



QUEEN'S GAZETTE

A one-stop learning shop P10



Chemical linked to male infertility P8



ILLUMINATING INTERNATIONAL WOMEN'S WEEK



STEPHEN WILD

Students Erin McAuley and Allison Freeman light candles as part of Queen's annual Candlelighting Ceremony March 1 at Elspeth Baugh Fireside Room in Ban Righ Hall. The tradition of candlelighting started in 1890 as a way to welcome female students to campus. Over the years, student needs have changed and the main purpose now is to bring Queen's first-year, upper-year and alumnae together in a stimulating atmosphere providing a sense of community and friendship. As a result, the ceremony moved two years ago from September to International Women's Week.

There is no silver bullet

QUEEN'S MUST WORK WITH GOVERNMENT TO IMPROVE FUNDING, PRINCIPAL SAYS

By CELIA RUSSELL

Despite financial challenges, Queen's has no intention of running a deficit, Principal Bill Leggett says.

Under a status quo funding model, annual deficits would grow and the learning environment would deteriorate, he said in a state of the university address to Senate Feb. 27. But this is unacceptable and not an option for Queen's, he said. "If we did not get additional funding and if we were to fail to deal with the potential for deficits, the deficit could rise to \$60 million by 2006-07."

Just covering the interest alone on a deficit of this magnitude would be equivalent to losing 30 faculty - not just in the short term, but in perpetuity.

He argued that Queen's careful financial management has successfully prevented deficits in the past and will continue to do so in the future. "We need to continue to manage prudently to avoid that scenario."

Queen's must continue to work actively with the provincial and federal governments to improve base funding to universities, he said. "I am optimistic that

in the near term we will see the fruits of that labour."

In his address, the principal provided an overview of both the challenges he sees on the horizon and the many recent achievements that have further enriched the learning and research environment.

During a period of severe financial restraint, Queen's has focused on six key objectives: maintaining the high quality of its academic programs and the excellent reputation of its students; enhancing access to Queen's for qualified students with limited financial means; expanding international study opportunities; continuing to build its research and scholarly base; strengthening its financial position to counter the unpredictability of government funding and maintaining an equitable balance of funding across faculties and disciplines.

Queen's "strong foundation" will also help it to ride out the storm, he said. "We have virtually no debt. We have wonderful new facilities."

This strong foundation helped the university recover somewhat from the effect of a \$400 million cut to post-secondary education funding in 1995-96. Although improvements have been made, the gap in student-faculty ratios (see page 2 chart) still needs to be addressed, he said.

See NO SILVER BULLET: Page 2

Queen's endowment gets high ranking

By ANNE KERSHAW

Queen's endowment weathered the turbulence of global stock markets over the last year better than most similar university funds in Canada and the United States, recording a one-year return for 2002 of -3.1 per cent.

"Under the circumstances, that was a good result and quite a bit better than the return seen by some other universities," says Bill Forbes, Queen's director of Pensions, Investments and Insurance. By comparison, the University of British Colum-

bia's 2002 return was -5.8 per cent, the University of Alberta's was -4.4 per cent, and the University of Toronto's (Toronto Asset Management Corp.) was -9.6 per cent.

Queen's held to a long-term investment strategy in 2002 that seeks an asset mix of about 65 per cent stocks and 35 per cent fixed income. This represents a weighting in equity securities slightly above the average of 62 per cent for university endowments but significantly below the 80 per cent

seen in the asset mix of the University of Toronto's fund.

The success of Queen's investment approach was reflected in the most recent NACUBO study (National Association of College and University Business Officers), which surveys universities and colleges across North America. At the end of June 2002, Queen's one-year return was 3.8 per cent, which ranked 11th out of the 556 institutions measured. The median fund for that 12-month period recorded a loss of 6.4 per cent.

"We have some very good 'specialist' managers who managed to outperform the broad markets," Mr. Forbes says. "At a time when the Canadian stock market was down 12.4 per cent in 2002, our Canadian equity managers had a combined return of -1.4 per cent or 11 percentage points above the benchmark. Our U.S. equity managers returned at a rate of about 7 percentage points above the American equity markets and our international (beyond North America) equity managers

returned at about five percentage points above the EAFE market."

The endowment is a long-term investment that is intended to produce income for the university through the interest it earns. The interest income is used primarily for student assistance (bursaries and scholarships) and to fund endowed chairs and professorships. With a current endowment of \$406 million, Queen's has the second largest university endowment (per full-time equivalent student) in Canada.

See QUEEN'S ENDOWMENT: Page 12

Is Canada "manufacturing 'terrorists' " ?

By MEGAN EASTON

National security measures in Canadian immigration policy have the potential to victimize innocent asylum-seekers in the post-Sept. 11 climate, says a Queen's law professor with expertise in international human rights.

Under current policy, there are no explicit criteria for what makes a person a national security risk. This means immigrants



Aiken

and refugees can be labelled terrorists based on very little empirical evidence, says Sharryn Aiken, whose doctoral work is examining immigration and refugee law and addresses the potential for

"manufacturing 'terrorists.'"

Canada's new Immigrant and Refugee Protection Act, which became law in 2002, removes the right of non-citizens to challenge the reasonableness of their security threat designations before a specialized body called the Security Intelligence Review Committee, as they could in the past. Now, a single federal judge

reviews the cases.

"Today there's an ever greater need for a vigilant watchdog with technical expertise to monitor security measures in the immigration process, and I don't have the confidence that the federal court procedures afford the appropriate kind of response," Professor Aiken says.

See MANUFACTURING TERRORISTS Page 12

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Queen's News Centre

Nobel Prize winner Spence delivers policy lecture

Renowned economist Michael Spence will deliver the inaugural W. Edmund Clark Distinguished Lecture on Public Policy this Friday, March 14.

The lecture takes place in room 202 Policy Studies building at 4 pm.

Dr. Spence, who is Philip H. Knight Professor, Emeritus and



Spence

Former Dean, Stanford Graduate School of Business will speak on Informational Structure in Markets: The Impact of Information

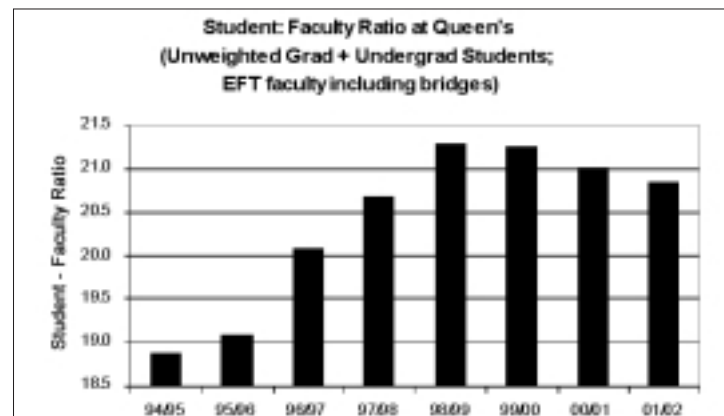
Technology on Markets, Business Processes, Economic Growth and Development.

Dr. Spence won the 2001 Nobel Memorial Prize in Economic Sciences with George Akerlof of the University of California at Berkeley and Joseph Stiglitz of Columbia University. The Royal Swedish Academy of

Sciences awarded the prize for the trio's work in information economics. In the 1970s, the laureates laid the groundwork for a theory about markets with so-called "asymmetric information." Their work explained how agents with differing amounts of information affect many different kinds of markets.

No silver bullet

continued from page 1



Despite this challenge, Queen's academic strength through its research performance, study abroad opportunities and strong student assistance program and its financial strength as judged by the business community put it in a solid position.

With a current total of about \$140 million in research funding in 2002, Queen's enjoys a top-10 ranking among Canadian universities for federal research operating grant funding (SSHRC, NSERC, CIHR), said Principal Leggett. "We have the third-largest number of Killam Research Fellowships over the decade (1992-2002) and were awarded more Killams in 2002 than any other Canadian university."

With \$230 million raised by spin-offs to invest in licensed technology, Queen's is also a leader in the commercialization of university research.

"Queen's sends more than 900 students abroad each year and our numbers are rising – about 15 per cent of our graduating classes are having an international experience."

In the last decade, Queen's has more than doubled the amount of scholarship money available, and also shifted its focus. In 2000-01, 80 per cent of this was needs based, compared to 80 per cent merit-based in 1993-94.

In the area of financial strength, Queen's is the eighth Canadian university to offer debentures (\$90 million), with the strongest placement to date. It rivals the University of Toronto with the highest bond rating of AA+. It has the lowest coupon rate at 6.10 per cent and had the most over-subscribed debenture issue.

As for solutions to the current funding challenge, "there

is no silver bullet," he said.

He predicted that the university's dependence upon philanthropy and public and private partnerships will increase, but should not be counted on unilaterally.

"They are not the means to support ourselves as a university – they are the icing on the cake that allows us to be excellent."

Principal Leggett also stressed the university must continue to seek and exercise tuition flexibility effectively and responsibly; be committed, individually and collectively, "to being the best we can be at providing quality education, scholarship and service and be innovative. Many of our most successful programs and initiatives are the product of out-of-the-box thinking."

When Dean of Applied Science Tom Harris asked why there hadn't been a groundswell of support for universities from the public, Principal Leggett replied, "Because we haven't made enough noise."

Universities have missed crucial opportunities to publicize their plight, he said. "I think we (through the Council of Ontario Universities) missed a huge opportunity to make a political statement."

And other issues such as health care and K through 12 have more effectively grabbed the provincial agenda.

Principal Leggett praised the federal government's stand on universities and research.

"The AUCC (Association of Universities and Colleges of Canada) has taken the lead and driven this at the federal level. Jean Chrétien and Paul Martin both really understand the importance of universities and research at the broad philosophical level." www.queen-s.ca/secretariat/senate

SENATE IN BRIEF

Gender representation statement

To address a gender imbalance among NSERC Canada Research Chairs nominees, Queen's will invite units to make submissions where there is a "high probability" of recruiting female candidates in any of the university's strategic research areas. In accordance with Queen's faculty appointment policy, unit nominations are required to demonstrate that they have conducted an active search for under-represented groups (including women). Vice-Principal (Research) Kerry Rowe told Senate that the statement will be included in a letter to the Chairs secretariat, accompanying the university's revised strategic research plan.

(For the full text, see www.queen-s.ca/secretariat/senate)

Honorary degree recipients

The list of those who have accepted invitations to be honorary degree recipients was made public at the Feb. 27 Senate meeting.

May convocation recipients are: Joanne McWilliam, DD; Gordon Nixon, LLD; Adel Sedra, DSc; David Pattenden, LLD; John Ralston Saul, LLD; Joy Kogawa, LLD; Albert Low, LLD and Robbie Robertson, LLD.

October convocation recipi-

ents are: Daniel Patrick Moynihan, LLD; Lloyd Axworthy, LLD; Adrienne Clarkson, LLD and Ian Scott, LLD.

Other Feb. 27 Senate news

Enrollment plan: Senate approved the enrolment plan and targets for 2003-04 and 2004-05 and empowered the university registrar to make any necessary adjustments. Senate approves plans two years in advance to facilitate budgeting and planning.

Name change: Senate approved a change in name of The Institute of Women's Studies to the Department of Women's Studies, to reflect its current operation module.

Internal Academic Review: Senate approved an augmented appraisal process for the Department of Religious Studies, which is scheduled for IAR and OCGS reviews in the upcoming cycle.

Senate composition: Senate approved a motion allowing the Senate Operations Review Committee (SORC) to prepare models on the distribution of faculty members on Senate. Senators John Freeman and Robert Dalrymple questioned the wording of the motion, and were concerned that voting might pre-emptively determine Senate faculty distribution. SORC chair Sandra Crocker said that this was strictly a go-ahead for the committee to prepare models and take them to the faculties, and that there would be another opportunity for Senate to look at this.



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Forward-looking functionality earns Chernoff Hall international award

By CELIA RUSSELL

Queen's new chemistry building has won High Honours in the *R&D Magazine* 37th Annual Laboratory of the Year competition.

This year's judging panel selected Chernoff Hall, which opened officially last fall, for its outstanding design characteristics for a teaching institution, attention to detail, and forward-looking functionality.

Chernoff Hall will be on the cover of the May 2003 issue of *R&D Magazine* and highlighted in a special section on Excellence in Laboratory Design.

Department Head David Wardlaw and Department Manager Rick Boswell will accept the award on Queen's behalf at the 54th Annual PittCon Convention in Orlando, Fla. this week. PittCon is the world's largest scientific convention and trade show.

"This award verifies what we knew to be true all along – that Queen's University has built a world-class laboratory facility for world-class researchers and students," says Mr. Boswell. "*R&D Magazine* is a widely read trade journal in industry and it is anticipated that the exposure of Chernoff Hall to an international audience will see enquiries from industry and

industrial research groups increase – and with it, the possibility of parlaying those inquiries into research grants and contracts."

