



QUEEN'S GAZETTE



U.S. Army backs cancer research P8

A different kind of toboggan race P10



Good news for education

BUDGET SHOWS STRONG SUPPORT FOR RESEARCH, GRADUATE WORK

By CELIA RUSSELL

Continued federal support for the indirect costs of research, new scholarships for graduate

students and increased funding for federal granting agencies have given Queen's administrators and researchers reason to smile.

In his budget speech last Tuesday, Finance Minister John Manley announced that \$1.7 billion would go to promote research and innovation, and create a graduate scholarship program for supporting 2,000 masters and 2,000 doctoral stu-

dents each year. The budget also provides \$60 million over two years to improve the Canada Student Loans Program. And, in a move applauded by Arctic researcher John Smol, the government has demonstrated a renewed commitment to the crucial area of northern science.

"We are delighted with this announcement," says Kerry Rowe, Vice-Principal (Research).

"The Government of Canada's recognition of the importance of funding the indirect costs of federally funded research is very much appreciated.

"We look forward to working with them on this initiative. In addition, we are extremely pleased that the government has demonstrated such a strong commitment to university research and has recognized that addition-

al funding is critical to permit universities to meet the growing costs of sustaining vibrant research programs."

Beginning in 2003-04, the government will provide \$225 million a year through the granting councils to help fund the indirect costs of federally supported research at universities, colleges and research hospitals.

See GOOD NEWS: Page 2

QUEEN'S LAW IN LIVING COLOUR



STEPHEN WILD

Fine arts student Marisa Moreland (left) shows off her winning poster, first in an annual competition presented by the Faculty of Law. Legal publisher Thomson Carswell provided \$1,000 prize money for the winning entry. Also pictured are Nick Pengelley, law professor and library director; Kristin Knoepfli, Carswell student representative Kristin Knoepfli and Carswell representative Bonnie Preece. Copies are \$10 and available at the Law Library. Any profit will go toward further redevelopment and refurbishment of library facilities.

Exploring research ownership

SPEAKER SERIES AIMS TO RAISE AWARENESS AMONG UNIVERSITY FACULTY AND STAFF

Issues relating to intellectual property and the commercialization of university research are the focus of a new educational initiative launched by PARTEQ Innovations.

The first in a series of educational forums takes place Wednesday, March 5, when PARTEQ presents Issues surrounding the ownership of intellectual property: Canadian and U.S. perspectives.

International experts in the field of intellectual property law, Douglas Deeth of Deeth Williams Wall LLP, Toronto, and David Brook of Hamilton, Brook, Smith & Reynolds, Concord MA, will address intellectual property-related issues from Canadian and U.S. standpoints, including joint ownership, ownership liability, and the implications of ownership in the commercialization process. They will illustrate their talks with case histories and take questions from the audience.

"In return for the recently announced federal funding of the indirect costs of research, Canada's universities have committed to tripling their commercialization revenues over the next decade," says John Molloy, President & CEO of PARTEQ Innovations.

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Good news for education

GOOD NEWS: continued from page 1

As university-based research has increased in Canada in recent years, the indirect costs associated with it have also risen.

The government first announced support of indirect research costs over a year ago. The Dec. 10, 2001 budget allotted \$200 million to help support world-class research facilities and respond to the needs of Canada's smaller universities in their efforts to become more research-oriented. The infrastructure commitment also received endorsement from the Association of Universities and Colleges of Canada.

"With a permanent program like this in place, we look forward to the federal government building on this investment to ensure our future competitiveness," says AUCC President Robert Giroux.

Budgets of the three granting councils will be increased by \$125 million, or about 10 per cent. The Canadian Institutes of Health Research will receive an additional \$55 million, the Natural Sciences and Engineering Research Council will get \$55 million, and the Social Sciences and Humanities Research Council will receive \$15 million. Additional funding will help support new researchers and translate discoveries into commercial and social benefits for Canadians.

New graduate scholarship funding will be of particular help to those in the social sciences, says Ulrich Scheck, dean of the School of Graduate Studies and Research.

"The news that \$105 million annually will be allocated to create new Canada Graduate Scholarships is wonderful news for graduate education at Queen's. I am especially pleased that 60 per cent of these new scholarships will go to students in the humanities and social sciences. We have a number of excellent graduate programs in these areas that deserve more recognition. The scholarships will assist them greatly in their efforts to recruit first-rate master's and doctoral students."

Scholarships at the doctoral level will be for three years and will provide students with an annual award of \$35,000, while master's students will get \$17,500 for one year. The scholarship program will begin in 2003-04 with an initial allocation of about \$25 million, growing to \$55 million in year two, and \$105 million a year by the fourth year.

The federal government's renewed commitment to northern science came just in the nick of time, says John Smol of the Biology department.

The federal commitment to

provide \$16 million over the next two years has averted a crisis in Arctic research.

"We were at the edge of the table and about to fall off," says Dr. Smol, who serves on a parliamentary committee looking at ways to increase the profile of Arctic funding. An additional \$6 million over the next two years to the Polar Continental Shelf Project will help provide air transport and land-based infrastructure to Arctic

"We were at the edge of the table and about to fall off."

John Smol

researchers such as Dr. Smol.

A further \$10 million over two years will be provided for the Targeted Geoscience Initiative, allowing the program's mission to be extended to the energy sector, including energy-oriented activities in Canada's North. The granting councils will also be asked to increase their support for northern research as part of the increased funding they receive in this budget.

"The funding won't solve everything, but it is a significant course correction and certainly in the right direction."

The Arctic makes up more than half of Canada's land mass, yet is totally understudied, says Dr. Smol, who studies climate change. Research is crucial – not only is the Arctic one of the first areas to show signs of global warming, it also is the first to show signs of pollution from contaminants. For example, pesticides used further south show up in the high Arctic because of aerial transport, also known as the grasshopper effect, and manifest in high concentrations in humans and other mammals.

"With greenhouse warming in general, the opening of waterways could become a sovereignty issue. There is a possibility for a lot more movement of ships through the Canadian Arctic and the impact of this on the environment remains to be seen."

Last week's budget also addressed the concerns of students dealing with rising tuition. They can now make up to \$1,700 a year, up from \$600 before their income reduces the amount they are eligible to borrow through student loans. They can also accept scholarships up to \$1,800 before the amount they can borrow is cut.

The government also plans a one-time, \$12-million endow-

ment to create a post-secondary scholarship program for Aboriginal students, part of a \$72-million commitment to scholarships, primary education and training.

It also plans to spend \$100-million to create an institute to monitor education Canada-wide.

www.aucc.ca, www.fin.gc.ca

Other new research initiatives

A number of other new research initiatives were announced in the budget, including:

- \$75 million as a one-time allocation to Genome Canada for large-scale projects for applied health genomics;
- an additional \$500 million in 2002-03 to the Canada Foundation for Innovation to enhance support for state-of-the-art health research facilities at research hospitals;
- \$20 million to the Medical and Related Sciences (or MaRS) Project, an initiative founded to help commercialize medical research;
- an additional \$25 million a year for two years for the National Research Council to strengthen the Industrial Research Assistance Program and \$10 million a year to support Canada's participation in leading-edge astronomy projects and to establish two new regional innovation centres in Charlotte-town and Regina;
- a \$15 million one-time allocation to the Rick Hansen Man in Motion Foundation to help attract and retain researchers and to support them in translating their research into clinical therapies.

Exploring research ownership

RESEARCH OWNERSHIP: continued from page 1

"It is therefore important that faculty and staff have a better understanding of the commercialization process. Through our speaker series, we hope to stimulate discussion and raise awareness about the implications and issues surrounding the commercialization of pub-

licly funded research," he says.

The event takes place in the Biosciences Complex, Lecture Theatre 1101, from 4:30 to 6 pm.

Faculty, staff and graduate students are welcome. For information, please call PARTEQ Innovations, 533-2342.

IN BRIEF

New contract for CUPE Local 254

Members of CUPE Local 254, which represents approximately 110 technical employees at Queen's, voted last week to accept the tentative agreement reached as part of the conciliation process.

The new contract was accepted by eighty six per cent of those voting and runs from July 1, 2002 to June 30, 2003.

Clarification

An overly enthusiastic use of "zero" and a misplaced comma led to an inaccuracy in the Feb. 10 *Gazette* story (*Career Services under-resourced, university review finds*, p.3). The office runs more than 1,600 personal career counselling sessions each year, not 16,000 as originally reported.



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THE POWER OF MUSIC



STEPHEN WILD

Faith Nolan belts out a number at Wallace Hall in the John Deutsch University Centre. The singer-songwriter-activist visited Queen's earlier this month as the 2003 Robert Sutherland Visitor. In addition to a free concert, she also delivered a talk on her recent work challenging the prison industrial complex. The visitorship recognizes Robert Sutherland (1830-1878) the first person of African heritage to graduate from Queen's. For a complete listing of Black History Month events, see www.web.net/~opirgin/BHMK.html

Southern African research gets \$620,000 boost

A Queen's researcher has received \$620,000 to continue research related to improving living conditions of the urban poor in Southern Africa.

David McDonald (Geography, Development Studies) received the funding for a second phase of his Municipal Services Project. This three-year phase will expand the project geographically and thematically to health issues related to water and sanitation in Southern Africa. The project is funded by the International Development Research Centre (IDRC) of Canada.

One of the most enduring legacies of apartheid is the lack of basic municipal services in the former townships and "bantustans" of South Africa. African areas remain the most underserved, with approximately two-thirds of African households living without access to electricity, flush toilets, refuse removal or indoor plumbing. Service delivery tends to be better in coloured and Asian areas, but overcrowded and dilapidated public housing remains prevalent in these communities – as do an increasing number of informal settlements with little

or no service delivery.

The Municipal Services Project (MSP) is a multi-year research, policy and educational initiative examining the restructuring of municipal services in South(ern) Africa. The project's central research interests are the impacts of decentralization, privatization, cost recovery and community participation on the delivery of basic services to the rural and urban poor. The research has a participatory and capacity building focus in that it involves graduate students, labour groups, NGOs and community organizations in data gathering and analysis.

Research results are disseminated in the form of an occasional papers series, a project newsletter, academic articles/books, popular media, television documentaries and the internet.

Queen's research partners are the University of the Witwatersrand (Johannesburg), the International Labour Resource and Information Group (Cape Town), the South African Municipal Workers Union, and the Canadian Union of Public Employees. www.queensu.ca/msp

Frost Wing walls set to tumble this June

By CELIA RUSSELL

The demolition of Frost Wing at the rear of Gordon Hall, the former Chemistry building, will take place a few months later than originally scheduled.

"It will be early June before we see the walls come tumbling down," says Construction Manager Pat Caulfeild.

The \$1.2-million demolition was to have begun in late spring.

"One reason for leaving the Frost Wing up for now is that it holds the fume hood fan for Nickle Hall (next door)," says Mr. Caulfeild.

The job is scheduled for completion by August.

Plans are in the works to recreate a memorial quadrangle on the site to replace one that existed on the site before the Frost Wing was built in 1961 (with a second phase in 1968).

