed to focus on three elements: policies, procedures and prevention programs. Most institutions had very readily and quickly adopted the first two. In the area of prevention, however, administrators had to actively work at educating themselves



IRÈNE BUJARA

Diversity

and the members of the campus community regarding appropriate and inappropriate behaviour.

Because the community's student, administrative, and, to some extent, academic staff are constantly changing populations, this process of education needs to remain on the institution's active agenda to keep the environment free of discrimination and harassment.

The need for such education remains just as strong as ever. In fact, it has become even more critical because the academy is also making efforts to reflect the country's changing demographics. Policies, procedures and prevention strategies now must ensure respect and equality for increasingly diverse professional, trade and student populations. Responding to this diversity, Queen's policies and procedures reflect those of the Ontario Human Rights Code, listing the following grounds of discrimination: race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, gender identification, sexual orientation, age, marital status, family status and disability.

Two other important points support this call for awareness and education. First, our statistics show that what constitutes harassment and discrimination has changed little since the

office began addressing human rights concerns in 1992. The level of violence however has increased. Second, in recent years, the prevalence of harassment and discrimination has remained stable for all the human rights grounds named in our policy. These findings reflect external studies, and clearly indicate that policies and procedures are not enough. Greater awareness and responsiveness to human rights issues are needed to effect change.

Our statistics also reflect studies that indicate individuals continue to prefer informal ways of handling human rights issues. All the complaints the office received during the period of this report were resolved informally, and with very few exceptions, to the satisfaction of those bringing their concerns forward.

The work done through the Human Rights Office is enhanced by the tremendous efforts of the many volunteers who sit on committees and who act as advisors. Those services, student organizations, academic departments and individuals that take the time to integrate human rights into their work also support it.

Despite all of this effort, however, our statistics show that we can only continue to make progress in prevention if the community increases its commitment to awareness, education and training for human rights. Each individual in the community has a role to play in ensuring that the institution respects human rights. We encourage everyone to inform her/himself, and take an active role in prevention and education. The Human Rights Office report can be found at [www.queensu.ca/humanrights](http://www.queensu.ca/humanrights).

Irène Bujara is director of the Queen's Human Rights Office.

# Don't let your email fall through the cracks

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The messages you risk missing might be from your department, faculty, the library, or the Registrar's Office. Over the past two years, the Office of the University Registrar has actively encouraged the use of queensu.ca email accounts by students. This decision was made because email is a fast and cost-effective method for the communication of pertinent information. The Queen's Library also uses email to let patrons know about recalls and overdue books. Queensu.ca email is the primary means of communication with students.

If you are using an Internet-based email account because it is web-based, remember that all faculty, staff and students with



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an official queensu.ca account have access to a secure web-based email site. You can check your email from anywhere in the world. All you need is an Internet connection and a web browser with strong encryption: [www.queensu.ca/mail/](http://www.queensu.ca/mail/)

Queen's email accounts are created and maintained in a secure, verifiable manner. ITSservices verifies your identity before creating an email account. In contrast, Internet-based email accounts can be created by anyone. Because non-queensu.ca providers require no authentication of the owner's identity, they can be created by anyone, purporting to be anyone they choose. In fact, the privacy/true identity of the owner is explicitly protected. Internet-

based accounts may be appropriate for personal correspondence, recreation or anonymity, but are they an appropriate alternative to Queen's email accounts?

If you are a student, don't forward your queensu.ca email. Use it for Queen's-related communications and your other email account for personal correspondence. Keeping the accounts separate means you can quickly see if your instructor has sent you course-related messages.

If you are an instructor and you reply to a student at their non-queensu.ca address, you are encouraging the use of unreliable email accounts. You also risk sending information of a private nature to the wrong person. One reason class mailing lists are only populated with valid QLINK addresses is to ensure your course material is going to your students. Last year, ITSservices was able to track email from an instructor to students and determine which students did not receive a particular email in their QLINK inbox based on the timing of a system error and logs. This provided the instructor with evidence upon which to grant extensions. However, ITSservices has no way of tracking off-campus email. Students who had chosen to forward their email were out of luck.

## UNIVERSITY ROUNDUP



### Website outs "indoctrinating" profs

Students who believe they have been exposed to bias in the classroom can now make anonymous complaints against professors on website [www.noindoctrination.org](http://www.noindoctrination.org). The site was founded by a parent who objected to a writing course taken by her son at the University of California at San Diego, partly because of a reference to men as "phalocrats." Students can rate the level of bias in a professor's lecture, reading list and class discussions as "noticeable," "objectionable" or "excessive." A pro-liberal bent by professors is the most common whinge of students.

*The Chronicle of Higher Education (Dec. 13)*

### Mouse ruling bad news

Proponents of the biotechnology industry denounced the recent Supreme Court of Canada ruling that a genetically modified mouse cannot be patented. It will drive companies out of the country and is bad news for academe, they say. "Companies want to be able to license a patent from us and if we can't patent it, then they have no protection," says University of Toronto professor William Stanford. "I'm certainly worried that a company may not want to sponsor some of our more basic research." Another U of T researcher, Professor Corrine Lobe of medical biophysics, called the ruling "an insightful decision," saying that the restrictions imposed by Du Pont, the company that holds the Harvard Mouse patent in the U.S., have interfered with academic research.

*The Bulletin, University of Toronto (Dec. 15)*

### Only the lonely get studied

More reports of alien encounters reflect "the search for meaning in Western society," says anthropologist Krista Henriksen. The number of such reports from around the world is said to have grown to thousands each year compared to 300 in 1970. The increase, she notes, corresponds to "an explosion in new religious movements in North America" and a way of "making sense of pain and loneliness." While many might dismiss these marginal or fringe groups, that wouldn't be academically sound, Dr. Henriksen says. "Anthropology is all about studying those who aren't us so we can better understand ourselves."

*University Affairs (January)*

### Different roots, same suits

According to the American Council on Education, colleges and universities are increasingly picking presidents from outside academe. The council's 2001 survey of presidents found that the number of leaders whose most recent prior positions were outside higher education doubled to 12 per cent in 2001 from six per cent in 1998. The typical profile, however, remained the same: white, Protestant man in his mid-50s.

*The Chronicle of Higher Education (Dec. 13)*

### Scroll for credits

Some academic journals have been revisiting their policies on paper authorships. The New England Journal of Medicine once had a 12-author limit to avoid "the tendency of articles to end like Hollywood blockbusters, where everyone from Bruce Willis to the assistant accountant get a name check," writes Martin Ince in *The Times Higher Education Supplement*. But, the thinking goes, now that most research is a team effort often involving dozens of researchers, any limit on authorship might discourage involvement in large research projects. Nature has never put a limit on authors, but if something goes wrong, every name on the original paper also goes on any published correction.

*The Times Higher Education Supplement (Dec. 6)*

### Research and teaching inseparable

"By restricting research to an elite, you will sever the umbilical cord through which research nourishes and sustains teaching in all our universities. If teaching assessments show us anything, it is that quality ratings are highest where research is carried out...No first-rate academic would work for a university that does no research, so how can we produce your 'outstanding teaching universities?'"

...Excerpted from a commentary by Bernard King, Principal of the University of Abertay, Dundee, on why he's against any move in the UK to separate universities into those that do research and those that don't.

*The Times Higher Education Supplement (Dec. 13)*

Compiled by Anne Kershaw

# SNO second in world – again!

By NANCY DORRANCE  
News and Media Services

For the second year in a row, a scientific breakthrough by the Queen's-led research team working at the Sudbury Neutrino Observatory (SNO) has been ranked number 2 in the world by the international journal *Science*.

The discovery that solar neu-

trinos – tiny subatomic particles produced in the core of the Sun and considered the basic building blocks of the universe – morph into other neutrino types en route to Earth was recognized as one of the past year's most important scientific breakthroughs. The SNO discovery has also been named one of the year's top two

physics stories of 2002 by the American Institute of Physics.

The past two years have been "remarkable" for the entire research team, says SNO project director Art McDonald (Physics). "In 2001 we published the first results which – when combined with other measurements – showed evidence for neutrinos

changing their flavour en route from the Sun's core." The 2002 discovery, based entirely on measurements from the SNO reactor, is regarded as clear proof that this "change of flavour" is taking place, Dr. McDonald says.