The department also anticipates the exposure will entice future undergraduate and graduate students as well as outstanding faculty to come to Queen's to pursue their chemistry studies, he says.

The award is the culmination of six years of successful collaboration between department members and design consultants, and recognizes the team's establishing a benchmark for the design of future lab buildings.

In addition to department operations, Brisbin Brook Beynon Architects took into account the individual needs of faculty and teaching staff. A key design element is the "intelligent service module" that allows the labs to adapt to future needs. With creative service distribution methods (power, water, gases, drains and air flows), any research lab can be converted easily from a concentrated wet chemistry lab with traditional style benches and services to a highly integrated instrumentation style lab at minimal expense and renovation.



COURTESY DEPARTMENT OF CHEMISTRY

Students at work in Chernoff Hall's state-of-the-art lab facilities.

This award also recognizes the creative input of the consultants, Keen Engineering, for the design of the mechanical sys-

tems; Crossey Engineering for the electrical systems; Sauve Boucher & Associates for the structural elements; and M. Sulli-

van & Son for the ability to construct a highly technical facility. www.rdmag.com/scripts/awards.asp

English graduates enjoy multitude of options for work, study, survey finds

By MEGAN EASTON

More English graduates than ever are pursuing further education after they leave Queen's, and the vast majority of them say they are happy with their choice of undergraduate degree, says a recent study on the patterns of employment and postgraduate study among English majors.

The need to justify liberal arts degrees is a reality in the current social and economic climate, says Sarah Copland, a fourth-year English major hired through the Queen's Student Work Experience Program to author the study. The longstanding debate about the purpose of university – education or training – fuels the conflict over the

value of English studies. "The same degree can be a universal currency according to one view and a ha'penny according to the other," she says.

In February, 2002, the department mailed surveys to the 316 people who graduated with BA Hons degrees as English majors between 1997 and 2001; 84 of them (27 per cent) responded.

Overall, 93 per cent said they were satisfied with their decision to pursue a Queen's English degree.

The students who responded to the survey were likely those eager to share their experiences of personal and professional success, says department head and former undergraduate chair Patricia Rae. And

although the survey is not entirely representative, it does not diminish its value for students, the English department and the university as a whole.

"The value of the survey is mostly in the concrete advice for students and faculty members that comes through in the graduates' comments," she says. These range from tips on the best courses to take for certain career paths, strategies for success in postgraduate study and suggestions for improving the department's curriculum.

The survey offers sound evidence that English graduates have a multitude of fulfilling options for work and study, says Dr. Rae, who often encounters parents who try to steer their high school children away from English studies into more "marketable" programs. "It's so endemic, that dismissiveness of the English degree," she says. "So the study is a way of supporting high school students who love English and saying, you don't have to give this up to go to business school."

"With an English degree you're developing skills and strengths where the immediate utility is not apparent. But by simply allowing yourself to grow in those ways rather than trying to learn a profession right away you are in fact developing more and deeper skills."

While many English graduates choose to refine their skills in specialized postgraduate programs, the study shows they are uniquely prepared to excel in these studies and later in their chosen careers, she says.

This is the first follow-up study since the English department administered similar surveys in 1986 and 1990. After

more than a decade, it was time to revive the project, says Dr. Rae.

More than 80 per cent of respondents said they pursued further education immediately after graduation, compared to about 50 per cent in the 1986 and 1990 studies. In the 2002 survey, 90 per cent of all the respondents reported postgraduate study within five years of graduation and 92 per cent of these individuals said they were satisfied with their decision to do a Queen's English major.

Comparisons among the three surveys are somewhat difficult because of differences in their respective methodologies. The two previous studies, for example, surveyed English majors, medials and minors, while the 2002 study only surveyed majors. Response rates were greater in the 1986 and 1990 studies than in the 2002 study.

The top fields of employment

among the 2002 respondents were education, journalism/media/communications, advertising/public relations/marketing, publishing and law. No respondents indicated they were unemployed and seeking employment, and 86 per cent of those who were currently employed indicated satisfaction with their occupations.

For those who continued their studies, the top five most popular fields were education, law, graduate English, journalism/media/communications and library and information science. All respondents stressed the practical value of the intellectual independence and diverse skills they acquired in their English courses – whether they chose to return to school or enter the workforce.

The report is available on the English department web site at qsilver.queensu.ca/english/report/Mainpage.htm

IN BRIEF

Committee to form principal profile

The Joint Board/Senate Committee to Select the Principal is analyzing community input to help develop a position profile for the next principal.

More than 90 faculty, staff, students and alumni submitted views on the qualities they would like to see in Queen's next principal.

"We would like to thank those who took time to contribute their views to the committee" says Georgina Moore,

University Secretary. Input came via town hall community consultation meetings in late January and early February, and in response to a November email invitation from Chancellor Charles Baillie.

The profile outlines the knowledge, skills and abilities the next principal will need to lead the university during the decade ahead and also forms the basis of the advertisement of the position, says Ms. Moore.

When finalized, these documents can be viewed on the search website at www.queensu.ca/secretariat/search/.

Queen's 18th principal will take office on July 1, 2004.



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Chemical linked to male infertility and prostate cancer research in the news

QUEEN'S IN THE NEWS

Highlights of Queen's experts in the media.

■ Feb. 19 – Mar. 4

Poh-Gek Forkert's (Anatomy and Cell Biology) research that links the chemical trichloroethylene to male infertility is covered by the *Globe and Mail*. The story is also covered by the *Montreal Gazette*, the *Toronto Sun*, *The Kingston Whig-Standard*, *London Free Press*, *CTV National News*, *CBC TV* (Vancouver) and *CITY TV* (Toronto).

Alan Cruess (Ophthalmology) comments in the *Globe and Mail* about macular degeneration.



Barrie Jackson (Chemical Engineering) and **Kevin Hall** (Civil Engineering) are interviewed by the *Ottawa Citizen* about environmental effects of increasing the amount of water removed from the Tay River. Dr. Hall also discusses the issue on *CKWS TV News*.

Don Macnamara (Centre for International Relations) comments in a *Toronto Star* story about Prime Minister Jean Chrétien's decision soon after taking office to cancel a contract for

new military helicopters. The story is also carried in the *Hamilton Spectator*.

A \$300,000 U.S. Idea Development Award from the U.S. army given to a research team headed by **Charles Graham** (Anatomy and Cell Biology) to investigate how small amounts of nitroglycerine can help fight prostate cancer is reported in newspapers across the country including the *Toronto Sun*, *Hamilton Spectator* and *London Free Press*.



David Lyon (Sociology) comments in an *Ottawa Sun* story about the privacy issues associated with issuing national biometric identity cards.

In a recent *Medical Post* story, **Jeremy Heaton** (Urology) discusses the ethical issues associated with celebrity endorsements for pharmaceuticals.

Sam Shortt's (Centre for Health Services and Policy Research) seven-year study that found rich and poor Canadians are waiting equal time for surgery is covered in the *Globe and Mail*. The story also received coverage in *The Toronto Star*, *The Telegram* (St. John's), *The Gazette* (Montreal), *The Toronto Sun*, *The Kingston Whig-Standard* and *The Calgary Herald*.

Stephen Bagg (Physical Medicine and Rehabilitation) com-

ments in a *Calgary Herald* story about an implantable stimulator that electrically exercises muscles and is designed to treat people with severe muscle weakness. The story first appeared in the *Los Angeles Times*.



Alison Harverson Young (Law) is interviewed by the *National Post* about law school tuition and steps Queen's has taken to provide financial aid for students to combat rising costs.

Doug Reid (Business) comments in an *Ottawa Citizen* story about Jetsgo discount airline expanding its service into Alberta. The story is also carried by *The Kingston Whig-Standard* and *Montreal Gazette*.

A cooperative initiative between the **Social Program Evaluation Group** and **Southern African Research Centre** to provide

training in program evaluations for groups in South Africa implementing HIV/AIDS programs in migrant communities is highlighted in *University Affairs*.



Millard Schumaker (Theology College) discusses the ethics of helping in a *Kingston Whig-Standard* story about a man who died at a Kingston bus stop this weekend.

Art McDonald (Physics) winner of the Bonner Prize, North America's top prize in nuclear physics, is interviewed in a *University Affairs* feature about the Sudbury Neutrino Observatory.

Results from **Peter Katzmarzyk's** (Epidemiology) survey on obesity published last year in the *Canadian Medical Association Journal* are highlighted in the most recent *Canadian Living*.

Rebecca Ward (Psychiatry) comments in a *Canadian Living* story about autism.

Tim Bryant (Mechanical Engineering) is featured on *Discovery Channel* (*Daily Planet*) profiling The Niagara Foot prosthesis. View the coverage at www.exn.ca/dailyplanet/.



In *National Post Business Magazine* stories about MBA for Science and Technology programs, **Salmaan Mufti** (Business) comments about tuition costs and the steps taken to help Queen's MBA graduates find jobs.

Victoria Talwar (Psychology) discusses on *CBC Radio Ontario Morning* her research with **Kang Lee** (Psychology) that finds kids as young as three will lie to protect adults' feelings.

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

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Resisting and impeding state power more effective than protest, says Queen's expert

The protests on Feb. 15 (the international day of peace) about war on Iraq were reported by the media to be some of the largest demonstrations ever seen in many cities throughout the world, attracting more participants than either the Vietnam War or G8 agenda protests. But what is the nature of protest and what motivates people to march in the streets? The Queen's Gazette posed the following questions to Richard Day, an assistant professor in the Department of Sociology and expert in new forms of political action and social transformation.

G: Why do people engage in organized public protest?

RD: People engage in organized protest when they feel their political institutions ignore them. While a liberal theorist might see large demonstrations as signs of a healthy polity, I think they indicate that truly representative institutions do not exist. If they did, people would use them. I don't prefer silence to dissent; dissent is clearly superior, since it is an active rather than a passive response to disempowerment. I am convinced, however, that attempting to influence state power is the least effective method of achieving radical social change. One is much better off engaging in various sorts of direct action, ranging from creating alternatives to existing structures, to resisting and impeding their operation. We're

seeing quite a lot of direct action in Europe right now, with people doing whatever they can to hinder the movement of troops and supplies to the Gulf region as a way of directly counteracting the US/British escalation of the war in Iraq.

Even the quest for oil should be considered secondary to the desire to consolidate America's position as a centre of power in the emerging global capitalist police state.

G: How do the media tend to cover protests?

RD: The corporate mass media tend to ignore most protests, and when they do pay attention they try to subvert or downplay their meaning and importance. Sometimes the bias is so obvious it is quite humorous. For example, the Calgary Herald offered a front-page "welcome" to G8 protesters in the form of a Canadian soldier standing ready



RICHARD DAY
Q&A

in front of an anti-aircraft/anti-tank weapons array. The next day, they showed the mayor offering white hats to the world leaders who were also converging on the city. I left my tank at home, but I could have used a white hat, as it was pretty hot on the streets. Fortunately there are many alternatives to the mass media, where one can find out what's going on and get access to opinions and analyses that run counter to the corporate line. indymedia.org, rabble.ca, truthout.org are some examples.

G: How accurate is the general public perception of protesters?

RD: These two questions are linked, since 'the general public perception' is created by the corporate mass media. These days it seems to revolve around two imaginary poles: that of the mindless and 'silly' protester

who has no grasp of the relevant issues, but is out for a bit of dancing and drumming; and that of the mindless and dangerous protester who expresses his or her vacuity through violence. To the first perception, I would say: I've never met so many passionate, caring, articulate and well-informed people of all ages as I have at anti-globalization protests and educational fora. To the second, I would note that police forces and military squads throughout the western world are now routinely using tactics of escalation not only to disperse protests, but also to ensure that they "turn violent" and thereby lose some of their legitimacy. An infamous recent case of this was the unleashing of police dogs on a group of Raging Grannies at Quebec City. Some activists refuse to be passive victims of police violence, and I am in complete support of them when they fight back.

G: How does your direct participation in public protest inform your research?

RD: I would hope that my direct participation helps me avoid some of the pitfalls associated with what might be called arm-chair studies of social movements. To the extent that I am an activist myself, I am writing "to us" rather than "about them." There's also a strong security culture in activist circles these days, and people are

rightfully suspicious of someone who breezes in for an afternoon, whether they claim to be an academic, reporter, filmmaker, or whatever. When you're involved as an organizer, when you put in time, people tend to trust you more, so you learn more, and can contribute more. This point is crucial, since my goal is not only to add to theoretical knowledge about social movements, but also to understand how I can contribute, through research, writing, and other activities, to those struggles I see as progressive.

G: Did you participate in a protest about the war on Iraq? Why?

RD: I've been to two anti-war rallies in Kingston. I am against the continuation of the war in Iraq - despite rhetoric to the contrary, there's been a war in Iraq since the early 1990s - because I do not accept the arguments put forward by the Bush regime to justify its desire to violently replace a government it no longer likes with one it thinks it might like better. Even the quest for oil should be considered secondary to the desire to consolidate America's position as a centre of power in the emerging global capitalist police state. For me, war and globalization are intimately linked. Hence, anti-war and anti-globalization activism are, or should be, intimately linked as well.