An underground expansion of the Campus Bookstore's textbook section at the north end (Frost Wing side) will begin next door on May 1.

The plan is to have all the texts on one level, says Mr. Caulfeild. A kiosk with stairs will lead to the new lower level.

Future plans include expanding the main and second levels above the newly expanded underground level.

The Board of Trustees approved the \$1.2 million demolition of the Frost Wing last fall. With \$9 million in deferred maintenance needed to bring the wing up to standard, "there was a huge enthusiasm on the part of the Campus Planning and Development Committee for demolishing the wing," committee chair Dan Burns told trustees.

Venture funds help to bring solar water heater to market

An appliance developed jointly by Stephen Harrison (Mechanical Engineering) and EnerWorks of London, Ont., has received a \$1.25-million boost to bring it to market.

The funding, \$610,000 from E2 Venture Fund Inc. of Toronto and \$360,000 from the newly established VentureLink Brighter Future Community Small Business Investment Funds, Inc., will be used to further refine a pre-market version of EnerWorks' residential solar-powered hot water heater, now being tested at Queen's Solar Calorimetric Laboratory and in Toronto. EnerWorks previously received \$250,000 from the Queen's

Working Ventures CMDF Scientific Breakthrough Fund, managed by PARTEQ Innovations.

The heater uses a unique back-flushing system that eliminates mineral buildup in the heat exchanger, a common problem in domestic solar hot water heaters that can lead to reduced performance. The design also significantly increases reliability by preventing the solar collectors from overheating, which can happen if the appliance is not used during warm weather (for example, when a family goes away on summer vacation.)

Because the appliance uses free solar energy to heat water,

it saves more than 50 per cent or about \$300, in annual residential water-heating energy costs, or 100 per cent of the water-heating energy needs of a three-season cottage.

At an anticipated installed cost of about CDN \$2,500, the EnerWorks appliance delivers clean energy at \$0.07/kWh, and is considered to be more reliable and affordable to consumers than other systems currently available. EnerWorks' residential solar hot water appliances are expected to go on the market by spring 2004, with commercial products scheduled for release later this year.



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How children lie, corporate accountability and lawyers' conduct in the news

QUEEN'S IN THE NEWS

Highlights of Queen's experts in the media.

■ Feb. 4 – Feb. 18

Doug Bland (Policy Studies) comments in the *National Post* about how a projected infusion of funds to the Canadian Armed Forces will not stop the decline of its capabilities and in the *Ottawa Citizen* about Canada's possible role in a war with Iraq. These stories are carried in media across the country including the *St. John's Telegram*, *The Kingston*

Whig-Standard, *The Edmonton Journal*, and the *Vancouver Sun*.



Spirydowicz

Krysiya Spirydowicz (Art Conservation) is interviewed on *CBC Radio's Ontario Morning*, the *Arts Report*, *Regional News* broadcasts and *The Kingston Whig-Standard* about the preservation of the bronze statue of Sir John A. Macdonald in City Park.

Douglas Reid (Business) comments extensively about Air Canada's efforts to recover

from major losses last year, most recently in the *Globe and Mail*, *National Post* and *Ottawa Citizen*. The stories are carried in newspapers across the country including *Halifax Daily News*, *The St. John's Telegram*, *Ottawa Sun*, *The Kingston Whig-Standard*, *Hamilton Spectator*, *London Free Press*, *Calgary Sun*, *Edmonton Journal*, *Vancouver Sun* and *Victoria Times Colonist*.

In a *Globe and Mail* story, **Erik Lockhart** (Executive Decision Centre) discusses group decision support system software developed at the Queen's centre to rid the decision-making process of personality.



Crawford

Bob Crawford (Student Affairs) comments in a *Globe and Mail* story about how universities are dealing with lineups for services on Ontario campuses brought about by the double cohort.

New research by **Kang Lee**, **Susan Murphy** and **Victoria Talwar** (Psychology) that finds most children as young as three will fabricate their own feelings to avoid hurting or offending adults is highlighted in the *National Post*.



Aiken

Sharryn J. Aiken (Law) comments in a *National Post* story about the default rate for loans through the Immigrant Loans Program.

Sam Shortt (Centre for Health Services and Policy Research) comments in the *Globe and Mail* about his seven-year Queen's study that found rich and poor Canadians are waiting equal time for surgery. The story received coverage across the country including the *Toronto*

Star, *St. John's Telegram*, *Montreal Gazette*, *The Sudbury Star*, *The Toronto Sun*, *The Kingston Whig-Standard* and *The Calgary Herald*.

A front-page *Kingston Whig-Standard* story highlights \$1.2 million in funding for production of a new technology to make solar-powered home heating reliable and affordable by Queen's PARTEQ Innovation's spin off company EnerWorks. **Stephen Harrison** (Mechanical Engineering) and **John Molloy** (PARTEQ) comment on the new technology.



Rosenberg

Mark Rosenberg (Geography) comments in *The Kingston Whig-Standard* about the effects of Kingston's aging population on health care.

The Kingston Whig-Standard covers **Dr. Stephen Hall** (Oncology) and **Dr. Patti Groome**'s (Epidemiology) \$325,000 three-year grant to conduct an "outcomes study" comparing the effectiveness of a decade of different treatments for carcinoma of the hypopharynx.

Kimberley Shaw (Fitness and Lifestyle Centre) comments in a *Kingston Whig-Standard* story about a Ministry of Education pilot aimed at entrenching 30 minutes of non-competitive physical activity a day into the curriculum of both public and separate school boards.



Harrison

Margaret Harrison's (Nursing) findings from a study on the treatment of congestive heart failure and adapted for distribution in booklet form by The Ontario Heart and Stroke Foundation are covered by *The Kingston Whig-Standard*, *GTO 960* and *CKLC-CHUM* radio.

Kathleen Lahey (Law) comments in a *Calgary Herald* story about three gay couples she is representing who want the same rights to marry as heterosexual couples. The story is also carried in the *Vancouver Sun*.



Pegley

Karen Pegley (Music) discusses post-Sept.11 benefit concerts in a *Hamilton Spectator* story about the limitations of post-modern theory in studying the punk scene.

Jan Allen (Agnes Etherington) appears on TV Ontario's *Studio Two* to discuss the Agnes Etherington Art Centre and present a tour of the current exhibition *Crack*, focusing on several works in that exhibition.



McDonald

A *CBC Radio One* special on water privatization/cost recovery in South Africa highlights **David McDonald**'s (Development Studies)

Municipal Services Project research, which focuses on the impacts of decentralization, privatization, cost-recovery and community participation in the delivery of basic services to the rural and urban poor.

Anita Anand (Law) is featured on the popular *Rafe Mair Show*, *CKNW Radio* (Vancouver) talking about corporate accountability and lawyers' conduct.



Rose

Jonathan Rose (Political Studies) participates in a panel discussion on *CBC TV's Newsworld* about the media's "marketing" of the impending war in Iraq.

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Number of women managers increases but male work culture still dominates

According to a new Statistics Canada workplace survey, the number of female managers increased by 40 per cent over the past decade and the number of women defining themselves as senior management more than doubled. As well, increasing numbers of women are moving into information technology and finance jobs. Are women finally breaking the glass ceiling? The Queen's Gazette posed the following questions to Carol McKeen, an associate professor with Queen's School of Business and expert in gender issues in management, organizational behaviour, women in management and women in accounting.

G: Do the statistics in the recent workplace census report represent significant progress for women?

CM: Yes. In the past 10 years there has been significant progress in the numbers of women in management roles. However, there is still a significant dearth of women at senior decision-making levels of organizations, particularly at the board level. Even very senior women are much less likely than men to be in line positions, that is, those that directly affect the bottom line of the company. These women still report difficulty coping with a very masculine corporate culture and are pessimistic about

their opportunities for significant advancement. A study jointly sponsored by the Conference Board of Canada and the New York City based research organization Catalyst that examined perceptions of Canada's most senior women and male CEOs indicates that there is a significant gap in the perceptions of these two groups about women's satisfaction with their work lives, the barriers women face, why women decide to leave the cor-

The fact that more than 90 per cent of the senior women indicate that they had to develop a style comfortable to male managers to succeed gives us some idea of how they have coped in a masculine culture.

porate world and what they have had to do to succeed. For example, 33 per cent say they leave to find increased intellectual stimulation (which may indicate they feel stymied where they are) yet only 7 per cent of the male CEOs under-



CAROL MCKEEN

Q&A

stand this and cite it as a reason women leave. Similarly, one third of the women would leave to find compatible organizational values but only one sixth of the CEOs understand this issue for women. Both gaps indicate that women don't feel at home where they are and their senior male colleagues don't know that. The fact that more than 90 per cent of the senior women indicate that they had to develop a style comfortable to male managers to succeed gives us some idea of how they have coped in a masculine culture.

G: How do you explain the considerable increase in female managers?

CM: Business schools like Queen's have been sending out well-prepared undergraduates,

about 50 per cent of whom are female, for almost two decades – with that many talented women entering the workforce the numbers just have to increase. What isn't so obvious is whether these women move up as far as their equivalently educated male colleagues and what it is like for them. Are they able to do what men can do, that is, parent and be successful at work and feel at home in their work environments? When you talk to them, you find out that things could be much better for them and they are pessimistic about how far they can go in their organizations.

G: As women are moving into more management roles and high-skilled jobs traditionally held by men, is the salary gap closing?

CM: The salary gap does not seem to be budging, partly because women are still the ones who interrupt their careers for parenting (not just pregnancy) and this costs a lot in a career. In addition, women are still clustering in areas of firms, which are not paid the most – such as human resources. There is some evidence that, as in any patriarchal society, whatever is done by women is valued less than what is done by men. That is, if women suddenly begin to dominate in areas that are now

well paid, the financial rewards in that area will decline.

G: What does this survey tell us about the issue of career versus unpaid work?

CM: Very little. However, other studies indicate that employment outside the home, even well-paid employment exceeding her male partner's in remuneration, does not change the amount of non-paid work a woman does. In my research on the graduates of the Queen's School of Business, women graduates report doing far more of the unpaid work in their households than the male graduates, even when they are employed full time.

G: Do women still face barriers in the workplace?

CM: Yes. And the main ones seem to be subtle. Lack of access to powerful and influential mentors, lack of inclusion in important informal networks, lip-service from companies who say they are supportive of work-life balance and families but whose culture punishes those who take advantage of the policies, and organizational procedures and valued styles of leadership and decision-making that are more attuned to the way men have been socialized to do things. The lack of congruity between family-friendly policies and the organizational cultures of many companies also explains why virtually no men take advantage of paternity leave even when it is offered. They know that their careers will suffer more than the time they take would warrant. They fear they will be seen as "not committed" and not on the fast track. Women have been struggling with this for years and they still feel it as well. The influx into, and success of women in the Information Technology field may be attributable in part to the fact that this is a new area and has a more youthful culture – one, which is, characterized less by sexual stereotypes and a well-established old-boys network. Also, there is evidence that younger men want the same things women do – well-balanced lives and organizations that recognize this with supportive cultures.