A collaboration of more than 100 scientists at 11 universities and national laboratories in

Canada, the US, and Britain, the SNO project currently involves 23 faculty, staff and graduate students from Queen's. According to researcher Mark Chen (Physics), "All the Queen's members have contributed strongly to the project: it's very gratifying for the team to receive this wonderful recognition."

## World's oldest life form found in Newfoundland

By NANCY DORRANCE  
News and Media Services

A Queen's paleontologist has discovered the world's oldest "complex" life form.

Guy Narbonne (Geological Sciences and Geological Engineering) found evidence of the fossilized, two-metre-long creatures between layers of sandstone on the southeastern coast of Newfoundland. This puts back the age of Earth's earliest known life form to more than 570 million years – just after the meltdown of a severe global ice age called Snowball Earth. The soft-bodied, frondlike animals lived on the bottom of an ancient ocean, and were preserved in place when they were suddenly covered with layers of volcanic ash.

Dr. Narbonne's findings are reported in the January 2003 edition of the international journal, *Geology*. Co-author on the paper is Jim Gehling, a former Queen's post-doctoral student now on staff at the South Australia Museum. Their research

was partially funded by the Natural Sciences and Engineering Research Council (NSERC).

**The soft-bodied, frondlike animals lived on the sea bottom of an ancient ocean.**

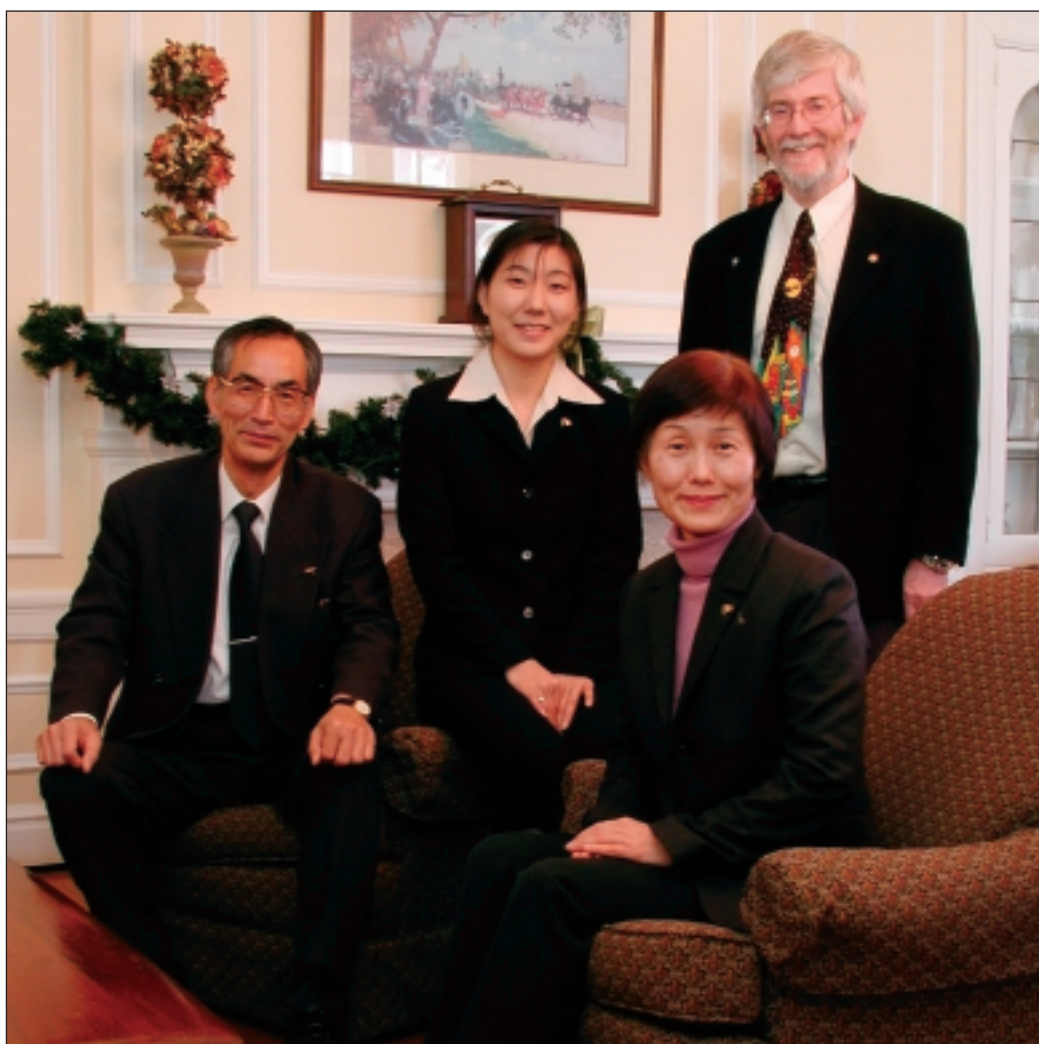
"The unexpectedly large size and complexity of the fronds implies that complex animals appeared soon after the meltdown of the Snowball glaciers, and may even predate these glaciations," says Dr. Narbonne, whose main research interests are in Precambrian paleobiology, especially the early evolution of animals and their ecosystems. "This discovery will provide new insights into the origin of animals and the environmental conditions that shaped their early evolution."



GUY NARBONNE

The fossilized, two-metre-long creatures are more than 570 million years old.

### SHARING INTERNATIONAL RESEARCH STRATEGIES



STEPHEN WILD

Administrators from one of Japan's leading research-intensive universities, Gifu, visited campus recently to learn how Queen's manages industrial research partnerships, technology transfer, training people to work in a global environment, and communication of university research and expertise to the public. Queen's Research V-P Kerry Rowe (standing) hosted the visitors (left to right): Hiromi Mori, Chikako Komori, and Hiroko Kuroda) after being invited to Gifu last November.

## How to improve your wireless signals: Use "smart antennas"

By NANCY DORRANCE  
News and Media Services

Despite increasing use of mobile phones, handheld computers and laptops, the transmission speeds of current wireless systems are quite low compared to high-speed wired connections, says Steven Blostein (Electrical and Computer Engineering).

"A key recent advance in this area is the 'smart' antenna, consisting of arrays of antennas at transmitter and receiver, high speed circuitry and high-powered computation," Dr. Blostein notes. With a recently announced \$600,000 grant from Samsung Electronics and Bell Canada, he will explore the use of smart antennas for wire-

less communications.

"In a wireless connection, the signals between you and the base station scatter in multiple directions and only a fraction of the signal power actually hits its intended target," he says. Adding smart antennas on both sides of the "conversation" can make the signals between the base station and the user more direct, and allow the base station to constantly adapt to the signal as the user moves around.

Funded over three years through the Bell University Laboratories, the project will develop new technologies for future services that require higher bandwidth and increased reliability, such as needed in multi-media applications.

## Climate change linked to river flow

Long-term flow variation in BC's Columbia River will be studied by researcher Scott Lamoureux (Geography), who has received \$55,000 from the Canadian Foundation for Climate and Atmospheric Sciences (CFCAS). By examining sediment layers from the past 1000 years, Dr. Lamoureux will evaluate annual runoff to determine how river flow is linked to long-term climate changes. The CFCAS was

set up in 2000 to stimulate the development of new knowledge in climate and atmospheric science areas, promote environmental innovation, provide policymakers with sound data for environmental policy, and train the new researchers needed to solve future environmental problems. To date, more than \$35 million has been invested in university-based research, with matching funding from industry.

## Why clone humans? We're already one of the planet's least diverse species

In recent weeks, the issue of human cloning has resurfaced in the news with the announcement by a Quebec-based cult that a company it founded has produced the first human clone. While scientific evidence to back the claims has been lacking, the story has generated considerable public interest and sparked a wide-ranging debate about both the scientific feasibility of the claims and the moral and ethical issues they raise. The Gazette posed the following questions to Paul Young (Biology) who is an expert on molecular cloning and issues about cloning as they relate to animal and plant systems.