IN BRIEF

Brockington visitor to speak on sexual selection in birds

Prominent behavioural ecologist and Queen's latest Brockington visitor Tim Birkhead will discuss Darwin, Birds and Sexual Selection Wednesday, March 19. His lecture takes place at 4 pm in room 1102, Biosciences Complex.



Birkhead

Dr. Birkhead, of the University of Sheffield is the author of Promiscuity: An Evolutionary History of Sperm Competition and The Red Canary: The Story of the First Transgenic Animal.

In his lecture, Dr. Birkhead will discuss how Darwin's theory of natural selection changed the way we view the world. Darwin's other major idea, sexual selection, has received much less attention, but there is now a growing realisation that it may be just as important as an evolutionary force.

Recent studies, particularly on birds, once thought to be models of monogamy, show that females are often extremely promiscuous and that sexual selection, particularly after mating, is intense. Post-copulatory sexual selection takes the form of sperm competition and cryptic female choice, and these two

processes account for a wide range of otherwise inexplicable facts about the mating systems, reproductive anatomy and physiology of birds.

The Department of Biology is hosting Dr. Birkhead's visit, the second Brockington visitor this year. Because there were a number of years where the visitorship funds weren't used, the university was able to invite a second scholar to visit. International development expert Gavin Kitching visited Queen's in January.

www.shaf.ac.uk/aps/stafftim-birkhead.html
biology.queensu.ca/~sperm/

Reelout film fest comes to Kingston

Queer Docs, the fourth annual reelout queer film and video festival takes place at the Screening Room, 120 Princess St., from March 13-16. This year's theme, Queer Docs, highlights the work done to document queer lives. For ticket information go to www.reelout.com, email festival@reelout.com, or contact the Ontario Public Interest Research Group office at 533-3189.

Martyrdom in Islam

Liyakat Takim of the University of Denver will speak on Martyrdom in Islam: Liberation Theology & The Kerbala Paradigm on

Wednesday March 19. His lecture takes place at 7 pm in Stirling Hall, Auditorium A (on Queen's Crescent across from Victoria Hall).

Dr. Takim is Assistant Professor of Islamic Studies at the University of Denver. His research interests center on the historical development of juridical and theological literature in the Classical period of Islam, as well as on Shi'i biographical literature.

Dr. Takim is a native speaker of English, Swahili, and Gujarati; his research languages include Arabic, Urdu, and Persian. His publications include three translations: Muhammad al-Tijani al-Samawi's Ask Those Who Know: An Exposition of the Shi'ite Creed (Hydery Press, 1995); Sharaf al-Din al-Musawi's Questions of Jurisprudence: A Comparative Study of Muslim Ritual Practices (Hydery Press, 1996) and Ziyarat Guide: Selected Supplications (Hydery Press, 2000). Dr. Takim's teaching interests include courses on Islamic mysticism, classical and contemporary Islam, and Islam in a comparative perspective. Free pizza provided.

For more details, contact Samil Chagpar at 542-1869 or samilchagpar@hotmail.com.

Queen's best teachers honoured

Queen's students will honour their outstanding professors and teaching assistants at a spe-

cial ceremony Wednesday, March 26 at 7 pm at the University Club.

Each year, a committee of the AMS Academic Affairs Commission, presents the Frank Knox Award for Excellence in Teaching to two professors, and the Christopher Knapper Award for Excellence in Teaching Assistance for an unlimited number of deserving TAs. These awards are the highest honours that students may bestow upon their professors and TAs.

For the list of nominees, see www.myams.org/teachingawards.



An overwhelming majority (79 per cent) of those who voted in a recent News Centre poll indicated they were not convinced by evidence presented on Feb. 5 to the United Nations by U.S. Secretary of State Colin Powell of the need for a war on Iraq.

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

Have you ever participated in, or considered participating in, an organized protest? Vote now!

www.queensu.ca/newscentre

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TRIBUTE

CATHY PERKINS

Remembering
Jim Courtright

Jim Courtright was a man whose personality, pursuits and talents attracted such sobriquets as Gentleman Jim, Javelin Jim and The Boss – long before Springsteen. They also brought him titles and honours – milestones along a notable life's journey.



James Milton Courtright, BSc'41 (Civil), (BA Ottawa), PE, died in Kingston on Feb. 21 of complications from Parkinson's Disease. He was 88. His health declined rapidly after the death on Christmas 2000 of his beloved Mary (Dr. Mary Nora Roche, a McGill-trained endocrinologist). They were the demonstrably proud parents of eight children, five of them Queen's alumni and three married to grads. "Dad" was probably the name he cherished most.

A native of North Bay who grew up in Ottawa, he had a 30-year career with Shell Oil in Vancouver, Montreal and Toronto before his appointment as Queen's first Vice-Principal (Development & Information) surprised the campus in 1970. An alumni activist wherever he had lived, he was a Queen's Trustee when his long-time friend, Principal John J. Deutsch, announced the new post.

After the expansive 60s, Ontario universities were reaping a whirlwind of change and challenge. Applications were on the rise. Queen's needed more residences.

It had to have new faculty, fast, and more labs and lecture halls for them to teach in. Students and alumni were looking for more involvement. Taxpayers were demanding more accountability. While the Senate tended to curriculum and academic standards and the Board planned the physical plant, it became the new V-P's job to promote Queen's public image and find the money for all this change.

Coming from a national corporate vice-presidency, Jim understood high finance, research and fund raising. What he didn't know was what a hard time he would have preaching marketplace strategies to the academy. His always-courtly demeanor ("Gentleman Jim") must have masked a great deal of frustration as he pushed campus colleagues to work with corporate efficiency. As someone said at the time, "Deutsch has brought in General Bullmoose to pull down some of the ivy." Adjustments had to be made on both sides, but the "marriage" proved a great success.



Jim Courtright

KEN CUTHBERTSON

"Javelin Jim" had had a wealth of athletic experience as a track-and-field Olympian (Berlin 1936), gold medalist at both the British Empire and Pan American Games ('37 and '38) and as a varsity track, basketball and football player/coach. He valued teamwork. He set about assembling a development and information team of industrial-strength veterans and young back-up writer-researchers. His PR credo was simple and straightforward: "Do good, then talk about it." But one of the staff's more unexpected duties was to lead the prayers that opened every campaign strategy meeting.

We realized "The Boss" was on good terms with the Almighty, but it turned out Jim Courtright knew absolutely *everybody*. He was not only an old and close friend of Principal and Mrs. Deutsch and the "new" Chancellor, Agnes (Richardson) Benidickson, he knew many of Canada's political and corporate biggies, their wives and children's names, even their church affiliations. The old oil man knew where to drill for volunteers and corporate donations. He knew just who to ask for money and how much to go for.

A tall, fine-looking man, he had charm to spare, genuine kindness and the "gift of the gab." The two capital campaigns he spearheaded were entirely successful. (The Queen's Quest target of \$10 million was huge for the time.) He set up the Parents Association, was the first secretary of the national Queen's Fund Council, and concurrently managed to be a diligent and reviving secretary of the University Council for seven years.

Although more at home in St. Mary's Cathedral (site of Jim's funeral Mass), the Courtrights were also strong supporters of the Catholic campus parish, St. Thomas More, and Newman House.

When Jim retired at the end of 1979, Principal Ron Watts called his contribution to Queen's "magnificent." In 1980, the University Council honoured him with one of its first Distinguished Service Awards, citing his "often overlapping roles as student, athlete, engineer, orator, Trustee, Councillor and Vice-Principal."

The DSA acknowledged him as an early expert on environmental pollution, a popular panelist and speaker, and called him "a personification of patriotism, sportsmanship and fidelity—a concerned citizen of his country, his city and his university community."

For more than 20 years after that gala Council dinner, those last words remained absolutely true. Jim Courtright never stopped helping Queen's in any way he could, and he continued to care, hope and pray for the many people whose lives had touched his.

Cathy Perkins, Arts'58, was publications editor on V-P Courtright's original staff (and first *Queen's Gazette* editor), became his assistant and successor on the University Council, and went on to serve with him, even after retirement, on university and church committees.

QUEEN'S FLASHBACK: FEBRUARY 1998



CELIA RUSSELL

School of Graduate Studies and Research admissions staff (from left) Carol Wallace, Debra Hamilton, Bob Hubbard and Rose Silva check out the new one-package admissions system.

Letters

Reader identifies
two students

After attending a Chamber of Commerce mixer recently, where I picked up a copy of the Dec. 16 *Gazette*, I recognized two men in the March 1988 photo on page four.



The man holding the 6.9 sign in the bottom left hand corner is Jeff Lowes, an old high school friend (Ernestown Secondary) and the man to his right holding the 10.0 sign is John Ligett, an old flame

(Bayridge High). Both are long time Kingston residents!

Jenifer Keates
Public Relations Director
Generations Health Services

The last word
on Chemistry
Flashback

An old friend sent me a clipping of a recent picture (*Queen's Flashback*: 1988, Jan. 27, page 6) that asked for more information.

Well, I'm the student with the glasses in the front (with the jacket on the back of the chair). This would have been FG15 and either 2nd year Analytical Chemistry with Dr. (Bob) Wheeler or Physical Chemistry with Dr. (John) Stone.

The girl behind me looking at the camera is Giselle Crone, who graduated with a BSc in Chemistry and worked for 3M. The girl sitting beside me is Kristine Hensel, who went on to do her PhD in Chemistry.

I transferred to Engineering Chemistry in third year and graduated from Eng Chem in 1990. I'm now living in Vancouver, work for Dow Chemical and have a 10-month-old daughter named Alexandra. I married Joe Thwaites, a 1989 Chem Eng grad.

We have very fond memories of Queen's and dropped by campus last September to visit.

Robin Lee
Eng Chem '90

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.

It's important to look beyond the numbers

IT TAKES MORE THAN STATISTICS TO MEASURE JOB QUALITY, WORK ENVIRONMENT

Currently Queen's is conducting an employment equity census as part of the requirements of the Employment Equity Act and the Federal Contractor's Program.

As a policy and data analyst, I am responsible for the collection of data on the designated group status of employees here at Queen's. There is a huge demand for data both here at Queen's and in our society at large. We collect, analyze, and report the numbers of the four designated groups who are employed at Queen's. Institutional goals are set and measured against the backdrop of the diversity of Canadian society. The numbers have their place as tools to help us plan to improve, as part of measuring change over time, but they are also easily misused. Well-meaning administrators quote the numbers to justify programs, spending or lack of spending, to say how much we have improved. It has become simplistic to say that data can be used to justify any position.

So let's not get hung up on the numbers to justify any position. They do have value in measuring what our levels of representation among employee groups are, but they do not speak to the quality of employee jobs or work environments at the university. Numbers are tools that can be used to identify



JUDY WILSON

Diversity

fy areas of concern so that specific issues may be illuminated. From numbers we can develop other measures, qualitative measures that get behind the numbers. Why are we not hiring visible minorities in a particular area? Is the applicant

Is fairness a workplace where everyone walks up steps? Fairness recognizes different circumstances and removes barriers to opportunities.

pool available? Is there discrimination in the process? If someone is hired, do they find the climate "chilly" and choose to move on? Until we look beyond the numbers we have only done a small part of the employment equity job at Queen's.

It is easy to forget that these numbers represent people. It is people, not numbers who experience discrimination. I don't think that anyone who has experienced any form of discrimination cares one bit about whether Queen's is "representative" in employment. What all of us should care about is fairness, respect and empowerment for all people in the Queen's community. To many people, fairness means treating everyone the same. If fairness means treating everyone the same, who gets to set the standard of fairness? Is fairness a workplace where everyone walks up steps? Fairness recognizes different circumstances and removes barriers to opportunities.

In the past the majority of employers set what was "fair" in the workplace: white able-bodied men. The Canadian workforce has changed. I could quote the numbers on how it has done so, but that is not the point.

Changing the concept of what is fair in the work place is not a new concept. Mothers had to fight to get maternity leave; fathers in the workforce are still struggling to get equal recognition of their paternal rights. Equity is the ongoing challenge to redefine 'fairness' in the workplace to encompass everyone, instead of just most people. So instead of hiding behind the numbers, let's challenge the assumptions that limit us all.

Judy Wilson is policy and data analyst in the Office of the University Advisor on Equity.

Queen's joins the learning objects project

What do digitized frog dissections and learning style questionnaires have in common? Both are learning objects – any digital entry designed to meet a specific learning outcome that can be reused to support learning.

The IDC is leading a national learning objects project that supports faculty and students in integrating technology, and a provincial project that supports the development of discipline specific learning objects.

One of the larger repositories, MERLOT (Multimedia Educational Resources for Learning and Online Teaching) includes close to 9,000 learning objects in a searchable database categorized by discipline - Arts, Business, Education, Humanities, Mathematics, Science and Technology, and Social Sciences.

