

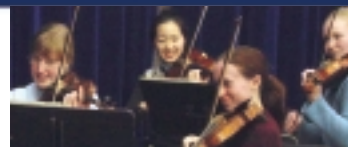


QUEEN'S GAZETTE

Law scores
an A- P3



Strings and
sachertorte P10



The double cohort effect

APPLICATIONS TO QUEEN'S HIT NEW RECORD

By CELIA RUSSELL

Queen's has received a record 31,892 applications from Ontario high school students for 3,300 spots for fall 2003

admission – an increase of 63 per cent over last year, statistics from the Ontario Universities' Application Centre show.

In Queen's case, the statistics reveal a dramatic increase in the number of students applying to several different programs – a trend that speaks to the value prospective students attach to a Queen's degree.

"What's perhaps most interesting, is that our reputation transcends across all faculties," says Rich Seres, director of Marketing and Communications. "No matter what faculty students choose, the students know they will get a quality education here.

As of the Jan. 15 cutoff, a total of 101,668 Ontario second-

ary school students – 46.7 per cent more than last year – had filed 515,983 applications to university – 84.3 per cent more than last year. In 2002, 69,305 students filed 279,991 applications. (See Table 1, page 2).

The huge increase is due to the double cohort, resulting from the Ontario government's move to discontinue Grade 13

after this year, leaving the class of 2003 with nearly twice the usual number of graduates.

The number of students who actually end up attending university tends to range anywhere from 65 to 71 per cent of total applicants, according to the Council of Ontario Universities (COU).

See DOUBLE COHORT: Page 2

NO FEAR



TOM BRADSHAW

Construction workers labour on a giant crane on Beamish-Munro Hall, the Integrated Learning Centre site high above Goodwin and Dupuis halls. The centre is slated for completion in January 2004. For more on the building's progress and its recent green technology award, see page 9.

Study probes health of Palestine teens

By MEGAN EASTON

As the Arab-Israeli conflict continues to escalate in the Middle East, two Queen's researchers will be evaluating the physical and emotional health of Palestinian teenagers in the West Bank.

"We're initially interested in the health outcomes resulting both from the young people's active involvement in the conflict and their passive involvement as bystanders," says Will Boyce, director of the Queen's Social Program Evaluation Group and principal investigator on the Palestinian Adolescents Coping with Trauma (PACT) project. Dr. Boyce and research associate Hana Saab are collaborating with Rita Giacaman at Bir Zeit University in Ramallah. The project evolved from Dr. Boyce's longstanding association with researchers in the region.

Officially launched in September, the PACT project aims to survey 6,000 Palestinian youth between the ages of 15 and 19 this spring to determine how they are functioning physically and mentally. Unlike previous research, which has evaluated children's health outcomes several years after a period of heightened conflict, the project will gauge young people's condition in the middle of the current tensions.

See PALESTINE TEENS: Page 10

National Elsevier agreement aids scholars

Thanks to a four-year license agreement between the Canadian National Site Licensing Project (CNSLP) and Elsevier Science, Queen's now has electronic access to approximately 1,400 Elsevier journals, with full-text coverage back to 1998.

"This agreement is an outstanding example of the power of consortial purchasing to boost the Canadian research community's access to critical scholarly information," says University

Librarian Paul Wiens. "Only through working together as a single body, with the expert leadership of the CNSLP negotiating team, have we and 60 other Canadian academic and research institutions been able to achieve our goal of expanding information access at an affordable price."

The scope of the Jan. 1 agreement, in financial terms, is stunning. In 2002, Queen's Library subscribed to fewer than 500 Elsevier journals for a cost of approx-

imately \$1.2 million. Today, for the same dollar amount, the entire Queen's community has access to an additional 900 journals. The agreement also contains clauses, which set fixed limits to annual price increases during the next four years, thus facilitating library budget planning.

The importance of the CNSLP-Elsevier agreement to the Queen's research community is profound.

"Elsevier journals constitute

the premier research package in the basic health and life sciences," says Vivien Ludwin, Head, Queen's Health Sciences Library. "Particularly important are their *Trends in ...* and *Current Opinion* series." This agreement is a concrete example of the strength and political clout universities can wield through partnership and collaboration, and shows how national cooperation can pay huge dividends at the provincial and local levels.

See ELSEVIER AGREEMENT: Page 11

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For news updates
visit us online @
www.queensu.ca/newscentre

Queen's News Centre

First town hall on principal search takes place today

To ensure broad input into the selection of the next principal for Queen's, the Joint Board/Senate Committee will hold four consultation meetings over the next two weeks.

Representatives from the joint committee will be present to hear directly from the community about the challenges facing the university in the next

five to 10 years and the knowledge, skills and abilities needed by the next principal.

The university community has also been invited by Chancellor Charles Baillie, chair of the joint committee, to submit views by email to search@post.queensu.ca or to send written comments to the University Secretary, Georgina Moore, c/o the University Secre-

tariat, Mackintosh-Corry, B400. All submissions, to be received before Feb. 14, will be held in confidence by the committee.

The meetings will be held in Policy Studies (Union Street) Room 202 on:

- Mon., Jan. 27 (noon to 2 pm)
- Tues., Jan. 28 (3:30 to 5:30 pm)
- Mon., Feb. 3 (7 to 9 pm)
- Wed., Feb. 5 (8 to 10 am)

The joint committee has selected Korn/Ferry International to assist with the search.

Following a review of the community input, the committee will develop a position profile. The 18th principal of Queen's will take office on July 1, 2004.

For more information about the selection process, see www.queensu.ca/secretariat/search.

Double cohort

continued from page 1

Despite the increase in demand, Queen's has no plans to revise its enrolment agreement with the province, says Principal Bill Leggett.

"We have no plans to revise our targets. All of our planning around the double cohort, including the creation of new facilities, has been based on our desire to be responsible contributors to a solution to this problem, while at the same time

ensuring that those who are admitted to Queen's are not compromised with respect to the quality of their experience here."

University Registrar Jo-Anne Brady told Senate Thursday that in light of Queen's historic yield pattern she was "cautiously optimistic" that that fall enrolment figures would come in on target again.

While there are 31, 892 applications, the number of individual applicants this fall

was 6,838 compared to 4,935 in 2002. Queen's was expecting only a moderate increase in applicants given the measures taken by the university to actively communicate its high entrance standards, says Associate University Registrar Rick Palmer.

For the first time, Queen's published the minimum averages required in the viewbook distributed to prospective students at recruitment sessions this past year.

"The message in our recruitment materials was that if you are below 80 per cent, then Queen's was not going to be an option for you.

"When there is a lot of anxiety (about getting into university), our honesty and straightforwardness were generally well received. If we tell them up front, then they can look at their options in a well-informed way."

What Queen's didn't expect was the phenomenal increase in the number of applications students made to Queen's programs (each program choice counting as a university choice).

"This shows us that students are being encouraged to create as many options for themselves as possible."

It also shows that students want a Queen's education badly enough to apply to more than one program, says Mr. Seres.

"These results say everything about the high standing of the Queen's reputation. High school students recognize that Queen's stands for quality and that a Queen's degree is highly recognized and respected."

The pool of applications will continue to grow over the next few weeks.

A second group of applications from out-of-province,

international and Ontario students not currently in high school stands at 4,046 and is expected to rise by an additional 2,000 before the end of February deadline, says Mr. Palmer.

Ontario high school applicants also have until the end of February to amend their choices.

Queen's has changed its approach to admission practices. For the first time it did not publish early offer and late offer dates. The first round of acceptance letters is expected to go out in mid-April.

"We will still make early offers but this will build in some flexibility to deal with the additional numbers and different curricula, as graduates will be from both the OAC program and the new high school curriculum.

"In the end, the goal is and always has been to treat all our applicants fairly," he says.

For the first time, about 85 per cent of students applied online at the OUAC website, which has helped to streamline the application process.

In deciding admission, Queen's will also continue to use personal information forms of selected candidates.

Although the provincial government has promised universities funds to accept slightly more than 61,000 high-school students, more money may be needed to accommodate as many as 10,000 more applicants.

In a bid to address this, Dianne Cunningham, Minister of Training, Colleges and Universities promised last week that Ontario universities will get at least \$50-million more from the provincial government to accommodate the record number of admissions this fall.

www.ouac.on.ca
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QUEEN'S GAZETTE

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

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

Subscriptions are \$25 per year.

Schedule

Noon deadline	Publishing date
3 February	10 February
14 February	24 February

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

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

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Preliminary statistics applicants and applications

Full Entry - Full-time

	Applicants	Applications
2003	101,668	515,983
2002	69,305	279,991
Difference in count	32,363	235,992
Percentage difference	46.7	84.3

Total secondary school applicants are up 32,363 or 46.7 per cent from 2002. Applications are still being received and processed by the Ontario Universities Application Centre. These statistics include those applicants who have applied but who have not yet paid their application fee.

The quest to get in

	Number of applications of Jan. 15, 2003	Number of spots*	Applicant/space ratio
Brock University	27,557	3,725	7.4
McMaster University	43,664	3,900	11.2
Queen's University	31,892	3,300	9.7
University of Guelph	38,605	4,000	9.7
University of Ottawa	30,628	4,300	7.1
University of Toronto	64,159	9,124	7

*numbers may be approximate

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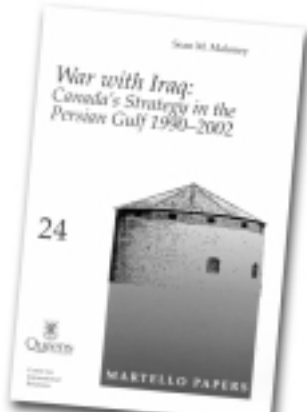
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Queen's law school jumps to sixth place, now scores A-

By ANNE KERSHAW

Queen's University's Faculty of Law has again improved its ranking amongst Canadian law schools, moving from seventh to sixth place in *Canadian Lawyer's* 2003 report card. Among 15 law schools rated by the magazine, Queen's received an overall grade of A-.

The publication gave the school high marks for both its

faculty, described as "very committed, very approachable" and its "excellent, friendly" student body. It also noted the law school's enhanced facilities.

The dramatic climb in rankings for the law school over the past six years can be attributed to the substantial and visible reinvestment that has been made in this faculty in recent years, says Dean Alison Harvison Young.

"I am very pleased with this report. We have made faculty renewal and building renovations our top priorities in the last few years and the results have exceeded our expectations. Our faculty members are excellent, our students are very involved in the faculty and our building committee has worked hard to make the long-awaited building renovations a reality."

Recent renovations to the school's Macdonald Hall include a state-of-the-art moot court room, a 35-seat seminar room equipped with multimedia communication technology, a new library computer lab to conduct electronic legal research, a new career service resource area, upgrades to existing classrooms and the legal aid and clinical learning space. The

final renovations, which include the new barrier-free entrance with lobby and elevator, will be completed by the beginning of February.

Queen's report card, which showed improvements in almost every category, includes A for curriculum and students; A- for faculty and testing and B+ for facilities and practice relevance. www.canadianlawyermag.com

IN BRIEF

Committee seeks input on off-campus safety

The committee charged with forming a comprehensive safety policy for the university wants to hear from you on this important subject.

Whether it is a simple outing to a Kingston high school, an athletics trip to compete at another university, a field trip to a potentially hazardous mining site or a year away on exchange at another university - Queen's is obligated to protect its members not only while engaged in work and study on campus, but also while participating in university-sponsored activities off campus.

In 2000, the Board of Trustees approved a Field Research Safety Policy. Its scope, however, focuses on the safety of employees engaged in off campus research activities, ensuring that they are adequately trained and prepared.

The plan is to extend this to non-research university-sponsored activities that may entail elements of risk. As the university grows and increasing numbers of students participate in academic exchanges and work/study abroad programs, a policy addressing these areas needs to be created.

The Advisory Committee on Safety in Academic Field Activities was created in May 2002 and represents a cross-section of the university community. It has formed several preliminary recommendations, addressing the scope of the policy, the lines of responsibility and risk assessment training.

Send comments by Friday

Academia meets the public sector

AMBASSADOR SMOOTHES WAY FOR THOSE INTERESTED IN PUBLIC SECTOR CAREERS

By CELIA RUSSELL

Dana McDonald wears two hats at Queen's.

While pursuing a degree in Environmental Science, the second-year student also serves as Queen's first Student Ambassador for Natural Resources Canada.

In its second year, the program operates at several universities across Canada.

With stiff competition for jobs, the ambassador position helps students and new graduates aware of the variety of employment opportunities in the federal workforce, says Ms. McDonald.

In addition to promoting the federal department she worked for last summer under the Federal Student Work Experience Program (FSWEP), she promotes government-recruiting programs by acting as a key contact for students and student associations, employment equity groups and faculty.

Along with helping students, the ambassador supplies promotional materials and liaises with faculty members interested in bringing public servants to speak with students in the classroom.

In the next few weeks, Ms. McDonald plans to present a seminar on how to navigate the government careers website and apply for FSWEP jobs.

She will also participate in the Summer Jobs Fair 2003 this Thursday, Jan. 29 in Grant Hall, 10:30 am to 2:30 pm. Ms. McDonald can be reached at Odm12@qmlink.queensu.ca.



CELIA RUSSELL

Dana McDonald helps promote government recruitment programs on campus.

Jan. 31 to committee chair John Dixon, Associate Vice-Principal (Academic and International), c/o the Office of the Vice-Principal (Academic) or by email to dixonj@post.queensu.ca. www.safety.queensu.ca/safety/policy/fieldpol.htm

Introducing Pianofest, opus 4

The School of Music presents its fourth piano festival, Pianofest,

opus 4, a series of piano recitals, lectures and a master class - featuring both international and Canadian performers and lecturers.