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VIEWPOINT

CELIA RUSSELL
Queen's Gazette



In pursuit of ideas of highest quality

When I read Peter Taylor's vision of a new type of teaching environment for Queen's (*Consider carefully before you apply, Feb. 10 Viewpoint*), it sounded familiar. I lived it more than a generation ago.

Peter's proposal may be new for Queen's, but it is the norm at most British universities and has been for years.

As a second-year Queen's Arts student, I was looking for a change from my five-courses-15-hours-a-week-plus-seminars university schedule.

I enjoyed the course material, but my instructors seemed to rush through it. There was no time to linger on a particular subject or idea to discuss and learn about it more fully.

Midterms, exams, slide tests and more slide tests. Just thinking of slide tests makes me cringe.

Each month my classmates and I would sit in the dark in an Ontario Hall classroom, pens poised to dash off the name of the artist or architect, and the title and exact date of paintings, sculptures and buildings as their images flashed on the screen before us.

Is memorization what university is all about? I wondered, as I tried to remember if Giotto had painted the Stephaneschi Altarpiece in 1330 - or was it 1340? His bold, three-dimensional painting style placed him as the first genius of Italian Renaissance art, the professor told us. I wanted to learn more about why, but it was a survey course and it was time to move on.

And so did I.

The following year, I attended St. Andrews University in Scotland - a university that taught me, as Peter's proposed glossy recruitment poster says, not everything I needed to know, but presented me with ideas of the highest quality. Some of the learning was done in a large lecture theatre, but it was with a sense of excitement and occasion. I was given a significant amount of free time, and much of my learning took place outside of the required courses. I was given good problems and struggled with them seriously. And most importantly, I was with an awesome collection of fellow students, with whom I shared insights and many of whom I keep in touch with to this day.

I studied three courses - Modern History (in a lecture theatre with about 100 others), British Archaeology (in a seminar room with about 20 others) and Renaissance Art in Venice (in a conference room with five others) totaling slightly more than 10 lecture hours per week.

In each course, curriculum and class time gave way to flexibility, for opportunities for students and instructor to discuss ideas in a larger context, and their relevance to modern-day thinking and practice.

Gallery tours, field trips to archaeological and historical sites, debates with classmates over a pint at one of St. Andrews's many pubs, music and Italian lessons, running with the cross-country team on the town's expansive sandy beach (the same beach featured in the Oscar-winning movie "Chariots of Fire"), residence life in a 19th century Scottish mansion, student traditions such as the Sunday pier walk, a three-week adventure to Italy and Greece during the Easter break all enriched the experience.

I returned to Queen's the next year with a renewed enthusiasm for learning, tempered somewhat by the discovery that the three courses I completed at St. Andrews (one with merit) translated into three Queen's credits plus two "unspecified" credits. The "Blakean grains of sand" Peter refers to did not apply in my particular case.

Don't get me wrong - I enjoyed my four years at Queen's and am proud to be counted among its alumni. But I will continue to have affection for the British university education system.

Over the past several months, professors Peter Taylor, John Meisel and Clarke Mackey have written related Viewpoints on the idea of overhauling Queen's current structure to place more emphasis on a student-centred academic atmosphere.

I encourage others in the university community to continue this dialogue by contributing a Viewpoint column to the *Gazette*.

If you have opinions to share on this or on other topics related to higher education, we want to hear from you.

Celia Russell is editor of the *Queen's Gazette*.
gazette@post.queensu.ca

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: 1984



LISA LOWRY

Elizabeth and Justin Lang, on a visit to the Agnes Etherington Art Centre, pose with some of the African Art collection they donated to the gallery. If you can supply additional details about the photo, please email them to gazette@post.queensu.ca.

Letter

More staff news needed in Gazette

I am impressed with the new format of the *Gazette*. I enjoy the layout, content and depth of the publication.

I would, however, love to see greater coverage of Queen's staff.

Let's remember to notify the *Gazette* of staff news and accomplishments and write to the editor regarding issues that concern us.

We have lots to say, so let's share it.

Spring Forsberg
President
Queen's University Staff
Association

Accessible bike racks please winter cyclists

Further to the letter in the Feb. 10 *Gazette* (*Stellar performance from PPS*), I would also like to compliment the work of the Physical Plant Services snow removal crew.

They have done an excellent job clearing out many of the bike racks on campus. Although winter cycling may not be for everyone, the avid cyclists who do ride through the winter appreciate their efforts.

If you would like to promote cycling at Queen's, help improve cycling facilities, or exchange cycling tips on commuting, contact

me at the Phys-Ed Centre at rt8@post.queensu.ca. To subscribe to the Queen's Bicycle Users' Group mailing list, send a blank e-mail to qbug-subscribe@topica.com.

Ross Trethewey
QBUG founder

More details on Chemistry photo

The woman (with big glasses) in the foreground of the FG15 Chemistry photo (Queen's Flashback: 1988, in the Jan. 27 *Gazette*) is Robin Lee, originally Chemistry '89 then transferred to Engineering Chemistry '90.

Geoff LeBoldus
Information Technology Services



Geoff LeBoldus identified the woman with the glasses as Engineering Chemistry student Robin Lee.

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.

Study Centre encourages discovery and vitality

For the students who are at the International Study Centre and those who have been here, there is no doubt that the beauty of the location, the daily interaction with faculty and staff in a dynamic community, the remarkable experiential learning of the carefully integrated field studies program which takes them to sites all over the UK and to Europe, the quality of the classroom teaching, the friendships nourished in such proximity – all these make for a time of intense, shared learning and personal growth that is already quite special.

Alumni recall it nostalgically in their continuing communications, and the new students begin to marvel at it as early as a week or two into the term.

Of course, Queen's students already share a point of reference, which is only enhanced in such an adventure.

But how remarkable to see the ease with which students freshly arrived from other universities, from other countries, absorb and become absorbed by all that they discover here.

In only the second week of term, the Mexican cohort, embraced by everyone, launched a photography club – complete with developing facilities and a planned term-end exhibition – to their epic basketball feats and idiosyncratic culinary proposals; a young American student has found herself already engaged in volunteering in a local school, joining a writing group, and preparing a letter/article on the castle for her



DAVID BEVAN

Notes From Herstonceux

home university newspaper.

And Queen's, CUSAP partner, American and other university students have come together too – with a view to eventual harmony – in a newly-formed "Divine ISC Orchestra" (DISCO-sic!) comprising an almost infinite variety of instruments, some previously unknown.

There is a similar engagement and vitality among the faculty – so remarkably young and unjaded to anyone who has lived too long in the customarily greying groves of academe.

The enthusiasm to discover each other's teaching approaches and research interests, to explore together interdisciplinary innovation, to think outside the box of conventional academic constraint, to dream of what might be possible, uniquely, at the ISC, is both refreshing and infectious. It offers much in the immediate, and promises still more, if facilitated, for the future.

But, however much is already evident, however much has been

accomplished since 1994, there is no doubt that the most significant challenges are still to be met. Among the most pressing, one could point to the conceiving of a program and a pedagogy which derive from and exploit better the particularity of the institution and its setting; to the affirmation of the truly distinctive educational identity that will result; to securing enhanced cultural and socio-economic diversity among those who make up the student body, who learn so much from each other; to more effective marketing, especially to upper-year students from all parts of the world, of the multi-faceted "value-added" quality, available at the ISC in a way which is not the case in traditional bi-lateral exchange situations; to putting in place, as possible, more attractive conditions for faculty, to ensure a sufficient measure of continuity.

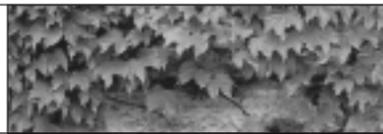
And when all this has been achieved, there will always be a new future to be planned.

Given some of the concerns of the last eight years, this is an ambitious agenda, but a very necessary one. It is one, which will validate and build on past accomplishments and, ultimately, guarantee the future financial and educational viability of the endeavour. Dr. Bader's initial vision and continuing generosity deserve no less.

Part two of two.

David Bevan is Executive Director of the International Study Centre.

UNIVERSITY ROUNDUP



Cyberspace citations curbed

A new study shows that students in a course at Cornell University have generally been using fewer scholarly materials in their library research. Called Effect of the Web on Undergraduate Citation Behaviour, the study found an alarming drop in the use of book citations (from 30 to 16 per cent over three years) accompanied by a rather sharp rise in references to websites (from 8 to 20 per cent), with most of them coming from commercial sites. When students ignored a plea from the professor who teaches the course to change their practices, he decided to raise the ante by making use and accuracy of citations part of the marking scheme. Within two years, the trend had been reversed.

The Chronicle of Higher Education (Feb. 14)

The trickle-up effect

The rate at which women and minorities are moving into university presidency positions has slowed, according to a study by the American Council of Education. For a while, the strides were significant. The number of university presidents more than doubled – from 9.5 per cent in 1986 to 21.1 per cent in 2001 – while the percentage of minority presidents increased from 8.1 to 12.8 per cent. But over the last three years, there's been more of a trickle up effect: the percentage of women college presidents has increased only 1.8 per cent; minority representation by just 1.5 per cent.

University Business (February)

Millennials bristle at boomers

Now that the stereotypes of Generation X are outdated, a new book called Millennials Go to College claims to have the skinny on the latest generation of students. According to authors Neil Howe and William Strauss, today's generational cohort are close with their parents, focused on grades and performance, interested in mathematics and science and less interested in the humanities, demanding of a secure, regulated environment: and respectful of social conventions and institutions. And they don't want to be preached to by previous generations. "Many of today's collegians will bristle at professors who condescend to them, or who lay claim to greater personal authenticity or who can't set aside old crusades that young collegians may regard as simply irrelevant," the authors say.

The Chronicle of Higher Education (Jan. 31)

Plagiarism guarantee

Businesses that help students pass plagiarized essays off as their own work are already outfoxing a national plagiarism detection service launched this month by the UK's Joint Information Systems Committee. One such service promotes on its website the availability of essays that "cannot be detected by national plagiarism detection tools." The detection software, which checks the word of students against a massive database of essays available on the net, quickly zeros in on suspicious text. Now, apparently, there is a service offering essays "immune from software checks."

The Times Higher Education Supplement (Jan. 31)

Theories of grade inflation

There's a theory that the current trend in grade inflation started with the Vietnam War when no teacher wanted to be responsible for a student being drafted. Others conjecture that untenured faculty assign higher grades in the hopes of getting glowing evaluations from students. Another view is that grade inflation reflects how much universities value research over teaching. "The little incentive there is for teachers to be demanding is declining, and with it, grading standards," says Paul Korshin, professor of English at the University of Pennsylvania.

Currents (January)

Nobody's (public) servant

Eye-popping salaries are no longer reserved for private university leaders. An increasing number of public university leaders in the US are earning salaries that some might see as more in keeping with corporate boardroom. For example, the University of Texas system Chancellor tops the list with a reported annual compensation package of \$787,000.

University Business (February)

Here is the buzz on Virtual Reference

The buzz – or one of the buzzes – in libraries these days has to do with something called Virtual Reference.

The service is up and running at a few Ontario university libraries, including those at York and Guelph. Queen's librarians have been studying various software packages and are now very close to test-driving one.

