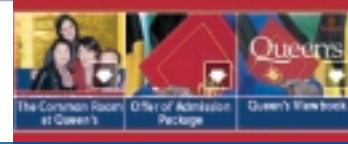




QUEEN'S GAZETTE

E-screening for SARS P6

The new face of Marketing P7



Applicants make strong showing

By CELIA RUSSELL

Students applying to Queen's programs for fall 2003 are extremely well qualified this year, says Associate University Registrar Rick Palmer.

Those applying to the BSc program in Arts and Science needed at least a 90 per cent

average to be considered in the first round of offers that went out last Tuesday.

Admission Services will send out the remaining offers between now and the end of May.

Students have until June 16 to make a decision. "I would like to stress that there are many more offers left to be

made before the end of May, and we expect the minimum marks required to come down."

For example, the 87 per cent minimum requirement for admission to science programs in last year's first round of offers was reduced to 85 per cent during the second round.

"We set our initial levels high (each year) because additional marks data arrives in May, specifically second-semester mid-term grades and interim grades for full-year courses."

He also underlined the importance of students' personal information forms that accompany their applications.

"Students need to be well-qualified with respect to marks, but the university also reviews accomplishments outside the classroom."

Based on provincial ministry research, all universities are treating the marks of those who graduate from the four-year and five-year programs equally.

See APPLICANTS: Page 2

MEMORY MURALS



STEPHEN WILD

Faculty of Education teacher candidates show off a set of memory murals they created depicting scenes of local and international interest from 1900 to the present. The murals will be installed in the Connell 4 Transitional Care Unit, an area for patients awaiting transfer to long-term care facilities. This is the second mural partnership with KGH; last year teacher candidates created a set of children's murals for the Pediatric Step-down Unit. From left are: Suzanna Cermak, Anita Boldt, Joel Pettit, Program Manager Glenna Churchill, Wendy Vreeswyk, Lesley Graham and Stephanie Duck.

Faculty seats lie vacant on Senate committees

SENATORS LAUNCH CAMPAIGN TO BOOST PARTICIPATION

By MEGAN EASTON

Getting faculty members to serve on Queen's Senate committees is a constant challenge, says the chair of the Senate Nominating Committee. But now, about half of the 2003/2004 faculty positions are currently vacant.

"The situation just seems to be getting worse," says Charles Pentland a faculty member in Political Studies and the Centre for International Relations. The declining participation rate has prompted senators to undertake an informal recruitment campaign. They are broaching the subject with peer, and asking department

heads and deans to encourage committee work among their faculty members.

While there are just a few committee vacancies for the 35 staff and student positions, 21 of 39 faculty spots are empty. "That's almost half unfilled, and it's the largest number, so it's a problem of some proportion."



Pentland

Some new senators have not yet been contacted about their interest in filling vacancies. But, he says, there aren't enough of them to make a significant difference in the number of vacancies.

Dr. Pentland says that budget cuts, rising enrolment and other environmental factors that have

increased workloads may partly explain professors' reluctance to get involved. Another reality, he says, is that external recognition

"Faculty have a stake in the management of the university."

Charles Pentland

is sometimes more readily obtained through other avenues. "There's a feeling that the rewards lie elsewhere. In terms of their careers, faculty are rewarded by their departments and by their disciplines. So university-level service gets a bit lost in the shuffle sometimes. The reward structure doesn't give that a lot of prominence." Young faculty members are

often hesitant to get involved in institutional committee work because they see more opportunity to advance if they focus on academic activities, he says. And even when they are well established, it might become a habit to avoid this type of work.

"I would not quarrel with the weight placed on scholarship and teaching - those are the most important things we do as faculty. But I do think it builds in a bias against doing the kind of work that needs doing at the university committee level. There's a tendency for it to be put on the back burner and not to be perceived as important."

On the other hand, the work of the Senate and other governing bodies is vitally important both to the whole university and to individual faculty members, says Dr. Pentland. "Faculty have a stake in the management

of the university. There's a tradition of self-government by the university members themselves. We're concerned on the committee that there's been a decline in this consciousness on the part of the faculty."