### G: What is the background to the current human cloning controversy?

**PY:** We already have clones in our population. After all, human identical twins have identical genomes and thus are in fact natural genetic clones of each other. An embryo arises from the fusion of an egg and a sperm and identical twins develop from the chance splitting of the embryo in early development.

Up until fairly recently we have not been able to artificially clone mammals although we have routinely, vegetatively, propagated plants for agricultural and horticultural purposes. Since the 1960s, we have also cloned vertebrates such as frogs by using nuclear transplantation. Following those early experiments, most scientists did not see any fundamental scientific reason that would prevent us from cloning mam-

mals and for that matter humans. There were, of course, technical issues.

We have developed increasing sophistication in the handling of embryos during *in vitro* fertilization. Parents in some countries are able to bias that process towards embryos of a particular sex or to destroy embryos carrying particular genetic traits. They could probably as easily generate genetic twins if they wished.

The cloning that is being discussed in the newspapers, whether for sheep or humans, is a bit different. It involves taking genetic material from an adult, placing it in an egg from which the female genetic material has been removed, and generating an individual with the same nuclear genome as the donor. This is what was done in the 1960s with frogs, with mammals in the late 1990s and now purportedly with humans. The scientific validity of such a claim is easily tested through DNA fingerprinting: the infant will have the same DNA fingerprint as the adult nuclear donor. At this point, for humans this remains to be seen.

### G: Why is the idea of human cloning so controversial?

**PY:** One controversy stems from our religious and cultural heritage that views humans somewhat differently from other animals. It is an affront to many people that we would intervene in the very process of human reproduction. Of course, we



PAUL YOUNG

### Q&A

already extensively do so with genetic testing, abortion and selection of gametes. From a scientific standpoint, a human is a human. It does not matter where they come from, cloned or not.

A second and probably more important issue relates to the success rate of the cloning process. We don't have numbers for humans yet, but in the case of frogs and sheep, hundreds of dead or misformed embryos are generated for each one that is deemed a success. This may be acceptable for sheep husbandry, but is clearly ethically repugnant for humans. This is a severe technical limitation of the technology at present. We can expect improvements in yield but few see it as likely to achieve a 100 per cent normal success rate. We may never be able to ensure that an implanted cloned embryo will go to term without a high risk of genetic abnormalities.

A third major issue deals with dedicated medical uses of cloned embryos. This is the use of terminated clones to provide

a perfect match of stem cells or perhaps even organs for transplantation. Some see this issue as the thin edge of the wedge that will open reproductive technologies of all kinds to common use.

Legislation is being enacted in various countries to restrict what is allowed but there is not really any consensus as yet. As a society we are still very uncomfortable with these issues and will wrestle with them in the press, Parliament and the courts for some time to come.

### G: What are some of the main misconceptions about human cloning?

**PY:** The curious thing about human cloning, quite apart from bypassing the normal reproductive cycle, is that we are choosing an adult as donor to generate a new child. Although we might expect there to be substantial resemblance between the two, given the extensive role of environment in development, such resemblance is likely to be far less than some might assume or hope. They will be two individuals, mentally independent, generations apart but genetically more or less identical. Why do so? Ego? Could we breed a better human by this means? It smacks of eugenics. Would it ever be desirable to reduce the genetic diversity of the human population on any substantial scale? We are already one of the least diverse species on the planet.

### G: Can humankind benefit from human cloning?

**PY:** The only thing that is certain is that we are going to be forced to come to terms with these issues in the near future and that, in general, society is likely to be more permissive over time. I think it likely that we will increasingly make use of genetic engineering for human health and exploit reproductive technology towards the same end. Both the technical and cultural barriers to doing so will drop rapidly. It remains to be seen whether we will also do so for what are clearly cosmetic or novelty reasons. Cloning of adult humans falls largely into these latter two categories. Although we tend to think that we can predict the future on short time scales, we are notoriously poor at doing so in the long term. Science opens doors that were previously closed and to argue that societal values will be the same as they are today in 10, 100 or 500 years would be extremely foolish.

**NEWS MEDIA SERVICES**

Visit our new Queen's New Centre and weigh in on the latest poll.

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

## IN BRIEF

### International development expert to deliver Brockington Lecture

Gavin Kitching of the University of New South Wales will be at Queen's later this month to deliver the annual Brockington Lecture, entitled Globalization and Nationalism. The lecture takes place Jan. 29 at 7 pm in Stirling B.

Dr. Kitching, who has been a Fulbright Fellow, has had a long and distinguished career that has focused on the issue of international development.

He has recently published a ground-breaking work that unites the political, philosophical, and economic concerns that have dominated his academic life, entitled *Seeking Social Justice Through Globalization*. In it, he challenges many of the deeply and dearly held preconceptions of both pro and anti-globalization writers and actors. His conclusion, that it is possible, indeed necessary, to seek social justice through globalization, challenges both sides of the debate to think and act in new and different ways.

His *Class and Economic Change in Kenya: The Making of an African Petite Bourgeoisie* (1980) won the Herskovits Award of the U.S. African Studies Association for the best work published in that year anywhere in the world in African Studies.

This work remains a classic of African History. His *Development and Under Development in Historical Perspective* has attained much the same status in Development Studies circles.

Dr. Kitching has also made important contributions to political philosophy and in particular to the relationship between Wittgenstein's philosophy and political theory. He has carried out research in post-Soviet Russia at the behest of the Soros Foundation as well as in a number of sub-Saharan African nations.

### Art students host conference

Graduate art students invite the public to their upcoming conference entitled 'Context and Meaning. Professor Emeritus J.D. Stewart opens the event with a lecture entitled *Eroticism, Love and the Antique in the art of Sir Anthony Van Dyck* on Jan. 16 at 7 pm at the Agnes Etherington Art Centre. This event is sponsored by the Department of Art Graduate Colloquium Series. The conference continues Jan. 17 and 18 with lectures from all areas of the history of art and architecture.

All events take place in the art centre atrium. The conference is sponsored by the Art department, Principal's office, the Vice-Principal (Academic), and the School of Graduate Studies and Research. For details, see "What's New" at [qsilver.queensu.ca/arth/](http://qsilver.queensu.ca/arth/)

## NEW SOUNDS FROM BIG BAND



STEPHEN WILD

School of Music instructor Greg Runions (left) and his Big Band celebrate the release of their first CD with a performance at Duncan MacArthur Hall last Wednesday to an appreciative audience. The group performed several original numbers including *Sweet Home Suite*, written by band members, and four works by Canadian jazz artist John MacLeod.

## Paleontologist rocks media with fossil discoveries

### QUEEN'S IN THE NEWS

Highlights of Queen's experts in the media

■ Dec. 10 – Jan. 7

**Guy Narbonne's** (Geological Sciences) discovery in Newfoundland of evidence of the oldest "complex" life ever found on Earth — dating back more than 570 million years — is reported in a front-page story in the *National Post*. An *Ottawa Citizen* story examining some of the greatest scientific discoveries of 2002 also highlights his research.

**Duncan Hunter's** (Community Health and Epidemiology) study of the effect of psychological coping styles on survival from cancer is cited in the *Kingston Whig-Standard*.

Research by **Roel Vertegaal** (School of Computing) showing that the amount of eye contact people receive in group situations determines how much they talk continues to receive coverage, most recently in the *Regina Leader-Post*.

A recent study by **Huw Lloyd-Ellis** (Economics) and Joanne Roberts of the University of Toronto examining the links between new technology and human capital is covered by the *National Post*.



Fielding

**John Fielding** (Education) comments in the *Toronto Star* on the treatment of Canada's war history in three new books: *Close-Up Canada, Canada Revisited, and Canada: The Story of Our Heritage*.

**Geoff Smith** (Physical Health Education) is interviewed on *CBC-Radio's Ontario Morning* about his course on dealing with sexually transmitted diseases.



Thornton

**Daniel Thornton** (School of Business) comments in the *National Post* on the soaring fees for audits in Canada.

**Ken Wong** (School of Business) comments in the *Toronto Star* on "brand changes," such as the Royal Ontario Museum's decision to adopt a new logo and change the museum's name to simply "ROM." Prof. Wong also comments in the *Montreal Gazette* on McDonald's posting of its first money-losing quarter in 37 years as a publicly traded company.