Just what is Virtual Reference?

Most library users are familiar with a reference desk – the place where (mostly) friendly library staff hang out and help library users to find books, articles and other materials. The also help them learn how to use the ever-increasing number of electronic sources available for searching.

For years, it has been possible to get similar help over the phone. The phone has always been a good vehicle if someone were looking for a particular answer to a question (e.g. the population of Ghana, a date for the Franco-Prussian war) but not as good if that same individual needed help navigating an electronic source available through the library or needed to see how the librarian was conducting a search in order to be able to repeat it at some point in the future.

Virtual Reference is a real-time service that lets library patrons interact with librarians over the web. Different software packages are available, but they all have a few things in common.

To use the service, all the patron needs is a computer with an Internet connection. Click-



NANCY MCCORMACK

Books & Bytes

ing on the Virtual Reference link on the library's homepage sends a signal to a librarian at the other end that someone requires assistance. The librarian would then respond, and the Virtual Reference session would begin.

Virtual Reference services also have a "chat" feature, which allows librarians and patrons to talk to each other by typing and sending real-time messages. Since messages appear more or less instantly at one end or the other once they are typed, patrons and librarians can interact more immediately than they might if they were just sending a traditional email message to each other.

Virtual Reference services allow users and librarians to view the same searches and graphics. A librarian can "push" pages or bring up relevant pages onto the user's screen as they are found. It also allows a user to watch a librarian do a search – on the Internet or using a soft-

ware package the library subscribes to. Watching a search provides the patron with information on how to conduct that search on the next library visit, and how to get the same information he or she would glean while watching a librarian do the same search.

There are, of course, certain problems with Virtual Reference. For example, our typing skills are still nowhere near as fast as our ability to transmit information, and as a result, there can be delays in sending information back and forth between patron and librarian.

When typing information (as opposed to speaking) a librarian or patron is more likely to curtail a question or answer because of the amount of typing involved. The danger is for information to get lost, or for requests not to be as clearly conveyed as they might be if we were able to speak face-to-face or via the telephone. Still, the university's current generation is one used to long hours in chat rooms, so this is hardly a serious problem.

People like Virtual Reference – it's convenient in that it can be accessed from almost anywhere. The libraries that have it up and running report that the service is well used, and that the number of people who take advantage of the library's reference service is growing.

Nancy McCormack is a librarian at the Lederman Law Library.

IN BRIEF

Cycling safety studied

A Queen's researcher and his graduate student have received a \$50,000 Mentor-Student Award from the Ontario Neurotrauma Foundation, to assist their study of head injuries that occur during cycling.

Under the direction of Will Pickett (Community Health and Epidemiology), student Michael Whelan will examine adolescent characteristics and behaviour associated with cycling injuries and a failure to wear helmets while cycling. The findings will contribute to the development of programs to promote the use of bicycle helmets.

The injury prevention research being conducted by Dr. Pickett and Mr. Whelan is part of a national initiative called the Canadian Health Behaviour in School-Aged Children study, which is managed at Queen's by the Social Program Evaluation Group (SPEG).

Brain researcher wins Hebb Award

The Canadian Society for Brain, Behaviour and Cognitive Science has named Barrie Frost (Psychology) its 2003 Hebb Award winner.

The award is made to a researcher whose work has enhanced knowledge of brain and behaviour and whose training of students, postdoctoral fellows and colleagues has had a significant impact on this area of science.

Internationally renowned for his work in visual neuroscience, Dr. Frost focuses on brain processing and computation in relation to perception and behaviour. He has pioneered research into how our brains see and hear, and how animals like monarch butterflies and seabirds navigate amazing distances.

The CSBBCS is a non-profit organization whose primary function is to advance Canadian research in experimental psychology and behavioural neuroscience.

Success of cancer treatments examined

Research to determine whether there are any variations in the success rate of various types of cancer treatment is being advanced through a \$325,000, three-year grant from the Canadian Institutes of Health Research (CIHR).

The funding will support the work of epidemiologist Patti Groom, who is with the Queen's Cancer Research Institute, and Stephen Hall of Hotel Dieu Hospital and Queen's (Otolaryngology). They will examine the outcomes from a decade of different treatments for carcinoma of the hypopharynx.

U.S. Army backs prostate cancer research



STEPHEN WILD

Anatomy and Cell Biology graduate student Lisa Frederiksen examines mouse tissue with cancerous tumours, under the supervision of Queen's prostate cancer research team members Robert Siemens (left) and Charles Graham.

"INNOVATIVE CONCEPT," DEFENSE REVIEW PANEL SAYS

By NANCY DORRANCE
News and Media Services

A research team that recently discovered a way to make breast cancer cells more responsive to chemotherapy is now investigating whether a similar procedure can effectively treat prostate cancer – the second leading cause of cancer deaths for men in North America.

Charles Graham (Anatomy and Cell Biology) will lead a Queen's group of investigators including Robert Siemens (Urology) in the study, which

has been awarded a \$300,000 (US) Idea Development Award from the U.S. Army's Prostate Cancer Research Program. Other collaborators in the research that led to this grant include Michael Adams (Pharmacology and Toxicology) and Jeremy Heaton (Urology).

The study is based on earlier findings that when tumour cells are exposed to very low levels of oxygen, they become resistant to the killing effects of anti-cancer drugs. Reduced oxygen levels contribute to the drug resistance by blocking the production of nitric oxide (NO) in the tumour cells.

"This was an exciting finding because it opened the possibility of using drugs such as nitroglycerine, which deliver

NO or mimic its effects, to increase the sensitivity of cancers to conventional anti-cancer drugs," says Dr. Graham. "Most patients who die of prostate cancer do so because the tumour spreads and fails to respond to therapy."

Additional benefits of nitroglycerine – a drug that has been used to treat chest pain for more than 100 years – are that it is relatively inexpensive and that it has no significant side effects.

The researchers will administer nitroglycerine, as well as other 'NO mimetic' drugs, to human and rodent prostate cancer cells, to test whether this is a feasible approach for increasing the sensitivity of prostate cancers to anti-cancer drugs. They also hope to develop a better

understanding of how prostate cancer cells become resistant to chemotherapy.

"While this research may result in new approaches to the treatment of patients with prostate cancer, it also has the potential of leading to novel ways of enhancing the efficacy of chemotherapy against other cancers, such as breast cancer," says Dr. Graham.

In assessing the grant application from the Queen's team – one of only 18 per cent that were successful – the U.S. Department of Defense review panel placed the proposal in the 98th percentile. Praising Dr. Graham's "innovative concept", the summary stated "the review panel was highly supportive of this outstanding proposal."

Kids will lie – and pull it off – to please adults, study shows

FACIAL EXPRESSIONS,
BODY LANGUAGE
USED TO FIB
CONVINCINGLY

By NANCY DORRANCE
News and Media Services

Children as young as three will tell white lies – untruthful statements to spare the feelings of another person – and use appropriate body language to do so convincingly, researchers have discovered.

“At a very young age, kids are already sensitive to others’ expectations, and can adapt their facial expressions to match the lie they are telling.”

Victoria Talwar

A recent study of 400 boys and girls aged three to 11, conducted by Kang Lee (Psychology) and PhD student Victoria Talwar, produced some unexpected results.



Researcher Kang Lee continues to explore the phenomenon of lying children with PhD student Victoria Talwar.

“We were surprised to discover that the majority of children, in all the age categories, told a white lie even without parental coaching,” says Dr. Lee. (This number increased, from 60 to 80 per cent of children, when their parents encouraged the behaviour.) “Also surprising was how well the children who lied were able to manage their emotion-

al expressions,” he adds. “They displayed expressions that would be appropriate if they had actually liked a gift which in fact they did not like.”

In the study, children were given a bar of soap as a “prize” after playing a game with the researcher. Their reactions were recorded on a hidden video camera, first in private when they were left alone in the

room, and several minutes later, when the gift-giver returned. A second set of tests was carried out in which parents coached their children to pretend that they liked the gift.

Previous studies by Dr. Lee and Ms. Talwar have investigated the procedures and criteria used in court to assess children’s competence to testify, in light of the growing incidence of reported sexual and physical abuse of children. Results from the current study provide added weight to their earlier findings that children as young as three understand the concept of lying, and will do so, for a number of reasons.

“This study underlines the very strong influence of others on children’s lying behaviour and shows that there are a number of motivating factors,” says Ms. Talwar. “Children may feel pressured not only to protect the other person’s feelings, but also to appear in a more positive light by saying what is socially acceptable. At a very young age, kids are already sensitive to others’ expectations, and can adapt their facial expressions to match the lie they are telling.”

Also working on this study was former Queen’s student Susan Murphy.

The research was partially funded by the Social Sciences and Humanities Research Council (SSHRC).

IN BRIEF

Professor wins inaugural award

Maurice Feldman (Psychology) is the first recipient of the Ontario Association on Development Disabilities (OADD) Professional Award for Excellence in Research.

Dr. Feldman will give a keynote address April 2 at the annual OADD Research Day, where students and professionals in the field learn about policy decisions and research.

OADD is a professional organization of people working and studying in the field of developmental disabilities throughout Ontario. Members include agencies and organizations, university and community college students and instructors, service provider direct care staff and managers, family support workers, case managers and psychologists.

U.N. conference features “HI-STAR” project

A Queen’s student’s project on space technology is on the agenda of an upcoming United Nations conference in Vienna, Austria.

Julielynn Wong, who is in second year medicine, will present her project Friday at the 2003 session of the Scientific and Technical Subcommittee of the U.N. Committee on the Peaceful Uses of Outer Space. Called Health Improvements through Space Technologies and Resources (HI-STAR), Ms Wong’s presentation is on the agenda item of “The use of space technology for medical science and public health”.

These Discovery@Queen’s pages highlighting Queen’s research news and developments are electronically distributed to our major research funding agencies and others who request them.

For richer, for poorer, wait’s the same

By NANCY DORRANCE
News and Media Services

The waiting time for elective surgery at an Ontario academic health centre is no longer for people from less affluent neighbourhoods than it is for those from more upscale addresses, reports Dr. Sam Shortt, director of the Centre for Health Services and Policy Research (CHSPR) at Queen’s.

A seven-year study, conducted between 1992 and 1999 in Kingston, used postal codes to assign socioeconomic status (SES) to more than 39,000 people who underwent elective surgery procedures at the city’s two teaching hospitals.

The results showed no rela-

tionship between SES and waiting times for elective surgical procedures, over a period that



was characterized by reduced health care spending and hospital restructuring. On average,

those from the highest socioeconomic group waited 31.1 days, while those in the lowest group waited 29.3 days.

“A valuable approach to monitoring the impact of health reforms is to track trends in service delivery to society’s most vulnerable groups,” says Dr. Shortt. “Waiting times for surgical and other procedures are an important measure of

how well the health care system responds to patient needs.”

The Queen’s research findings are consistent with the conclusions of a recent study of SES and use of physicians’ services in Ontario during a similar study period, Dr. Shortt adds. “Our results suggest that efficiency does not appear to have been purchased at the price of equity,” he says.