Objects are peer-reviewed (or in the process of being peer-reviewed) and are free to use in classes. This site also provides a great resource for integrating technology in teaching called Teaching Well Online. For more information, or to find an object, visit www.merlot.org

Another great resource for learning objects is the fall special edition of the *Canadian Journal of Learning and Technology*, which showcases learning object projects across Canada.



DENISE STOCKLEY

Teaching Issues

This print-based journal is available online at: www.cjlt.ca/content/vol28.3/.

The national project E-Kit is part of a larger CANARIE-funded project called University Collaborative Communities for e-Learning Adoption (UCCELA). It is a bilingual central repository of learning objects to support the e-learning experience, for faculty and students. To date, 250 learning objects and assets have been identified by the nine university partners, including Queen's, to support integrating technology in the traditional and online classrooms.

It specifically addresses the three most challenging barriers to e-learning: Poor understanding of e-learning; A general lack of support to faculty members in the development of e-learning objects; Insufficient time for any one institution or individ-

ual to find solutions for the various challenges raised by e-learning.

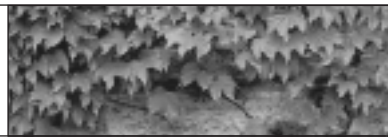
The Co-operative Learning Object Exchange (CLOE) is an on-going collaborative project of 15 Ontario universities funded through CANARIE and the TULA Foundation. The goal is to develop an innovative infrastructure for joint development of multimedia-rich learning resources. Each partner university is responsible for developing learning objects for reuse by other institutions.

CLOE@Queen's is our contribution. Newly hired learning object developers Harley Broughton, Michelle Cortes, and Zaheera Valani together with Mark Fleming of the Learning Technology Unit and I are developing discipline-specific learning objects with faculty.

To participate, the instructor completes a short, on-line form describing a learning object to be developed or updated, which the team reviews with the instructor. The instructor takes the role of content expert, and our developers do all the programming. For more information, visit www.queen-su.ca/cloe.

Denise Stockley is Adviser on Teaching and Learning at the Instructional Development Centre.

UNIVERSITY ROUNDUP



Hedging one's bets

The second phase of the double cohort admission cycle has now begun with Ontario universities responding to a staggering 515,983 different university and program selections by students. Applicants could apply to as many as three programs at up to 19 Ontario institutions. The highest number of program choices made by a single applicant was 51.

Council of Ontario Universities (February)

Roses in space

"In all of the research that has been done on the shuttle and the space station, there has been no significant impact on any field of science."

So comments Robert L. Park, director of public information for the American Physical Society in *The Chronicle of Higher Education* (Feb. 14). In the wake of the space shuttle Columbia tragedy, critics are again saying that risks and costs overshadow any value from research done in space. More than 70 scientists around the world contributed experiments. Mr. Park was particularly incensed about a commercial experiment to determine how roses smell in space.

The Chronicle of Higher Education (Feb 14)

Prof dives into lecture

Intent on giving a memorable lecture, a professor at McGill University recently delivered two consecutive science lectures from a huge tank of water. The intellectual conundrum of the day: if a human being were weighed down with seven pounds in water, what would it take to make him buoyant? Student had only begun to ponder the matter when a teaching assistant pulled aside a black curtain at the front of the lecture hall revealing the submerged professor, Bert Alters, ready to demonstrate that it would actually take a large freezer bag over a Ziploc bag filled with air to bring him to the surface. Dr. Alters felt it was worth sacrificing an old sports coat to make a lasting impression in the classroom.

University Affairs (March 2003)

National security versus scientific freedom

Addressing "The State v. the Academy: National Security or Scientific Freedom" at the Kennedy School of Government recently, panellists discussed varying ways higher education has been affected by the heightened security awareness, from restrictions on foreign students traveling to the United States to the labelling of research as "sensitive" or "classified." It was agreed that free flow of ideas might be a better protection against biological weapons than the secrecy created by classifying academic research. "Ignorance is not a great defence," said Harvard School of Public Health Dean Barry Bloom. "Our hope is to put our best people out there to counter what [terrorists] are doing." The danger in the current atmosphere, panellists said, is that government officials will begin to err on the side of classifying more and more research.

Harvard University Gazette (Feb 27)

Write me off

Hundreds of students and new graduates in the UK have discovered bankruptcy as an option for getting out from under student debt. The National Union of Students says it has been flooded with calls from students since the Insolvency Service earlier this year added student loans to the list of debts that can be cancelled by bankruptcy.

The Times Higher Education Supplement (Feb. 7)

Provosts announces freeze

Stanford University has announced a one-year freeze on salaries of faculty and staff for 2003-2004 to address a budget shortfall. In a letter to the university community, the Provost said budget woes were due primarily to a weak stock market, increased costs due to a volatile health-care environment, rising financial need among students and increased debt service and utility costs because of new construction.

Stanford University News and Events website

IN BRIEF

Queen's Killams renewed

Four Queen's researchers have received second-year renewals of their prestigious Killam Research Fellowships to support their investigation of mathematical physics, international human rights, the evolution of sperm cells, and buried infrastructure problems.

Oleg Bogoyavlenskij (Mathematics and Statistics), Will Kymlicka (Philosophy), Robert Montgomerie (Biology), and Ian Moore (Civil Engineering) are among 18 Killam recipients across Canada whose fellowships were renewed.

One of the country's most distinguished research awards, Killam Fellowships are administered by the Canada Council for the Arts. Queen's has received 37 since the program's inception in 1968.

NSERC-BIOCAP strategic grants

Climate change researchers are invited to apply to a new, \$4.8-million strategic grant program.

A joint initiative of the Natural Sciences and Engineering Research Council (NSERC) and the BIOCAP Canada Foundation at Queen's, the program is intended to stimulate research exploiting Canada's biological resources to meet the challenges of climate change and greenhouse gas management.

The program focuses on projects that complement and extend existing BIOCAP research, form the core of a larger emerging research initiative, or provide innovative approaches to address research gaps. The application deadline is April 15, 2003.

www.nserc.ca/guide/biocap_e.htm

SSHRC awards launched

To mark its 25th anniversary, the Social Sciences and Humanities Research Council (SSHRC) is launching two new major awards celebrating outstanding research achievement.

The SSHRC Gold Medal for Achievement in Research will be the council's highest honour, valued at \$100,000, and one of Canada's largest prizes in the social sciences and humanities. The Aurora Prize, valued at \$25,000, will recognize an outstanding new researcher who is building a reputation for exciting and original research.

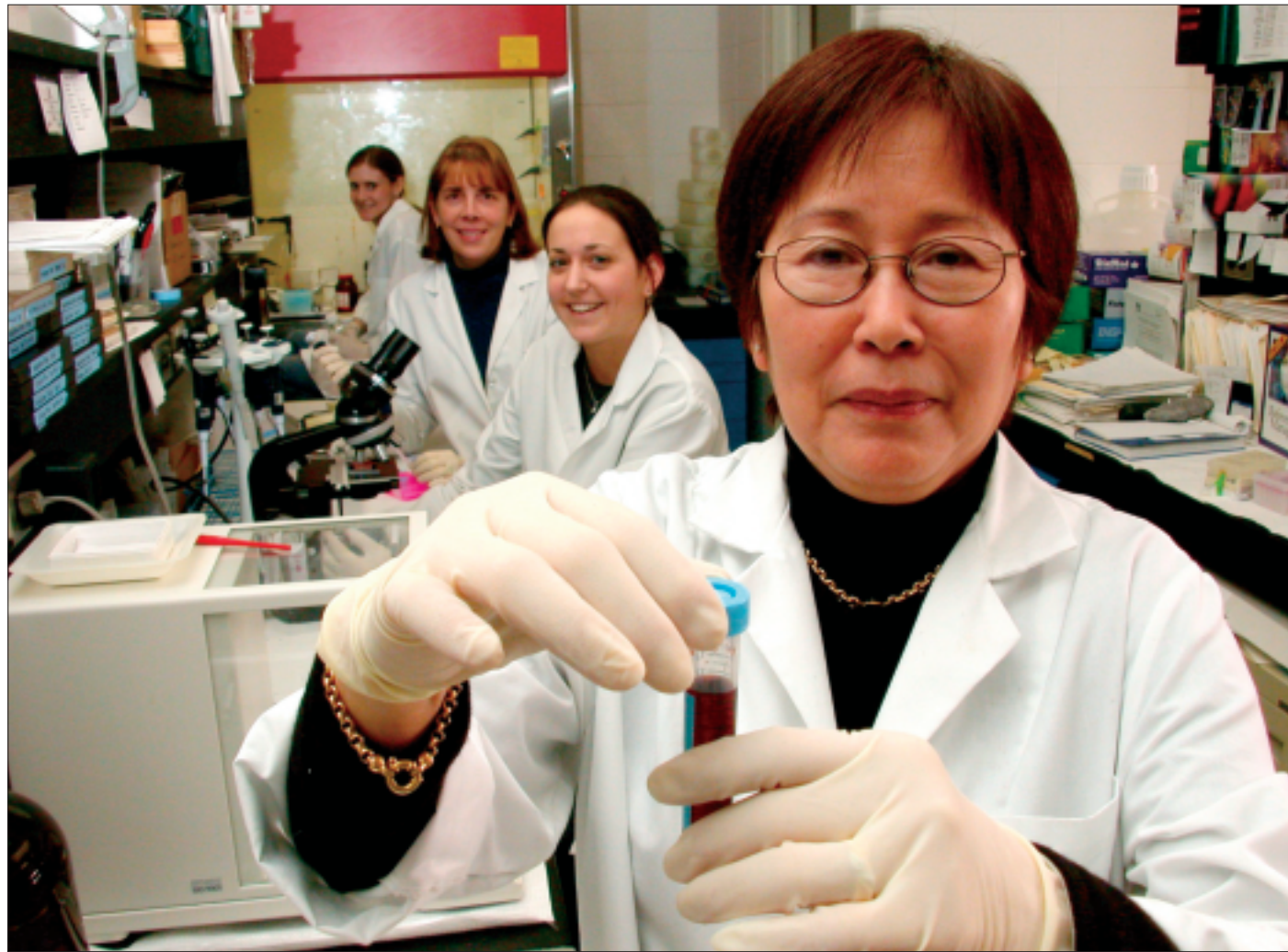
Universities and researchers are encouraged to submit nominations for the Gold Medal by June 2003. New scholars successful in the current research grants competition will be automatically considered for the Aurora Prize.

www.sshrc.ca/web/whatsnew/

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.

Chemical linked to male infertility



STEPHEN WILD

Tracking toxins: Poh-Gek Forkert (far right) with (from left) Anatomy and Cell Biology masters student Andrea Simmonds, and laboratory technicians Kathy Collins and Brandie Millen in Queen's toxicology lab.

NORMAL DEVELOPMENT OF SPERM AFFECTED

By NANCY DORRANCE
News and Media Services

A chemical widely used in industry and present in ground water supplies – most recently detected at the site of Kingston's OHIP building – has now been found in the semen fluid of infertile men, a Queen's toxicologist reports.

A study by Poh-Gek Forkert (Anatomy and Cell Biology) of male mechanics who use trichloroethylene (TCE) in the workplace, shows the presence of TCE in their seminal fluid. The team's findings are report-

ed in the current issue of the international journal, *Drug Metabolism and Disposition*.

Other team members included researchers from Wayne State University in Detroit, the University of Montreal, the Ottawa Health Research Institute, University of California at Davis, and the London Health Sciences Centre.

TCE is a volatile chemical used extensively in the automotive and metal industries as a degreasing agent. It is also found in adhesives, lubricants, paints, varnishes, paint strippers, pesticides, spot removers and rug cleaning fluids, and has been detected in both underground and surface water sources.

Already linked to liver, kidney and lung damage, TCE has

not until now been linked to reproductive disorders. The National Toxicology Program in the U.S. has estimated that 3.5 million workers are exposed to the chemical.

"Our earlier studies on mice showed damage to reproductive tissue following TCE exposure, and the findings suggested impaired fertility," says Dr. Forkert. "We were interested in determining if there is also a link between TCE exposure and infertility in humans."

In the most recent study, seminal fluid from mechanics who had been exposed to TCE in the workplace – and who had previously been diagnosed with infertility – was analyzed for TCE and its by-products (metabolites). All the semen

samples contained TCE and metabolites.

"Taken together, the results of our studies in mice and in humans support the premise that TCE is metabolized in the human reproductive tract, and can adversely affect the normal development of sperm," says Dr. Forkert. "These results have serious implications for potential toxicities from chemicals that may lead to the reported decline in semen quality in humans."

The current occupational exposure limit for TCE is 50 ppm (parts per million). However, this regulation is often difficult to enforce, Dr. Forkert says.

The study was supported by the Toxic Substances Research Initiative, Health Canada, and Environment Canada.

New NSERC Chair returns to alma mater

By NANCY DORRANCE
News and Media Services

An award-winning design engineer will return to his alma mater later this month as Queen's first NSERC Chair in Design Engineering.