Montreal pianist Linda Brady starts off the recital Jan. 29 with a performance at 1:30 pm. British pianist, Thalia Myers presents a lecture-recital of works by contemporary composers from around the world, collected in an anthology and published by the Associated Board of the Royal Schools of Music on Jan. 31 at 12:30. The same day American pianist, Justin Kolb will lecture at 2:30 pm. All performances take place in Harrison LeCaine

Hall, room 124.

Justin Kolb will follow his lecture with a recital Jan. 31 at 7 pm and will play Gershwin's Rhapsody in Blue as well as a transcription by Franz Liszt of the Beethoven Fifth Symphony. Caroline Oltmanns, a piano professor at Ohio State University's Dana School of Music, offers a master class on the Saturday afternoon, Feb. 1 and completes the weekend with a 2 pm recital on Sunday, Feb. 2 featuring works by Mozart, Beethoven, Chopin, Liszt and Debussy. All these performances take place in Dunning Auditorium.

On March 8, alumna Catherine Robertson returns in a chamber recital with 'cellist Catherine Anderson in Dunning Auditorium at 7:30 pm. The festival will conclude March 9 at 2 pm with a performance by Japanese pianist, Kaoro Yamamura, a prize winner of the Ibla Grand Prize International Competition held annually in Italy.

The festival is funded by the George Taylor Richardson Fund as also supported by the Belvedere Hotel and the Whig-Standard. For details, School of Music at 533-2066.

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For further information contact Brad French Capitol Title Inc.
1-877-990-9982, E-mail: Bfrench@housebuyinghelp.com

Equity: Count yourself in this week

This week, Queen's is conducting the I Count Queen's 2003 Census to update the Employment Equity database.

By now, all employees who are not full-time faculty members should have received a package explaining the census. Faculty members have already participated in a pilot project to test the new Employment Equity Data system.

The census asks employees to self identify if they belong to one of the four designated groups in Canada: Aboriginal people, persons with a disability, persons who because of their race or colour, are in a visible minority and women.

This census is about all employees at Queen's. Only you can count yourself in. Even if you are not a designated group member, by filling out the cen-

sus questionnaire as completely and accurately as possible you are participating in the collective process of ensuring equity and fairness at Queen's.

The process is quick and easy. During the week of Jan. 27-31 all staff members will receive an email with a personalized link to a secure server. Double click on the link and answer the questions with a click of your mouse. Not only is this process easier for staff, it saves time and money: less paper to process and data entry is limited to those employees without email. For those employees without email, a paper copy of the census questionnaire will be sent to them in internal mail.

Queen's needs to conduct this census. First, it is a requirement under the terms of the Fed-



JUDY WILSON

Diversity

eral Contractors Program. All organizations with more than 100 employees, that receive \$200,000 or more from the Federal Government must complete an equity census, and both short and long term Employment Equity Plans. Collecting this data provides us with an accurate profile of how representative

Queen's workforce is compared to the Canadian labour force.

This allows us to identify areas where changes in policies, practices and systems are likely to be most effective in achieving fairness in equity and employment. We will also use the data to locate and remove barriers that limit or exclude designated group members from opportunities that should be open to all employees.

Once the data has been collected, it will be used to develop and monitor Employment Equity programs at Queen's by assessing designated group representation in different occupational groups and levels. Summary reports are created from the data and used as part of the university's report to the Federal Contractors program. The equity office will use the data to help

departments and faculties implement and monitor programs.

Only the staff in the office of the University Advisor on Equity and a few employees from the company that collect and process the data for Queen's will have access to data from individual employees. Individual data will not be released, nor is it a part of a personnel file. Managers or supervisors cannot see your individual data. Reports created with the data will be in summary form only and small numbers will be masked if necessary to prevent individuals from being identified.

For more information or assistance to complete the questionnaire, please contact the Office of the University Advisor on Equity by calling 533-2563, emailing equity@post.queensu.ca or faxing 533-2031.

University moves toward paperless course calendar

By MEGAN EASTON

Every Queen's course calendar will be available in a searchable format on the Web by this May, making it possible for anyone anywhere to quickly locate course and degree information with the click of a mouse.

Other Canadian universities have academic calendars on the Web, says project leader Cindy Price of the Registrar's office. But she believes Queen's is the first to produce a centralized calendar database with broad search capability.

The School of Graduate Studies and Research's online calendar (www.queensu.ca/calendars/sgsr/) is the pilot project for the university-wide initiative and has been operating since August. Launched in conjunction with the school's revamped website, the online calendar has had positive reviews so far for its user-friendly design and ease of navigation, says Ms. Price. The information from every faculty and school's 2003/2004 calendar is currently being transferred to a single Web database, which will

serve as the source for both the online and printed calendars.

"We are using one data source to do many great things which will all be integrated and easy to use for our clients," she says. When complete, the database-driven calendar, created by Decision Academic Graphics (DAG) of Ottawa, will allow users to search across the university divisions for course timetables, awards and financial aid, course descriptions and degree requirements.

An advantage of web version

"We are using one data source to do many great things which will all be integrated and easy to use for our clients."

Some divisions are already scaling back production of the printed calendars. Arts and Science will only be distributing hard copies to entering students next fall, and upper-year students will be directed to the Web.

When the Queen's community starts to use the online calendars and sees how well they function, there will likely be some discussion about the future of the traditional calendars, says Ms. Price. "I think you'll see they'll be making decisions to either not publish it or publish it differently." This could result in significant savings on annual printing and mailing costs, she says.

While academic divisions will maintain their distinct visual identities on the calendar web sites, the structure and organization of the calendars will be standardized. Having a good web site that functions well gives Queen's a certain image in the eyes of tech-savvy prospective students and faculty, says Ms. Price, so the online calendars will also serve as a recruitment tool.




WWW.QUEENSU.CA/CALENDARS/SGSR/

The School of Graduate Studies and Research's online calendar is the pilot project.

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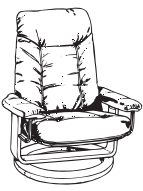

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Expert comments on cuts to Arctic research

QUEEN'S IN THE NEWS

Highlights of Queen's experts in the media

■ Jan. 9 – Jan. 20

John Smol (Biology) comments in a front-page *National Post* story about funding cuts for Arctic research and the lack of current research on the Arctic ecosystem that will leave Canadians totally ill-equipped to handle the environmental impact of any shipping. He also comments on *CBC TV Newsworld*.

In the *National Post*, **George Clark** (English) comments on Beowulf as an historical record of how stories can construct a people's glorious past and comments on Tolkien's views of the poem.

A report on the double cohort by **Alan King** (Education) is covered in the *Toronto Star*.

Kerry Rowe (VP Research) and **Ken Edgcombe** (HPCVL) comment in the *Ottawa Citizen* about the need for high-performance computing in Canada.



Wynne-Edwards

Katherine Wynne-Edwards (Biology) comments in the *National Post* on a recent study linking the amount of fat in adolescent girls' diets to levels of hormones that produce breast cancer.

Dick Zoutman (Pathology) is interviewed in *The Kingston Whig-Standard* about an information package being developed by a Health Canada-sponsored working group for bioterrorist preparedness for health-care facilities.

The Niagara Foot jointly developed by Rob Gabourie and a team from Queen's currently being tested on a number of

amputees at the Thai-Cambodian border continues to receive coverage, most recently on the front page of the *Niagara-St. Catharines Standard*.



Reid

Douglas Reid's (Business) comments about United Airlines fare reductions receive extensive coverage that includes the *Ottawa Citizen*, *The Regina Leader-Post*, *The Edmonton Journal*, *The Calgary Herald*, *The Montreal Gazette*, *The Vancouver Sun* and *The Victoria Times-Colonist*.

Guy Narbonne (Geological Sciences) continues to receive coverage for his discovery in Newfoundland of imprints of the oldest

complex soft-bodied animals, most recently on *CBC radio's Quirks and Quarks* and a *CBC* national news broadcast. The research was highlighted and accompanied by a photograph in *Science Magazine* and reported in the *New Scientist* and in *Folha*, the largest newspaper in Sao Paulo, Brazil.



Darke

Julie Darke (Human Rights) comments in *The Kingston Whig-Standard* on Queen's unveiling of two posters that promote tolerance of sexual and gender diversity.

A study co-authored by **Wendy Wobeser** (Medicine) and **Peter Ford** (Rheumatology) that compares the rate of deaths in

prisoners to Canadian males of a similar age continues to receive coverage, most recently in a *CBC* radio interview.

In a *CBC* radio report on autism, **Jeanette Holden** (Physiology) remarks that for certain subgroups it may be possible to identify genes linked to autism as early as the 15th day of gestation.

Jonathan Rose (Political Studies) comments extensively on *CHOM Radio's The World Today* (Montreal) about how the media cover scandals, focusing on Gordon Campbell's drunk driving charge.

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

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

IN BRIEF

Janice Stein to deliver Rosen Lecture

Political scientist and Canadian TV personality Janice Gross Stein will deliver the 2003 Irving and Regina Rosen Public Lecture, Monday, Feb. 3 at 8 pm, in Grant Hall.

She will speak on *The Remaking of the Modern Middle East*. Admission is free.



Stein

Currently she is Belzberg Professor of Conflict Management in the Department of Political Studies of the University of Toronto and Fellow of the Royal Society of Canada. Her recent publications include *Networks of Knowledge: Collaborative Innovation in International Learning* (2001), *The Cult of Efficiency* (2001), and *Street Protests and Fantasy Parks: Globalization, Culture, and Society* (2002). She is currently working on the social understanding of accountability

at the global and local levels.

Professor Stein has authored more than 80 books, book chapters and articles on intelligence, international security, negotiation processes, and peace making, and public policy.

Lt. Gen Romeo Dallaire to speak at Queen's

In 1994, the speed of killing in Rwanda was five times that of the Nazis during the height of the Holocaust. Meet the man who witnessed it all. The AMS Speakers' Committee is presenting Lt. Gen (ret.) Romeo Dallaire Wednesday, Feb. 26 in Grant Hall. Mr. Dallaire led the UN Assistance Mission in Rwanda when the massacre occurred. He will be sharing his insights into the role of Canada in the international realm and his experiences with the UN. Tickets are free and can be picked up at the UBS or at the AMS front desk in the JDUC. Donations to charity will be greatly appreciated. Doors open at 6 pm.

All about Tolkien

Joseph Pearce, professional biographer and literary researcher, will give two lectures on J.R.R. Tolkien and *The Lord of the Rings* trilogy Tuesday, Feb. 4 in Walter Light Hall. At 3 pm, Mr. Pearce will present Tolkien: The Man, His Writing, and His Philosophy, which will explore the importance of Tolkien's Christian faith in his life and work. At 7 pm, Mr. Pearce will focus on Tolkien's most famous work, *The Lord of the Rings*.

A resident of London, England, Dr. Pearce is currently Writer-in-Residence at Ave Maria College, Michigan. He is author of *Wisdom and Innocence: A Life of G. K. Chesterton*, *Tolkien: Man and Myth*, and *Literary Converts*. He also the editor of *Tolkien: A Celebration: Collected writings on a literary legacy*.

These lectures are sponsored by Newman House, the Queen's Roman Catholic Mission.

Visit www.newmanhouse.ca for details or call 546-2495.

New PARTEQ identity points to role in technology transfer

Queen's technology transfer arm, PARTEQ Innovations, has launched a new visual identity.

Comprising a gold logo with PARTEQ's name and the positioning line "Advancing Discovery," the new look communicates both the momentum and the impact of PARTEQ's mission, says John Molloy, President and CEO of PARTEQ Innovations.

"PARTEQ is a leader in bringing Queen's research discoveries to market, and it is important that our visual materials reflect that role," he says. "The new look ensures consistency in all of our communications while enhancing our competitive advantage in the business of technology transfer."

Designed by Deschenes Regnier Strategic Communications, the logo combines PARTEQ's initials with a stylized Q, symbolizing PARTEQ's strong and

fluid relationship with Queen's. The base of the Q suggests flowing water and speaks to PARTEQ's approach of moving ideas forward into the mar-

ket. The design echoes the registered trademark symbol, tying it to the Intellectual Property aspect of PARTEQ's role. The gold colour harmonizes with Queen's

yellow, while giving the logo a unique and sophisticated look. The new look is part of a strategic marketing and communications plan adopted by PARTEQ to raise its profile and enhance its client services, Mr. Molloy says.

The new visual identity is now being used for all of PARTEQ's print and presentation materials. The website will be redesigned over the next several months to incorporate the new identity and add better functionality.



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VIEWPOINT

JOHN MEISEL
Political Studies



Should we teach subjects or students?

When I started at Queen's in 1949(!) the campus was small and chummy, sheltering about 3,000 students. Some shared apartments, but the majority lived in residences and co-ops or boarded in homes. The messy ghetto had not yet developed. Many landladies became legendary figures who played key roles in the students' Queen's experience.

Although there were some outstanding scholars among the faculty, the overall quality was not as high as now. Professors were generally less professional and discipline- and subject-driven. Many were, of course, academic cosmopolitans who made acclaimed contributions to their fields, but there was a larger proportion of teacher-scholars with a strong interest in the development of the students' knowledge and academic skill. Many sought to help the students become not only competent in a given field but also fuller, all rounded personalities. Not every instructor shared this goal, but a significant number saw themselves as acting *in loco parentis*, assisting their charges to grow into responsible, well-functioning adults.

Nearly everyone lived within walking distance of the campus and so faculty homes were often the sites of gatherings at which the students mingled with their professors and their families.