The study, published recently in the Canadian Medical Association Journal, was supported by grants from the National Health Research and Development Program at Health Canada, and the Physicians’ Services Incorporated Foundation.

IBM pumps up Queen’s heart research

By NANCY DORRANCE
News and Media Services

An international heart research team of which Queen’s is a member, has received a major infrastructure boost from IBM to assist their study.

Jennifer Van Eyk (Physiology) is working with researchers from Johns Hopkins University School of Medicine and the University of California at San Diego to investigate how genes and proteins influence heart disease. By understanding the origins of heart disease at the molecular level, the researchers hope to gain further insights that could lead to new, more effective drugs for treating heart-related illnesses.



Van Eyk

The IBM Shared University Research (SUR) award will provide hardware and software technology for the new Center for Cardiovascular Bioinformat-

ics and Modeling at Johns Hopkins. The research team will be able to use this technology to simulate complex and highly detailed models of heart cells, tissues and organs, and look for variations in gene expression during disease states.

Dr. Van Eyk is responsible for studying the proteins (proteomics), which change during the development of heart disease. Some of these changes ultimately cause the disease. The researchers will be able to use the IBM technology to simulate complex and highly detailed models of heart cells, tissues and organs, and will link the proteomic data with the variations in gene expression during disease.



“The proteomic analysis for this group, as well as the scientific community at large, will be greatly enhanced by the work performed using the IBM infrastructure,” says Dr. Van Eyk. “This knowledge could result in new drug targets and better predictions for disease prognosis.”

Funding for the Queen’s contribution to this study has come from the Canadian Institutes of Health Research (CIHR) and the Heart and Stroke Foundation of Canada.

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

Sleek slab savours success on slopes

CONCRETE TOBOGGAN TEAM CREDITS KEVLAR FOR SMASHING PERFORMANCE IN NATIONAL EVENT

By MEGAN EASTON

It was a banner year for the Queen's team in the annual Great Northern Concrete Toboggan Race – they came home with five awards, one minor injury and their toboggan in one piece.

The 21 civil engineering undergraduate students raced their 284-pound customized concrete toboggan against 18 other university teams from across Canada. They won prizes for Best Concrete Reinforcement Design, Best Braking and Best Technical Report (explaining the engineering theory behind their design) resulting in a third place finish overall. The University of Manitoba finished first followed by the University of Toronto.

An unofficial team of fourth-year Queen's engineering students raced a concrete canoe from last spring's Concrete Canoe Race – another annual event for civil engineering students – resulting in a dramatic

crash that garnered them the prize for Most Spectacular Run.

The University of Alberta hosted the Jan. 29 – Feb. 2 event in Edmonton, site of the first competition in 1975. Participants raced their toboggans at a nearby ski hill and took part in a technical exhibit at the West Edmonton Mall.

Half the points for determining the event's winner came from the teams' performance in the actual race, and half were awarded for a technical report and display on the toboggans' construction.

Sending a concrete toboggan with five riders on board hurtling down a ski run at breakneck speed – this year the team hit 48.5 km/h – is a risky enterprise.

In the past, several teams have had their toboggans shatter part way down the hill, not to mention suffering a few broken limbs. Toboggans must hold five passengers and each consist of a roll cage, braking mechanism and a concrete running surface.

To develop a superior sled, this year's team focused on the overall strength of their nine-foot toboggan and put their knowledge of composite materials to good use in their basement lab in Ellis Hall.

The final product was made of steel-reinforced concrete topped with Kevlar, an

advanced material known for its light weight and high strength. In one of the team's two runs down the hill they hit a snow bank, leaving one rider with a sprained hand but only taking a small chip off the toboggan.

"By adding steel and Kevlar, the toboggan was about 20

Sending a concrete toboggan with five riders on board hurtling down a ski run at breakneck speed – this year the team hit 48.5 km/h – is a risky enterprise.

times stronger than concrete alone," says team member Andrew Hoskin.

The team began designing and then constructing the toboggan from scratch last September.

"It's like a full-time job. Our lives have consisted of school and toboggan for months," says third-year student Sarah Howard, the 2003 Queen's Concrete Toboggan director.

Construction leaders are third-year students who were



COURTESY OF QUEEN'S CONCRETE TOBOGGAN TEAM

Participants pose pre-race



COURTESY OF QUEEN'S CONCRETE TOBOGGAN TEAM

The race down the hill.



COURTESY OF QUEEN'S CONCRETE TOBOGGAN TEAM

The concrete canoe after its spectacular run.

team members in previous years. Their civil engineering courses are invaluable, says co-head of construction Michael Ranger, but they have to go beyond what they've learned in the classroom.

"There's some heavy-duty engineering that goes into the design and building process," he says.

Nearly all the material for the toboggan was donated. While its actual value was close to \$2,000 the total cost to the team was under \$90.

Fund-raising is central to the team's operations, with the bulk of the money going towards travel costs. This year they raised about \$20,000 through donations from industry, the civil engineering department, the dean of applied science, the Engineering Society, AMS opt-out fees and old-fashioned bake sales and raffles.

The concept of the Great Northern Concrete Toboggan Race (GNCTR) started in 1974 when the Alberta Chapter of the American Concrete Institute decided to adapt the Concrete Canoe Race held annually in the United States for the Canadian climate.

In 1975, the Students Chapter of the Canadian Society of Civil Engineering developed rules for the First Annual Great Northern Concrete Toboggan Race.

The first race had only four competitors, but since then the competition has grown to include universities and technical institutes from as far away as Germany, France and even Louisiana. The event is held annually in Canada, alternating between schools in the eastern and western provinces.

Queen's began sending teams in the mid-1990s.

www.gnctr2003.ca/

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Located on the ground floor of Etherington Hall on Stuart St. enter through side door between Richardson Labs and Etherington.

QUSA, university set to discuss new salary, benefits agreement

An increase in the salary grid system tops the list of staff wishes when Queen's University Staff Association (QUSA) meets with the university officials next month to discuss a new agreement.

"In order to vote, you must be a QUSA member in good standing, meaning you have to have been a member for a month before a vote is held."

Spring Forsberg

In a recent QUSA survey, staff said they would also like to see new benefits, including vision care a prescription card and improvements to early retirement packages.

An overwhelming concern was a need for larger salary increases than staff members have received in recent years. In the final year of the current agreement (July 1, 2002 - June 30, 2003) staff received a scale increase of 2 per cent plus progression in the grid.

Most respondents were in favour of continuing the grid step and grid increase system, but many were in favour of adding more steps - reflecting the number of staff who have

reached the top step of their salary grade level.

Most were also in favour of continuing the multi-year agreement, usually three years in length.

Of 1,600 surveys sent out, 571 or 36 per cent were returned. Of those, 63 per cent came from QUSA members and 37 per cent from non-members.

Those interested in copies of the survey results may contact Betty Pollard at the QUSA Office at ext. 32215 or email qusa@post.queensu.ca.

Although the agreement affects all non-unionized staff, only QUSA members get to vote on the agreement.

If non-QUSA members want to have a say in the upcoming talks, they should not put off joining the staff association, says QUSA President Spring Forsberg.

"When an agreement is reached between the university and QUSA, members will have a right to vote on this," she says. "In order to vote, you must be a QUSA member in good standing, meaning you have to have been a member for a month before a vote is held."

She expects that QUSA will have something to bring forward to the membership in the next few weeks.

In 2001, QUSA members voted in favour of adding a fourth year to the existing agreement. www.queensu.ca/qusa/index.htm

IN BRIEF

Steelworker president to deliver Don Wood lecture

The International President of the 700,000-member United Steelworkers of America will discuss the union view of developments in international trade at the 2003 Don Wood Lecture.

Leo Gerard will speak on Globalization and North American Integration: Implications for the Union Movement on Thursday, March 6 at 4 pm in room 202 Policy Studies.

Mr. Gerard has served the Steelworkers as president since 2001 as international secretary-treasurer from 1993-1997, as national director for Canada for two years and as the union's director of district six in Ontario for six years. He has been a key figure in steelworker struggles and organization drives across North America, and a driving force behind many landmark labour agreements and legislative changes that benefit workers.

The Don Wood Visiting Lectureship in Industrial Relations is organized by the Queen's University Industrial Relations Centre and School of Industrial Relations. It was established to recognize the former IRC director and first director of the school. The Lecture brings to Queen's distinguished individu-

als who have made an important contribution to industrial relations in Canada or abroad.

Joy Mighty appointed IDC director

An expert in organizational behaviour has been appointed new director of Queen's Instructional Development Centre. Joy Mighty's five-year term begins July 1.



Dr. Mighty attended the University of the West Indies in Jamaica where she obtained her B.A. (English Honours), Post-Graduate Diploma in Education, M.A. in Education, and Post-Graduate Diploma in Management Studies. She later earned her MBA from Howard University in Washington, D.C. and her Ph.D. in Organizational Behaviour from the Faculty of Administrative Studies (now the Schulich School of Business) at York University in Toronto.

Currently, Dr. Mighty is Coordinator of the Teaching and Learning Centre and a professor in the Faculty of Administration at the University of New Brunswick. For more

details on her appointment, please see the announcement on page 13.

Human rights activist to speak

Activist Jesús Tecú Osorio speaks on Human Rights in Guatemala at the next Studies in National and International Development meeting, Feb. 27 at 1 pm in



B204 Mackintosh-Corry Hall. He is the recipient of an International Human Rights Award, the co-founder of ADIVIMA, an organization devoted to commemorating the lives of indigenous peoples lost in the Civil Wars of the 1980's. One of the organization's projects is the exhumation of mass graves. He is also the author of an autobiographical account of the massacres at Rio Negro where he witnessed the killing of his family except for one sibling.

Jesús Tecú Osorio will also speak at 7:30 pm in the Delahaye Room, third floor of the Kingston Public Library, Johnson St., Feb. 27. Translation will be provided and all are welcome. For details, call 542-1707.

Information Technology Services - The ITServices Website

www.its.queensu.ca

To find out more about when and where to access our services, visit our ITServices Web Page and click on the **About ITS** menu item then choose the **Hours of Service** link.

With our **Quick Access** list, you can login to a variety of resources including WebCT, QCard and web-based email.

Consult the **Alerts** item in the menu for the latest virus warnings and network problems.

You can access most of our resources by using the **Services** dropdown list.

You can find someone's contact information by entering their last name in the **Phone/Email Directory** text box and clicking the **Search** button.

You can check the status of the Queen's Network by clicking on the **View current network status** link.

IN BRIEF

Principal to speak on state of university

Principal Bill Leggett will discuss the difficult environment facing Ontario universities and measures Queen's has taken to deal with these realities in a state of the university address at this Thursday's Senate meeting. He will also look ahead to the future and discuss both challenges and prospects for change. The meeting takes place at 3:30 pm in room 202 Policy Studies. For visitors' tickets, please call the University Secretariat's office at 533-6095. www.queensu.ca/secretariat

Check your new laptop

The Kingston Police Criminal Investigations Division is urging anyone who bought a new laptop computer in a private sale since June 2002 to contact them. They are investigating the theft of laptop computers worth more than \$100,000 from the Queen's Campus Computer Store. It is believed the stolen computers were sold to the public, who may have unwittingly purchased them. The serial numbers of the stolen computers are registered with the Canadian Police Information Centre database. Anyone found in possession of one of

these computers may be charged with possession of stolen property. If you have information, contact Det. Rick Whalen at 549-4660, ext. 6146.