David Strong takes up his new position after 22 years in industry, including five years with Q-Life Systems, a start-up company based partially on a Queen's technology spin-off through PARTEQ Innovations, the university's technology transfer arm. Most recently, Mr. Strong served as product development manager with Black & Decker in Brockville, Ontario, where one of his designs was named Appliance Manufacturers' Product of the Year, in 1995.

The Natural Sciences and

Engineering Research Council (NSERC) is providing \$1 million over five years toward the Chair, with more than 30 private sector partners contributing a further \$750,000.



Strong

At Queen's, Mr. Strong will set up multidisciplinary teams and ensure that skills learned from industry make their way into the student curricula. "My primary role is to explore new methods and training principles. The graduates will leave here with a full complement of skills that will make them ready to hit the ground running when they go into industry."

Mr. Strong has maintained close ties to Queen's since receiving his degree in mechanical engineering in 1981. A member of the university's Engineering Advisory Council, he has for many years been an industrial sponsor for undergraduate and summer projects.

While serving as Director of Operations at Q-Life Systems Inc., Mr. Strong was involved in the design and manufacture of an ambulatory drug infusion system, as well as various biotechnology projects related to gene mapping. In his earlier research engineering position with Alcan International, he led a design team that won the gold medal in the invention category of the 1988 Canada Awards for Business Excellence.

"Wherever design engineer-

ing is applied, you see creative intellectual activity at work," said NSERC president Tom Brzustowski in making the announcement. "It is the central process that determines the quality, safety and success of a product. I congratulate Queen's University on recruiting David Strong, whose intellectual strengths and industrial experience bring so much to the program."

NSERC created the Chairs in Design Engineering program three years ago in response to industry's need for "home-grown" engineers. Its goal is to raise the quality of design engineering activity in universities across Canada, by improving research and training in design engineering at both the undergraduate and graduate levels.

Changes in jet stream, storm tracks, linked to Prairie drought patterns

By NANCY DORRANCE

News and Media Services

New findings from Queen's biologists will help experts better predict future drought patterns and water availability in the prairies.

An international research team including Kathleen Laird and Brian Cumming from the Paleocological Environmental Assessment and Research Laboratory (PEARL), and Peter Leavitt from the University of Regina, investigated records of drought over the past 2000 years from lake sediments in the northern Canadian prairie region (Manitoba to Alberta), as well as from sites in North Dakota and Minnesota.

"Our results from the Canadian prairies show a previously unknown and abrupt shift in climatic conditions around AD 700, while in the northern U.S. prairies, the shift occurred 500 years later, at the onset of the Little Ice Age in North America," says Dr. Laird.

Although the mechanisms behind these patterns are poorly understood, the research team believes they are likely related to persistent changes in the shape and location of the jet stream and associated storm tracks.

"Similar large-scale shifts today would prove to be a major challenge for society,

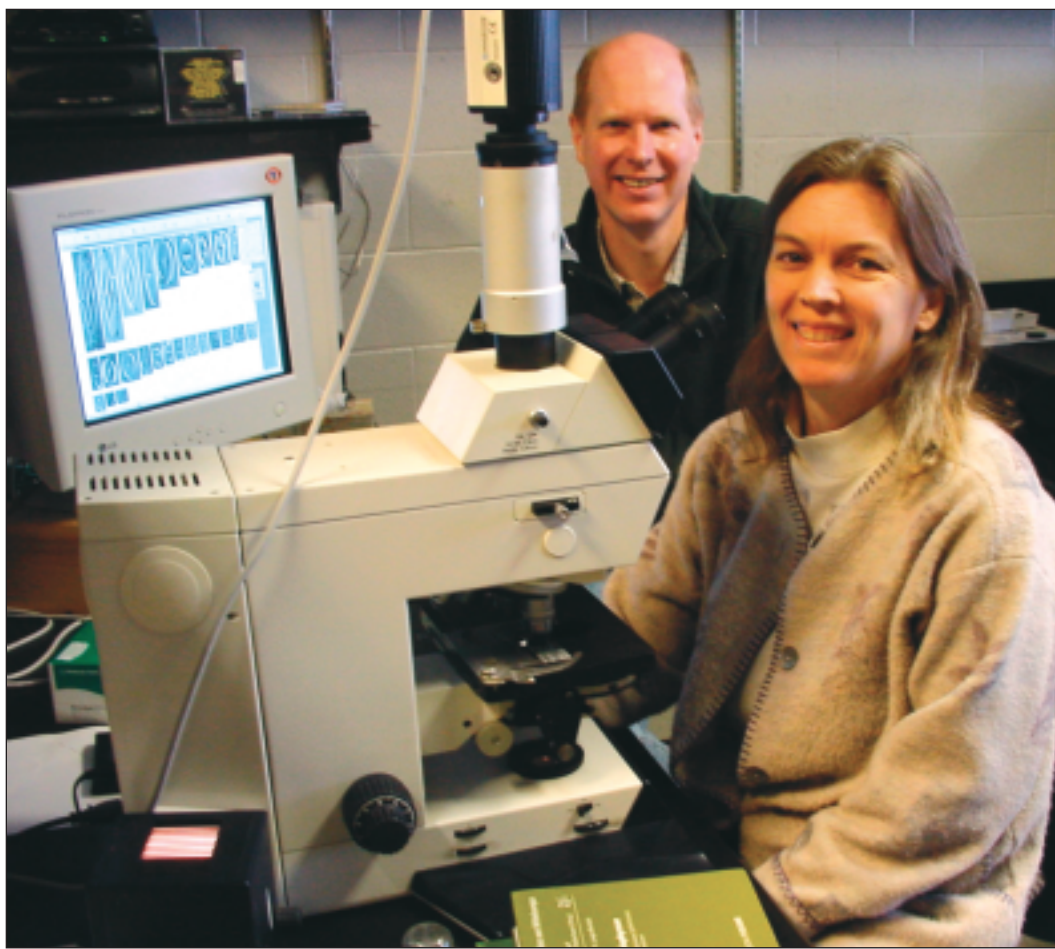
regardless of global warming – particularly since persistent periods of drought in the past have coincided with stress and even collapse of societies," Dr. Laird says.

The study is published in the March issue of the *Proceedings of the National Association of Sciences (PNAS)*. Also on the team are researchers from the University of Nebraska, and NASA's National Space Science and Technology Center in Huntsville, AL.

In a previous study led by Dr. Cumming that spanned the past 5,500 years, a similar large-scale change in climate was observed in British Columbia at AD 700. Additionally, they found that similar distinct shifts in climatic conditions occurred roughly every 1,200 years throughout the entire span.

"The persistence and abrupt nature of these millennial-scale events represents a scale of climate change that isn't well understood yet," says Dr. Cumming. "Consequently, these data have huge implications for future climate predictions, and particularly drought assessment, on the prairies."

The current study was supported by a strategic grant from the Natural Sciences and Engineering Research Council of Canada (NSERC).



CELIA RUSSELL

Predicting drought: Kathleen Laird and Brian Cumming conduct research on core samples of fossils in the Paleocological Environmental Assessment and Research Laboratory (PEARL).

New Opps funding bolsters innovation in fuel cells, gene function and robotics

FIVE YOUNG RESEARCHERS GET FUNDING

By NANCY DORRANCE
News and Media Services

An expert in alternative energy is one of five promising young Queen's researchers to receive New Opportunities funding from the Canada Foundation for Innovation (CFI).

Kunal Karan (Chemical Engineering) has been awarded \$115,693 to establish a facility for advanced research into solid oxide fuel cells (SOFC) and fuel



Karan

processing at Queen's. "Compared to many European countries, Japan and the U.S., Canadian solid oxide fuel cell research is still at an early stage of development," says Dr. Karan. Unlike polymer electrolyte membrane (PEM) cells, SOFCs are not limited to a hydrogen fuel source, and because they operate at a very high temperature, can be used as a source of heat as well as electricity, he notes.



Craig

Dr. Karan's research will focus on both electrical and chemical characterization of a single cell. "Once we demonstrate the feasibility of solid oxide fuel cells in a single cell, the next step will be to find the best configuration on a much larger scale," he says. One of the first applications could be an auxiliary power unit for automobiles.

Other Queen's recipients include: Andrew Craig (Biochem-



Hashtrudi-Zadd

istry) who will receive \$120,000 to fund research into gene function and cellular regulation; and Keyvan Hashtrudi-Zadd (Electrical and Computer Engineering), Purang Abolmaesumi (School of Computing) and Michael Greenspan (Electrical and Computer Engineering), who will receive \$208,000 to provide infrastructure support for their research into sensor-based robotics.

The awards, announced last week, come from the CFI's New Opportunities Fund, which is targeted at newly recruited academic staff in Canadian universities.

This brings to more than 1,600 the number of recipients of the New Opportunities Fund awards nationwide. The CFI is an independent, not-for-profit corporation established by the Government of Canada in 1997 to strengthen the capacity for innovation in Canadian universities and research institutions.

For a list of all CFI New Opportunities projects funded to date, see www.innovation.ca/projects/index.cfm

Developing an international plan for family medicine research

By NANCY DORRANCE
News and Media Services

Top medical researchers from 35 countries – including many from the Third World – are meeting at Queen's this week to create a strategy for primary care research that can be used around the globe.

Walter Rosser, head of family medicine at Queen's, is co-chairing the conference with Chris van Weel, professor of Family Medicine at Nijmegen University, Netherlands.

"Our objective is to create a strategy for developing research that will meet the needs of family doctors internationally, both now and in the future,"



Walter Rosser

says Dr. Rosser. "The proceedings of the conference will be published in a journal and online after the conference and can be used by governments, universities and scientific organizations to develop family medicine research."

Queen's family medicine researchers and their international colleagues will make recommendations on how to strengthen family medicine research. Transportation assistance for delegates from some of the Third World countries has been provided by the Canadian International Development Agency (CIDA).

Organized by WONCA (the

World Organization of Family Physicians), the conference runs from March 9 to 11 at the Donald Gordon Centre. WONCA is an international association of health care professionals dedicated to fostering and maintaining high standards of care in general practice/family medicine. WONCA president, Dr. Michael Boland of Ireland, and Chief Executive Officer Dr. Alfred Loh of Singapore, are attending the conference.

Funding support for the conference comes from Queen's, CIDA, Health Canada, and a number of international agencies.

www.globalfamilydoctor.com/

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.

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.

IN BRIEF

To baldly go ...

The second-annual Queen's Cuts for Cancer aims to double the donations from last year. The event, sponsored by the Queen's Helping Hand Association, takes place Wednesday, March 19 at 2 pm in the Lower Ceilidh, John Deutsch University Centre.

Last year, organizers raised \$15,000 CDN for the Canadian Cancer Society and sent 31 locks of hair worth \$15,000 USD to Locks of Love and Wigs for Kids, non-profit organizations that turn hair donations into affordable wigs for children suffering from medical hair loss.

Stylists from Signatures Salon, Pierre Amelotte International and Maison Paul Coiffure have volunteered to shave heads and provide stylish, short haircuts to those who are donating their hair but do not wish to be shaved.

For details, contact Christine Chou, cutsforcancer@yahoo.com, or check the website at www.myams.org/helpinghand

The stuff of legends

Legendary filmmaker Werner Herzog ("Aguirre: The Wrath of God," "Nosferatu") makes a much-anticipated return to the feature film stage after spending much of his time in the past two decades exploring the world of non-fiction film. "Invisible" screens Sunday, March 16 at 7:30 pm in Etherington Auditorium, part of Cinema Kingston's Winter/Spring series.

Set in the early thirties, *Invisible* is the true story of Jewish blacksmith Zishe Breitbart (Ahola), a Polish Jew who, to the dismay of the rising Nazis, creates a sensation in the Variété world of Berlin by becoming the strongest man of his time. A vibrant cast including Tim Roth, Jouko Ahola and Udo Kier light up Herzog's interpretation of a simple man's journey as he finds himself becoming the new Samson to protect the Jewish people. Tickets are \$8 and available at Queen's Film Studies, (160 Stuart St.) and at the door.

Faculty-staff learning facilities now under one roof

By MEGAN EASTON

With the official opening of the new Faculty and Staff Learning Facilities (FSLF) in January, the university now has a one-stop shop for employee development services.

Three units that were previously in different locations across campus have come together in the FSLF: the Instructional Development Centre, which offers teaching and curriculum development support for faculty members and teaching assistants, the Learning Technology Unit, a division of Information Technology Services that supports instructors' use of technology in their teaching, and the Employee Development Centre, which provides workshops and courses for university staff through Environmental Health and Safety and Human Resources.

"The Faculty and Staff Learning Facilities shows the university's commitment to learning – not just to students but also to staff. It sends the important message that learning is a priority at Queen's," says Susan Wilcox, acting director of the Instructional Development Centre. Professors looking for innovative software to enhance their courses, teaching assistants interested in diversity issues in the classroom, administrators wanting to brush up on their business writing skills—all types of employees with all types of educational needs can find what they're looking for at the new facility, she says.