The research of **Steven Blostein** (Electrical and Computing Engineering) about the use of "smart"

antennas for wireless communications is covered by *CKWS* and the *Kingston Whig-Standard*.

**Douglas Reid** (School of Business) comments in the *Globe and Mail* on acrimonious courtroom battles and escalating takeover bids for Fording Inc., the Calgary coal company. Reid also comments in the *Saskatoon Star-Phoenix, St. Catharines Standard, Montreal Gazette* and *Hamilton Spectator* on airline industry concerns about the fledgling Montreal carrier Jetsgo Corp.

The *Globe and Mail* and *Kingston Whig-Standard* report the appointment of **David Saunders**, currently dean of the Haskayne School of Business at the University of Calgary, as the new Dean of Queen's School of Business.



Bickis

**Ugis Bickis** (Community Health and Epidemiology) comments in the *Kingston Whig-Standard* that troubled air, not coal tar, is the cause of dozens of illnesses among employees at the Macdonald-Cartier office building.

In a *CBC radio* interview **Wendy Wobeser** (Medicine) reveals results of a study co-authored by Peter Ford (Rheumatology) that compared the rate of deaths in prisoners to Canadian males of a similar age and found that federal inmates were 50 times more likely to die of overdose.

A *Globe and Mail* feature highlights the Niagara Foot prostheses which was lab tested by a team of researchers at Queen's for three years before moving to the Thai-Cambodian border to be tested by amputees there.

**William Cooper** (Business) comments in the *Globe and Mail* that we turn to certainty in uncertain times in a story about how leaders recruited to new firms often take top executives with them.

**Paul Wiegert** (Physics) comments in the *National Post* on the interesting behaviour of a tiny asteroid expected to become earth's second moon in 600 years.

**Dr. Walter Rosser** (Family Medicine) comments in a prominent *Kingston Whig-Standard* story about a new coalition hoping to lure doctors back to Kingston from the U.S.

**Peter Richardson's** (School of Business) study of how the avalanche of documents and email is robbing executives of their time is reported in the *Globe and Mail*.

The Sudbury Neutrino Observatory and the neutrino research of director **Art McDonald** (Physics) and his team is voted the No. 2 scientific breakthrough of the year by *Science* magazine. The *Kingston Whig-Standard* and *Sault Star* also report that the observatory's accomplishments were lauded by the American Institute of Physics as one of the two top physics advances of the year.

Comments by **Harvey Lazar**, director of the Institute of Intergovernmental Relations, on the shifts in the political views of Canadians are reported in the *Vancouver Province*.

A recent study by **Rena Upitis** and **Katharine Smithrim** (Faculty of Education) showing that arts in the curriculum enhance students' performance in math continues to receive coverage, most recently in *The Niagara Falls Review*.



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

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## CAREERS

### Appointment

**David M. Saunders**  
Dean, School of Business

Principal William C. Leggett, on the strong recommendation of the Advisory Committee on the Deanship, is pleased to announce the appointment of Dr. David M. Saunders as Dean of the School of Business for five years from July 1, 2003.

Dr. Saunders received his B.A. (Psychology) from York University and his M.A. and Ph.D. in Social Psychology from the University of Western Ontario. He is currently serving as Dean of Haskayne School of Business at the University of Calgary. His previous management experience includes serving as President of McGill Japan, Director of the McGill MBA Japan Program in Tokyo, and as Associate Dean of the Masters programs at the Faculty of Management of McGill University. He created and launched the McGill MBA Japan program, the first graduate degree program to be offered by a Canadian university in Japan. He has travelled extensively throughout the Pacific Rim, Asia, Europe and South America, and was McGill University's representative to Team Canada's trade mission to Asia in January 1997.

Dr. Saunders's areas of research interest include all aspects of negotiation and conflict resolution, and among his many scholarly publications he is a co-author of the three largest selling negotiation textbooks in the world. He is an accomplished teacher, having received the McGill University's Distinguished Teacher Award in Management and has also taught at Duke University in North Carolina, People's University in Beijing, China,

and McGill's Management Institute. Recently, Dr. Saunders was conference co-chair of *Alberta/Finland 2001: A Wireless Odyssey*, a highly interactive symposium attended by over 150 venture capitalists, wireless developers and producers from Finland and Alberta.

Dr. Saunders has been a consultant to many private and public corporations in Canada and the United States, including Hydro-Quebec, Lantic Sugar, Oerlikon Aerospace, Bantrel, Computer Imaging and Graphics, the Institute of Canadian Bankers, and the Police Executive Research Forum. He has conducted numerous seminars on negotiation skills and has facilitated organizational retreats from the board level down on a range of topics.

In making this announcement, Principal Leggett wishes to extend his thanks to the members of the Advisory Committee and to express his sincere appreciation to Dr. Lewis Johnson, who has been serving as Acting Dean of the School of Business during the recent period of transition, and who will continue to serve in this capacity until Dr. Saunders takes up his appointment.

### Extension of Appointment Acting Director of Women's Studies

Principal William Leggett is pleased to announce that Professor Janice Helland has agreed to a six-month extension of her appointment as Acting Director of the Institute of Women's Studies for the period Jan. 1, 2003 to June 30, 2003.

Dr. Helland received a BA from the University of Lethbridge and her MA and PhD from the University of Victoria. She taught at

the University of Victoria, Memorial University and Concordia University before coming to Queen's in 1999 on a Queen's National Scholarship as a professor with joint appointments to the Department of Art and the Institute of Women's Studies.

Dr. Helland's research focuses on British and Irish female artists in the 19th century. She has published several papers and book chapters, and is the author of *The Studios of Frances and Margaret Macdonald* (Manchester University Press, 1996) and *Professional Women Painters in Nineteenth-Century Scotland: Commitment, Friendship, Pleasure* (London: Ashgate Publishing, 2000).

Dr. Helland has been co-editor of *Revue d'art canadienne/Canadian Art Review* (RACAR) since 1996. At Queen's she has served on the Appointments and Research committees for Women's Studies, and has been Acting Director since July 1, 2002.

### New Faculty Appointments

**Shahram Yousefi** PhD has been appointed to the Faculty of Electrical and Computer Engineering, beginning Jan. 1, 2003.

**Christopher J. Justinich** has been appointed to the Department of Paediatrics, beginning Jan. 1, 2003.

### Committees

#### Headship search Department of Mining Engineering

Dr. Jamie Archibald's term as Head of the Department of Mining Engineering ends June 30, 2003. In accordance with the terms of 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 a head of the Department of Mining Engineering.

Selection committee membership: Elected members: G. Blackwell, L. Daneshmend, T. Katsabanis, S. Kelebek, C. Pelley. Appointed members: M. Doggett, J. Dawson, G. McIsaac, W. Badger. Non-voting members: R. Boegman, Associate Dean, School of Graduate Studies. Chair: Tom Harris, Dean, Faculty of Applied Science.

Faculty, students and staff are invited to submit their comments on the present state and future prospects of the Department of Mining Engineering, and the names of possible candidates for the head, to the Chair of the Committee, Tom Harris, c/o Donna Horner, hornerd@post.queensu.ca, by January 20. All letters will be reviewed by the selection committee and will become part of the record of decision-making.

### Senate Committees

Senate committees need members, including academic development, educational equity, creative arts and public lectures, student aid, etc. Terms for faculty, students and staff start Sept. 1, 2003. Deadline for applications: Friday, Feb. 14, 2003. www.queensu.ca/secretariat/senate/vacancy or call 533-6095, or visit B400 Mackintosh-Corry Hall.

### Staff Appointments

Learning Technology Coordinator, Information Technology Services 2002-25  
**Bobbi Kerlin**

Contracts Manager, Office of Research Services 2002-68  
**David Bruce**

Coordinator, Recruitment Planning, Office of the University Registrar (Admission Services) 2002-87  
**Angela James**

Employment Coordinator, Department of Human Resources 2002-106  
**Susan Goodfellow**

### Staff Vacancies

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

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

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, Jan. 21, 2003 at 4:30 pm.** Late applications will not be accepted. Please submit a letter of application indicating the specific position desired and a detailed resumé including your **employee number.**

Resumés 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.