My own case was typical. Residing at the time on Albert Street near Union, our house was often full of students – we even held seminars there – and this experience exposed them not only to Socratic academic encounters but also to decent food, a nip of wine, our books, paintings, LP's and my wife's commitment to everything aesthetic.

Two things, at least, are important about this vignette. First, while faculty members had diverse interests, there was a widely shared culture of welcoming the students into their professor's non-academic milieu and extra-curricular interests. Secondly, the focus was not only on the students' academic training, but also their development as fulfilled personalities and citizens.

This may be a slightly idealized sketch but it is in essence valid. It is also, alas, a thing of the long lost past. Only a very small campus existing in a less competitive and professionalized world made this educational style possible.

In these days of more sophisticated disciplines; publish or perish academic labour markets; job shortages for graduates; ranking universities according to their research grants; and (dare I say it?) more faculty with very narrow professional outlooks at the expense of eclectic interests, the incubation of Queen's grads, as well-rounded, responsible citizens (Leaders of Tomorrow?) by the professoriate is hard to achieve.

But it is attainable even in the current mass university. Queen's now has a huge phalanx of specialized people assisting the campus community in coping with a myriad of real and imagined anti-social attitudes and behaviour and with discouraging ideas that might make one uncomfortable. Some good and some harm results from this but, whatever the case, the main preoccupation of these para-academic souls is to focus on systemic ills and not on the individual student. Because they normally do not interact with students in classes but as specialized counselling and grievance officers, they tend to overlook the whole woman or man. Societal ills are paramount in their minds, not individual students.

Instructors – everyone teaching courses – need to realize that the objective is to develop students, not just in a particular subject, but also as autonomous human beings. Mine may be a hopelessly archaic view. I am convinced, however, that it is desirable and possible for the teaching of subjects to be combined with contributing to the students' attitudes, values and general behaviour.

The acquisition of mastery over a discipline can be joined to the enhancement of the students' qualities as human beings and as citizens. There are some rare souls who are successfully mindful of this but many more are needed.

John Meisel is Sir Edward Peacock Professor of Political Science Emeritus.

Viewpoint Policy

The *Queen's Gazette* welcomes submissions for Viewpoint from the Queen's community. Articles should be no more than 600 words and should address issues related to the university or higher education in general. Speeches related to issues of interest to the university community are also welcome. Email submissions to gazette@post.queensu.ca. The editor reserves the right to edit or reject any submission that does not comply with policy. Opinions expressed are those of the writer.

QUEEN'S FLASHBACK: 1974



COURTESY OF THE KINGSTON WHIG-STANDARD

Hockey fever: Elrond College residents react to a Canada-Russia hockey game as they watch it in a student lounge. Elrond College is the former name of the Princess Towers complex on the north side of Princess Street near Division.

QUEEN'S FLASHBACK: 1988



COURTESY OF THE QUEEN'S JOURNAL

Midterms? Who said anything about midterms? If you know additional details about this photo, location, etc. please email gazette@post.queensu.ca.

Letter

Email service needs a reboot

With the rise in administrative costs and the growing migration towards digital correspondence, ITServices (Don't let your email fall through the cracks, Jan. 13, page 5) implores students, staff and faculty to access and maintain their Queen's email accounts. Unfortunately, while they insist that their server functions as a vital communications resource, it lacks the robust and reliable features that users have come to expect from alternate, non-queensu.ca web-based mail services.

A few examples of deficiencies include: the undergraduate

server, Qlink is routinely overloaded during regular daytime hours leading to repetitive "server busy errors" and inaccessible mail; the student server allocates only 2Mb of the 10Mb of total disk space for email use. Well below the industry standard, this hinders the convenience of sending and receiving attachments larger than a floppy disk and prohibits the archiving of important messages such as registrar notices and class materials. And the proliferation of junk mail on Queen's servers is enough to induce a switch to some of the most heavily-spammed commercial email providers.

Poor filtering practices hurt faculty and staff members most,

as their addresses are posted on Queen's websites making them susceptible to automated email scavengers.

To curb the waning use of their mail service, ITServices desperately needs to re-tool their mail servers and software. Students, staff and faculty need a convenient, if not competitive, mail product before the university can move to a heavy reliance on electronic communication.

Daniel Liadsky
Arts '02

PS As Qlink wasn't accessible via their web interface to send this message, I had to use the old-fashioned telnet text-based log-in to send this letter.

Letters Policy

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

A director's first musings from Herstmonceux

There are certainly anomalies... Indeed, the origins of the name Herstmonceux invite you to think, from the outset, in terms of both dichotomy and fusion: "Herst(e)", Saxon, indicating a clearing in a wood; "Monceux", Norman, the family name of those who, soon after 1066, became the lords of the manor house which preceded the castle.

And still, nearly 1,000 years later, for a new executive director, arriving here at the start of the winter term, binaries and "adversativeness" – the very DNA of the human condition, according to cultural anthropologists – emerge in greeting at every step.

When you turn off the enchantingly dark, wooded lane that leads you towards the estate, it is the monumental, elevated modernity of the abandoned Royal Observatory telescopes which comes into view first, just preceding the softly weathered intimacy of a very genteel and non-combative castle, nestled comfortably in its moated hollow. To the right, Extreme Frisbee on the erstwhile cricket field gives early evidence of vigorously unrepentant Canucks exercising deep in the one-time quiet of the English countryside.

As you draw nearer to the castle, Arthur, the unchallenged King of the ducks and geese, which have replaced advantageously the footmen and serving wenches of yesteryear, waddles forward in welcome – hoping for his customary trib-



DAVID BEVAN

Notes From Herstmonceux

ute of grain – his substantial girth and imperial whiteness dominating the multi-hued minions who scratch dutifully behind. Centuries-old chestnut trees lead the way to the now high-tech, code-guarded entry to the castle itself.

As the days go by at the ISC, such contrasts and differences, both quaint and questioning, are confirmed: an elevator to a castellated apartment; a fully-equipped audio-visual conference room built on top of a fully-equipped dungeon; pool in the pub; twenty-first century ethernet cabling embedded in fifteenth-century brick; bagels and French fries transformed into buns and chips. I discover a place of age and youth, of study and play, both remote and connected, energised and somnolent, British and Canadian, dependent but distinct. It is a place, too, where clearly, over the last eight years, much has been accomplished, and much remains possible.

But most of all, as for so

many before, that first glimpse (a castle!) – whether it was on a poster, in a viewbook or on the Web – is re-affirmed by the mystery of being here: this is a magical place. It invites hyperbole, whimsy, affection and awe.

Haunted, 'tis said, by the Headless Drummer, taken over at night by the woodland folk in the forms of foxes and badgers, favoured as a location by those who manage artfully the marketing of Hogwarts, Dumbledore and Harry, the castle demands very soon that you conceive of it in terms not only beyond the everyday, but also beyond what you have known elsewhere. The key to accessing and making available the potential riches of such a place will lie here and nowhere else.

I feel privileged – and inevitably a little daunted – to be in the role of executive director at this time. But I am already convinced that the magic here is real.

I look forward to welcoming to the castle all who would discover this for themselves, all who have doubts, all who would return, all who would participate in such a future: students, faculty, administrators, alumni, friends. Your presence, your ideas, your criticisms, your encouragement – all are needed, all are invited. I look forward to hearing from you. I believe the ISC is at a threshold, and there is a world beyond.

Part one of two.

David Bevan is Executive Director of the International Study Centre.

Scholars Portal levels research playing field

Researchers and students need and want more electronic journals. But content alone is half the answer.

Federal funding for electronic journals through the Canadian National Site Licensing Project has resulted in enriched content for academic libraries across Canada. Now provincial innovation funding has come forward to expand the information infrastructure necessary to provide speedy access and reliable archiving of digital resources.

Archiving and accessing digital content requires a robust platform, and the Ontario Scholars Portal is designed to handle to a myriad of digital resources.

Funded in part by the Ontario Innovation Trust Fund, the Ontario Scholars Portal holds the promise of convergence or the ability to search many electronic journals and databases simultaneously. As of this month, researchers searching the Scholars Portal will find the content of five major electronic journal publishers are integrated – Wiley InterScience, Springer-Verlag, Kluwer, Elsevier and its recent acquisition, Academic Press.

To some extent, the portal levels the research playing field as all Ontario universities share access to the portal.



MELODY BURTON

Books & Bytes

The current overall content of the Scholars Portal is a staggering 2.7 million articles from almost 3,500 journals. The archive grows with the publication of each journal issue.

Subsequent phases of the Scholars Portal will include a more comprehensive interface or discovery tool that permits the researcher to search combinations of digital resources including abstracting and indexing databases, electronic journals, library catalogues and web-based resources. Features such as My Articles and Alerts permit researchers to tailor the portal to individual research needs.

Key to the success of the Ontario Scholars Portal is the ability to archive and access digital resources a little closer to home.

The portal provides rapid and more reliable response time because content from individual publisher's websites has moved to servers housed at the University of Toronto. Staffing, hardware and software are funded by the project administered by the Ontario Council of University Libraries (OCUL). Staff and resources are based at the University of Toronto and work collaboratively to realize the full potential of the Ontario Scholars Portal.

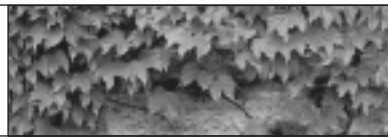
The provincial government provided \$7.6 million towards the overall Ontario Information Infrastructure program, which includes the Scholars Portal and a province-wide, state-of-the-art interlibrary loan software and network. Once this start-up funding is depleted, each Ontario university will be required to contribute a portion to the overall cost of maintaining the portal.

Connect to the Ontario Scholars Portal at scholarportal.info/cgi-bin/search.pl or follow the links from the Library Home Page à Electronic Journals à sites related to this page à Ontario Scholars Portal.

For more, see library.queen-su.ca/libguides/databases/scholarsportal.htm

Melody Burton is Reference Services Librarian at Stauffer Library.

UNIVERSITY ROUNDUP



Getting serious about the bottom line

Adopting the view that no cost-saving measure is too small, universities in the US are finding creative ways to pinch pennies: introducing self-serve pizza and stir-fry dish stations in student cafeterias at Purdue University; dropping thermostats across campus by two degrees at Eastern Illinois University; and digging new water wells at Dakota Wesleyan University to avoid the high costs associated with piping water in from the Missouri River. There's also a new approach to budgeting at Knox College, which abandons the proverbial "use it or lose it" premise. Administrators who return unused money to the college treasury won't see a cut in the following year's budget.

The Chronicle of Higher Education (Dec. 6)

Troubling financial relationships

Many academic institutions have financial ties with companies that sponsor biomedical research at those institutions, says a new study by researchers at Yale University School of Medicine. The study, published in the *Journal of the American Medical Association* also concludes that two-thirds of academic institutions hold equity in start-up companies that sponsor research performed at those institutions, and that research financed by industry is more likely to draw commercially favourable conclusions.

The Chronicle of Higher Education (Jan 22)

Activism uplifting

Researchers at Sussex University have found that participating in protest demonstrations has the same kind of positive emotional effect associated with speeding physiological recovery, reducing pain and increasing ability to cope with physical stress. "The message from this research might be that people should get more involved in campaigns, struggles and social movements, not only in the wider interest of social change, but also for their own personal good," says social psychologist Dr. John Drury.

The Times Higher Education Supplement (Dec. 27)

Scholars at Risk program

Harvard's University Committee on Human Rights Studies is again inviting nominations from its faculty for its Scholars at Risk fellowship program. Every year, the committee provides a fellowship for at least one persecuted scholar to come to Harvard for up to a year. The risk of persecution may be related to the scholar's work, ethnicity, religion or political opinions.

Harvard University Gazette (Jan. 9)

Reasonable limits or thin skins?

Free speech advocates are troubled that Harvard law school's Committee on Healthy Diversity is thinking about drafting a speech code that would prohibit offensive or harassing speech in the classroom. Established by the dean, the committee came about partly because of the distribution of derogatory emails and a professor's statement that "feminists, Marxists, and the blacks" had contributed nothing to tort law, reports the *Chronicle of Higher Education*. Well-known civil libertarian and faculty member Alan Dershowitz describes those pushing for the code as "people with extraordinarily thin skins who want to be treated as adults but insist that Mommy, Daddy and the dean come to their rescue."

The Chronicle of Higher Education (Dec 6)

Call for public policy makers

A growing demand for policy analysts and researchers and a dearth of university grads looking to enter the field has led to a growing policy gap, says University of Ottawa criminology professor Ronald-Frans Melchers. "Universities have much to offer and much to learn about the making of public policy," he says. "At the very least, their own future as publicly supported institutions and as an arena for public policy making hangs in the balance. At best, a commitment to building policy capacity among university students in a wide range of programs will help ensure that their graduates become active citizens."

University Affairs (January)

Straight-talking funders

Funding councils in Scotland have just undergone training by the Plain English Campaign and have promised to adopt a more straightforward, less affected communications style. This includes feeling free to begin sentences with "and" or "but", using initial capital letters as rarely as possible, and avoiding pompous and redundant words.

The Times Higher Education Supplement (Jan 10)

Police attitudes toward mentally ill belie stereotype

COPS ARE MORE BENEVOLENT, LESS AUTHORITARIAN THAN AVERAGE CITIZEN, STUDY SHOWS

By **NANCY DORRANCE**
News and Media Services

Canadian police officers demonstrate high levels of benevolence toward people with mental illnesses, and – compared to the average citizen – are even less authoritarian, more benevolent and more community oriented in their attitudes toward the mentally ill, a Queen's researcher has discovered.