Located in the basement of Mackintosh-Corry Hall in the site designed and built for the MBA for Science and Technology program, which moved to Goodes Hall in September, the facility is ideal for employee development activities because of its combination of office and classroom space, says Ms. Wilcox. The staff of the Instructional Development Centre and the Learning Technology Unit moved into the space in October, and some minor renovations continued until January when there was an open house for the facility's opening.



STEPHEN WILD

Julie Mekarski (Human Resources), Susan Wilcox (Instructional Development Centre), Mark Fleming (ITServices) and Donna Hamilton (ITServices) welcome staff and faculty to experience how the new learning facilities can help them with professional and instructional development. (Page 1 inset: Wendy Rayner of Human Resources delivers an employee development workshop.)

"The Faculty and Staff Learning Facilities shows the university's commitment to learning – not just to students but also to staff."

Susan Wilcox

While the staff of the Instructional Development Centre and Learning Technologies Unit have their offices in the new facility, the Employee Development Centre staff work elsewhere on campus but hold all their programs in the facility's 66-seat "wired" lecture theatre, 40-seat seminar room or 16-terminal computer lab.

One of the main advantages

of the new space is its ability to comfortably accommodate large learning sessions, says Julie Hrycuk Mekarski, manager of Employment, Planning and Development for Human Resources. In the past, many of the units' programs were over-subscribed. The smaller meeting rooms are also available for policy committees and research groups focused on faculty and staff education.

Another benefit of having the three units working together is the ease of information and idea sharing in the delivery of employee development programs, says Ms. Mekarski. "The interaction among all the units is extremely helpful. We haven't been here together long enough to see what collaborations will evolve, but I expect in the long term there will be many." The three units have already consolidated their resources into a new library open to all members of the

university community interested in exploring issues related to teaching and learning.

Staff and faculty development programs will also be enriched by easy access to the latest high-tech educational tools, says Donna Hamilton, manager of the Learning Technologies Unit. "We want instructors to think about where they have problems or challenges in their teaching, and how learning technologies might be able to help."

By providing better service in a more convenient location, the staff at the new facility hopes that word of mouth will heighten awareness about the diverse learning opportunities for university employees. Some of the recent initiatives include a collection of multimedia "learning objects" (see page 7) for easy online course creation, a workshop series for teaching assistants and a web design program for staff.

www.queensu.ca/fslf/



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

Spyware and Adware: the new cyber gremlins

BE CAREFUL WHAT YOU CLICK ON WHEN SURFING THE 'NET

"Warning! Your computer is currently broadcasting an IP address. With this information, someone could begin attacking your computer!"

If you have seen the above message while surfing the web, don't panic. Every computer on the Internet has a unique IP address, which enables the computer to communicate with the outside world, and is a legitimate part of how the Internet works.

However, this message is an example of misleading web advertising. Devious Internet companies utilize this kind of panic propaganda to increase traffic to their websites to sell their software.

Don't be fooled. Before you click on anything that looks like a warning message, be sure that it is actually originating from your computer by following this checklist:

- Is the message displayed within part of your web browser program and can it be scrolled off the page?
- Can you hide the message behind your web browser window?
- Does it contain any flashing images or animation?
- Does the message border look different from the rest of your Windows screens?



BLAKE LACHANCE

Plugged In

If the answer is yes to any of these questions, it is most likely an advertisement and should be ignored and closed. Legitimate businesses do not resort to this kind of advertising.

The products these companies usually offer are known as Spyware or Adware. They disguise themselves by offering a simple service and once installed, proceed to broadcast information about you and your system.

Spyware keeps track of information about your computer and your online activities and sends this information elsewhere, usually to a statistics company.

Adware will hide in your system and display advertisements or in some cases, actually use your computer as a server for sending other people ads!

Spyware or Adware can also cause some serious problems with your computer: Your Internet connection can stop working, programs can stop running,

Windows error messages start appearing, and data can even be lost from your hard-drive!

Other programs that you do want can also host these programs. Kazaa, a leading file-sharing program, installs Spyware along with itself. Gator, Bonzai-Buddy, and DateManager, are all Spyware or Adware. This is bad news for a lot of unsuspecting people.

But there is good news. There are programs that clean your computer of these programs. They work similarly to a virus-scan program such as Symantec Anti-Virus, and most of them are free. A popular program, Ad-Aware, is distributed by Lava-Soft (www.lavasoftusa.com). It scans your computer and compiles a list of possibly malicious software. You can then choose the components you want to permanently remove from your computer, which is usually everything it finds. Note: Using the anti-spyware may also disable its host software, such as Kazaa.

The Internet is not a safe place. Be careful what you click on and what you download. It is essential to have an anti-virus program installed on your computer.

Unfortunately, it may soon be necessary to have an Anti-Spyware program installed too.

Blake Lachance is a member of ITServices' support staff.



Campus Computer Services announces its first annual

Dust Bunny Special

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- Memory stress test
- Defrag hard drive
- Run scandisk
- Check network connections (ethernet/modem)
- Power supply
- Windows OS updates
- Antivirus update and scan
- ...all for only

\$49.99*

This service is offered by appointment only. In order to book this service, please call **533-2054**

We are located in Dupuis Hall. Enter through the entrance at the corner of Division and Clergy

* taxes not included.



CELIA RUSSELL

UniQue Productions members focus on a shot of the Biosciences building while commentator Danyal Martin (far right) waits for her cue by the 1910 gates. From left are Cody Scott, Deborah Pearson, Doug Wightman, Gareth Davies, Tyler VanderWallen and Carolyn Coles.

March Break promises a record breaker

By CELIA RUSSELL

Be forewarned – it could be tough finding a parking spot this week on campus.

A record number of prospective students and their parents will be visiting Queen's March 11 through 13 in what promises to be the largest March Break Open House ever.

"We're planning on between 2,000 and 3,000 visitors, including parents over the three days, and about 300 cars daily," says Jude Byrne, the recruitment officer in charge of this year's open house. "It's hard to know for sure, as weather will play a role. I can predict that there will be

long lines at the cafeterias.

The additional numbers are due to the double cohort, the final group of OAC or Grade 13 students who with the first group of the new four-year high school program will graduate together this spring.

To accommodate the extra volume, a third day has been added to the program.

To maximize training time, the office also commissioned a first-ever how-to video on training student tour guides. The student video production group, UniQue Productions filmed the 12-minute video on campus last month.

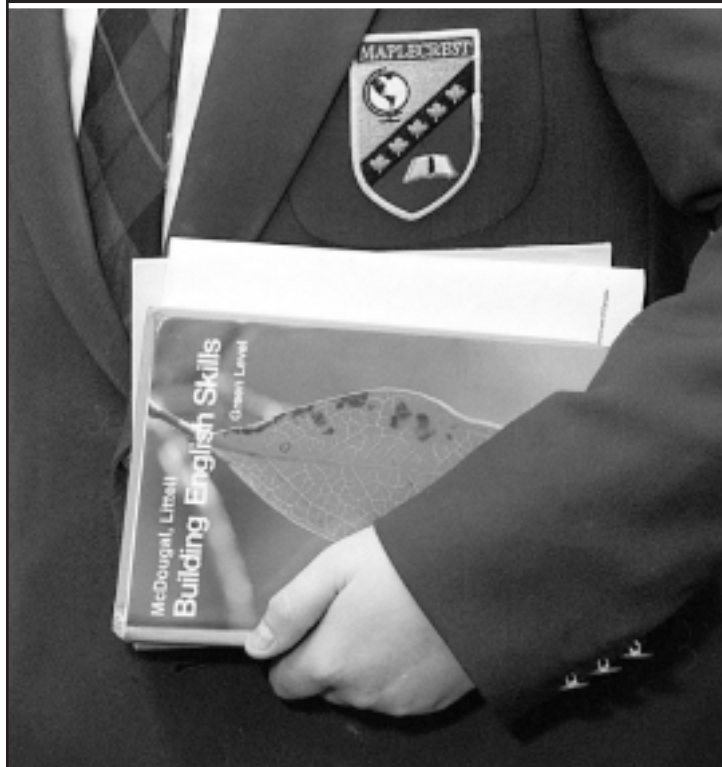
Queen's annual open house is the envy of a lot of universities, says Mr. Byrne.

"Many universities would love to run open houses, but they can't because they can't get the volunteer student participation. We have the best open house in the province because we have the best students.

"The call for volunteers goes out and we easily get 350 students to help – stuffing envelopes with brochures, leading tours, riding the shuttle buses to Richardson Stadium parking all day and entertaining the high school students and their parents."

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- Many out of classroom experiences, weekly lab and P.E. trips
- Extra curricular activities and clubs



Open House

Wednesday, April 9, 7:00 - 8:30 and
Saturday, April 12, 10:00 - 12:00

Everyone Welcome!

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www.maplecrest.on.ca
email: peggy@maplecrest.on.ca

Human Resources job notices take on a new look

Queen's job-seekers will notice a change to Human Resources job advertisements, starting with this issue.

Internal candidate positions will now include basic job information – competition number, job title and department, salary grade minimum and job family and terms (e.g. continuing or term position and percentage of time).

Additional details will be posted on Human Resources new-look job opportunities page at www.queensu.ca/hr/jobs_new/jobs_page.htm.

Exceptions are job ads for research, grant and contract staff (listed under "Other Positions" in the *Gazette*) and job ads for positions falling under the jurisdiction of the Canadian Union of Public Employees Local 229.

The change is part of a plan to make the job search and job placement process more efficient, says Julie Mekarski, Manager, Employment, Planning and Development.

"One of the most common

complaints Human Resources receives is that job postings follow the (biweekly) *Gazette* publishing schedule," she says. "This makes it difficult for departments to fill vacancies as quickly as they would like. In the summer, when the *Gazette* publishes monthly, job vacancies are already primarily posted on the Human Resources website."

Over the next year, Human Resources will monitor this first phase of change. If it is working well, jobs will be moved to a weekly web-based advertising schedule, and will be no longer advertised in the *Gazette*. This will allow departments to fill jobs faster, and employees can be assured of a regular weekly date to check for new postings on the web.

Many Canadian universities are already using the web exclusively to advertise job openings, says Ms. Mekarski. Since most university job-seekers have access to the web through work and home computers, university job opportuni-

ties should continue to be widely publicized and accessed. Web access is also available at public computer sites throughout campus, including:

- Stauffer, Douglas, Bracken (Botterell Hall), Education (McArthur Hall, West Campus) and the William R. Lederman Law libraries;
- Mackintosh-Corry Hall main thoroughfare by the cafeteria near the entrance to Dunning Hall;
- Mackintosh-Corry rooms B109 and B111;
- Jeffery Hall room 155;
- McArthur Hall, main thoroughfare near the Registrar's Office.

For those who prefer job information in hard copy, job details will continue to be available from the Human Resources office in Richardson Hall, Monday through Friday from 8:30 am to 4:30 pm.

Those with questions may contact Ms. Mekarski at ext. 74803.

www.queensu.ca/hr/jobs_new/jobs_page.htm

Is Canada "manufacturing 'terrorists' "?

MANUFACTURING TERRORISTS: continued from page 1

Security screening also happens much sooner in the immigration process under the new Act, so people could be getting caught up in the security web early and deported with very little fanfare, she says.

It's impossible to gauge whether more legitimate immigrants and refugees have been deemed inadmissible to Canada since Sept. 11 because there are no publicly available statistics and it takes years for immigration cases to reach the courts, says Professor Aiken. She's concerned, however, about governments using the mantle of the "war on terrorism" to trample on human rights.

It's vitally important to make distinctions between people who may or may not have true ties to terrorist organizations, and these distinctions should be based on solid research into their national contexts, the extent of their affiliations and their records of illegal activity, she says.

"We need to draw the line between legitimate political dissent and unacceptable criminal behaviour. And there is a line – I'm not an apologist for the killing of innocent civilians. But

just because the line is difficult to find doesn't mean we don't need to try to find it."

"We need to draw the line between legitimate political dissent and unacceptable criminal behaviour."

Sharryn Aiken

The Canadian government has not approached the level of human rights abuses of immigrants and refugees in the post-Sept. 11 United States, says Professor Aiken. "As critical as I am about the direction that Canadian policy is taking, I also want to acknowledge that it has been, to date, far more sober and somewhat more restrained than its American counterpart when it comes to respecting the rights of non-citizens."

Professor Aiken's interest in exploring the relationship

between national security policies, immigration and human rights evolved out of her many years representing immigrants and refugees in the legal system. A pivotal experience in 1999 when she represented two Kurdish men accused of being members of terrorist organizations convinced her of the importance of contributing to this neglected area of research: "It was the lived experience of seeing the impact on people's lives and seeing what I perceived to be fairly grave injustices, injustices which have only become exacerbated in the post 9/11 environment."