See FACULTY SEATS LIE VACANT: Page 2

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Vatican looks to Queen's expertise on sex offender management

By DAVID PULVER

Professor Emeritus of Psychology Bill Marshall was pleasantly surprised when he took part in last week's panel discussion at the Vatican to advise the Catholic Church on the diagnosis, management and treatment of sex offenders.

The internationally respected expert on sexual abuse was invited to the Vatican with five other psychologists and psychiatrists from Canada, Germany and the U.S. for the four-day session. He had expected that the 30 high-ranking church members, including North Americans, would focus on how priests could best protect themselves against charges of sexual molestation.

"As it turned out, I was most impressed that the Church officials' main concern was finding the best way to protect children, first and foremost," Dr. Marshall says. He told the panel participants that one strategy could be to teach priests in seminary training how to live a celibate life, with the help of friends and community support.

Dr. Marshall, who now runs a Kingston company offering psychology services, was principal adviser to the Vatican's Pontifical Council in organizing the panel, which was all male.

"I tried to convince the Pon-

tifical Council to include a female expert, but it decided not to."

Each panel member described his experience in his field of expertise dealing with sex offenders.

"The Church officials wanted to know what we had learned about effective treatment, and how they might manage priests who had offended," he says.

Another panel member, Karl Hanson, senior researcher in the Solicitor General's Research Department in Ottawa, described how the risk of offenders re-offending can be calculated. Hanson also discussed how churches can carry out initial screening of would-be priests that would exclude potential molesters from the Church.

Marshall has been treating sex offenders in prison and in the community for 34 years, and Canada has been in the forefront of sex offender research largely because of his efforts. His international influence was recognized last year in Madrid, where he won the prestigious Santiago Grisolia Prize of the Queen Sofia Center for Violence.

The Vatican Pontifical Council plans to publish the panel proceedings including expert presentations, questioning, discussions and commentaries, by the end of the summer.

Applicants make strong showing

continued from page 1

There is no way to know at this point if the increase in marks seen at Queen's is in line with what is happening at other Ontario universities, Mr. Palmer says.

"I would like to stress that there are many more offers left to be made before the end of May, and we expect the minimum marks required to come down."

Rick Palmer

Queen's has held fast to its moderate-growth enrolment plan in the interests of preserv-

ing a quality education. To accept more students would threaten the quality of the learning environment upon which the university has built its reputation, Principal Bill Leggett has repeatedly stated.

The increase in demand is mainly due to the double cohort, resulting from the Ontario government's move to discontinue the former Grade 13 this spring, leaving the class of 2003 with nearly twice the usual number of graduates. The echo baby boom and an increased interest in post-secondary education have also fuelled the competition for first-year spots across the province.

The provincial government announced last week that it would invest \$180 million to create 21,484 new student spaces at post-secondary institutions across Ontario.

Faculty seats lie vacant

continued from page 1

The personal incentives to get involved in committee work are wide-ranging, he says. For one, there are committees to suit diverse interests. "There's everything from nuts and bolts, hard-core policy making to some rather fun things which are quite creative." Committee members also learn about the workings of the university beyond the confines of their own departments, broaden their experience of campus life, make contacts across the disciplines and, above all, have a chance to influence university policy.

Dr. Pentland hopes the Senate's outreach efforts will stop the downward trend in faculty participation and avert any serious consequences for the university's operations. "I don't think it has so far proved to be debilitating. But clearly, with the numbers we're looking at here, we have some concern that that could be the case. There is an issue of the effective governance of the university here."

According to the Queen's University Faculty Association, "each member shall be entitled and expected to accept a fair and reasonable share of administrative responsibilities by participation in the work of the university through membership on appropriate bodies, for example, department, faculty, Senate, and university committees. Committee work such as serving on the association's executive or interdisciplinary or interdepartmental committees would be other

examples. Those who have the responsibility to make such appointments shall make every effort to ensure that academic, professional and university community service commitments are equitably shared. Members have the responsibility to meet administrative service responsibilities."

Committee members also learn about the workings of the university beyond the confines of their own departments, broaden their experience of campus life, make contacts across the disciplines and, above all, have a chance to influence university policy.

A variety of activities can be counted as "university service," says Dr. Pentland.