A different kind of game show

The Museum of Health Care presents the third-annual Name That Artifact Game Show. Try to identify weird and wonderful items from the museum's collection or just watch the fun! This year's emcee is Hugh Pross of Queen's Microbiology department. Prizes will be awarded for knowledge and creativity! Feb. 27, 7 pm, Botterell Hall, B139. Admission is free. Details: 548-2419.

You be the judge

Sue Blake of the Faculty of Arts and Science is recruiting volunteers from Queen's scientific community to act as judges for the Frontenac, Lennox and Addington Regional Science Fair in April. Queen's has participated well in past fairs but organizers are always looking for new people who might be interested in this opportunity. Expo-sciences des comtés de Frontenac Lennox & Addington Science Fair takes place April 4 and 5 at McArthur Hall in the Faculty of Education. Contact Sue Blake for further information at blakes@post.queensu.ca.

Educating the judiciary

George Thomson, Executive Director of the National Judicial Institute and former Deputy Minister of Justice will speak on Educating An Independent Judiciary, this Thursday, Feb. 27 at noon in room 334 Policy Studies. Mr. Thomson will discuss the unique issues involved in designing educational programming to meet the learning needs of an arm of government with major independent decision-making authority. All welcome - bring a lunch.

General Idea collective on view at art centre

More than 200 prints, postcards, posters, photo-based projects, multiples, serial publications, flags and crests, produced by the General Idea collective between 1967 and 1995 will be on view at the Agnes Etherington Art Centre, March 1 through April 27. Artist AA Bronson will present an illustrated slide talk on the exhibition on March 2 at 2 pm, to be followed by a reception from 3 to 5 pm. General Idea's Jorge Zontal, AA Bronson and Felix Partz came to international attention for their interventions in the media environment of the late 1960s and early 1970s. Pioneers of conceptual and media-based practices in Toronto, they produced installation and performance art, video, and photography, as well as edition-based works. The Ontario Arts Council, the Canada Council for the Arts and the Andy Warhol Foundation for the Visual Arts provided financial support for this project. For details, call Jan Allen or Annabel Hanson at 533-2190. www.queensu.ca/ageth

Hill delivers Galway Lecture



Claire Hill, of the Chicago-Kent College of Law delivers the Charles F. Galway Lecture on Monday, March 3 at 12:30 pm in room 400, Macdonald Hall. Professor Hill will lecture on Just So Stories: What Cognitive Science Could Contribute to Law and Economics. All are welcome.

On women's health

Lynn Bowering of the Ontario Women's Health Council Secretariat will speak on Why Women's Health Matters, Tuesday, Feb. 25 at 2:30 pm. Her lecture takes place in room 554 Policy Studies and is presented by the School of Urban and Regional Planning. All are welcome.

Kingston film fest features Queen's alumni

The 2003 Kingston Canadian Film Festival's final guest list and "Local Shorts" program will be announced today on the festival's official website, www.kingcanfilmfest.com. Tickets are on sale at the Department of Film Studies, The Screening Room, Zap Records and Classic Video. Queen's alumna Judith Thompson will be present when her movie, Perfect Pie, screens Sunday, March 2 at noon in Etherington Hall. It stars fellow alumna Wendy Crewson. Alumnus Piers

Handling, Director of the Toronto International Film Festival will be guest speaker at a Friday, Feb. 28 filmmaker seminar at 2:30 pm in Etherington Hall. For details on the festival, which runs Feb. 27 through March 2, call 561-SHOW (7469) or visit the website.

Manifesting heart and mind in art



COURTESY OF THE SASKATCHEWAN ARTS BOARDTEAM
Kim's Flower, 1979 by Otto Rogers

The Art department presents abstract artist Otto Rogers who will deliver a public lecture Wednesday, March 12 at 3 pm in room 1102 Biosciences Complex. Otto Rogers has been painting for half a century. His abstract images are described as spiritual, inspired by both the landscape and Baha'i faith. For him "art is a manifestation of the heart and mind - a heart that turns toward the essence of creation and a mind that conceives visual order." Mr. Rogers taught art at the University of Saskatchewan (1969-1988) and is one of the founders of the Emma Lake Artists' Workshops. He now lives in Picton.

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ptotclin@post.queensu.ca

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Appointments also available with:

- Marcel Charland** - Registered Massage Therapist
- Michelle Villeneuve** - Occupational Therapist
- Early Childhood Special Needs

HARKNESS GOES INTERNATIONAL



MARK ANDERSEN

Ruchi Parkash, president of the Jean Royce Hall Council unveils a plaque with Principal Bill Leggett to mark the official opening of Harkness International Hall earlier this month. Harkness International Hall on Earl Street, near Alfred Street, is a 96-person co-ed residence that is home to internationally-minded Canadian and newly-arrived international students. Primarily for upper-year and graduate students, it is designed to provide a welcoming atmosphere for international and exchange students and to help them adjust to life in Canada and at Queen's.

Faculty Appointments

Sarita Verma appointed Associate Dean, Medical Education, Health Sciences

Principal William C. Leggett announces that Sarita Verma has been appointed as the first Associate Dean, Medical Education in the Faculty of Health Sciences for an initial term from Jan. 1, 2003 to June 30, 2007.

A lawyer and family physician, Dr. Verma joined the Department of Family Medicine at Queen's in 1994 as Assistant Professor and Director of the Care of the Elderly program. She was appointed as Associate Dean, Postgraduate Medical Education in 1998 and promoted to Associate Professor in 2000.

In her role as Associate Dean for Postgraduate Medical Education, Dr. Verma has contributed extensively to the work of the School of Medicine and the Faculty of Health Sciences. She has developed numerous policies, such as the Strategy for Regional Education, which have now been implemented and she played a lead role in establishing the Queens/University of Ottawa Institutional Collaboration Plan. She serves on a number of departmental, faculty, provincial and national committees including the Board of the Canadian Residency Matching Service and the Committee on Specialties of the Royal College of Physicians and Surgeons of Canada. In 2001, she was elected Chair of the Standing Committee on Postgraduate Medical Education for the Association of Canadian Medical Colleges.

As Associate Dean, Medical Education, Dr. Verma will be responsible for coordinating activities in the Faculty of Health Sciences that are related to undergraduate, postgraduate and continuing medical education, regional development, professional development, the office of health sciences education, student affairs, and technology initiatives as they interface with the Bracken Library. As well, Dr. Verma will continue in her academic and clinical roles as Associate Professor of Family Medicine.

Joy Mighty appointed Director, Instructional Development Centre

Principal William C. Leggett, on the recommendation of the Advisory Committee, announces the appointment of Joy Mighty as Director of the Instructional Development Centre for a five-year term effective July 1, 2003.

Dr. Mighty attended the University of the West Indies in Jamaica where she obtained her B.A. (English Honours), Post-Graduate Diploma in Education, M.A. in Education, and Post-Graduate Diploma in Management Studies. She later earned her MBA from Howard University in Washington, D.C. and her Ph.D. in Organizational Behaviour from the Faculty of Administrative Studies (now the Schulich School of Business) at York University in Toronto. Dr. Mighty is currently the Coordinator of the Teaching and Learning Centre and a professor in the Faculty of Administration at the University of New Brunswick.

Dr. Mighty's experience includes over 25 years of teaching at the high school, college and university levels. She co-founded a teachers' college that prepares high school teachers, and has also worked as a training and development professional in the private sector. Dr. Mighty has made numerous presentations at national, regional and international conferences and has numerous publications on both advancement of teaching effectiveness and organizational behaviour in journals, conference proceedings and books. She has provided consulting services to several private, public and not-for-profit organizations in the Caribbean, the USA and Canada. In addition, Dr. Mighty has facilitated professional development or teaching workshops for faculty and faculty developers at various institutions and associations, including the Association of Atlantic Universities' Coordinating Committee on Faculty Development, Dalhousie University, the Royal Bank Institute of Business and Technology (ROYTEC) in Trinidad and Tobago, the Canadian Society for Studies in Higher Education, the Society for

Teaching and Learning in Higher Education (STLHE), and the STLHE-Instructional Development Officers Special Interest Group.

In 1994, Dr. Mighty was the recipient of her faculty's first-ever Excellence in Teaching Award. Since 1998, she has also been the Faculty Program Coordinator for the Faculty of Administration's BBA partnership program with ROYTEC in Trinidad and Tobago.

In making this announcement, Principal Leggett extends his gratitude to the members of the Advisory Committee and to Christopher Knapper for his commitment to the role of Director and for his leadership. In addition, Principal Leggett would like to express his appreciation to Susan Wilcox who has been serving as Acting Director of the Instructional Development Centre during the recent period of transition.

Staff Appointments

Gift Administrator, Advancement Business Office 2002-109
Vida Basrak

Financial Control Assistant, Advancement Business Office 2002-113
Brian Rutz

Office Assistant, Advancement Business Office 2002-127
Donna Wade

Programmer and Support Analyst, Information Technology Services 2002-129
Brad Hannah

Manager, Advancement Business Office 2002-139
John Sergeant

Computing Systems Administrator, Department of Physics 2002-142
Gordon Campbell

Senior Secretary, School of Medicine (Medical Education) 2003-02
Yolanda Croke
(Office of the University Registrar)

International Programs Office Assistant, Faculty of Arts and Science 2003-04
Deborah Pierre
(University Residences)

Account Representative, Office of the Associate Dean (Student Affairs) 2003-05

Lisa Playter

Account Representative, Office of the Associate Dean (Student Affairs) 2003-06

Jennifer Riha

Receptionist (Conference Services), Office of the Associate Dean of Student Affairs 2003-13
Todd Hartrick

Staff Vacancies

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

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

Applications received from internal candidates will be

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

Closing date for the following positions is **Tuesday, Mar. 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

Got a Queen's event you want to publicize for all the world to see?

Post it on the Queen's web events calendar at adv.queensu.ca/calendar

For a free account to post, contact **Wendy Smale** Marketing and Communications smalew@post.queensu.ca



Residential Counsellors Needed

Camp Winston is a summer recreational programme for campers with complex Tourette Syndrome, Attention Deficit Hyperactivity Disorder, Obsessive Compulsive Disorder and in August we serve children and teenagers with Autism.

Positions available June 14-August 27, 2003

Forward Resume to:

Camp Winston,
9005 Leslie St. #203,
Richmond Hill,
Ontario L4B 1G7

or fax us at (905) 707- 6436
or email us at mail@campwinston.com

www.campwinston.com

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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..

Watch the March 10 Gazette for changes to the way in which internal jobs will be advertised.

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

**Regional Education Development Assistant
Health Sciences
2003-22**

This is a term appointment from May 1, 2003 until Dec. 31, 2005.