A former president of the Canadian Council for Refugees, Professor Aiken says she strongly believes in the need to help Canadians distinguish between truth and rhetoric when it comes to taking steps to bar certain people from the country. In the aftermath of Sept. 11 the media helped forge a public consensus on national security issues that is largely based on misconceptions, she says, such as the truism that Canada is a haven for terrorists.

Queen's endowment gets high international ranking

QUEEN'S ENDOWMENT: continued from page 1

The endowment payout – the portion of endowment income that the university uses annually – is determined by formula, and for the 2003/2004 fiscal year will be about 2 per cent higher than last year.

In his state of the university address at Senate Feb. 27, Principal Bill Leggett pointed out that the university has seen the contribution of investment income and endowment payout to the university's annual operating expenses increase from 8 to 11.5 per cent in the last seven years.

He underlined the wisdom Queen's has shown in resisting any temptation during tough financial times to dip into the endowment fund.

If stock markets continue to

be weak, the university may decide to reduce this "endowment payment" in future years. Mr. Forbes is currently working with Financial Services to develop a forecasting model to better predict the impact of various capital market scenarios. "In the current market environment, we are looking at a range of possibilities. A key principle is to diversify the investments and the Board's investment committee has done a good job in that regard."

The committee and university administrators are also examining various alternative investments including private equity or "investments in companies whose shares are not listed on the stock market." Investments such as private equity, hedge

funds, natural resources and high-yield bonds are typically found in the portfolios of many US university endowments.

The investment committee of the Board of Trustees plays a key role in ensuring the Board's investment responsibilities are met. Comprised of individuals – typically Queen's alumni – with a strong investment background, the committee meets at least four times a year and reports at each Board meeting.

This approach differs from that at the University of Toronto, which created the University of Toronto Asset Management Corp. (UTAM) in 2000 to oversee the institution's pension fund and donations by alumni, businesses and others.

Staff Appointments

Senior Secretary, Office of the Vice-Principal (Advancement) 2002-128

Withdrawn

Senior Secretary, Faculty of Education 2002-133

Maria Cardoso

Welder/Fabricator, Department of Mechanical Engineering 2002-140

Deodato de Melo

Slide Collection Assistant, Department of Art 2003-01

Ela Rusak

School Manager, School of Computing 2003-08

Dean McKeown

(School of Business)

Financial Officer, Faculty of Arts and Science 2003-09

Erin Webster

Program Assistant, Centre for Neuroscience Studies 2003-10

Ann-Marie Patterson

Facilities and Key Control Clerk, Queen's University Residences 2003-14

Llynwen Osborne (Residences)

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 Department of Human Resources 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, March 18, 2003 at 4:30 pm. Late applications will not be accepted.** Please submit a letter of application indicating the specific position desired and a detailed resume including your **employee number.**

Resumes will be accepted from Queen's Employees with Internal Status **ONLY** unless the position specifically invites External applications.

Queen's University has an employment equity program,

welcomes diversity in the workplace and encourages applications from all qualified candidates including women, aboriginal peoples, persons with disabilities and racial minorities.

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

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

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

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

(REPOST, based on Position Summary revisions - previous applicants should re-apply if interested)

Minimum Hiring Salary:

\$37,679 Salary Grade 9 (ITUS 9) - with possibility of a supervisory premium

Term: Continuing

Additional job details available at <http://www.hr.queensu.ca>

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

Research Facilitator Office of Research Services 2003-20

(REPOST as a continuing appointment)

Minimum Hiring Salary:

\$39,548 Salary Grade 7 (ADMSF7)

Term: Full-time continuing

Additional job details available at <http://www.hr.queensu.ca>

Custodians Physical Plant Services 2003-25, 26, 27, 28, 29, 30, 31, 32, 33, 34

Term: Term appointment (37.5 hours per week); Sept. 1, 2003 - May 28, 2004

There are ten term appointments available working 37.5 hours per week from Sept. 1, 2003 until May 28, 2004. The successful candidates will be required to work weekends and afternoon/evening shifts as required, and must be willing to work overtime and respond to call-ins outside of normal working hours.

Responsibilities: strip, seal and wax, and spray buff floors; clean and sanitize washrooms, fixtures and fittings; vacuum and shampoo carpets and upholstery; sweep, dust-mop and damp-mop all floor surfaces; collect garbage; clean glass, walls and blackboards; move furniture; lock and unlock buildings; operate a variety of floor machinery and maintain a clean and healthy environment in the buildings; shovel snow from entrances and steps.

Requirements: secondary school diploma with the ability to read and write in English; ability to comprehend and follow instructions, and read computer print-outs; some mechanical aptitude is essential; must be willing and able to work in a team environment; proven ability to work with individuals at all levels within the Queen's community; must be physically capable of performing the above-noted duties.

These positions fall under the jurisdiction of the Canadian Union of Public Employees, Local 229.

Hourly Rate: \$16.98

Committees

Headship Search Committee, Ophthalmology

Alan Cruess will leave his position as Head of Ophthalmology on June 30, 2003 to assume a combined post in Halifax as Head of Ophthalmology at Dalhousie University and District Chief of Ophthalmology for Capital Health. To advise him on the headship and on the present state and future prospects of the department, Principal William Leggett has established a search committee. The composition of the committee is as follows: Susan Allen, Ophthalmology; Clara C. Chan, (student), Medicine; Joseph de Mora, KGH; John Fisher, Health Sciences; Todd McEachren, (resident), Ophthalmology; Neil McEvoy, Hotel Dieu Hospital; Dale Mercer, Surgery; Peter Munt, KGH; Martin ten Hove, Ophthalmology; Sanjay

Sharma, Ophthalmology; Sarita Verma, Health Sciences; James Wilson, Urology; Ed Zarichny, Hotel Dieu Hospital; David Walker (chair), Health Sciences; Gail L. Knutson, Health Sciences. All members of the university community are invited to submit to the Chair by Friday, March 21, 2003, their opinions in writing, on the present state and future prospects of the department and the names of possible candidates for the headship. Respondents should state whether their letters may be shown, in confidence, to the members of the search committee.

Employee Development

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

Wellness Wednesdays

March 12 - Eat Well

March 19 - Heart Health

March 26 - Osteoporosis

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

Tuesday, March 18

Career Plateauing: All dressed up and no place to go?

You will have the opportunity to assess your level of satisfaction with your current job responsibilities. You will also learn to distinguish between content, structural, and life plateauing; and, explore techniques for self-renewal, and strategies for creating a rewarding balance between your personal and professional lives. 9 am to noon. Led by Wendy Lloyd, Human Resources.

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 Technician Anatomy and Cell Biology

This is a full-time position in C.H. Graham's lab researching cancer and placental biology.

Responsibilities: prepare and perform experiments, and record results; work with hazardous substances and animals; maintain equipment and dispose of wastes;

guide others in the safe use of lab equipment; perform administrative duties and routine data processing as required, including entry, basic manipulation, and output.

Qualifications: three-year post-secondary program in a relevant field; demonstrated experience in animal handling and tissue culture.

Salary: \$30,754 (Level 5 - NASS) will be competitive and commensurate with experience.

Apply to Dr. C.H. Graham, Department of Anatomy and Cell Biology, Queen's University, Kingston, Ontario K7L 3N6. No telephone or e-mail inquiries please.

Research Assistant Biochemistry

This position is probationary and then a renewable one-year term.

Responsibilities: bacterial culture; perform DNA manipulations including cloning and construction of expression vectors; protein expression and purification; develop new techniques independently and train other laboratory members; perform routine laboratory duties including purchasing and account handling. Training will be provided.

Requirements: diploma or B.Sc. or equivalent work experience in biotechnology or biochemistry; ability to work as part of a team; proficiency with computers.

Salary: \$29,338 Grade 4

Apply to: Bruce Hill, Department of Biochemistry, 628 Botterell Hall, Queen's University, Kingston, ON K7L 3N6. Deadline: April 1 or until the position is filled.

IT Helpdesk Support Analyst School of Business

This is a full-time, one-year contract position with the possibility of renewal.

Responsibilities: assist with troubleshooting hardware/software on existing systems and install or set up new equipment or applications both onsite and through a nation-wide computer support help line; refer more complex problems to senior staff; assist with providing support to local area networks and workstations; troubleshoot hardware (i.e. servers, workstations and peripherals); software, installation and upgrades; assist in training



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support for systems/network users; track assigned activities using the provided Help Desk system ensuring that all information is accurate and current; guide users in departments or units on use of various software applications; assist in organizing and providing computer development instruction; assist in planning, and coordinate production and testing of a range of technical documents both on-line and in print; liaise with other support advisors to get feedback regarding publications; undertake other duties as required in support of the unit or department.

Qualifications: three-year post-secondary program in a related field or a two-year program with several years of experience; broad knowledge of computer systems; strong knowledge of end user computer support in a Microsoft Windows/Office environment; good writing and editing skills with good graphic layout judgment; experience in operating systems, LAN administration and a well-developed understanding of networking principles and key protocols; knowledge of computer hardware/software, networking

concepts and operating systems; strong working knowledge of Microsoft Office components; ability to explain and instruct in order to run training programs and provide guidance to students, staff, faculty; ability to keep up with changing technology and to implement new hardware/software developments where necessary; communications and interpersonal skills to interact with a variety of people with various levels of technological sophistication; client-service approach; ability to work in groups or as part of a team; ability to prioritize work and adhere to strict deadlines; attention to detail and ability to follow formal business practices. Consideration will be given to an equivalent combination of education and experience.

Salary: \$34,876 – Grade 6

Apply to: Mary Senior, Queen's School of Business, Goodes Hall 440, Queen's University, Kingston, ON K7L 3N6 or email msenior@business.queensu.ca. Deadline for applications is March 17.

Training Manager Protein Function Discovery (PFD) Research and Training Program

This may be a full-time or half-time position.

Responsibilities: advertising and promoting the training program; working closely with faculty members and PFD facility personnel to organize, develop and run a series of course modules to be used to educate graduate students in the theoretical basis and practical operation of a variety of techniques and equipment, including protein production, mass spectrometry, analytical ultracentrifuges, calorimeters, Biacore and digital microscopy.

Qualifications: a strong interest in learning new techniques; excellent communication skills; a desire to teach; at least an MSc and preferably a PhD in a field related to protein structure and function. For more information go to www.queens-pfd.ca/.

Salary: funded by CIHR for an initial period of 5 years. Commensurate with qualification and experience. Apply with CV, name and address of three references to Anne Bullen, Room 612 Botterell

Hall, Queen's University, Kingston, ON, K7L 3N6 before April 2.

Research Assistant Respiratory and Critical Care Medicine

This is a full-time position.

Responsibilities: technical assistance with research studies; coordinate research studies related to respiration during sleep; conduct overnight sleep studies; accurately observe and record test results; assist with subject recruitment; interact with investigators.

Qualifications: post-secondary education in physiology, respiratory therapy, nursing, sleep, or other health-related fields; computer literate; excellent interpersonal skills with ability to work independently. Additional training will be provided to suitable candidate.

Salary: Salary grade 5, commensurate with experience/specific skills.

Apply to: Michael Fitzpatrick, Richardson House, 102 Stuart St, Kingston, K7L 3N6. Email mf19@post.queensu.ca, Phone 548-2379.

Research Associate Division of Rheumatology and Department of Medicine

Full-time position available immediately.

Responsibilities: co-ordinate two research studies; identify and recruit eligible study subjects; arrange follow-up investigations; collect data from clinical records; interview research subjects; organize mail out of letters and questionnaires; assist in the development of educational material and questions for research studies; provide regular progress reports.

Requirements: two or more years experience in clinical research; nursing certification or university degree would be beneficial; excellent interviewing and telephone skills; good knowledge of computers and software; ability to work independently; excellent organizational and interpersonal skills needed to interact with clients and staff.

Salary: Commensurate with experience.