"There is an expectation of faculty that they do provide service to the community, but many people interpret that to be service at the departmental level or outside the university to the larger community."

IN BRIEF

QUSA endorses new executive

Spring Forsberg (Residences) has been elected for another term as president of Queen's University Staff Association (QUSA). Other members of the 2003-04 executive are Vice-President Gail MacAllister (Psychology), Secretary Mary Jane Kingston (Art) and Treasurer Lisa Neumann (Continuing & Distance Studies). Members-at-large are Julia Blackstock (Career Services), Annette Brick (Continuing and Distance Studies), Sandra Jeffers (International Centre), Kim Jesse (Psychology) and Rhonda McKnight (Athletics & Recreation) for the general staff; Jessica Maskell (Education) for West Campus and Pamela Bandy-Dafoe (Chemistry) and Ellen Hawman (Disraeli Project) for research/contract staff. Salary & Benefits Committee members

are Deitlind Fletcher (Advancement), Sheri Foster (Pharmacology & Toxicology) and Fran Lanovaz (Purchasing).

Celebrating their art

All are invited to help the graduating Bachelor of Fine Art class celebrate the culmination of their four years at Queen's. This year's exhibition, Everything will be Okay, will be temporarily installed in Ontario Hall April 22 through 26 as a professional display and celebration of the graduating class's studio practice. A closing reception will take place April 26 at Ontario Hall from 6 to 8 pm. Students will be on hand to discuss their work - some works will be for sale. Everything will be Okay aims to be a pleasurable, provoking and visceral experience for all who visit.

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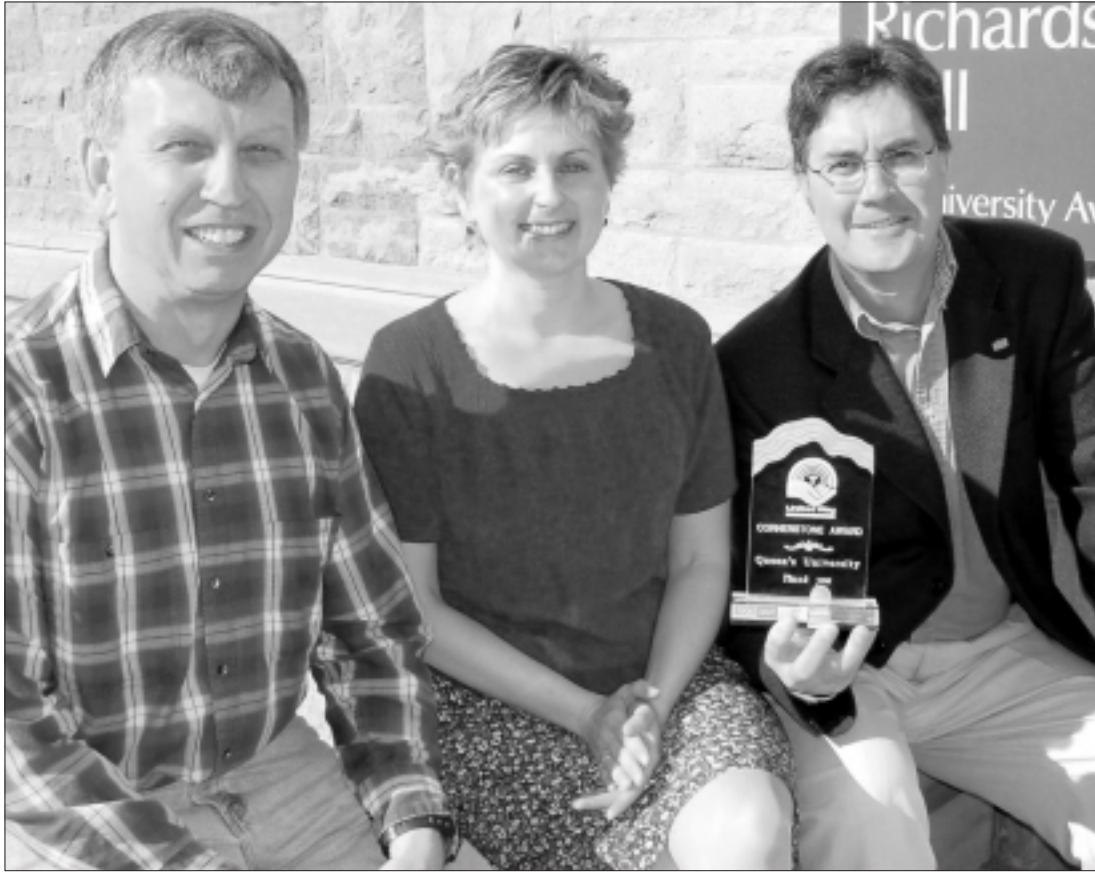
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CELIA RUSSELL