Cotton recently completed a study on attitudes that may influence police behaviour toward those with mental illnesses. "These findings

Dorothy Cotton (adjunct Psychology and Psychiatry) recently completed a study on attitudes that may influence police behaviour toward those with mental illnesses. "These findings

are contrary to stereotypic expectations," she says. "Most police officers in fact have a great deal of trouble arresting individuals with mental illnesses and are much more interested in linking them to appropriate services than they are in arresting them."

Dr. Cotton, whose findings will be published in an upcoming issue of the *International Journal of Law and Psychiatry*, felt it was important to study police attitudes, given that most Canadian police services operate

without any formal policies or strategies when dealing with people with mental illness.

"As psychiatric hospitals downsize and the number of individuals with mental illnesses in the community rises, the number of encounters between these individuals and the police logically increases. In the absence of clearly defined directives for the management of these situations, the police have often been accused of criminalizing the mentally ill," says Dr. Cotton.

Findings from study of police attitudes toward the mentally ill

- 80% of police officers believe the mentally ill are "far less dangerous than most people suppose"
- 94% believe society should adopt a more tolerant attitude toward people with mental illness
- Only 4% of police officers believe people should be hospitalized at the first sign of mental disturbance
- 93% believe the mentally ill should not be denied their individual rights

City police officers from Kingston and Port Moody,

B.C., and provincial police from selected OPP detachments in eastern Ontario answered questionnaires measuring four attitudinal dimensions (authoritarian, socially benevolent, socially restrictive, and oriented toward community integration), as well as their perception of the role of police in working with mentally ill people. They were asked the same questions that were posed to the general public as part of an original sample in 1981 when "de-institutionalization" of psychiatric facilities was first launched.

"Since there is no reason to believe that the public have become more positive in their attitudes over the last 20 years, one might conclude that the police are actually more positive toward the mentally ill than is society at large," says Dr. Cotton.

The Queen's psychologist is a founding member of a national

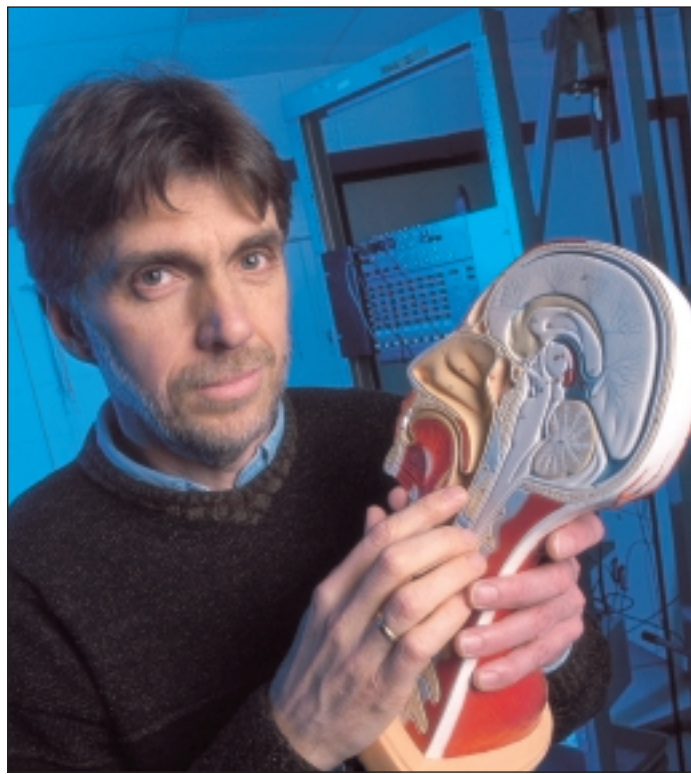


WWW.COMMUNITYPOLICING.ORG

committee formed last year to ensure that mentally ill people, rather than being "criminalized", are directed toward the system that is most appropriate for them. Called the Canadian National Committee for Police/Mental Health Systems Liaison (CNCMPMHS), it

is co-chaired by the committee with Chief Terry Coleman of the Moose Jaw Police Service.

A secondary goal of CNCMPMHS – which currently comprises more than 100 police officers and mental health professionals from B.C. to Newfoundland – is to ensure that the time and expense involved in this type of work is dedicated to the most constructive and effective programs for bringing the Canadian police and mental health agencies together.



Kevin Munhall: the goal is to understand how the nervous system combines information from the different senses.

"Seeing" speech helps one grasp meaning

By **NANCY DORRANCE**
News and Media Services

How seeing someone speak affects our understanding of what they say is the focus of new research by an internationally-funded Queen's-led group. The ultimate goal of the study is to uncover linkages between the perception and production of speech.

The multidisciplinary team, headed by Kevin Munhall (Psychology and Otolaryngology), has been awarded \$1.6 M over the next five years from the U.S. National Institutes of Health (NIH) to investigate visual contributions to speech perception. Other Queen's participants are Martin Paré (Physiology) and Martin ten Hove (Ophthalmology).

"This funding will allow us to build on the extensive work already done by members of our

team on the role played by vision in communication," says Dr. Munhall. All of the experiments will be conducted at Queen's with the assistance of colleagues in Toronto, and internationally in Japan, France and Brazil.

"Our overall goal is to understand how the nervous system combines information from the different senses," Dr. Munhall explains. "Audiovisual speech perception is a special case of this general intersensory integration."

The researchers will use state-of-the-art image processing and animation techniques, as well as eye tracking, to understand auditory and visual speech perception. After running such tests in the laboratory with controlled stimuli, they will use functional magnetic resonance imaging (fMRI) to map out what is happening in the brain.

An internationally recognized expert in language production, Dr. Munhall also coordinates the Queen's arm of the recently-established Centre for the Study of Biological Communication Systems, funded by the Canada Foundation for Innovation (CFI).

One of his collaborative projects, with researchers from the ATR Human Information Science Laboratories in Kyoto, Japan, has preserved on laser disk a set of unique x-ray films showing the entire vocal tract and complex tongue movements of people speaking English and French. The database is available for use by other researchers, and Dr. Munhall's most recent request came from the studio of Hollywood producer George Lucas to assist with animation of a talking skeleton.

Promising researchers honoured with Chancellor's Awards

From gender and sport issues to the environmental impact of mining, studies by five of Queen's up-and-coming researchers have been recognized by the university with Chancellor's Research Awards.

Recipients of the 2003 awards are: Mary Louise Adams (Physical and Health Education), \$60,000; James Carson (History), \$60,000; Cathleen M. Crudden (Chemistry), \$50,000; Heather Jamieson (Geological Sciences and Geological Engineering/Environmental Studies), \$50,000; and Tamás Linder (Mathematics and Statistics), \$50,000.

"The committee was very impressed with the research excellence and high potential demonstrated by this year's applicants," says Kerry Rowe, Vice-Principal (Research). "It was a difficult task

to select finalists from the very strong pool of candidates, and the recipients deserve to be proud of their accomplishments. We hope that the recognition and support conferred through the Chancellor's Research Awards Program will contribute to further achievements by these young researchers."

Funded primarily by the School of Graduate Studies and Research, the Chancellor's Research Awards are the largest single awards made by Queen's to its researchers. The awards recognize demonstrated research excellence and potential among researchers in any discipline, appointed to their first full-time faculty position within eight years of the date of application. Awards are valued at up to \$50,000; appli-

cants in the arts, social sciences and humanities are eligible for an additional \$10,000 contribution to be used for research expenses that cannot be supported from other research funds.

Mary Louise Adams is recognized for her work on the history of sexuality in Canada, and on gender and sport issues. Her historical study of figure skating has prompted an investigation of the relationship between bodies, styles of movement, and ideas about gender. This will enable further exploration of the implications of the conceptual boundary between sport and art.

James Carson uses the historical and anthropological method of ethnohistory in his exploration of cultural history, focusing on Native North Amer-

icans. Using creolization as a focal point in an examination of the history of North America, Dr. Carson seeks new insights into the multicultural origins of federalism, economic exchange, political style, and religious practice in the Americas.

Cathleen M. Crudden specializes in asymmetric catalysis for the synthesis of pharmaceutical compounds. Her work aims to develop improved processes featuring decreased costs and reduced waste in the preparation of refined pharmaceuticals with fewer side-effects. This will contribute to greater availability of reasonably-priced medicines to the general population.

Heather Jamieson is an environmental geochemist who specializes in the environmen-

tal impact of mining, with a developing interest in medical geology. She is investigating the geological factors that affect the risk to human health resulting from exposure to soil contaminated with toxic metals and metalloids such as arsenic, thallium, and cadmium.

Tamás Linder is one of the pioneers in linking data compression research with the emerging field of machine learning. His research focuses on the development of new and improved methods for the analysis and design of innovative data compression algorithms, contributing to more efficient multimedia data compression that optimizes the use of expensive communication channel bandwidth and data storage resources.

Integrated Learning Centre design recognized as a leader in eco-efficiency

The foundation has barely set and Queen's Integrated Learning Centre (ILC) has already won a distinction.

The BREEAM Green Leaf Eco-

Rating Program has recognized the ILC building plan at the four green leaves level, achieving "national industry leadership in terms of eco-efficiency,

design, practices and management commitment to continuous improvement and industry leadership."

The highest rating is five, reserved for world leaders in eco-efficient design who continually introduce new policies and improved practices that can be adopted by others. Three leaves represents "excellent progress in achieving eco-efficiency results through current best practices in all areas of project design and facility operation and management."

The ILC, or Beamish-Munro Hall, scored highest in the categories of Energy, Indoor Environment, and Water. These scores were in a large part earned from the environmentally conscious lighting, ventilation, and water distribution systems.

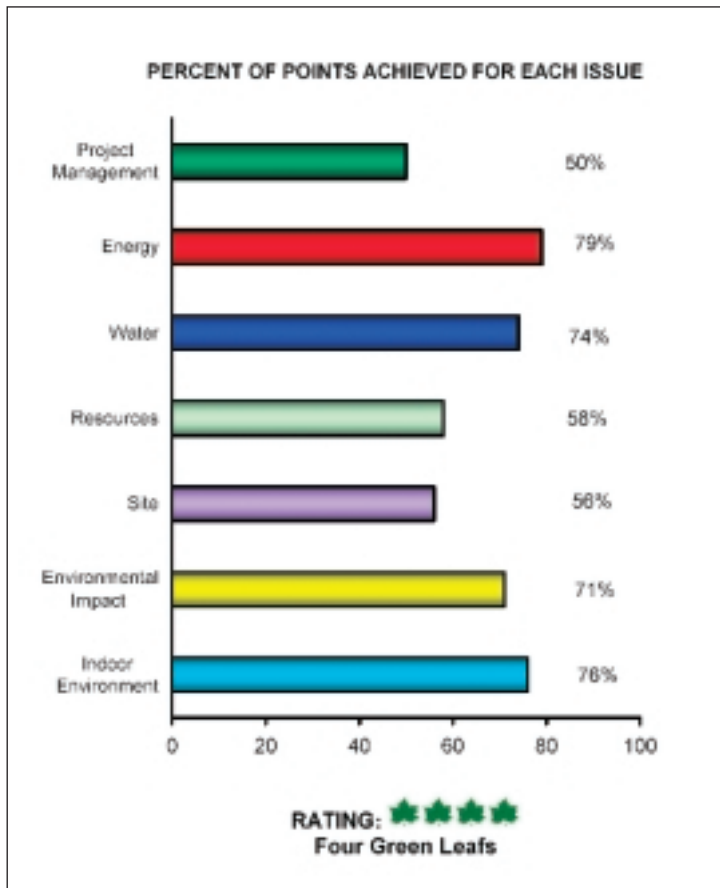
The BREEAM rating for green building technology is impressive because it indicates national leadership, says Bill Nankivell, the lead architect with Bregman + Hamann Architects. It is also important because it is comprehensive, extending to the whole range of environmental issues far beyond energy conservation.

BREEAM stands for British Research Establishment Environmental Assessment Method. The Green Leaf version of BREEAM is especially adapted



BREGMAN + HAMANN ARCHITECTS

An architect's rendition of the ILC, Beamish-Munro Hall, at the corner of Division and Union streets, between Dupuis and Goodwin halls. The building is slated to open January 2004.



for Canadian conditions.

The Ottawa-based firm, Green & Gold Inc. implemented the BREEAM/Green Leaf program for the ILC and helped integrate the building analysis tool into the design process. With the program they provided information and insights that prompted improvements to the design and ensured that the ILC met its goal of an environmentally responsible building.

For the full report on how the ILC fared in all categories, see ilc.queensu.ca/.

Scheduled for completion in January 2004, the ILC project is in the early stages of construction. Workers are forming the first floor reinforced concrete walls and the second floor slab. In Dupuis Hall, renovations have begun on the areas that are to become ILC C-bench plazas (Chemistry labs). The space will also include a high-bay lab that will be used as a demonstration area for fuel cells and other new technologies.

ilc.queensu.ca
www.queensu.ca/secretariat/secret/010125AppA.html

About being who you are

UNIVERSITY GROUP CHALLENGES TRANSPHOBIA WITH FIRST-EVER POSTER CAMPAIGN

By NANCY MARELLO
 News and Media Services

Queen's University's Transgender/Transsexual Policy Group (TTPG) recently unveiled two posters as part of the first poster campaign organized by a Canadian university to promote awareness of gender variance on campus and to challenge "transphobia" – the hatred or fear of people who cross gender boundaries.

The posters, depicting images that convey gender variance and text that challenges transphobia, are designed to give visibility to the transgendered/transsexual communities on campus and in the community.

Called 'Gender Variance - It's being who you are,' the poster campaign supports Queen's Human Rights Office's objective of promoting sexual and gender diversity on campus.