Major Responsibilities: provide administrative and management support to the Director, Regional Education Development through: liaising between various regional sites and the Faculty of Health Science's clinical departments; travel to regional sites to oversee physical space planning, maintenance and upkeep; performing financial duties, such as maintaining the budget, monitoring expenditures and processing claims; formatting, scheduling, publicizing and monitoring the expenditures for regional

audio/audiovisual conferences; performing general administrative duties; arranging meetings and videoconferences; preparing and tracking affiliation agreements; developing and monitoring the process of student evaluations.

Requirements: two years of post-secondary training in office administration combined with several years of related experience (consideration will be given to an equivalent combination of education and experience); previous experience in an office environment; training in financial administration; excellent interpersonal and communication skills; proficiency with various computer software applications; experience with relational databases; knowledge of bookkeeping and accounting practices; ability to maintain composure in stressful situations; analytical and problem-solving skills; organizational skills; initiative and ability to work independently; proven ability to exercise tact, discretion, confidentiality and diplomacy while dealing with a wide variety of people; previous experience in the health care field and project management will each be considered an asset.

Minimum Hiring Salary: \$34,876, Salary Grade 6 – ADMSF6 (Additional job detail available at: www.hr.queensu.ca/)

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

**Student Resource Assistant Registrar
(Admission Services)
2003-23**

Major Responsibilities: report to the Manager, Processing and Operations; perform reception

duties including providing information about application policies and procedures; assist in disbursement of application forms and information materials; perform administrative functions such as compiling application folders and pertinent information for distribution to Admission Officers; obtain and enter accurate information on the inquiry database; provide secretarial support including initiating correspondence, notes and memos; design or create forms.

Requirements: one year of post-secondary training in administrative practices and some previous relevant experience in a service environment (consideration will be given to an equivalent combination of education and experience); ability to maintain a pleasant, tactful presence despite pressure from constant interruptions and changing priorities; excellent interpersonal, communication and listening skills; ability to retain vast amounts of information; excellent attention to detail; computer and office skills including proficiency with word processing, spreadsheet and database applications; familiarity with Queen's mainframe an asset.

Minimum Hiring Salary: \$29,338 Salary Grade 4 – ADMG4 (Additional job detail available at: www.hr.queensu.ca/)

**Technical Communications Associate
Information Technology Services
2003-24**

Major Responsibilities: report to the Education and Communication Coordinator; involve technical staff in the creation and maintenance of information/educational materials; assist in the maintenance and development of the departmental website; participate in the development of communications initiatives and programs, educational, promotional and information resources, and exhibits, conferences and seminars; perform public relations functions to maintain interest and support for departmental programs and services.

Requirements: completion of a post-secondary program in communications, web development and design, or adult education; database experience and knowledge of web content distribution; consideration will be given to an equivalent combination of education and experience; proven communication and interpersonal skills with the ability to deliver technically-based information in a non-technical style of communication; experience facilitating training programs and providing guidance to students, staff and faculty; good public relations skills including diplomacy and tact when dealing with sensitive issues; excellent research, analytical, organization and problem-solving skills; project management skills an asset; ability to work on several projects simultaneously with strict deadlines; knowledge of computer hardware/software, networking concepts and operating systems,

word processing, graphic design, database, and other applicable software; ability to work in a team environment.

Minimum Hiring Salary: \$34,876 Salary Grade 6 – ITUS6 (Additional job detail available at: www.hr.queensu.ca/)

Employee Development

To register or to obtain further information call Human Resources at ext. 32070 or go to hadmin@post.queensu.ca.

Monday, March 3

Balancing the Four Circles of Wellness

Bring your lunch for this special 1½-hour workshop. Are you neglecting your mind (psychological), your heart (emotional), your body (physical) or your soul (spiritual)? Discover suggestions to achieve balance and wellness. Grace Cirocco, international consultant and author of the national bestseller *Take the Step: The Bridge Will Be There*. 12-1:30 pm.

Wellness Wednesdays

March 5

Be Your Best Under Stress

March 12

Eat Well

March 19

Heart Health

March 26

Osteoporosis Adult Wellness Team (KFLA Health Unit), 12:05- 12:55 pm.

Friday, March 7

De-Stress Your Life

Through interaction, self-assessment and practice, staff will have the opportunity to learn the skills required to be a stress manager. Wendy Lloyd, Human Resources Department

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/.

Other Positions

Research Technicians Pathology

Contract positions are immediately available for two research technicians.

Responsibilities: join a research team evaluating structure/function associations in hemophilia and Von Willebrand Disease, through molecular analysis of the coagulation factor VIII and VWF genes; evaluate gene therapy strategies for hemophilia in animal models of this disorder; routine molecular biology and cell culture procedures; mammalian cell culture; and general lab duties.

Qualifications: relevant technical degree, or a BSc in biology or a related discipline; previous experience with molecular genetic techniques; motivation and willingness to learn new technologies; good organizational

and interpersonal skills; ability to work as a team member as well as independently.

Salary: commensurate with experience and in accordance with Queen's guidelines.

Apply to: Dr. David Lillicrap, Department of Pathology, Queen's University, Kingston, Ontario K7L 3N6. Phone: 613-548-1304. Fax: 613-548-1356. E-mail: lillicrap@cliff.path.queensu.ca.

Research/Lab Assistant Pediatric Gastroenterology

This is a half-time position. The project involves tissue culture, basic immunologic techniques (ELISA, immunohistochemistry).

Inquiries to Darlene Evans, Administrative Assistant, Pediatric GI, Kingston General Hospital, Burr 21-1069, 549-6666, ext. 6375. Fax 548-1368.

Intellectual Property Assistant Performance Plants Inc.

This is a part time position beginning April 1, 2003.

Responsibilities: under the direction of the Manager of Patents, conduct searches related to patents, scientific research and business data, document review and organization using web-based techniques and traditional library searches.

Qualifications: BSc or MSc in biological sciences; effective verbal and written communication skills; ability to work under pressure and to meet deadlines.

Apply in writing by Feb. 28, 2003 to L. Thornton, Director of Human Resources, Performance Plants Inc., Fourth Floor, Bio-Science Complex, Queen's University, Kingston, ON K7L 3N6. Fax: (613) 545-3618, Email: thorntonl@performanceplants.com.

Research Technician (Level 5) Pharmacology and Toxicology

This is a full-time temporary position until Sept. 30, 2003.

Major Responsibilities: working as part of a team, perform laboratory experiments revealing mechanisms of action of pulmonary toxicants and analyze results in Dr. Thomas Massey's lab.

Qualifications: Three-year post-secondary program in relevant field; previous experience with animal handling as well as with common biochemical and molecular techniques; experience in carrying out general laboratory duties and handling radioisotopes; proficiency with computers. Consideration will be given to an equivalent combination of education and experience.

Minimum Hiring Salary: \$30,754 (salary grade 5). Salary will be competitive and commensurate with experience.

Apply with resume to: Dr. Thomas Massey, Department of Pharmacology and Toxicology, Room 563, Queen's University, Kingston, Ontario K7L 3N6. No telephone or e-mail inquiries please.



The Gazette runs university job ads, Bulletin Board and Calendar items free of charge.

Email these and news items to gazette@post.queensu.ca.

For paid boxed ad inquiries, call (613) 533-6000 ext. 75464, or email gazad@post.queensu.ca.

Assistant Dean Postgraduate Medical Education

This is a part-time position working two days per week.

Responsibilities: postgraduate medical education, postgraduate residency programs, and all other programs for residents and fellows including the curriculum, reporting and accreditation of the these programs; manage the staff and budget of the PGE office and the budget for the funding of all postgraduate medical training; chair the Postgraduate Medical Education Committee; serve as a member of its sub-committees and as a member of the Medical Education Advisory Committee; report to the Director of the School of Medicine via the Associate Dean, Medical Education.

Requirements: an MD with experience in any area of clinical medicine and an interest in education.

Apply by Friday, March 21, 2003 to Dr. S. Verma, Associate

Dean, Medical Education, 2nd Floor Botterell Hall.

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 ext. 77791.

Congratulations to those who reached the following milestones in February 2003

40 years: James Anderson, Residences.

35 years: Ruth Hughes, Cataloguing.

30 years: Maureen Plunkett, Radio Station CFRC.

25 years: Joseph Demers, Printing and Materials Distribution.

20 years: Kendra Pople-Easton, Electrical and Computer Engineering.

15 years: Monica Desjardins, Arts and Science; Susann

Gauthier, Human Resources; Gary Huffman, Custodial Services; John Jordison, Custodial Services; James Kemp, Custodial Services; Marcelle Maschi, Human Resources; Linda Robertson, Arts and Science; Kelly Rae Tugwood-Tryon, Residences; Robert Weisnagel, Pensions, Investments and Insurance; Christopher White, Custodial Services; Martin York, Centre for Neuroscience Studies.

10 years: Sharon Eva David, Psychology.

Five years: Kimberly Hamilton, Animal Care Service; Tracy Huckvale, Business; Anita Jansman, Development; Clare MacDuffee, Psychology; Karen Vandermeij, Queen's Health Policy; Cathy Wood, Research Services; Timothy Wowk, Development.

In Remembrance

Kay Lyons (Dec. 3, 2002) Member of Queen's community since March 1, 1965

Aylward Downe (Dec. 5, 2002) Member of Queen's community since Aug. 1, 1967

Stuart MacGillivray (Jan. 17, 2003) Member of Queen's community since Sept. 2, 1969

George H. Wallace (Jan. 17, 2003) Member of Queen's community since Aug. 1, 1969

J. Edward Dwyer (Jan. 24, 2003) Member of Queen's community since June 1, 1971

Leonard Bailey (Jan. 25, 2003) Member of Queen's community since Oct. 16, 1972

Helen Watkin (Jan. 26, 2003) Member of Queen's community since Dec. 15, 1977

Olive Henderson (Jan. 26, 2003) Member of Queen's community since Jan. 8, 1968

Andre Hamer (Feb. 2, 2003) Member of Queen's community since Sept. 1, 1995

BULLETIN BOARD

Awards and Grants

Basmajian Award

Nominations are invited for the 2002/2003 Mihran and Mary Basmajian Award. This annual award is presented to a Health Sciences full-time faculty member or two members working as a team. The nominee must have a maximum of six years independent research and have made the most meritorious contribution to health research during the previous year or several years. Nominations may be made by any department head or by any member of the Faculty of Health Sciences with the knowledge and support of the department head. Nominations are due April 1, 2003 to the Associate Dean (Research), Faculty of Health Sciences, c/o Bonnie Stewart, Office of Research Services. Terms of Reference are available at www.queensu.ca/vpr/basmajian.htm.

Ontario Thoracic Society/ Ontario Lung Association

The Respiratory Group at Queen's invites applications for respiratory research in both basic and clinical fields. The funds are mainly intended for use as SEED money or pilot projects, but are also available for interim funding. Apply by Friday, Feb. 28, 2003. Grants will not exceed \$10,000. Information: Dr. D.E. O'Donnell, 102 Stuart Street, KGH, 548-2339.