Apply by April 1 to: Dr. A. Cranney, Division of Rheumatology, Etherington Hall, Room 2004, 94 Stuart St. Kingston, Ontario, K7L 3N6. Email: cranneya@kgh.kari.net

Queen's Pension Plan Quarterly Investment Report – December 31, 2002

Capital Markets

Returns on investments in the various markets can be measured against a series of well-established indices. Index returns for the 3-month and 12-month periods ending December 31, 2002 are as follows:

	3 months	12 months
S&P/TSX Composite (Canadian Stocks)	7.5%	-12.4%
S&P/TSX Capped	7.5%	-12.4%
MSCI World (Global Stocks ex Canada)	7.2%	-20.9%
SCM Bonds (Canadian Bonds)	2.3%	8.7%
T-Bills (Treasury Bills)	0.73%	2.52%

Queen's Asset Mix

The investment managers have mandates established through a Statement of Investment Policies developed by the Pension Committee of the Board of Trustees. Investments in each asset class must be within a well-defined range. The "normal" asset mix is a long-term strategy mix which is used as a "benchmark" when measuring performance of managers. The current market value of the Queen's Pension Plan (QPP) of approximately \$945 million can be broken down as follows:

	Permitted Range	"Normal" Mix	Current Mix
Stocks Canadian	25% - 55%	30%	31%
Global (ex. Canada)	10% - 30%	27%	25%
Bonds	20% - 70%	41%	42%
Cash	0% - 20%	2%	2%

Queen's Performance

1. Compared With Other Pension Plans

The fund returned 5.2% for the quarter ending December 31, 2002. This put the QPP in the second quartile in RBC Global's universe of pension funds. The one-year return of -3.6% and the three-year return of 2.4% are second quartile, and the five-year return of 4.8% is slightly below median. The quartile breaks for RBC Global's universe are as follows:

	3 months	1 yr	3 yrs	5 yrs
1st quartile	5.5%	-1.0%	5.2%	6.1%
Median	4.7%	-3.9%	2.2%	4.9%
3rd quartile	3.9%	-5.7%	0.3%	4.3%

2. Relative to the Benchmark

	3 months	1 yr	3 yrs	5 yrs
Fund return	5.2%	-3.6%	2.4%	4.8%
Benchmark return	5.2%	-5.9%	0.2%	4.7%
Fund performance relative to benchmark	0.0%	2.3%	2.2%	0.1%

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

3. General Comments

- Global equity markets had a strong fourth quarter but the one-year returns were negative double digit.
- For the calendar year, all of the managers beat their respective benchmarks with the exception of UBS Global.
- Burgundy Asset Management (Canadian equities) and AllianceBernstein (global equities) had the largest outperformance in 2002.
- After continued underperformance, UBS Global was terminated in January 2003.
- The Pension Committee plans to hire two new managers by the end of the first quarter of 2003.

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



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QUEEN'S UNIVERSITY SHIA ISLAMIC ASSOCIATION (QSHIA) presents:

Martyrdom in Islam:
Liberation Theology & The Kerbala Paradigm

Dr. Liyakat Takim
(University of Denver, Colorado)

Wednesday,
March 19, 2003
7:00pm

Stirling Auditorium A
(Queen's Crescent across from Victoria Hall)

PIZZA DINNER AND REFRESHMENTS

Awards and Grants

George Taylor Richardson Memorial Fund

The George Taylor Richardson Memorial Fund provides grants for the stimulation of the arts at Queen's. In accordance with the wishes of the benefactor, Agnes Etherington, who was instrumental in the establishment of the Department of Art, the Department (now School) of Music and the Agnes Etherington Art Centre, the grants are specifically intended to support public performances and exhibitions for the benefit of the Queen's and broader Kingston communities. Applications are welcome from all members of the Queen's community. Course-related activities and projects that focus on research, composition, creation or production do *not* qualify for support. Guidelines and application forms are available from Peggy Watkin, University Secretariat, B 400 Mackintosh-Corry Hall, ext. 36093. Application forms are also available at: www.queensu.ca/secretariat/GTR/index.html. For further information or to obtain an electronic copy of these documents in Word 2000 format, please email watkinm@post.queensu.ca. Apply by 4:30 pm, Monday, March 31. Successful applicants will be notified in writing by May 1.

Governance

Board of Trustees Election of Faculty

No nominations of faculty to the Board of Trustees were received by the deadline of Feb. 21. In accordance with University Council By Law F2a, the University Secretary will issue another Call for Nominations in April.

Senate and Board of Trustees Elections

The following candidates have been nominated for election to fill one staff senator vacancy – three-year term 2003-2006: Jo Brett (Office of the University Registrar), Ellen L. Hawman (Disraeli Project), Sandra Jeffers (International Centre), Mark S. Staveley (HPCVL) and Sandra Turcotte (Rehabilitation Therapy).

The following candidates have been nominated for election to fill one staff vacancy on the Board of Trustees – four-year term 2003-2007: Dean McKeown (Business) and Mark Publicover (Geography).

Ballots and biographical information were distributed to staff on March 3 by campus mail. Completed ballots must be returned to the University Secretariat by Friday, March 14. Staff members who are eligible to vote (i.e. work more than 14 hours per week) but who have not received a ballot should contact the University Secretariat at ext. 36095. Additional information on the Senate election process is available at www.queensu.ca/secretariat.

Results will be posted on our website by March 22.

PhD Examinations

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

Tuesday, March 11

Irina Vladimirovna Kovalyova, Microbiology and Immunology. The genome, transcriptome, and preliminary proteome of *P. putida* bacteriophage gh-1. Supervisor: A.M. Kropinski. 912 Botterell, (Anatomy Conference Room), 9 am.

Friday, March 14

Chweya Ludeki, Political Studies. Democratization and civil service reform in Kenya. Supervisor: B.J. Berman. C326 Mackintosh-Corry, 2:30 pm.

Friday, March 21

Keith Phillip Child, Political Studies. Raising cane: small grower contract production in the South African sugar industry. Supervisor: B.J. Berman. C326 Mackintosh-Corry, 2:30 pm.

Tuesday, March 25

Jeremy Thomas Gamble, Pharmacology and Toxicology. Porphyrinogenic xenobiotic-induced N-alkylprotoporphyrin IX formation in single cDNA-expressed rat and human P450 enzymes: detection using ferrocenylase as a bioassay and by fluorometry. Supervisor: G.S. Marks. 569 Botterell, 1:30 pm.

Special Events

Saturday, March 15

Aboriginal Awareness Day
Cultural Awareness and Traditional Teachings featuring native speakers and elders and Queen's Native Women's Traditional Drumming. 12 Dunning Hall, 9 am - 6 pm. Free; light lunch provided. Fest at Four Directions Aboriginal Student Centre, 146 Barrie St., follows at 6 pm. All welcome – men, women and children. Presented by Queen's Native Student Association.

Volunteers

Are you pregnant?

A joint Queen's and KGH research study needs you! Participants will be tested for back and thigh muscle fatigability, have their standing posture recorded, and fill out some questionnaires. Compensation will be provided. For information call Sarah at 549-6666 ext. 4348 or email parisi@post.queensu.ca.

Arm research

The School of Rehabilitation Therapy needs individuals with symptoms in hands, wrists, forearms, or elbows that interfere with their occupation or schoolwork, to participate in a study. Participation involves just over an hour of time over two visits. Compensation will be provided. For information contact Sarah at 549-6666, ext. 4348.

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.

CALENDAR

Art

The Agnes Etherington Art Centre

University Avenue

Ongoing exhibitions – 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 16 – The Rita Friendly Kaufman Lecture. Maurizio Ferla, Italian Government Agency for the Protection of the Environment. Venice and its lagoon: past, present and future? Ellis Hall Auditorium. Reception follows at the Art Centre. Free.

March 20 – Highlights Tour, 12:15 pm. Free.
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.
ugallery@post.queensu.ca

Film

Sunday, March 16

Invincible by Werner Herzog, set in the early thirties, is the true story of Jewish blacksmith Zishe Breitbart (Ahola), a Polish Jew who, to the dismay of the rising Nazis, creates a sensation in the Variété world of Berlin by becoming the strongest man of his time. \$6 per screening with series ticket or \$8 at the door, Etherington Auditorium, 7:30 pm.

Music

Sunday, March 16

The Collegium Musicum Annual Spring Concert. Olga E. Malyshko directs this early music ensemble performing vocal and instrumentally accompanied sacred and secular music of the mediaeval, Renaissance and early Baroque periods from 900 to 1700. Works by Hildegard, Machaut, Dufay, Josquin, Willaert, Lassus, Luzzaschi, Victoria, Dowland, Purcell, Carissimi and more. St. James Anglican Church, 10 Union Street, 4 pm. \$6 adults; \$3 students and seniors. At the door.

Tuesday, March 18

Queen's Choral Ensemble, conducted by Brainerd Blyden-Taylor. Grant Hall, 7:30 pm. \$6 adults; \$3 students and seniors. At the door.

Wednesday, March 19

Queen's Symphonic Band, conducted by John Palmer. Grant Hall, 7:30 pm. \$6 adults; \$3 students and seniors. At the door.

Friday, March 21

Queen's Symphony Orchestra, conducted by Gordon Craig, presents a concert of contemporary works for orchestra. Also Dvorak's great *New World Symphony*. Grant Hall, 7:30 pm. \$6 adults; \$3 students and seniors. At the door.

Monday, March 24

Queen's Music presents a concert featuring Student Chamber Ensembles. Free. 120 Harrison-LeCaine, 11:30 am.

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, March 10

Classics
Aleksander Durman, University of Zagreb. The oldest European calendar from the Croatian Danube Region: celestial symbolism in the Chalcolithic Vucedol cultures. 517 Watson, 7 pm.

Wednesday, March 12

Art
Otto Rogers, Picton. Art is a manifestation of the heart and mind. 1102 Biosciences, 3 pm.

Nursing
Mariann Piano, University of Illinois. Alcohol and its effect on the heart. B14 Botterell, 5 pm.

Political Studies
Matteo Gianni, Geneva. Between recognition and misrecognition: multicultural policy in Switzerland. E229 Mackintosh-Corry, 2:30 pm.

Thursday, March 13

Classics
John Osborne, Queen's. The Christianisation of the Roman Forum. Ellis Auditorium. 7 pm.

Friday, March 14

Physical and Health Education
Nicole Glenn, Queen's. Fetal response to exercise. 205 PEC, 11:30 am.



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.

History

Paul Christianson, Queen's. Lay preachers in the English Revolution: Did they all turn the world upside down? 517 Watson, noon.

Policy Studies and Economics

W. Edmund Clark

Distinguished Lecture Series on Public Policy

Dr. Michael Spence, Stanford Graduate School of Business. Informational structure in markets: the impact of information technology on markets, business processes, economic growth and development. 202 Policy Studies, 4 pm.

Tuesday, March 18

English

Isobel Armstrong, University of London. Reading the artefact in 1851: the Great Exhibition, things, novels and novelists. 517 Watson, 2:30 pm.

Friday, March 21

Physical and Health Education

Geoff Smith, Queen's. Olympic Games in an era of revolution (1964-84). 205 PEC, 11:30 am.

Physics

Paul Wiegert, Queen's. Standing on the shores of space: the prospects for interplanetary and interstellar travel. Stirling Hall, Theatre D, 8 pm.

Special Events

Tuesday, March 11

Ban Righ Centre

Marney Simmons. Right of Passage. Hear stories, see photographs from her two-week canoe trip on the Hayes River. Noon

Friday, March 14

The Royal Astronomical Society of Canada – Kingston Centre

Regular meeting. Gregg Wade, RMC, will speak on Magnetic activity of the sun and stars. Stirling Hall Theatre D, 7:30 pm. Everyone welcome.

Saturday, March 15

Theological College Open House

Theological Hall, 9:30 am to 2:30 pm. For information, contact Lynda Price at 533-3170 or ext. 75888.

Wednesday, March 19

Queen's Shia Islamic Association (QSHIA)

Liyakat Takim, University of Denver. Martyrdom in Islam: Liberation Theology and The Kerbala Paradigm. Refreshments to follow question and answer period. Stirling Auditorium A, 7 pm.

Queen's cuts for cancer

Queen's Helping Hand Association is hosting this event to raise money for the Canadian Cancer Society and hair donations for Locks of Love and Wigs for Kids. Lower Ceilidh, John Deutsch University Centre, 2 pm.

Thursday, March 20

Ban Righ Centre

Jillian Booth, Queen's. Meet the artist as she discusses her experiences as a printmaker and how she adapts to lifestyle changes as an artist. Noon.

WINTER'S ICY GRIP



CELIA RUSSELL

The recent ice storm caused headaches for motorists but it also created some beautiful natural art work. Gleaming red berries hang from ice-encased branches on a bush outside McLaughlin Hall.

Courses and Workshops

QUILL Sunday Lecture Series

B201 Mackintosh-Corry, 2 pm.

March 16 – Ross Kilpatrick, Queen's. Catacombs of Rome.

March 23 – Rita McGrattan. The Theatrics of life – Domino and others.

Faculty Development School of Medicine

Thursday, May 1 – Friday, May 2
TIPS for Residents and Graduate

Students (Teaching Improvement Project System) Register by March 21, 2003.

Thursday, May 29 – Friday, May 30

TIPS for Faculty (Teaching Improvement Project System) Register by April 23.

These are intensive workshops that include presentations, discussions and individual work. The objectives are achieved through experience in defining objectives, planning lectures/seminars and demonstrations, preparing instructional materials and practising teaching skills. Participants prepare and present two ten-minute teaching sessions from their own lectures/seminars (microteaches). Each of these is video-taped for private viewing and evaluation followed by individual discussion with a leader. For more information: Faculty Development Office at 533-2540 or cmemed@post.queensu.ca or www.meds.queensu.ca/ce/tips.html.



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Submission information

To ensure we get your information correct, Calendar items must appear in this format: date, department, speaker's name and affiliation, title of lecture, place, time, and cost if applicable. Please submit your information in the body of an email message to gazette@post.queensu.ca.

You are reminded that the next *Gazette* deadline is March 17 at noon.