"The Ontario Human Rights

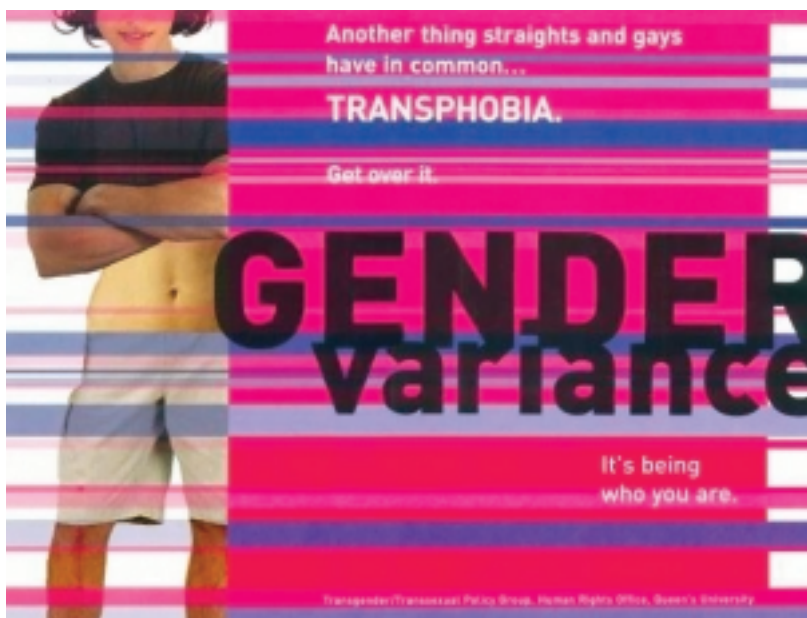
Commission states that there are few groups in our society today who are as disadvantaged and disenfranchised as transgenderists and transsexuals," says Julie Darke, Sexual & Gender Diversity Coordinator in Queen's Human Rights Office. "Queen's is taking a proactive approach to ensure all people at Queen's feel supported and respected."

"There are few positive images of trans people or transgender expression in society, and, as far as we are aware, none available on campuses in Canada or North America," says Dr. Darke. "While it is important for transgendered people to see positive images, it is also important for non-trans-

gendered people to confront society's negative perceptions of transgendered/transsexual individuals."

The Transgender/Transsexual Policy Group is coordinated by Queen's Human Rights Office and is made up of students, faculty and staff.

Although developed primarily for universities, the copyright posters are available, at cost, to other campus groups, universities, colleges and public agencies. For poster information go to www.queensu.ca/dsao/human-rights/tgposter.htm or call Queen's Dean of Student Affairs Office at 533-6944 or the human rights office at 533-6886.



QUEEN'S UNIVERSITY HUMAN RIGHTS OFFICE

One of two posters commissioned by Queen's Human Rights Office, depicting images that convey gender variance and text that challenges transphobia.

IN BRIEF

First CIHR award winner delivers lecture

Queen's Cancer Research Institute congratulates Lilia Antonova (Pathology) on her success in being awarded Queen's University first CIHR Transdisciplinary Training Program Research Award. Faculty, staff and students are invited to hear Ms. Antonova talk on Stress and Breast Cancer: Hydrocortison Regulation of BRCA1 Expression on Feb. 11 at 4 pm in Richardson Amphitheatre, Richardson Hall. Her supervisor Chris Mueller will introduce her topic.

Get your hands on some science fun

Up for a little hands-on science fun?

Children and their families are invited to explore and investigate hundreds of activities at the Faculty of Education's 14th annual Science Discovery Day on Saturday, Feb. 1.

More than 300 teacher candidates in the primary-junior division will set up a myriad of projects in the main foyer and gym of McArthur Hall (corner of Sir John A. Macdonald Boulevard and Union Street).

Admission and parking are free. For details, contact Diane Lawrence, 533-6000, ext. 77229.

Encouraging innovation

The 2003 Student Technology Venture Challenge is looking for contestants. The event has a prize fund total of \$20,000, with the eventual winner receiving a cash award of \$10,000 and the runners-up receiving \$5,000 each.

The event is open to students from Queen's and a dozen other Eastern Ontario universities and colleges.

The TVC's goal is to encourage innovation and entrepreneurship amongst the student community.

Entrants are asked to submit a proposal, describing a technology idea and a commercial business opportunity that can be addressed through the implementation of the technology. Deadline is Feb. 10. For more, see www.techvc.ca.

A new take on indoor air

The Integrated Learning Centre presents Alan Darlington of University of Guelph speaking on The Biofiltration of Indoor Air: A New Solution to an Old Problem.

His talk will focus on the ILC's Green wall with respect to the biofiltration of indoor air.

The lecture takes place in Botterell Hall, room B147 at 1:30 pm on Tuesday, Jan. 28.



See Ed.



See Ed complain about the automatic nag to run Symantec LiveUpdate.



See the icons on Ed's desktop jump around, flicker and disappear along with all the data files on his hard drive.



See it dawn on Ed that maybe the nag isn't such a bad idea.

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I THINK I'M TURNING VIENNESE, I REALLY THINK SO



CELIA RUSSELL

Conductor Gordon Craig shares a laugh with members of the Queen's Symphony Orchestra during a rehearsal for A Night in Vienna, Feb. 13 and 14 in Grant Hall. Proceeds from the concert, which features sumptuous Austrian food, music and dance, will go to the School of Music's Concert Grand Piano Fund.

A Night in Vienna promises a music-filled evening of food and fun

By CELIA RUSSELL

No airfare required. Enjoy the music, food and dance of one of Europe's greatest cities at a Night in Vienna – without ever leaving campus.

On Feb. 13 and 14, Grant Hall will be transformed into an Austrian Ballroom, featuring the Queen's Symphony Orchestra dressed in period costume.

Directed by Gordon Craig and produced by Bruce Kelly, A Night in Vienna is a popular New Year's event with the Viennese and others further a field.

"Bruce and I had talked about doing a Viennese night for a long time," says Professor Craig. "And the school decided that it was a good idea."

Along with a dance floor, the main level will be set up with tables of eight and will include sumptuous Austrian desserts and cheeses. A cash bar will feature Austrian beer, wine

and non-alcoholic beverages. Main floor seating costs \$25 per person or \$175 per table, and doors will open at 7 pm. Balcony tickets for the concert, which starts at 7:30 pm, will also be on sale for \$10. Proceeds will go to the School of Music Grand Piano Fund.

If concert-goers aren't familiar with the rich and irresistible sachertorte cake, they will recognize much of the music, including the Blue Danube and the Radetsky waltzes, and excerpts from Die Fledermaus. Professor Kelly will introduce the background to each piece.

The operative word for the evening – a perfect Valentine's Day celebration – is fun, say the organizers.

"If it gets too starchy, we'll change it," says Professor Craig, adding that the audience will be encouraged to join in on the dance floor.

The event is part of an ongoing campaign to raise \$100,000 for a new concert grand, says School of Music Director Ireneus Zuk. At more than 30 years of age, "the current grand piano has seen better days. A good piano is always attractive to students as well as visiting musicians. It's one of the few instruments that musicians can't carry with them, so they end up having to deal with whatever is there. So it's especially important that they are able to play the piano rather than fight with its idiosyncrasies."

"I view this (purchase) as a first step," says Dr. Zuk. "It's an achievable goal and we're more than halfway there."

The next step will be a new recital hall. First the shoes and then the dress," he says with a smile.

Tickets are available from the Performing Arts Box Office, 533-2558 and at the door.

Palestine teens

continued from page 1

The researchers are interested in the extent of the young people's participation in conflict and how this affects their health, though they have learned through focus groups that they cannot ask this question directly. "Not too surprisingly, the kids said they could not answer questions about their involvement in any violent acts. It's too dangerous for them to do that," says Dr. Boyce, who was in Ramallah in December testing sample surveys. The youth readily agreed, however, to share their opinions and perceptions of everything from stone throwing to suicide bombing. The survey will also probe the adolescents' personal and family backgrounds, including socio-economic status and health histories, along with their current living conditions, such as their ability to attend school. The project's results will be

Not too surprisingly, the kids said they could not answer questions about their involvement in any violent acts. It's too dangerous for them to do that.

used to design intervention programs for youth in partnership with non-governmental organizations in the region. "These programs will likely be either aimed at prevention— as far as involvement in the conflict— or post-traumatic support," says Dr. Boyce.

Queen's Social Program Evaluation Group is the Canadian centre for a World Health Orga-

nization study on adolescent health in 35 countries, so Dr. Boyce will also be comparing the PACT results with data on youth elsewhere in the world. "As far as health outcomes, we'll be able to situate where Palestinian adolescents are in relationship to adolescents in other countries that aren't undergoing conflict," he says. The researchers naturally anticipate higher incidences of poor health such as injuries, anxiety and depression, but they hope the study will shed light on the severity of the problem and highlight the key risk factors among Palestinian youth.

The PACT project is funded by the International Development Research Centre for a total of \$176,600. The researchers hope to disseminate the survey results in the fall. duc.queensu.ca/~spcg/

Elsevier agreement

continued from page 1

Journals published by Elsevier Science, one of the largest commercial publishers of scholarly, peer-reviewed journals, include *Brain Research*, *Cognitive Development*, *International Review of Law and Economics*, *The Lancet*, *Journal of Medieval History*, *Trends in Microbiology*, and *Tetrahedron*.

Known for the "high-impact factor" of many of its titles, Elsevier also has been known for the high prices of these titles. As a result, over the years, Queen's Library's Elsevier subscriptions had decreased to only a fraction of the full Elsevier publication list.

Title-level records for the new subscriptions will be added to QCAT and to the Library's *Electronic Journals* website. Direct article-level links to the Elsevier full-text are already showing up in the Library's core research index-

ing/abstracting databases. The full-text of the Elsevier journals is keyword-searchable through the *Ontario Scholars Portal*, another consortial project of the Ontario Council of University Libraries. Queen's researchers are encouraged to access the Elsevier journals through the *Ontario Scholars Portal* rather than through Elsevier's own website as the latter contains material not included in the CNSLP agreement and thus not accessible to Queen's (e.g. Elsevier issues prior to 1998 and third-party journals for which Elsevier does not have negotiating rights).

For more on the *Ontario Scholars Portal*, see *Books & Bytes* on page 7. library.queensu.ca/reference/journals.htm
www.cnslp.ca/
www.elsevier.com/

IN BRIEF

Opinion research archive reopens

The School of Policy Studies announces the re-opening of the Canadian Opinion Research Archive (CORA). CORA makes available commercial and research institute polling data for secondary analysis by academic researchers.

CORA has a variety of resources for those interested in public opinion, such as tracking data on hundreds of frequently asked polling questions and an archive of publicly released Canadian polling results. CORA opened in 1992 but had to close in 2000 due to a lack of funding. Due to generous funding from CTV Inc., the Canada Founda-

tion for Innovation, the Ontario Innovation Trust, and Queen's University, significant upgrades to the site and archiving facilities have been conducted during the past two years.

CORA's primary holdings currently include surveys from Environics, Environics International, CROP, Decima, and the Centre for Research and Information on Canada.

CORA seeks to be a key resource for those interested in Canadian public opinion. It is in the process of soliciting new donations of public opinion data from commercial, NGO, and research institute sources. Researchers are invited to archive their polling data with CORA so that it can be made available to other researchers.

To subscribe to the listserve and be informed electronically

of new data, register through the CORA website.

www.queensu.ca/cora

Nominations invited for award

The university community is invited to make nominations for the Queen's Human Rights Initiative Award. Created last fall, the award recognizes initiatives of those who have made an outstanding contribution to the advancement of equality and human rights at Queen's University. The deadline is Feb. 28 and the award will be made in mid-March. For details, see the Bulletin Board announcement on page 14.

CAREERS

Academic Appointments

Dr. John McCans, Head, Department of Medicine

Principal William C. Leggett and Ian A. Wilson, Chair of the Hospital Board of Directors, announce the appointment of John L. McCans as Head of the Department of Medicine at Queen's University and Chief of Medicine at Kingston General Hospital until June 30, 2007. Dr. McCans will also be appointed as Chief of Medicine at Hotel Dieu Hospital and at Providence Continuing Care Centre for the same period, subject to ratification by their hospital boards.

Dr. McCans received his MD from Queen's in 1968, where he also undertook his residency training in internal medicine and fellowship training in cardiology. Following further training as a research fellow at Queen's and at the Baylor College of Medicine in Houston, Texas, he completed an additional clinical fellowship in cardiology at Emory University in Atlanta, Georgia. Dr. McCans was first appointed to the Department of Medicine at Queen's in 1975 where he remained until 1983 when he was recruited to McGill University as Chief of Cardiology at the Jewish General Hospital. In 1995 he was appointed as Director of the McGill University Cardiology Division and Director of Cardiology for the McGill University Health Centre. In 1999, Dr. McCans returned to the Queen's Department of Medicine as professor and Chair of the Division of Cardiology.

Dr. McCans' primary area of research has been in the area of congestive heart failure. He is frequently invited to speak at continuing medical education and other events in Kingston and the region. He is a member of the Royal College of Physicians and Surgeons of Canada Board of Examiners for Cardiology and of the Executive Council of the Canadian Cardiovascular Society. Dr. McCans has also been a member of the Executive Committee of the Queen's Cardiac, Circulatory and Respiratory Research Group since 1999 and he served as Chair from 2000 to 2001.

Principal Leggett expresses his appreciation for the leadership provided by Dr. Donald Brunet during his term as Acting Head of the Department of Medicine.