### Slide Collection Assistant Department of Art 2003-01

This is a continuing appointment working 50 per cent time.

**Major responsibilities:** report to the Coordinator of Visual Resources; prepare images for use by faculty and students; perform data entry for ongoing automation of the slide collection; assist users in locating images.

**Requirements:** one year post-secondary program with some related experience in a field demanding accurate work (or the equivalent combination of education and experience); knowledge of word processing and database programs in a Windows environment with the ability to learn digital imaging technology; manual dexterity, accuracy and concentration essential; ability to read other European languages and general knowledge of art history assets; proven decision-making skills.

**Minimum hiring salary:** \$27,885 Salary Grade 3 - ADMG3 (Salary will be adjusted to reflect actual time worked.)

### Senior Secretary (Medical Education) School of Medicine 2003-02

This is a term appointment working 100 per cent time from March 1, 2003 until Feb. 28, 2006.

**Major responsibilities:** provide secretarial and administrative support to the Associate Dean, Medical Education (minute-taking, attending meetings, answering telephone queries, photocopying and faxing documents); arrange and coordinate meetings; type correspondence and reports and maintain calendar for the Associate Dean; maintain office files; other duties as required in support of the Office of Medical Education.

**Requirements:** secondary school graduation diploma and one year of post-secondary training in business administration practices (or an equivalent combination of education and experience); in-depth knowledge of Word and Excel, and a willingness to learn new software programs when required; previous secretarial experience at a senior level with fast and accurate keyboarding skills; experience in an academic health sciences centre an asset; ability to work under pressure and respond to tight deadlines; tact and discretion when handling confidential information; good interpersonal and communications skills; proven decision-making skills.

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

### Building Supervisor University Residences 2003-03

**Major responsibilities:** report to the Facilities Supervisor; direct and supervise all maintenance-related activities within the opera-

tion; monitor progress of larger renovations; organize/coordinate custodial and maintenance staff and resources (including assessment of budget requirements); control and distribute keys/cylinders to ensure a secure living environment; meet needs of students and conference delegates; provide excellent customer service.

**Requirements:** one year post-secondary education with two years of related experience (or an equivalent combination of education and experience); knowledge of architectural plans and drawings, cleaning systems, maintenance procedures, safety and labour codes, union contracts, fire code, WHMIS, budget and staff forecasting; good working knowledge of computers; proven supervisory, customer service and human relations skills; ability to respond quickly to emergency situations and demands from students/conference delegates; ability to deal with stress; must be capable of fulfilling the physical demands of the job.

**Minimum Hiring Salary:** \$30,754 Salary Grade 5 - ADMCS5

### International Programs Assistant Faculty of Arts and Science (International Programs Office) 2003-04

**Major responsibilities:** report to the Administrative Coordinator; respond to telephone, email, walk-in and fax inquiries from students, faculty, staff and the public; refer inquiries to senior staff when appropriate; collect, enter and report data relating to the Faculty's international programs, including information on course enrolments at the International Study Centre; assist with processing letters of permission and statements of transfer credits; record minutes of meetings and act as secretary of the committee on study abroad and student exchanges; provide administrative support in the daily operations of the office (mail, care of general office and Director's files, etc.); perform financial and accounting duties, such as paying bills, processing transactions and reviewing travel expense reports; act as departmental telecommunications and computing representative; assist in the administration of a variety of special projects, including development and preparation of information sheets and web pages for students and faculty; provide logistical planning for student interviews, information and pre-departure sessions for study-abroad students; may be required to work evenings and weekends on occasion.

**Requirements:** two-year post-secondary program in business

administration and previous experience in an office and student service environment (or an equivalent combination of education and experience); knowledge of university structure, financial/computing systems, or previous experience in an international study environment are considered assets; pleasant manner and ability to perform multiple tasks in a busy office environment; good time management and organizational skills; strong interpersonal and communication skills (verbal and written) to interact with a wide variety of people; proficiency with MS Word, PCICS; familiarity with Excel, Access, GQL and HTML; good decision-making skills.

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

### Account Representatives (Conference Services) (two positions) Office of the Associate Dean of Student Affairs 2003-05 2003-06

**Major responsibilities:** report to the Coordinator (Conference Services); coordinate and oversee all aspects of Conference Services client events (handle client bookings, distribute information, client account setups and maintenance, report generation, facilities reservations, equipment setups and food service reservations and deliveries); establish and maintain reciprocal lines of communication between the client, Conference Services and participating departments; provide administrative support to the department, including reception, filing, inventory maintenance, order office supplies, update and maintain office documentation, prepare financial reports; provide training and direct the work of casual staff.

**Requirements:** two-year post-secondary program in hospitality services or business administration; two years of relevant experience in the hospitality, catering or similar field; degree in hospitality services an asset; consideration will be given to an equivalent combination of education and experience; excellent organizational and time management skills, with an ability to multitask on a regular basis; excellent interpersonal, communication and problem-solving skills; ability to work well as a member of a team and to collaborate with others in a fast-paced environment; creative initiative with the ability to react quickly to customer requests; strong computer skills, particularly in a Microsoft environment; general knowledge of accounts receivable/payable and invoicing functions; ability to handle flexible work schedule, including some evenings and weekends; ability to handle stress

and maintain composure with clients.

**Minimum hiring salary:** \$30,754 Salary Grade 5 - ADMG5 (A 14.29 per cent premium will be applied to this salary, representing occasional longer hours.)

### Administrative Secretary Department of Medicine 2003-07

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

**Major responsibilities:** report to the Department Head; manage the daily operation of the office of the head including all aspects of administrative, patient care and educational activities (scheduling, organizing and managing administrative meetings, ambulatory clinics, seminars/special events and travel); coordinate meetings with administrative officers at Queen's, the Faculty of Health Sciences and teaching hospitals, as well as with individual department members, division chairs and program directors; attend meetings and prepare agendas and minutes; act as a resource person to faculty and staff on numerous matters of policy and direction; refer complex problems to senior staff as necessary; initiate/prepare administrative correspondence, reports, electronic communication and proposals and coordinate special projects/events for the Head; coordinate clinics and accurately transcribe patient correspondence; format formal presentations and teaching materials; design, implement and manage filing systems for administration, patient charts, educational material and medical literature; produce and distribute a monthly departmental newsletter.

**Requirements:** two year post-secondary diploma in Business Administration (or equivalent); several years of related experience in an academic medical environment with broad administrative experience; excellent organizational, time management, interpersonal and communication skills; ability to take initiative and assess and establish priorities; proven ability to work independently and collaboratively; discretion when dealing with confidential and sensitive information; proficient dictatypist, with medical terminology; working knowledge of various computer applications, including the Internet, Corporate Time, Patient Care System at Kingston General/Hotel Dieu hospitals, Word, Powerpoint and Excel; knowledge of database programs; HTML and familiarity with the Web an asset; ability to learn new software packages as required; knowledge of both university and hospital structures, including procedures and administrative systems an asset.

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**Minimum hiring salary:**  
\$30,754 Salary Grade 5 – ADMG5

**School Manager  
School of Computing  
2003-08**

**Major responsibilities:** report to the Director of the School of Computing; responsible for daily administrative operation (primary liaison to faculty and university administration; manage all report generation and document flow, provide reports and summaries of activities, facilities, budgets and personnel, interpret policy, set priorities and goals); supervision of all members of administrative staff and coordinate staff training and upgrading as required; coordinate activities with the Technical Services Manager to maintain smooth liaison between administrative and technical staff; manage space and infrastructure of the School and administer security and safety issues; undertake responsibility (in consultation with the Director) for all financial planning for the School (review and revise budgets and financial needs, coordinate preparation and delivery of financial reports, budgets and information for internal and external use); maintain the academic and professional image of the School; coordinate with others to plan and manage all promotion and marketing of the School, including its website; undertake planning and coordination of the School Innovation Council, including administration of membership and arrangement of meetings.