Pearl Williams and Llewellyn Hillis Fund

Established by Llewellyn Hillis, Arts '52, D.Sc. (Hon) '85, Paul, Catherine and Roger Colinvau, to honour parents and grandparents who sent their daughter "down" to Queen's. The fund is to promote the careers and schol-

arship of women scientists, especially biologists, at all stages in their professional development; and to promote performances by women artists (music, drama, painting). The funds could contribute towards: augmenting the local pool of role models and professional contacts by helping sponsor the visit of established women scientists or artists to the campus, including the Field Station; purchase a special piece of equipment or attendance at a conference for which other funds are not available; provide release time from "mothering" or "parenting". A maximum of \$1,000 will be dispersed from this fund in 2003. Send applications by April 16 to Peter Boag, Chair, Williams/Hillis Fund, Biology, Queen's University.

Principal's Development Fund Spring 2003

Category A (\$140,000 annual funding)
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 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.

In 2003, a portion of the Principal's Development Fund will be allocated to supporting visitors from Queen's major international

institutional partners (Fudan University, the University of Western Australia and the University of Cape Town). Applications related to these universities are particularly encouraged.

Submit an application and budget to the dean of your faculty by April 4, 2003. Application forms (including budget forms) are available in the dean's office of each faculty and school or at www.queensu.ca/principal/specialprograms.html. Allowable expenses for visitors may include: return economy airfare, accommodation and meals not to exceed those specified in Queen's travel and subsistence guidelines, and a modest honorarium. In this round, applications will be considered for visits that will occur during the academic year 2003/2004.

Funding decisions will be announced in mid May following recommendations by the deans and a final review by a committee consisting of the Principal, Vice-Principal (Academic), and Vice-Principal (Research).

PhD Examinations

Monday, March 3

Wilma Pretorius, Geological Sciences and Geological Engineering. Analysis and geochemistry of siderophile elements (Os, Ir, Ru, Pt, Re) and oxygen isotopic compositions of kimberlites and their mantle inclusions. Relation to evolution, diamond growth and metasomatism in the mantle. Supervisor: H. Helmstaedt. 100A Miller, Seminar Room, 2 pm.

Volunteers

Type II diabetic men

Men 30 to 60 years old who are non-insulin dependent are needed for a 13-week study investigating the effects of exercise on cardiovascular disease risk factors and glucose metabolism. Details: Ann-Marie Kungl, 533-6000 ext. 75118.

Sedentary lean men

Men 30 to 60 years old who don't smoke are needed for a 13-week study investigating the effects of exercise on cardiovascular disease risk factors and glucose metabolism. Details: Ann-Marie Kungl, 533-6000 ext. 75118.

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:

Please contact Adrienne Clarke, Coordinator of Dispute Resolution Mechanisms, at 533-6495 for assistance or referral to a Grievance Advisor

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.

NEWS and MEDIA SERVICES

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



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Art

The Agnes Etherington

Art Centre
University Avenue

Ongoing exhibitions – Contemporary Feature Gallery, *General Idea Editions* March 1 to April 27; Samuel J. Zacks Gallery, *Instant Criticism of Illusionism* to April 27; Davies Foundation Gallery, *Fragrances of Time and Space: Block D* to May 11; Historical Feature and R. Fraser Elliott Galleries, *In a Foreign Country: Images of 18th and 19th Century Canada* to July 20; The Bader Gallery, *Contemplative Imagination* to Aug. 17; African and Frances K. Smith Galleries, *A Forest of Flowers – Words and Sculpture of West Africa* to Oct. 12. For further information, contact Pat Sullivan or Annabel Hanson at 613-533-2190.

Events

March 2 – AA Bronson. Artist's talk and opening reception for *General Idea Editions*. 2 pm, free.

March 6 – Art Matters. Curator Dorothy Farr leads a tour highlighting works in the exhibition, *In a Foreign Country: Images of 18th and 19th Century Canada*. 12:15 pm, free.

March 9 – Family program, Rhythms and Patterns: West African Drumming and Dance Workshop with Kathy Armstrong. 3 pm. Adults \$4, seniors \$2.50, children free. Reservations call 533-2190.

March 9 – Afternoon Tea with Agnes: Guided tour followed by tea in the Etherington House, 1:15 pm, \$10. Reservations 533-6913.

www.queensu.ca/ageth/

Union Gallery
Stauffer Library

March 11 - April 1

OurKeyTextu(r)alPla(y)ce. Sarah Tosswill, Greg Neudorf and Martin Kedzior, Queen's BFA students. Industrial and architectural materials are used to represent psychological constructions of meaning and identity.

Look for juried student exhibits in our two annex galleries to Feb. 28: Union Gallery Annex @ Biosciences Complex, Jumbo shrimp: Propagate the Positive. Union Gallery Annex @ Victoria Hall, Delusions.

uniongallery.queensu.ca

Film

Thursday, March 13

Trembling Before G-d film screening and panel discussion. The Screening Room, 120 Princess St. 7 pm. For tickets or information: www.reelout.com. Sponsored by reelout: Kingston's queer film and video festival and The Jewish Studies Program.

Friday, March 14

Stand Together film screening with guest film maker Nancy Nicol, The Screening Room, 120 Princess St. 8 pm. For tickets or information: www.reelout.com. Sponsored by reelout: Kingston's queer film and video festival and The Human Rights Office.

Music

Saturday, March 1

Flute Fest –School of Music's flute class and invited guests including various flute chamber music and flute choir music. 120 Harrison-LeCaine, 2 pm. Free.

Thursday, March 6

Mosaic, a concert of contemporary music with compositions by School of Music students and featuring Polyhymnia, a women's choir conducted by Karen Frederickson. Grant Hall, 7:30 pm. Free.

Friday, March 7

Daniel Rubinoff, York University. Saxophone Master Class, 120 Harrison-LeCaine, 12:30 pm. Free.

Daniel Rubinoff, *A Canadian Saxophonist in France* in a recital of music for saxophone and piano with John Burge, Queen's. Dunning Auditorium, 7:30 pm. Free. Thanks to the generous support of the George Taylor Richardson Memorial Fund.

Saturday, March 8

Pianofest, Opus 4 – Alumni Recital – pianist, Catherine Robertson, cellist Catherine Anderson. Works by Bach, Brahms, Barber and Webern. Dunning Auditorium, 7:30 pm. \$6 adults; \$3 students & seniors. At the door.

Sunday, March 9

Pianofest, Opus 4 – Pianist Kaoro Yamamura, a winner in the IBLA Grand Prize International Piano Competition. Works by Musorgsky, Scriabine and Takemitsu. Dunning Auditorium, 2 pm. \$6 adults; \$3 students and seniors. At the door.

Departmental seminar schedules

Biology

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

Business

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

Chemical Engineering

www.chemeng.queensu.ca/Graduate/SeminarSeries/

Chemistry

www.chem.queensu.ca/NEWSANDEVENTS/Seminars/Seminar02W.PDF

Centre for Neuroscience Studies

www.queensu.ca/neurosci/seminar.html

Economics

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

Pharmacology/Toxicology

www.meds-ss10.meds.queensu.ca/medicine/pharm/

Physiology

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

Public Lectures

Monday, Feb. 24

Jewish Studies

Jim Pritchard, Queen's. Sephardic planters and merchants in French Atlantic Trade before 1789. 517 Watson, 7:30 pm.

Tuesday, Feb. 25

English

Marilyn Randall, University of Western Ontario. Power/Plagiarism. 517 Watson, 2:30 pm.

Wednesday, Feb. 26

History

Ryan Edwardson, Queen's. A nation of littlest hobos and toque-wearing hosers: Canadian content regulations and the quantification of Canadianess. 517 Watson, noon.

Friday, Feb. 28

Physical & Health Education

William O'Neill, Canadian Cancer Research Group, Ottawa. Snake oil that works: patient specific evidence based medicine. 205 PEC, 11:30 am.

Political Studies

James Tully, Toronto. Rethinking struggles over recognition. E229 Mackintosh-Corry, 2:30 pm.

Monday, March 3

Law

Charles F. Galway Lecture. Claire Hill, Chicago-Kent College of Law. Just so stories: what cognitive science could contribute to law and economics. 400 Macdonald Hall, 12:30 pm.

Wednesday, March 5

History

Christopher McCreery, Queen's. From St. Lawrence to snowflakes: the century-long project to create a national honour, 1867-1967. 517 Watson, noon.

PARTEQ Innovations Educational Forum

Douglas Deeth and David Brook, specialists in intellectual property law, speak on Issues surrounding ownership of intellectual property: Canadian and U.S. perspectives. 1101 Biosciences Complex, 4:30-6 pm. All welcome! 533-2342.

Thursday, March 6

Physical and Health Education

Wendy Craig, Queen's. The role of peers in bullying and victimization. 205 PEC, 11:30 am.

Special Events

Wednesday, Feb. 26

AMS Speakers Series

Lt Gen Romeo Dallaire led the UN Assistance Mission in Rwanda in 1994 when the speed of killing in Rwanda was five times that of the Nazis during the

height of the Holocaust. He will share 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. Donations to charity. 6 pm.

Thursday, February 27

Name That Artifact Game Show

Try to identify weird and wonderful items from the Museum of Health Care collections or just watch the fun! Prizes for knowledge and creativity! B139 Botterell, 7 pm. Free. Information: 548-2419.

Thursday, March 6

International Women's Day Panel Discussion

Marg Kubalak, KDIS, Arunima Khanna, Queen's, and others will discuss the feelings, behaviours and bureaucratic hoops accompanying the transition to a new culture. Ban Righ Centre, noon.

Wednesday, March 5 -

Saturday, March 8

Drama

Swollen Tongues by Kathleen Oliver, directed by John Lazarus. Vogt Studio, Carruthers Hall, 8 pm, Saturday matinee at 2 pm. \$5. Information: 533-2104, or www.queensu.ca/drama.

Courses and Workshops

Free Queen's

Feb. 24-April 7

Mondays 6:30-9 pm,

The politics of food: making choices, taking action. A free non-credit course open to all. D214 Mackintosh-Corry. To register or for information call Dianne Bootsma, 533-2563.

QUILL Sunday Lecture Series

B201 Mackintosh-Corry, 2 pm

March 2 – Ernst Eder. Prague-neglected but eternal royal city.

March 9 – Peter Roeder, Queen's. Volcanoes of Hawaii, Iceland and the Cascades.

Submission Information

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, and cost is applicable. Please submit your information in the body of an email message

You are reminded that the next *Gazette* deadline is March 3 at noon.

"IF I HIT YOU, WOULD SHE FEEL IT?"



CELIA RUSSELL

This print is a detail from a multimedia "printstallation" by Samantha Abdallah, on display at the Union Gallery in Stauffer Library. Her work deals with the theme of constriction as she reveals to outsiders aspects of her unique relationship with her identical twin sister. The current exhibition called Emulsion features works by Ms. Abdallah and fellow students Kelly Rintoul and Jesse Fumerton, which are on display until March 4. An reception will take place Saturday, March 1, from 6 to 8 pm. The gallery is located on the first floor of Stauffer Library at the corner of Union Street and University Avenue.