Alison Harvison Young, Dean, Faculty of Law

Principal William C. Leggett announces that Alison Harvison Young has accepted a two-year extension of her term as the Dean of the Faculty of Law, beginning July 1, 2003. This announcement follows on the strong recommendation of Vice-Principal (Academic) Suzanne Fortier and the unanimous support of the Advisory Committee.

Dean Harvison Young received her B.A. from Carleton University (1975), a B.C.L./LL.B. from McGill University (1983), and a B.C.L. from the University of Oxford in 1988. She joined the Faculty of Law at McGill in 1988, and served as Associate Dean (Academic) from 1993-1995. She was the 1997 recipient of the John W. Durnford Teaching Excellence Award at McGill and the 1991 David Watson Memorial Trust Award for research dealing with Canadian Administrative Law. She was appointed Dean of the Faculty of Law at Queen's in 1998. Since assuming the Deanship, she has continued her teaching and research in the areas of family law and new reproductive technologies. Dean Harvison Young is also involved in a number of professional activities including participating as a member of the Education Committee of the Law Society of Upper Canada and as a member of the Board of Governors of the National Judicial Council. She currently serves as chair of the Ontario Council of Law Deans.

Throughout her first term, Dean Harvison Young has focused on cultivating academic excellence and entrenching the Faculty's commitment to the values of social justice and equity. Faculty renewal has been at the forefront of her successes over the past four years, and there has been significant growth in research activities and research funding among faculty members. Furthermore, in the past year Macdonald Hall has undergone major renovations which will result in many enhancements to the teaching and learning environment of the Faculty of Law.

In making this announcement, Principal Leggett extends his appreciation to the members of the advisory committee.

Staff Appointments

Administrative Assistant, Online Community, Department of Alumni Affairs 2002-110
Annalisa Boccia

Office Manager, Office of the University Registrar (Student Awards) 2002-115
Walter Quinlan

Secretary/ Receptionist, Instructional Development Centre 2002-132
Stacey Smith

Animal Care Technician, Animal Care Services 2002-135
Tracey Keller

Health Service Nurse, Health, Counselling and Disability Services 2002-137
Ruth Pettis

Staff Vacancies

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

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

Applications received from internal candidates will be acknowledged by the Depart-

ment 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, Feb. 4, 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 resume including your employee number.

Resumes will be accepted from Queen's employees with internal status ONLY unless the position specifically invites external applications.

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

Following the completion of the Queen's Job Evaluation (QJE) review for positions in Grades 2 - 9, we have included the cluster in the following job ads which represents the job family, branch and grade (e.g., ADMG5 is Administration Family, General Branch, Grade 5). Generic position overviews for clusters can be

found on the HR website at www.hr.queensu.ca

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

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

Program Assistant, Centre for Neuroscience Studies, 2003-10

This is a six-month term appointment, beginning April 1, 2003.

Major Responsibilities: report to the Program Director; coordinate the activities for the office of the Centre for Neuroscience Studies; participate in the development and implementation of the Graduate Program in Neuroscience; initiate and draft correspondence; schedule meetings; maintain filing system; compile and disseminate information through the production of publications and reports; assist with committee work and special projects; administer departmental, research and trust accounts; participate in the coordination of funding proposals to various granting agencies; act as a resource person for the Centre for Neuroscience Studies; design

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and maintain the program web page; may supervise junior office staff.

Requirements: two-year post-secondary program in business administration and previous relevant experience in office/service environment (consideration will be given to an equivalent combination of education and experience); office administration skills, including advanced computer skills (word processing, knowledge of database, spreadsheet, and networking applications); ability to learn new software packages as required; excellent interpersonal and communication skills, both verbal and written; proven analytical and problem-solving skills; strong organizational and time-management skills; knowledge of book-keeping/accounting practices; ability to adhere to strict confidentiality; knowledge of university structure and financial/computing systems, familiarity with the internet and HTML and supervisory experience will each be considered an asset.

Minimum Hiring Salary: \$30,754 Salary Grade 5 – ADMG5

Administrative Secretary, Faculty of Health Sciences, 2003-11

This is a three-year term appointment.

Major Responsibilities: schedule, coordinate and record minutes for the Southeastern Ontario Academic Medical Organization (SEAMO), the Southeastern

Ontario Health Sciences Centre (SEOHSC) and Faculty of Health Sciences committees and task forces; provide administrative support to the Director, Policy and Planning of SEAMO and the Director of SEOHSC; organize, assist with preparation of, and distribute a variety of documents and reports such as newsletters, agreements and contracts etc.; work with Manager, Computer Services to review and oversee maintenance of SEAMO and Faculty of Health Sciences web sites; coordinate annual appointments of SEAMO Governors and elections of Governors, as required.

Requirements: two years of post secondary training in business or office administration (consideration will be given to an equivalent combination of education and experience); previous secretarial experience at a senior level with fast and accurate keyboarding skills; excellent minute-taking skills; experience in an Academic Health Sciences Centre would be an asset; strong organizational and time-management skills, as well as the ability to set priorities and work under pressure to meet tight deadlines; ability to exercise tact and discretion and to handle confidential information; excellent interpersonal and communication skills; advanced knowledge of Word and Excel, competency in preparation of documents for web posting and ability to learn new software programs as required; ability and willingness to work flexible hours (some early morning and early evening work).

Minimum Hiring Salary: \$30,754 Salary Grade 5 – ADMG5

Faculty Projects Assistant, Faculty of Health Sciences, 2003-12

This is a three-year term appointment.

Major Responsibilities: provide administrative support to Faculty Development Officers (FDOs), including scheduling meetings, distributing documentation, recording minutes and liaising with volunteers, prospects, donors, suppliers, faculty and staff; plan logistics and schedules for special events associated with campaigns and annual fundraising; respond to miscellaneous requests from staff; coordinate and execute direct mail solicitations; provide computer support for preparation of a variety of documents; assist FDOs with basic research on prospects and coordinate requests with the Developmental Research Unit; assist in planning reunion weekend events; general office duties.

Requirements: two years' post-secondary training (consideration will be given to the equivalent combination of education and experience); office administration training and experience in a coordinating role within a service-oriented, administrative office; basic book-keeping skills with attention to detail; superior knowledge of word-processing, spreadsheets and graphics, including proficiency with Windows 98, Microsoft Office, Advance database packages, internet tools (Netscape, E-mail) and PCICS; strong interpersonal and communication skills to deal with clients and suppliers; excellent time management and organizational skills with demonstrated experience in a demanding work environment with multiple sources of work assignments; ability to work well independently and as member of a coordinated team; excellent writing and interpretive skills to prepare correspondence, record and transcribe minutes and edit publications; initiative and ability to master new technological developments and computer programs as they are implemented; ability to maintain confidentiality; knowledge of Queen's history, administration, governance and fund-raising techniques an asset.

Minimum Hiring Salary: \$30,754 Salary Grade 5 – ADMG5

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

Receptionist (Conference Services), University Residences, 2003-13

Major Responsibilities: report to the Coordinator of Conference Services; act as main receptionist for the conference office (greet guests, answer, screen and direct telephone calls, take simple reservations, etc.); provide administrative support as required (filing, clerical duties, correspondence and preparation of invoices, etc.); accept client reservations and related requests for tours, room bookings and bed/breakfast groups, parking, tourism information, etc. as required; provide casual training and guidance to summer student staff as required.

Requirements: one year of post-secondary education in office

administration (or an equivalent combination of education or experience); good problem-solving skills; experience in the hospitality industry an asset; excellent interpersonal and communication skills with a focus on customer service; ability to multitask and troubleshoot under pressure and time constraints; strong computer skills; general knowledge of basic accounting functions, particularly accounts receivable and accounts payable; ability to work well in a team, collaborating successfully with others in a fast-paced environment.

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

Facilities and Key Control Clerk, University Residences, 2003-14

Major Responsibilities: report to the Facilities Coordinator/Facilities Supervisor; receive and respond to maintenance/custodial requests (evaluate and prioritize requests and dispatch work orders to Physical Plant Services, outsides contractors, residence building mechanics, supervisors and custodial staff) – approximately 14,000 Maintenance Requests Orders (MRO's) annually to be monitored on computer systems; provide administrative support for the management of the Residence Key system including the tracking and follow-up of missing/lost keys; prepare reports and perform clerical and administrative duties including word processing of routine correspondence and lists; prepare minutes of meetings; act as liaison between external service providers including waste management and pest control.

Requirements: one year of post-secondary training in business administration practices, accounting or computers; basic understanding of residence maintenance system; familiarization with accounting functions and damage collections; good typing, computer and electronic communication skills; consideration will be given to an equivalent combination of education and experience; exceptional customer service skills with ability to provide clear information to customers and contacts; ability to work independently and as part of a team; good interpersonal, organizational and time management skills with attention to detail; ability to maintain a service-oriented perspective; good computer skills and some training in accounts and damage collections; ability to remain current with changing technology; knowledge of Queen's University residences and trades and trades terminology assets.

Minimum Hiring Salary: \$29,338 Salary Grade 4 – ADMG4

Senior Secretary/Receptionist School of Computing 2003-15

This is a term appointment until June 30, 2004.

Major Responsibilities: report to the School Manager; primary contact for external visitors, students, faculty and staff, and delivery and service people; respond to general inquiries and make referrals to appropriate source of information; maintain and order office supplies; prepare deposits and journal entries; act as secretary to the School

(arrange texts for courses, collect assignments, maintain keys to assignment boxes, sort and deliver mail); provide secretarial and administrative support to faculty including preparation of correspondence and various financial forms.

Requirements: one year of post-secondary training in business administration practices, accounting/bookkeeping, or computers with some previous relevant experience in an office/service environment (consideration will be given to an equivalent combination of education and experience); good computing skills including word processing, database and spreadsheet products with the ability to adapt to technological changes; ability to evaluate priorities and deal with multiple tasks in a busy office with many interruptions; good organization, communication and interpersonal skills as well as judgement and tact; knowledge of basic accounting procedures; ability to learn quickly and follow directions accurately.

Minimum Hiring Salary: \$29,338 Salary Grade 4 – ADMG4

Recruitment Officer, Office of the University Registrar, (Admission Services) 2003-16

Major Responsibilities: report to the Manager, Student Recruitment and International Initiatives and take direction from the Assistant Manager; plan and execute recruitment visits in Canada, the United States and select international destinations; provide counselling to prospective students through written and electronic correspondence; coordinate the planning of special events; act as liaison between Admission Services and various departments and units at the University; assist with planning of annual recruitment schedule and related activities; conduct research into various domestic and international educational systems.

Requirements: undergraduate degree (preferably from Queen's); extensive knowledge of university policies and priorities; demonstrated ability in public speaking and special events planning; excellent interpersonal and communication skills (both verbal and written) to interact with a wide variety of people in different contexts; ability to work effectively without supervision and under pressure during extended periods away from Kingston; working knowledge of software tools including PCICS, GQL, MS Access, Excel; understanding of the application of computerized tools; experience with web design an asset.


Minimum Hiring Salary: \$39,548 Salary Grade 7 – ADMSF7

Coordinator, External Relations, Office of the Principal, 2003-17

Major Responsibilities: report to the Director of the Office of the Principal; work on behalf of the Principal to develop and implement external relations initiatives and communication matters with priority in the areas of government and community relations; provide expertise and support to the Principal in his role as spokesperson and institutional representative to all levels of government; plan and implement

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new initiatives and long-term strategies in the area of government relations; provide policy support and strategic communications advice and planning; prepare speeches and presentations for the Principal for external audiences; develop and implement a communications strategy with respect to government and the local community; conduct research, compile and analyze information; represent Queen's at government and community functions as required.

Requirements: university degree and significant work experience at a senior level in strategic communications and planning, and project management; proven background in senior university administration with external relations responsibilities, or substantial direct experience in government relations; strong marketing and communications background with particular experience in speech-writing and presentation preparation; extensive knowledge of university administrative and academic environments; proven ability to work independently and assume responsibility for all levels of project management; knowledge of Queen's and Kingston community preferred; proficiency with computers and some expertise in development of web-based materials; initiative and resourcefulness; proven ability to maintain confidentiality.

Minimum Hiring Salary:
\$63,055 Salary Grade 11.

Employee Development

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

Time Out Tuesdays

Feb. 4, 11, 18, 25
Half-hour sessions of stretching, deep breathing and relaxation will teach you the skills you need to calm nerves and relax muscles, lower blood pressure, increase energy, and reduce fatigue. No special clothing or equipment needed. Led by staff from The Yoga and Relaxation Centre, 12:15-12:45 pm.

Gentle Yoga

Monday's Feb. 10 - April 21
Learn body awareness and stress management techniques for better strength, better balance, peace of mind, and stronger bones at this after work yoga program. No experience necessary. Cost is \$60.00 plus GST (payable at first class). Human Resources are subsidizing program fee. 5-6:30 pm.

Effective Manager Series: Leadership and Followership - What's trust got to do with it?

Friday, February 14
Research shows that trust is the foundation of leadership. During this workshop, you will learn how to build trust and employee involvement by using openness and credibility, and by trusting others. Judith Wilson, Training Consultant, 9 am to 12 pm.

Other Positions

The BIOCAP Canada Foundation

This is a full time contract appointment starting Feb. 24, 2003 and renewable annually in July. Competition closes Feb. 5, 2003.

Major Responsibilities: Report to the CEO of BIOCAP Canada Foundation; manage the daily operation of the CEO's office including those associated with his BIOCAP, university and other work; preparation of confidential correspondence; maintenance of the schedule of the CEO; co-ordination and scheduling of meetings; arranging travel; responding to telephone calls and inquiries; opening and processing mail; maintaining files; taking minutes of meetings, and maintaining organizational databases; general office duties - answering the phone, filing, photocopying, faxing and assisting others in the preparation of reports and organization of workshops or conferences.