**Requirements:** post-secondary degree in Business Administration (or equivalent); experience in personnel management, scheduling and prioritization,

preferably in a technology-oriented company or organization; experience in financial planning, budgeting and estimation and experience or training in marketing and image projection; sufficient technical background to understand technical goals and initiatives; competence with word processing, database and spreadsheet applications such as Microsoft Word, Excel and Office; familiarity with internet and Word Wide Web; excellent communication, interpersonal, organization and supervisory skills; strong financial skills; ability to plan and coordinate small-scale marketing and promotion initiatives; broad knowledge of university policy, procedures and regulations; proven decision-making skills.

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

**Financial Officer  
Faculty of Arts and Science  
2003-09**

**Major responsibilities:** report to the Business Manager; budgetary and overall review of relevant documentation to support initiation, changes and termination of appointments in the faculty; administer faculty accounts, prepare/analyze complex budget proposals, monitor account activities; prepare financial reports for external funding agencies/ donors; provide high-level administrative support for departments within the faculty, as well as within the Office of the Dean; assume responsibility for overall administration of projects when assigned.

**Requirements:** Chartered Accountant (CA) or Certified

Management Accountant (CMA) designation, with substantial related experience; excellent communications and interpersonal skills to interact effectively with a wide variety of people from both within and outside the university; good organizational and planning skills to coordinate work of department and individuals; broad knowledge of university procedures, policies and regulations an asset; ability to perform accounting and financial management duties including the ability to analyze and present financial data; analytical, interpretive and problem-solving skills; advanced administrative skills including the use of computers for data and statistical analyses and word processing, spreadsheet and database management; ability to adapt to and implement new technologies.

**Minimum hiring salary:**  
\$47,679 Salary Grade 9 – ADMSF9

**Employee Development**

Please call the Human Resources Department at 32070 to register for the following programs or to obtain further information, or register at our email: [hradmin@post.queensu.ca](mailto:hradmin@post.queensu.ca)

**Building high self-esteem for personal and professional success**

Techniques to enhance self-confidence, self-respect and self-acceptance. Participants will have the opportunity to discover their inner source of confidence and motivation through discussion and self-reflection. Led by Wendy Lloyd, Human Resources. Tuesday, Jan. 21, 9 am to noon.

**Lunch and Learn Video Series: Big Dance**

Big Dance is about doing things that you don't think you can do. It tells the story of a modern dance troupe of large women who celebrate their size, strength and new sense of self-esteem amongst themselves, with their families and with their audience. Friday Jan. 24, 12:05 pm to 12:55 pm.

**Lunch & Learn Video Series: The Ten Commandments of Communicating with Persons with Disabilities**

The goal of this video is to make us more sensitive and respectful of people with varying disabilities, while recognizing that all of us (no matter how different we may appear to each other at first) share many of the same values, interests, hopes and dreams. Thursday Jan. 30, 12:05 pm to 12:55 pm.

For upcoming workshops, please visit our Human Resources website at [www.hr.queensu.ca](http://www.hr.queensu.ca)

**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/](http://www.queensu.ca/eap/)

**Other Positions**

**Research Nurse  
Department of Emergency  
Medicine**

**Deadline:** Monday, Jan. 20.

Reporting to the Chair of the academic/research committee of the Department of Emergency Medicine, the research nurse will be responsible for the conduct of research protocols and the coordination of these studies.

**Major responsibilities:** identification of eligible subjects, and collection and coding of clinical data, including data abstracted from interviews with research subjects. Providing reports and analyses of these data. Coordination of the activities required to collect these data through communication with other hospital personnel, and faculty and staff within the Department of Emergency Medicine.

**Requirements:** nursing certification; two or more years' experience in a research environment or equivalent exposure; working knowledge of computers and software; excellent telephone and interpersonal skills for interacting with clients, members of health care and research team and collaborators; ability to work to deadlines and to work independently or as a team member and complete tasks with little or no supervision.

Interested candidates should submit a letter of application and resumé to Dr. Marco Sivilotti, Department of Emergency Medicine, Empire 3, KGH (fax 548-1374).

**Salary:** Grade 7

**Research Associate  
Division of Respiratory  
and Critical Care Medicine  
Department of Medicine**

Part-time contract position available immediately.

**Responsibilities:** Project manager for CIHR-funded asthma epidemiology study; coordinate multi-centre epidemiology research project; clean, code and merge data; correspond with research personnel at study sites; perform statistical analyses (descriptive statistics, correlations, ANOVAs, regression analyses); perform complex small area

variation analyses with guidance from biostatisticians; assist in preparation of written reports and research manuscripts.

**Qualifications:** Graduate degree in epidemiology or biostatistics; one to two years' working experience in clinical epidemiology research; computing expertise, including email, spreadsheet database and graphing (MS Excel); statistical analysis programs (SAS, SPSS); experience managing and analysing large databases; superior writing skills and established interpersonal communication skills.

**Salary:** Commensurate with experience.

Apply to: Dr. D. Loughheed, Division of Respiratory and Critical Care Medicine, Richardson House, 102 Stuart Street, Kingston, Ontario, K7L 2V6. Email: [mdl@post.queensu.ca](mailto:mdl@post.queensu.ca)

**Don Positions (2003-2004)  
Queen's University  
Residences**

**Deadline:** Friday, Jan. 24, 2003

If you are committed to the educational ideals of the university, are able to work co-operatively and energetically as a member of a house team, and wish to devote yourself to the academic and personal welfare of students with varied backgrounds and beliefs, we may have a role for you.

We are currently recruiting for Dons. If you are a Queen's upper year student, graduate student, faculty or staff member who would like to live in residence and provide leadership for the academic, social and educational aspects of residence living, please contact us.

We welcome applicants from a wide variety of lifestyles, ethnic and cultural backgrounds and persons with special needs. Permanent residents and international students holding a student authorization are eligible to apply. We support applications from couples and candidates with families.

**Requirements:** Dons must have at least two years of post-secondary experience. All applicants must have university residence experience; a demonstrated aptitude for and commitment to forming mentoring relationships with young adults; support and openness to persons of diverse backgrounds and beliefs; and demonstrated ability to work as a team player.

Applications are available at [www.queensu.ca/residence/studentstaff.htm](http://www.queensu.ca/residence/studentstaff.htm) and the residence front desks of Victoria Hall, Gordon/Brockington, Waldron Tower and Jean Royce Hall, and at the Residence Life Office, C110 Victoria Hall.

For additional information, please attend one of the following information sessions:

Monday, Jan. 13, at 5:30 pm and 6:30 pm in 303 Goodes Hall;

Tuesday, Jan. 14 at 2:30 pm and 3:30 pm in C140 Jean Royce Hall;

Wednesday, Jan. 15 at 5:30 pm and 6:30 pm in A237, McArthur Hall.

Send your application, resumé and references to the Residence Life Office, C110 Victoria Hall, Queen's University, Kingston, Ontario, K7L 3N8. Telephone (613) 533-6790, Fax (613) 533-2919, Email [reslife@post.queensu.ca](mailto:reslife@post.queensu.ca).

**Facilitator Positions  
(2003-2004)  
Queen's University  
Residences**

**Deadline:** Friday, Jan. 24.

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a house team, and wish to devote yourself to the academic and personal welfare of students with varied backgrounds and beliefs, we may have a role for you.

We are currently recruiting for facilitators. If you are a Queen's upper year student who would like to live in residence and provide leadership for the academic, social and educational aspects of residence living, please contact us. We welcome applicants from a wide variety of lifestyles, ethnic and cultural backgrounds and persons with special needs. Permanent residents and international students holding a student authorization are eligible to apply.

**Requirements:** Facilitators must have at least one year of post-secondary experience. All applicants must have university residence experience; a demonstrated aptitude for and commitment to forming mentoring relationships with young adults; support and

openness to persons of diverse backgrounds and beliefs; and demonstrated ability to work as a team player.

Applications are available at [www.queensu.ca/residence/studentstaff.htm](http://www.queensu.ca/residence/studentstaff.htm) and the residence front desks of Victoria Hall, Gordon/Brockington, Waldron Tower and Jean Royce Hall and at the Residence Life Office, C110 Victoria Hall.