Queen's United Way Chairs Mark Publicover, Lauren Sharpe and Eddy Campbell show off the Cornerstone Award the Kingston United Way branch awarded the university recently for its continuing support. Cornerstone awards are given to organizations that are "corner stones" of the annual campaign – those raising \$25,000 or more through corporate, employee and event donations.

Thank you, Queen's

INCREASED PARTICIPATION KEY TO 2003 UNITED WAY CAMPAIGN, ORGANIZERS SAY

Thanks to the generosity of the Queen's students, staff, faculty, administrators, retirees and friends of Queen's, the 2002 Queen's United Way Campaign topped the \$257,000 mark, exceeding last year's total by more than \$3,000.

Campaign co-chairs, Lauren

Sharpe, Eddy Campbell and Mark Publicover have started planning for the 2003 campaign, which kicks off this fall.

Expanding the participation rate will be a key goal, they say. Despite the success of the campaign in increasing the total dollar figure of this year's campaign over previous years, the participation rate among university employees was down slightly, hovering at just over 20 per cent.

Many people contributed to the success of this year's campaign, say the co-chairs. Of special note are Paula Beaubien, who perennially provides administra-

tive support for the Queen's campaign, Ken Low's group in Financial Services and Don Cowin's group in Human Resources. Principal Bill Leggett is a strong supporter of the United Way and again this year led the university community by example in his support of the campaign. The campaign organizers also thanked the *Gazette* for publicizing news of the campaign to the Queen's community.

"We are all winners when we show strong support for the United Way here in Kingston, but a few members of the Queen's Community were special winners," says Mr. Publicover. Congratulations go to Roberta Ashcroft (Radiation Oncology), Michael Steinfort (Physical Plant Services) and Tracy Lott (English), who each won a day off in an incentive draw for staff contributors; and to Michael Nesheim (Biochemistry), Arthur Sweetman (Integrated Learning Centre) and Charles Pentland (International Relations Centre), who won lunch with Principal Leggett in a similar draw for faculty members.

Theology recognizes a woman of many firsts with honorary degree

Joanne Elizabeth McWilliam, a tireless advocate and supportive mentor for generations of female priests, scholars and teachers in theology, is Queen's first honorary degree recipient of 2003.

She will receive an honorary Doctor of Divinity at the Theological College Convocation on Wednesday, May 7 at 8 pm in Grant Hall.

Through her writing, teaching and priestly ministry, Dr. McWilliam has supported all women who struggle to find their voice and break new ground.

After graduating from the University of Toronto and receiving the Cardinal Mercier Gold Medal in Philosophy, she taught philosophy at the University of Detroit in the 1950s. While raising four school-age children, she entered MA and PhD programs in theology, becoming the first woman to graduate from the University of St. Michael's College, Toronto, in 1968 with a doctorate in theology.

She became the first tenured female member and full professor of the Faculty of Divinity at Trinity College, University of Toronto and the first woman to hold the Mary Crooke Hoffman Chair in Dogmatic Theology at the General Theological Seminary of New York. Dr. McWilliam has published numerous books and articles exploring patristic views of Christology and feminist analysis of the patristic tradition. In 1999, she was elected President

of the American Theological Society, the first Canadian woman to hold this honor.



McWilliams

While teaching at Trinity College, she realized it would be important for female students to have a female priest on faculty. She began the process towards priesthood and assisted at three Toronto parishes while continuing to teach full-time. Following her ordination to the Anglican priesthood in 1988, she served on the Primate's Theological Commission. More recently, she contributed significantly to the dialogue that led to the decision in 2001 to provide joint recognition to Anglican-Lutheran ordinations in Canada.