Skills Required: Two-year, post-secondary program in business administration and previous experience in an office environment (or an equivalent combination of education and experience); computer skills required for Microsoft Word, Excel, emailing programs and a willingness and capability to learn other software programs when required; must have initiative, be well organized, pay attention to detail, have strong interpersonal and communication skills (both verbal and written) and be able to work independently or in a team environment; pleasant manner and ability to perform multiple tasks in a busy office environment; ability to establish priorities and cope with time pressures; discretion when dealing with confidential and sensitive information; knowledge of university and government structures and systems are considered assets.

Minimum Hiring Salary:
\$30,754 Level 5

Please apply to Judy Ward at wardj@biocap.ca ; fax (613) 533-6645; phone (613) 533-6000 ext 78411.

Educational Associateship, Developmental Consulting Program

Please submit a letter describing the reasons for your interest in the DCP Educational Associateship, your long-term career aspirations and the strengths you will bring to the position. In addition, please provide: a two-page letter of intent describing your proposed graduate thesis including relevance of your chosen topic to DCP activities and the developmental disabilities field; the name(s) of your thesis supervisor(s); your most recent undergraduate and graduate transcripts (unofficial); your curriculum vitae.

Apply to: Barbara Stanton, Coordinator, Developmental Consulting Program, 275 Bagot Street, Suite 201, Kingston, Ontario, K7L 3G4. phone 613-544-4885, fax 613-544-4886, email: dcp@post.queensu.ca

Milestones

Compiled by Faye Baudoux

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

Congratulations to those who reached the following milestones in **January, 2003**.

35 years: Dianne Cook, Collection Development Unit.

30 years: Stephen Courtright, Parking and Grounds; David McPhail, PPS; Ruth Miu-Yan, Pathology; Donald Travers, Physiology, Pharmacology and Toxicology.

25 years: Randy Myers, Physics; Yvonne Place, History.

20 years: Barbara Murphy, Political Studies.

Belated congratulations to Sharon Sullivan, Economics, who celebrated 20 years of service in July 2002.

15 years: Julia Baran, School of Medicine; Lisa Cook, Office of the University Registrar; Kenneth Hall, School of Physical and Health Education; Kathy Hoover, Geography; Liann Joannette, Career Services; Catherine Nelson, John Deutsch University Centre; David Patterson, Campus Security; Marjorie Peart, School of Business; Keith Roddy, PPS.

10 years: John Glew, Biology; Glenda Kaye, Financial Services; Mary Kennedy, Institute of Intergovernmental Relations; Ann Lablans, Physiology; Mary Mason, Stauffer Library; Ann Messenger, Vice-Principal (Academic).

Five years: Heather Brennan, Residences; Ida Bruni, Residences; Sharon Compeau, Custodial Services; Jennifer Corlett, School of

Business; Adele Devine, Residences; Lisa Drysdale, Development; Alex Fletcher, ITS; Carol Grant, Residences; Cheryl Harpell, Student Information Systems; Thomas Harper, Electrical and Computer Engineering; Jennifer Hodgson, Vice-Principal (Research); Margo Poklewska-Koziell, Pharmacology and Toxicology; Christine Prosser, School of Business; Susan Reynolds, Legal Aid; Patricia Serveau, Vice-Principal (Advancement); Harriet Waterman, Faculty of Applied Science.

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/

Pension plan voluntary contributions due Feb. 3

Members of the Queen's Pension Plan (QPP) who wish to make additional voluntary contributions (AVCs) to their accounts by payroll deduction - or who wish to change their existing monthly deduction - should note that the deadline for AVC authorizations is Feb. 3, 2003.

The AVC program was modified in 1999 to allow QPP members to make contributions by payroll deduction each month without interruption, subject to a monthly contribution limit based on annual pensionable salary (see accompanying chart). Under the program, which was outlined in a memo to all plan members earlier this month, contributions will be deducted every month and will continue indefinitely, so there is no need to renew each year.

With the exception of new employees (who are allowed to enrol at the beginning of their appointment), the opportunity to enrol in the payroll deduction program is only available in February of each year. This annual "window of opportunity" also allows existing AVC contributors to either increase their deduction (subject to the monthly limit) or decrease their deduction. Participants may also stop their deduction at any time during the year (subject only to re-enrolment restrictions).

QPP members who enrol in the monthly AVC program will also continue to receive notice of a lump sum or "top up" opportunity in the fall to maximize their contributions for the calendar year (this lump sum payment would be *in addition to* the regular monthly deduction). Members who do not make monthly contributions will also receive a general notice each fall, but individualized calculations of the lump sum amount that may be deposited as an AVC will only be provided upon written request to the Department of Pensions, Investments and Insurance.

The maximum AVC for each salary range is based on the following factors:

* 18 per cent of pensionable earnings, to a maximum of \$14,500, less

* pension adjustment (PA) in 2003.

Note that the monthly AVC maxima have been established to allow some room, even if salary increases occur. Queen's is required under legislation to ensure that no individual exceeds the prescribed annual limits. Salary increases in 2003 may require that existing monthly AVCs be reduced to avoid over-contribution problems - affected employees will be advised of any required modification of their monthly deduction.

In considering whether or not to make a voluntary contribution, plan members should keep in mind that AVCs made in the current calendar year will be taken into account in the determination of their RRSP contribution limit for the following year.

The deadline for returning completed payroll deduction forms to the Department of Pensions, Investments and Insurance is **Feb. 3, 2003** (the enrolment/change form was included with the memo sent to plan members; additional forms may be obtained from Pensions, Investments and Insurance).

For more on AVCs and how they impact RRSP contribution limits, please visit the Finance Group web site available through the administration section of the Queen's homepage (<http://www.queensu.ca>). For more information, please contact Pensions, Investments and Insurance at 533-6414.

Estimated annual earnings	Maximum monthly AVC
Under \$17,500	\$75
\$17,500 to \$25,000	\$100
\$25,001 to \$30,000	\$150
\$30,001 to \$35,000	\$175
\$35,001 to \$40,000	\$200
\$40,001 to \$50,000	\$225
\$50,001 to \$60,000	\$240
\$60,001 to \$80,000	\$255
\$80,001 to \$85,000	\$200
\$85,001 to \$90,000	\$150
Over \$90,000	Not available

Awards and Grants

Ban Righ Foundation Annual Awards

Application packages will be available Monday, Feb. 10 at the Ban Righ Centre, 32 Queen's Crescent. Deadline March 14.

Queen's Human Rights Initiative Award Terms and Criteria

The Queen's Human Rights Initiative Award is given annually in recognition of initiatives that have made an outstanding contribution to the advancement of equality and human rights at Queen's University.

Selection Committee

The Selection Committee responsible for choosing recipients will consist of members of the Human Rights Office Advisory Council.

Criteria

Nominations for the Human Rights Initiative Award will be considered using the following criteria: originality of the initiative – How is this initiative unique for the Queen's community?; positive impact on the University community – How has the initiative changed the culture, landscape, etc. of Queen's University?; sustainability of the initiative – In what ways will this initiative have lasting benefits for the University community?; broad community partnerships-How has the initiative encouraged partnership/cooperation among University and/or

Kingston community constituents? Have any new or atypical relationships been forged through this initiative?

Nominations

The closing date for nomination submissions will be October 30 each year. The award will normally be granted on December 10 (the Anniversary of the U.N. Declaration of Human Rights).

Nominations of initiatives developed by Kingston community members will be considered provided the initiative was directly intended to benefit the Queen's community.

Submissions should include a brief letter outlining the ways in which the initiative meets the criteria, and provide the contact information for those responsible for the initiative.

Apply to The Selection Committee, Queen's Human Rights Initiative Award, c/o The Human Rights Office, Old Medical Building, Queen's University, Kingston, Ontario, K7L 3N6. email hrights@post.queensu.ca, fax (613) 533-6576.

Research

Prizes for Excellence in Research nominations are invited from members of the Queen's community. Nominations should include curriculum vitae of the nominee, a covering letter and a maximum of five reference letters that address the nominee's achievements in research and the importance of their contributions

to the discipline. Submit to the Director, Office of Research Services by Feb. 28. Terms are available www.queensu.ca/vpr/excguide.htm.

Principal's Development Fund 2003/2004

Category A Support for Visitors to Queen's A1 - \$140,000

International Visitors' Program
The International Visitors' Program provides funds to enrich the international dimensions of the university, both within our classrooms and within our research environment. Funds are intended to assist departments, faculties and schools in bringing to Queen's outstanding scholars from outside of Canada. Visitors supported by the Fund will spend no less than a week on campus, must contribute to undergraduate teaching and will be expected to interact with graduate students and faculty in their area of scholarly activity.

An advertisement seeking applications for the 2003/2004 International Visitors' Program will appear in late February in the *Gazette*. Final decisions will be made in May, 2003. Please watch the *Gazette* for details.

A2 - \$50,000

Visiting Scholars Program

Applications for support of Visiting Scholars may be made to a fund of up to \$50,000 apportioned to and administered by the deans of schools and faculties. This fund is intended to encourage academic visits by women, visible minorities, aboriginal peoples and people with disabilities, but other applications will be considered as well. Apply directly to the dean of your faculty or school.

Category B Support for Research

B1 A sum of \$190,000 is allocated to the Advisory Research Committee from the Principal's Development Fund in addition to the General Research Grant from SSHRC to fund the following three objectives:

- To provide support to new faculty members to assist them in beginning their research programs and in obtaining external funding.
- To provide seed funding in support of new research initiatives for established faculty members.
- To provide funding for SSHRC applicants whose individual grant applications received an adjudication of *approved but not funded* (category 4A), in the most recent competition.

Applications under sections i and ii of Category B1 will be submitted on ARC forms by Jan.31, 2003 for the 2003/2004 competition.

B2 A sum of \$100,000 is allocated to the Office of Research Services to provide conference travel support for new and established researchers.

Applications are accepted each year on Sept. 15, Jan. 15, and April 15. Application forms are available from the Office of Research Services.

Category C Support for Artistic Production

The Fund to Support Artistic Production is administered as Category C of the Principal's Development Fund. The sum of \$25,000 has been allocated to assist Queen's faculty artists in the production of artistic work such as: the creation of visual art, the writing of a novel, poem, play or screen play, the composition of music, the production of a motion picture, the performance of a play, a musical composition, a piece of performance art or the production of a master recording of the same.

The production or performance does not have to take place at Queen's. Only faculty artists may apply. Applications are available from The Office of Research Services, Fleming Hall, Jemmett 301. Deadline: Feb. 15, 2003.

Please contact Bonnie Stewart, in The Office of Research Services at ext: 74686, if you have any questions regarding eligibility or procedure.

Further information on categories B and C can be found on the Office of Research Services home page at www.queensu.ca/vpr/

Committees

Nominations for Coordinator of Canadian Studies

Annette Hayward's term as Coordinator of the Canadian Studies Program ends June 30, 2003. Nominations and self-nominations are invited for faculty members in the Faculty of Arts and Science to serve as Coordinator of the Canadian Studies Program. Nominations should be sent to Dr. Gordon E. Smith, Associate Dean, Faculty of Arts and Science, F300 Mackintosh-Corry (smithg@post.queensu.ca) by Friday, Feb.14.

Governance

Senate

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.

Senate Committee on Creative Arts and Public Lectures

The committee 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. 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 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 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 at www.queensu.ca/secretariat/senate/BV_CDTL.html. Proposals will be accepted for up to \$7,000 for the Brockington Visitorship and \$16,000 for the Dunning Trust Lecture. The successful applicant will be responsible for all aspects of the lecture. Deadline for submission is Friday, Feb. 28, 2003.

Elections to the Senate and the Board of Trustees

The University Secretariat reminds the University community that elections to the Senate and the Board of Trustees will take place during the months of Feb./March 2003 for the following positions:

1 Staff member – Senate – 3-year term to 2006

1 Staff member – Board of Trustees – 4-year term to 2007

1 Faculty/Librarian/Archivist – Board of Trustees – 4-year term until 2007

Nominations close Feb. 21 at 4 pm. Balloting takes place March 3-14. Polls close March 14 at 4 pm; results will be announced on the University Secretariat website by March 21. Nomination forms are available from deans, department heads, directors and managers, from the University Secretariat at B400 Mackintosh-Corry Hall or via the Secretariat website: www.queensu.ca/secretariat/election

PhD Examinations

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

Monday Jan. 27

Caglar Tukul, Mining Engineering. Interactions of Chelating Agents in the Processing of Complex Nickel-Copper Sulphide Ores with Emphasis on

Pyrrhotite Rejection. Supervisor: S. Kelebek. 350 Goodwin Hall, 9:30 am.

Thursday, Jan. 30

Harunobu Arima, Mining Engineering. Gold Extraction and Recovery By Using Ammonium Thiosulfate Solution. Supervisor: W.T. Yen. 350 Goodwin Hall, 1:30 pm.

Monday, Feb. 3

James Michael Greenwood-Lee, Mathematics and Statistics. Adaptive Evolution in Class-Structure Populations. Supervisor: P.D. Taylor. 505, Jeffrey, 1:30 pm.

Tuesday, Feb. 4

Anthony John Weis, Geography. On a precipice: Globalization and Small Farmers in Eastern Jamaica. Supervisor: J.B. Riddell. E310 Mackintosh-Corry, 2 pm.

Tuesday, Feb. 11

Homayoun Dayani-Fard, Computing. A Games-Based Foundation for Compositional Software

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Model Checking. Supervisor: J.I. Glasgow. 524 Goodwin, 10 am.