For additional information, please attend one of the following information sessions:

Monday, Jan. 13, at 5:30 pm and 6:30 pm in C140 Jean Royce Hall;

Tuesday, Jan. 14 at 5:30 pm and 6:30 pm in Upper Common Room, Victoria Hall;

Wednesday, Jan. 15 at 5:30 pm and 6:30 pm in 134 Gordon North Common Room.

Send your application, resumé and references to the Residence Life Office, C110 Victoria Hall, Queen's University, Kingston, Ontario, K7L 3N8. Telephone (613) 533-6790, Fax (613) 533-2919, Email to [reslife@post.queensu.ca](mailto:reslife@post.queensu.ca).

**Peer Advisors  
Faculty of Arts and Science**

**Deadline:** Friday, Feb. 7.

We are looking for eight highly motivated, outgoing and enthusiastic Arts and Science students to work as peer advisers for our Summer Orientation to Academe and Registration (S.O.A.R.) program. We will pay successful applicants \$12/hr. for about one week of training and running the program from June 23 to July 19.

The intention of the S.O.A.R. program is to orient and help new students and their parents with the "academics" of the Faculty of Arts and Science.

**Requirements:** Applicants must be: entering their third or fourth year of an Arts and Science program in September 2003; in good academic standing; and committed to helping new students. Employment details (including deadline dates), job description and application packages available at Career Services and F200 Mackintosh-Corry Hall.

**Attention students**

**2002 T4 addresses**

Payroll will be updating the T4 address database from the "mail address" field on QCARD. This update will take place on Jan. 31, 2003. Address changes after Jan. 31 must be made in writing and submitted to the Human Resources department by Feb. 7, 2003, in order to have the correct mailing address reflected on 2002 T4s. Please note the T4s will be mailed by Feb. 28, 2003.

## HELP LINES

Campus Security Emergency Report Centre:

**533-6111**

**Human Rights Office**  
533-6886  
Irene Bujara, Director

**Sexual Harassment Complainant Advisors:**

Margot Coulter, Coordinator  
533-6629

Millard Schumaker – Religion  
533-2106 ext. 74232  
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 Hooley  
533-6095

**Employee Assistance Program**  
1 800 387-4765

**University Chaplain:**

Brian Yealland  
533-2186

**Rector**

Daniel Sahl  
533-2733

**Student Counselling Service**

533-2893

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

## BULLETIN BOARD

**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**

The Senate Committee on Creative Arts and Public Lectures invites nominations for the Brockington Visitorship and the Chancellor Dunning Trust Lecture. In order to encourage the broadest possible range of nominations, any person or group within the Queen's community is eligible to make a nomination. Deadline for submission, **Friday, Feb. 28, 2003.**

**The Brockington Visitorship**

The terms of reference for the Brockington Visitorship are "to invite a person of international distinction to come to Queen's University to deliver a public lecture and to meet formally and informally with faculty and students."

**The Chancellor Dunning Trust**

The terms of reference for the Chancellor Dunning Trust Lecture are "to identify and invite a person of distinction to be the Chancellor Dunning Trust Lecturer. The Chancellor Dunning Trust Lecturer will be expected to deliver a public lecture that promotes the understanding and appreciation of the supreme importance of the dignity, freedom and responsibility of the individual person in human society."

Nomination forms may be requested from the University Secretariat, B 400 Mackintosh-Corry Hall ext. 36095, or on the web at: [http://www.queensu.ca/secretariat/senate/BV\\_CDTL.htm](http://www.queensu.ca/secretariat/senate/BV_CDTL.htm). Proposals will be accepted for up to \$7,000 for the Brockington Visitorship and \$16,000 for the Dunning Trust Lecture. The suc-

cessful applicant will be responsible for all aspects of the lecture

**Physical Education Centre**

**Recreation Skate Cancellations**

Friday, Jan.17 4:30-5:20 pm  
Saturday, Jan.18 4:30-5:20 pm  
Saturday, Jan.25 4:30-5:20 pm

**Family Skate Cancellation**

Saturday, Jan.18 9-10:20 am

**Recreation Jogging Cancellation**

Friday, Jan. 24 6:30-10:30 pm  
Saturday, Jan. 25 1:30-5:30 pm  
Sunday, Jan. 26 1:30-5:30 pm  
Friday, Jan.31 6:30-10:30 pm

**Recreation Swim Cancellations**

Friday, Jan. 17 4:30-6 pm  
and 10:30-11:30 pm  
Saturday, Jan. 18 4:30-6 pm  
and 9-10:30 pm  
Sunday, Jan. 19 4:30-6 pm

**Family Swim Cancellations**

Saturday, Jan. 18 10-11:30 am  
Sunday, Jan. 19 3-4:15 pm

**Note:** Cancellations will be published in the *Queen's Gazette*, posted in the main lobby of the Physical Education Centre, and on [www.goldengaels.com](http://www.goldengaels.com)

**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.

**Research**

**Queen's Research Chairs:  
Call for nominations**

Senate approved the Queen's Research Chair (QRC) program on Jan. 31, 2002. Full details regarding the program are available at [www.queensu.ca/vpr/vproffice.html](http://www.queensu.ca/vpr/vproffice.html)

The program enables the university to recognize individuals with highly distinguished accomplishments who are maintaining an exceptional level of activity in their research and scholarly work and have achieved international pre-eminence in their field. Profiles of current QRCs are available at [www.queensu.ca/vpr/vproffice.html](http://www.queensu.ca/vpr/vproffice.html).

Queen's Research Chair holders are expected to be involved in teaching, research and service to the community. The chair holders will retain their nominal academic salary. An amount not exceeding \$20,000 per annum

will be allocated to each research chair holder for direct and indirect support of their research program (including release time) for the term of the research chair. None of this sum may be used as a salary stipend. The research chair holder's proposed use of these funds will be subject to approval by the dean.

Any individual appointed to a full-time academic position at the university, normally at the rank of professor, may be nominated for a Queen's Research Chair. An individual may not hold a Canada Research Chair (CRC) or any other named chair or professorship during his/her tenure of a Queen's Research Chair. Up to five QRCs will be awarded this year and in future years until a total of 25 QRCs have been awarded. A QRC is awarded for a five-year term (or until the chair holder's retirement). Chair holders are eligible for consideration for renewal, in competition with other nominees.

Any member or members of the academic staff of the university may nominate a candidate for a Queen's Research Chair, with the candidate's permission. Nominations should be submitted through the department head to the dean of the faculty. The nomination file should include all relevant information on the nominee – a curriculum vitae, a description of past teaching, research and scholarly accomplishments, and an outline of the scholarly and research activities to be undertaken during the term of the research chair - as well as three confidential letters of reference from internationally recognized leaders in the nominee's area of research (who must be at arm's length from the nominee and external to Queen's) and supporting letters from the nominee's home department and faculty.

The criteria for selection of awardees are the same as those adopted for Tier I CRCs. Existing Tier 1 CRC holders should be used as a benchmark in assessing the potential suitability of a nominee. Selection criteria for Tier I CRCs can be found in Appendix A of the document "Nomination and Selection Process for CRCs at Queen's University", available from the Queen's website [www.queensu.ca/vpr/vproffice.html](http://www.queensu.ca/vpr/vproffice.html).

The deadline for submission of nominations from department heads to deans is April 11, 2003 (unless otherwise decided by the Dean). The deadline for deans to submit their nominations to the

QRC Selection Committee, through the Office of the Vice-Principal (Research), is May 9, 2003.

**Special Events**

**Thursday, Jan. 23  
Faculty and Staff Learning Facilities**

The university community is invited to an open house celebrating the opening of the new Faculty and Staff Learning Facilities, B176 Mackintosh-Corry Hall, noon - 3 pm. Principal William Leggett will cut the ribbon at 1 pm. [www.queensu.ca/idc/programs/fslfopenhouse/](http://www.queensu.ca/idc/programs/fslfopenhouse/)

**Surplus Items**

4 Motorola Clearnet Cell Phones, approximately six years old. Free to anyone who wants them.

Contact Fran Lanovaz in Purchasing at 32209.

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 item(s) 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.