The *Gazette* will profile the rest of Queen's spring honorary degree recipients in May.

Principal search profile now on World Wide Web

The joint Board/Senate committee to select Queen's next principal has published the position profile and advertisement on the web at: www.queensu.ca/secretariat/search/.

The site also includes detailed information about the selection process.

The profile was developed in part through a consultation process with the university community. Given the challenges facing the university over the next five to 10 years, the committee asked for input on

the skills and abilities the next principal would need.

According to the position advertisement, the 18th Principal of Queen's will be "a distinguished academic and champion of the highest standards of academic excellence; a natural leader and executive who can effectively steer governance and administration; and a superlative communicator who will be an exceptional advocate on behalf of the university to governments, donors, alumni, and the community."

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VIEWPOINT

JUSTIN JARON LEWIS
Jewish Studies Program



The university studies Judaism, and vice versa

In a constant balancing act, as director of Jewish Studies and rabbi of Kingston's Reform Jewish congregation, I am engaged in both Jewish Studies and Jewish study.

The former is an academic discipline, the latter a religious practice. Jewish study – more important in Judaism than prayer – has produced a varied, profound intellectual tradition. Its touchstones and boundaries, however, are not those of academic studies. While the Sages of the Talmud engage in merciless thrusting and parrying over proper interpretations of the Torah, their faith in the truth of the Torah, and their own authority as Sages, is never in doubt.

Jewish studies, in order to be a valid academic pursuit, must doubt everything: the sancta of Judaism, including the Sages and the Torah itself, must be open for critical analysis. Students brought up with traditional Jewish study, or whose exploration of Judaism is spiritually motivated, may need to be reminded of this distinction – as I need to remind myself.

It can be disconcerting to be in the business of exposing one's people and tradition to the sometimes cold light of academic inquiry.

It is no less disconcerting to expose one's academic career to the sometimes white-hot light of Judaism.

I imagine this feeling is shared by others whose areas of study diverge from conventional norms. One could scarcely be involved in women's studies without beginning to question underlying assumptions of university life in general. In a similar way, the values and guiding norms of Judaism put those of the academy to the test. A professor of Jewish Studies might legitimately ask whether the covenantal circumcision rite for baby boys is unnecessarily cruel. The professing Jew may ask the same question about academic rites of initiation – earning a PhD, winning tenure...

I wonder especially about the publish-or-perish syndrome, which has us in thrall. As I prepare my home for Passover, a holiday of freedom, with cleaning and cooking providing a non-verbal dimension of Jewish learning, I question the imperative to produce so many words.

As the university becomes a word factory, there is spiritual danger not only to the workers, the academics, but also to the world at large. When daily newspapers and 24-hour talk radio have been joined by the "3,083,324,652 web pages" currently searched by Google, perhaps there are too many words in the world already. A kind of psychic overload may already have been reached. To judge the worth of teachers and thinkers by their diligence in adding, year after year, to this flood seems highly questionable.

Jewish ethical tradition attaches importance to care in communication and restraint in speech.

In Chaim Potok's novel *The Chosen*, a character realizes that Freud, like the Talmud, needs to be studied, not just read. How many of the articles we publish year after year will ever find readers with the time to study them? How many will be deserving of being studied, given the pressure under which they were produced?

The Rabbi of Kotzk worked all his life on writing a book that would sum up everything that really needed to be said – on one page. He died with that work still unfinished, leaving the world without a book but, through the recollections of his disciples, with a presence that challenges us still.

He is remembered as saying that there are many paths to God, but the only safe one is the path of Torah. As I go back and forth between the path of Torah and the path of Jewish Studies, I wonder if he was right.

Justin Jaron Lewis is the director of Queen's Jewish Studies Program and rabbi of Congregation Iyr HaMelech, which meets for Saturday morning services in room 517, Watson Hall.
JLL@post.queensu.ca

Viewpoint Policy

The *Queen's Gazette* welcomes submissions for Viewpoint from faculty and staff. Articles should be no more than 500 words and should address issues related to the university or higher education in general. Speeches related to issues of interest to the university community are also welcome. Email submissions to gazette@post.queensu.ca. The editor reserves the right to edit or reject any submission that does not comply with policy. Opinions expressed are those of the writer.