Friday, Feb. 14

Robert George May, English. Make This Your Canada: F.R. Scott and the Poetics of Social Justice in Canada, 1922 - 1982. Supervisor: T. Ware. 406 Watson, 1 pm.

Notices

Physical Education Centre

Recreation Skate Cancellations
Sat. Feb. 8 4:30-5:20 pm
Sat. Feb. 15 4:30-5:20 pm

Recreation Jogging Cancellation

Fri. Jan. 31 6:30-10:30 pm
Sat. Feb. 1 6:30-10:30 pm
Fri. Feb. 7 6:30-10:30 pm
Sat. Feb. 8 1:30-5:30 pm
and 6:30-10:30 pm

Fri. Feb. 14 6:30-10:30 pm
Sat. Feb. 15 1:30-5:30 pm
Sun. Feb. 16 1:30-5:30 pm

Recreation Swim Cancellations

Fri. Feb. 14 10:30-11:30 pm
Sat. Feb. 15 4:30-6 pm
Sun. Feb. 16 4:30-6 pm

Family Swim Cancellations

Sat. Feb. 15 10-11:30 am
Sun. Feb. 16 3-4:15 pm

Note: Cancellations will be published in the *Gazette*, posted in the main lobby of the P.E.C. and at www.goldengaels.com

ISS golf lessons beginner and advanced

Classes begin Feb 25. Instructor: Burt Kea, level 3 CPGA. Registration: 533-6000 ext. 74717, or in person at the Physical Education Centre.

Surplus Items

The machine shop at Chemical Engineering offers for sale equipment, tools and supplies. For a complete list of items, go to: www.notes.queensu.ca/finance.nsf. Click on the news link and then follow the used equipment link for a complete list of items. The equipment is being sold as a lot, and there will be no bids accepted on individual items. Please note that there is a reserved bid. The successful bidder is responsible for the removal of all equipment, tools and supplies within two weeks of notification – they must be removed by Feb.14, 2003. For further information and to view these items, contact Steve Hodgson at 533-6679.

Submit sealed bids marked "Machine Shop/Chem. Eng." to Patti George, Purchasing Services by noon on Jan 30, 2003. Please mark bids "CONFIDENTIAL."

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

Queen's University reserves the right to withdraw the offer of sale if the "Reserve Bid" is not met. Only successful bidders will be notified.

Volunteers

Exercise

The Respiratory Investigation Unit needs healthy normal weight and overweight non-smoking participants between 40 and 75 years old to perform an exercise test and detailed pulmonary function tests for a study looking at the effects of body weight on exercise performance and lung function. Study-related expenses will be reimbursed. Contact The Respiratory Investi-

gation Unit, KGH, 549-6666 ext. 4890 (Lori) or 4950 (Kathy).

Sleep research

The Sleep Disorders Laboratory is looking for healthy participants between 18 and 75 years old. Compensation will be paid. Contact Alison at the Sleep Disorders Laboratory, KGH, 549-6666 ext. 3347, alisonurton@hotmail.com.

Depression

The Department of Psychiatry needs subjects who have stable coronary artery disease and suffer from depression and are not currently receiving treatment for depression. The study compares interpersonal psychotherapy and anti-depressant medication. Volunteers must be willing to come to Hotel Dieu Hospital for 12 weekly therapy sessions. Travel expenses will be covered. Contact Dr. Louis van Zyl or Joan Bowie at 544-3400 ext. 2355.

CALENDAR

Art

The Agnes Etherington Art Centre

University Avenue

Ongoing exhibitions – Contemporary Feature Gallery, Crack to Feb. 9; Historical Feature and R. Fraser Elliott Galleries, In a Foreign Country: Images of 18th and 19th Century Canada to July 20; The Bader Gallery, Contemporary Imagination to Aug. 17; African and Frances K. Smith Galleries, A Forest of Flowers – Words and Sculpture of West Africa, to Oct. 12; Instant Criticism of Illusionism, Samuel J. Zacks Gallery, Feb. 1 to April 27. **Fragrances of Time and Space:** Block D, the Davies Foundation Gallery, Feb. 8 to May 11.

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

Events

Art Matters, Words and Sculpture of West Africa, Pat Sullivan, Queen's, Thursday, Feb. 6, 12:15 pm.

www.queensu.ca/ageh/

Union Gallery Stauffer Library

Imitation of Christ. Queen's art students Lucia Chung and Sarah Kim explore the different facets of religion to Feb. 4.

Cézanne's Closet. Annual gala fundraiser, Biosciences Complex, Arch Street, Feb. 8, 8 pm, (pre-view at 7 pm). Further information: 533-3171, ugallery@post.queensu.ca

Drama

Tuesday, Feb. 4 – Saturday, Feb. 8 Les Belles Soeurs by Michel Tremblay, directed by Craig Walker. Convocation Hall, 8 pm (also Feb. 8 matinee at 2 pm). Tickets \$10; \$8 students/seniors. Information 533-2104, www.queensu.ca/drama.

Film

Sunday, Feb. 9 **Cinema Kingston** *Rabbit Proof Fence* by Phillip

Noyce (94 min. Australia). Runner-up for Toronto International Film Festival's People's Choice Award, based on a true story about three aboriginal girls in 1930's Australia who are taken from their homes by the government to be trained as servants for a white family. Etherington Auditorium, 94 Stuart Street. 7:30 pm, \$8 at the door..

Music

Wednesday, Jan. 29

Music at Queen's **Linda Brady**, McGill University. Studio recital with works by Schumann, Ravel and Liszt. 124 Harrison-LeCaine, 1:30 pm. Free.

Thursday, Jan. 30

Tim Brady, Montreal. Guitarist and composer in solo concert of his music. 120 Harrison-LeCaine, 8:30 pm. Free.

Friday, Jan. 31

Thalia Myers (UK). A lecture-recital of new works. 124 Harrison-LeCaine, 12:30 pm. Free.

Justin Kolb, American pianist. Interactive lecture, Know the Score – Inspiration and motivation for life after music school. 124 Harrison-LeCaine, 2:30 pm. Free.

Justin Kolb, recital including Liszt's transcription of Beethoven's Fifth Symphony and Gershwin's Rhapsody in Blue. Dunning Auditorium, 7:30 pm. \$6 adults, \$3 students and seniors, at the door.

Saturday, Feb. 1 **Caroline Oltmanns**, Ohio State University, conducts a Master Class. 124 Harrison-LeCaine, 3:30 pm. Free.

Sunday, Feb. 2

Caroline Oltmanns presents a recital of works by D. Scarlatti, Mozart, Beethoven, Chopin, Liszt, Debussy and Jamie Wilding. Dunning Auditorium, 2 pm. \$6 adults, \$3 students and seniors, at the door.

Wednesday, Feb. 5

Mosaic, a concert of contemporary music, featuring compositions by School of Music faculty and students. 120 Harrison-LeCaine, 8:30 pm. Free.

Faculty Recital Series

Friday, Feb. 7

Kristi Allik and Robert Mulder in *Infoweaver: Haida Gwaii*, a multimedia composition focusing on the landscape of the Queen Charlotte Islands. Agnes Etherington, 8 pm. Admission: contact PAO, 533-2558.

Saturday, Feb. 8

Carol-Lynn Reifel, Bruce Kelly, Barbara Bolte, Donelda Gartshore, Wolf Tormann, Gisèle Dalbec-Szczesniak and Dina Namer. From the Italian Concerto to the Coffee Cantata, some of the best-loved works of J.S. Bach. Grant Hall, 8 pm. Admission: Contact PAO, 533-2558.

Thursday, Feb. 13, Friday, Feb. 14

A Night in Vienna An evening of Austrian music, song and dance. Proceeds to School of Music Grand Piano Fund. Grant Hall. 7:30 pm. Admission \$25 table seating, \$10 balcony seating. Tickets available from PAO, 533-2558.

Departmental seminar schedules

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

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

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

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

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

Pharmacology/Toxicology www.meds-ss10.meds.queensu.ca/medicine/pharm/ <http://medss10.meds.queensu.ca/medicine/pharm/>

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

Public Lectures

Tuesday, Jan. 28

Integrated Learning Centre Alan Darlington, University of Guelph. The biofiltration of

indoor air: a new solution to an old problem. B147 Botterell, 1:30 pm.

Wednesday, Jan. 29

2003 Brockington Lecture Gavin Kitching, University of New South Wales. Globalization and nationalism. Stirling B, 7 pm.

Education

Romulo Magsino, University of Manitoba. Multiculturalism reconsidered: implications for schooling and teacher education. Vernon Ready Room, Duncan McArthur Hall, 6:30 pm.

Thursday, Jan. 30

Ban Righ Centre

John Smol, Queen's. Greenhouse warming: the science, the confusion, the problems and the challenges. Noon.

Friday, Jan 31

School of Physical and Health Education

Joe Baker and Sean Horton: Kenyan running dominance: the role of stereotypes on human performance. 205 Physical Education Centre, 11:30 am.

Monday, Feb. 3

Art History

Mark Cheetham, University of Toronto. "Seeing sight"? A reflection on non-representation and the mirror. 202 Policy Studies, 4:30 pm.

Tuesday, Feb 4

Art

2002 - 2003 Visiting Artist Lecture Series

Tony Scherman, Toronto. World-renowned artist; two of his recent series are currently on tour in North America – "Chasing Napoleon" and "The Blue Highway". Dunning Auditorium. 4:30 pm.

Ban Righ Centre

Tri-Science specialists discuss fitness basics – what you need to know to train well and minimize your risk of injury. Noon.

History of Medicine

15th Annual Hannah Happening.

Murray McQuigge, Walkerton's Former Medical Officer of Health. Walkerton: before, during and after, B143 Botterell, 12:30 pm.

Newman House

Joseph Pearce, two lectures.

HELP LINES

Campus Security Emergency Report Centre:

533-6111

Human Rights Office

533-6886
Irene Bujara, Director

Sexual Harassment Complainant Advisors:

Margot Coulter, Coordinator
533-6629

Millard Schumaker – Religion
533-2106 ext. 74323

Chuck Vetere – Student Counselling
533-2893 ext. 77978

Anti-Racism Complainant Advisors:

Stephanie Simpson, Coordinator
533-6886

Audrey Kobayashi – Geography,
533-3035

Anti-Heterosexism/Transphobia Complainant Advisors:

Julie Darke, Coordinator
533-6886

Eleanor MacDonald, Politics
533-6631

Coordinator of Dispute Resolution Mechanisms:

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

Sexual Harassment Respondent Advisors:

Paul Banfield – Archives
533-6000 ext. 74460

Mike Stefano – Purchasing
533-6000 ext. 74232

Greg Wanless – Drama
533-6000 ext. 74330

Anti-Racism Respondent Advisor:

Ellie Deir – Education
533-6000 ext. 77673

Internal Dispute Resolution

SGPS Student Advisor Program
533-3169

University Grievance Advisors – Students:

Adrienne Clarke – University Secretariat
533-6495

University Grievance Advisors – Staff:

Jane Baldwin – Surgery
533-6302

Kathy Beers – Student Affairs
533-6944

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

Ahmed Kayssi
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.

DRUMMING UP SOME FUN



STEPHEN WILD

Njacko Backo, assisted by Valery Woloshyn, shares the music and stories of his native French Cameroon recently at the Agnes Etherington Art Centre. The program was part of the centre's family programming, supported by The Community Foundation of Greater Kingston.

Tolkien: the man, his writing and his philosophy, exploring the importance of Tolkien's Christian faith in his life and work, 3 pm. A focus on The Lord of the Rings trilogy, 7 pm, Walter Light Hall.

Wednesday, Feb. 5

History

Karen Dubinsky, Queen's. Babies without borders: A history of interracial and international adoption. 517 Watson, noon.

Tuesday, Feb. 11

CIHR Transdisciplinary Training program

Lilia Antonova, Stress and breast cancer: hydrocortisone regulation of BRCA1 expression. Richardson Amphitheatre, Richardson Hall, 4 pm.

Wednesday, Feb. 12

Ban Righ Centre

Jackie Davies, Philosophy, Rabbi Justin Lewis, Jewish Studies. Can You Be a Jew and a Feminist Too? Noon.

Special Events

Thursday, Jan. 29

Career Services

Summer Job Fair 2003. Grant Hall, 10:30 am - 2:30 pm. Details: careers.queensu.ca.

April 3 - April 6

The Ban Righ Centre

Springtime in New York City! \$429. Thursday, April 3 - Sunday, April 6. For information call Karen Knight 533-2976 or email kk9@post.queensu.ca.

Courses and Workshops

QUILL Lecture Series

B201 Mackintosh-Corry, 2 pm

Feb. 2 - Victoria Pearson, Let the world be your classroom.

Feb. 9 - Harry McCaughey, Climate change and global warming - An environmental challenge.

School of English

TESL Certificate Course

Jan. 28 - March 13

Tuesdays and Thursdays, 7-9 pm, (excluding Feb. 18 and 20).

Optional practicum week: March 3 - 7. Cost: \$380 including materials. Room to be announced, 7-9 pm. For further information, contact: School of English, 533-2472. Email: soe@post.queensu.ca, www.queensu.ca/soe/TESL.html.

Theological College

Understanding and Dealing with Organizational Conflict, **March 3-7**

Instructor: Ruth Sirman, Can-Mediate Consulting. \$680. 9:30 am to 4:30 pm, 226 Theological College. Register by Feb. 7. For information contact Lynda Price, 533-3170 or qtconed@post.queensu.ca.



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(No thanks)

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To ensure we get your information correct, submissions to the *Gazette* Calendar must appear in the following format: date, department, speaker's name and affiliation, title of lecture, place, time.

You are reminded that the next *Gazette* deadline is Monday, Feb. 3 at noon.