Queen's

# Bright Ideas

Energy and water conservation tips

**The Last Drop**

Just one drop a second from a leaky faucet wastes the equivalent of 350 glasses of water per day. Call FixIT at Ext. 77301 to repair drippy Taps, Toilets that run constantly and other water wasters. Repairing a leaky hot water Tap doubles the savings: it stops wasted water and the electricity used to warm it.



**conserve  
to preserve**

## 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. The Bader Gallery, Contemplative Imagination, to Aug. 17. African and Frances K. Smith Galleries, A Forest of Flowers – Words and Sculpture of West Africa, to Oct. 12.

Gallery tour, Thursday, Jan. 16, 12:15 pm. Free admission.

Family program: African Voyages Africains, Sunday, Jan. 19, 2 pm. Advance purchase of tickets, 533-2190. Philosopher's Café: Christine Overall on immortality and prolongation of life, Sunday, Jan. 26, 2 pm.

The Art Centre is supported by the Canada Council for the Arts and the Ontario Arts Council.

For further information, contact Pat Sullivan or Annabel Hanson at 613-533-2190.

### Thursday, Jan. 16 Art Conference

Context and Meaning, a conference presented by graduate students of the Department of Art. The conference will open with a public lecture given by Professor Emeritus J. D. Stewart, entitled *Eroticism, Love and the Antique in the Art of Sir Anthony Van*

Dyck. Agnes Etherington Art Centre, 7 pm., reception to follow. The conference will continue Jan. 17 and 18 with lectures in all areas of the history of art and architecture. The public is invited to all events. For further information and the list of speakers please see the web site for the Department of Art under What's New.

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

## Drama

Queen's University Department of Drama present *Les Belles Soeurs* by Michel Tremblay, directed by Craig Walker. Feb. 4 - 8 at 8 pm (also 2 pm matinee on Feb. 8) in Convocation Hall. Tickets \$10; \$8 students/seniors. Info 533-2104, website: [www.queensu.ca/drama](http://www.queensu.ca/drama).

## Music

### Friday, Jan. 17, Saturday, Jan. 18, Sunday, Jan. 19

Queen's Student Opera features a night's journey into unknown worlds, with Michael Nyman's *The Man Who Mistook His Wife for a Hat*, and continues into the fairytale world of Engelbert Humperdinck's classic, *Hansel and Gretel*. Grant Hall, Jan. 17 and 18, 7pm. Jan. 19, 2 pm. Adults \$10 in advance, \$12 at door. Students \$8 in advance, \$10 at door.

**Friday, Jan. 24, Sunday, Jan. 26** Kingston Symphony Orchestra and Kingston Choral Society, conductor Glen Fast, perform Verdi's *La Traviata* (opera in concert). With Bruce Kelly, Jennifer Maines Chamandy and Dan Chamandy. Grand Theatre, Jan. 24, 8 pm, Jan. 26, 2:30 pm. For

tickets call the Grand Theatre Box Office, 530-2050.

### Saturday, Jan. 25

Jessica Sage, soprano, in concert. Ms. Sage is a Laureate of the 2002 Eckhardt-Grammatte Competition. Presented by Queen's Music. Dunning Auditorium, 7:30 pm. Free.

## Departmental seminar schedules

### Biology

[www.biology.queensu.ca/seminars/dss.html](http://www.biology.queensu.ca/seminars/dss.html)

### Business

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

### Chemistry

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

### Centre for Neuroscience Studies

[www.queensu.ca/neurosci/seminar.html](http://www.queensu.ca/neurosci/seminar.html)

### Economics

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

### Physiology

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

## Public Lectures

### Tuesday, Jan. 14

Mysteries of Kabbalah, with Rabbi Justin Lewis of Kingston's reform congregation, Iyr HaMelech. Indigo Books, 259 Princess St., 7:30 pm.

### Thursday Jan. 16

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

### Tuesday, Jan. 21

#### German

Sander Gilman, internationally known scholar, University of Illinois. Film screening of Jurek Becker's film, *Jacob the Liar*, and lecture: Humour and the Holocaust. 201 Kingston Hall, 2:30-4:30 pm.

#### Friends of the History of Medicine, Science and Technology

Patrick Colgan, Director of Research and Natural Lands, Royal Botanical Gardens, Burlington. Scientist in the History of Science: What I've been up to since leaving Queen's. B143 Botterell Hall, 12.30 p.m.

### Wednesday, Jan. 22

#### History

Cecilia Morgan, OISE/University of Toronto: Bernice Loft and Ethel Brant Monture: Gender, Performance and Neo-Colonialism in Ontario, 1930s-1960s. 517 Watson Hall, noon.

Multiculturalism: Is It Good for the Jews? Sander Gilman, University of Illinois. 517 Watson Hall, 7:30 pm.

### Thursday, Jan. 23

**Queen's Theological College** Elias Andrews Lecture in Science and Religion. William Stoeger, SJ, Cosmology, the Laws of Nature, and A Theology of Creation, 102 Humphrey Hall, 7 pm.

#### Art History

Malcolm Thurlby, York University: The Architectural Setting of Relics from the Ninth to the 13th Century. 206 Ontario Hall, 4:30 pm.

### Sunday, Jan. 26

Philosopher's Café. An informal discussion with Christine Overall, Queen's: The Dream of Immortality. Agnes Etherington Art Centre, 2 pm.

## Special Events

### Ban Righ Fundraiser: Spring in New York City

The Ban Righ Centre is offering a fundraising trip: The price of \$429 (Can.) includes luxury coach transportation to and from New York, three nights' double occupancy in Euro-style accommodation in downtown Manhattan (single beds, shared washrooms), within walking distance of many of the city's major attractions. Departure: Thursday, April 3, 2003 at 6:00 am from Kingston Centre. Return: Sunday, April 6, 2003, departing NYC at noon. Transportation: McCoy Transportation. Accommodation: The Habitat ([www.habitat-ny.com](http://www.habitat-ny.com)) 130 East, 57th Street, New York.

A \$200 (\$50 non-refundable) deposit will confirm your place. Deposit due by Feb. 5, balance due March 15 (\*\$629 for single occupancy). Call Karen Knight 533-2976 or email [kk9@post.queensu.ca](mailto:kk9@post.queensu.ca) for further details.

### Monday, Jan. 27

#### Positive Space Information Session For Teaching Staff

Learn about the Positive Space Program and how to help make your office or classroom space affirming of sexual and gender diversity. Noon-2 pm. To register, go to our website at [www.queensu.ca/humanrights](http://www.queensu.ca/humanrights) and follow the links to the online application form.

## Courses and Workshops

### Ban Righ Centre 32 Queen's Cres.

#### Wednesday, Jan. 15

Meet the Writer: Helen Humphreys is the author of four books of poetry and three novels, and has received various awards and citations. She will read from and talk about her most recent novel, *The Lost Garden*. Noon.

#### Tuesday, Jan. 21

Dreams: A Doorway to Creative Potential. An exploration of the psychological and spiritual growth of the dreamer, with Mary Elizabeth Mason, a psychotherapist, dream worker and workshop retreat facilitator. Noon.

### Queen's Institute of Lifelong Learning (QUILL)

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

#### Jan. 19

Chief Bill Closs, Kingston Police: The Perceptions, Expectations, Politics and Realities of Policing.

#### Jan. 26

John Brown: The Scottish Bard and Poet, Robert Burns.

#### Jan. 27-31

#### Basic Mediation Skills

Topics include conflict theory, mediation process, listening and questioning skills, mediation tools and strategies. Facilitator: Ruth Birman, president of Can-Mediate Consulting. Cost of \$680 (includes lunch and two nutrition breaks each day). Registration deadline: Jan. 15. Location: 415 Theological College. Course runs from 9 am to 5 pm each day.

#### Jan. 28 – March 13

TESL Certificate Course Tuesdays and Thursdays, 7-9 pm, (excluding Feb. 18 and 20). Optional practicum week: March 3 – 7. Cost: \$380 including materials. Location: Queen's campus, room to be announced, 7-9 pm. For further information, contact: School of English, 533-2472. Email: [soe@post.queensu.ca](mailto:soe@post.queensu.ca) [www.queensu.ca/soe/TESL.html](http://www.queensu.ca/soe/TESL.html)



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