QUEEN'S FLASHBACK: AUGUST, 1988



BOB WEISNAGEL

The more things change, the more they stay the same. Pat Caulfeild of Physical Plant Services holds up a printout of campus construction and renovations jobs.

It can be disconcerting to be in the business of exposing one's people and tradition to the sometimes cold light of academic inquiry.

Letters

Step up and have your say in the new Gazette

This is an overdue thank you from a dinosaur of Arts '56 and member of the University Council.

You have succeeded in producing an informative and challenging newspaper.

Where in days of yore, the *Gazette* smacked of being an extension of the party line; I have come to appreciate its current freedom as an organ for discussion within the university.

The Viewpoint gives one pause, especially the articles by

Lorne Carmichael (Multidisciplinary musings Jan. 13), John Meisel (Should we teach subjects or students? Jan. 27) and Peter Taylor (Consider carefully before you apply, Feb. 10).

I hope others will step up and be counted with articles concerning what made this university before it began losing its soul to the bottom line and image.

Again, convey my thanks to those who've relaxed the muzzle, and to yourself for seizing the initiative. Run with it.

Cha Geil!

John Ashley
Amherstview, ON

Reader identifies Arthur Zimmerman

The other person in the photo with Steve Cutway is Arthur Zimmerman.

A former member of the Physiology department, Dr. Zimmerman spent many, many hours at CFRC. I haven't heard of or from him for a number of years but do remember his fondness for the arts, especially classical music. He also is/was a flutist, I believe. Thanks for the memories!

Ila Lawton
Physiology

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.

Into the mist...

Ghostly apparitions of the Headless Drummer and the Grey Lady have been seen quite clearly on the battlements. Students and faculty, on their way back to the residence from the local hostelry, have glimpsed strange signs, too: a hogwortish broomstick outside the pub door; mutant ducks and carp around the moat where an empty rowboat drifts eerily; a sudden, overwhelming cloud of 100,000 daffodils invading the paths and the castle's immediate surround, right up to the walls; the anxious wails of increasingly besieged woodland creatures. The moat itself deepened in recent weeks – awash in the outpourings of the instant nostalgia of those whose time in this once idyllic place had reached its term, and who fear they may not pass this way again. Imploding too, 'tis said, with too much energy and too much intensity in too confined a space; unrestrained debate and dialogue; ever-expanding experiential learning through field studies; the mooring of new structures both organizational and physical; new courses, on global moral issues, astronomy, critical thinking, Paris and London, minorities and imperialism, the place of print in electronic Europe; new semesters to extend and diversify what is taught and who can study; new sightings, too, of a prospective performing arts centre in the monumental Newtonian, former RGO telescope dome; burgeoning ideas from faculty, staff and students on how the future at the ISC might



DAVID BEVAN

Notes From Herstmonceux

look – for those for whom there may be a future...

Those, in other parts of the world, Asia, the United States, Eastern Europe, Mexico, already intrigued by virtual encounters on the website, are now being actively recruited by castle and Queen's double agents. "Expanding," "diversifying" and "enriching" are code words for what must necessarily be a relatively covert operation, since its effect is to increase dramatically competition, and to make a place at the castle a prized, but endangered species...

Rumours also abound of the prospective culmination of 10 years of trans-Atlantic soul-searching in an ultimate bash in the summer of 2005, when ISC alumni, former employees and friends will gather at the castle in a cataclysmic upheaval of emotion. Celebratory or commemorative, homecoming or wake? There are even promises that the event is already in gestation somewhere in cyberspace, soon to appear on your screens...

The castle is under attack

from within and without. Intelligence suggests there are barbarians within the gates, unaccountably vigorous and wilfully nimble, chanting difference and urgency in a foreign tongue; tales too of hitherto unseen hordes of invaders seeking to enter there – over 600 for September, with averages in the high 80s or 90s... An unseemly and irrational zest is abroad, and the future suddenly appears far more demanding than the bucolic stillness of the past. In this context, the castle may be in danger once more, this time, perhaps, from unmanageable overpopulation!



Herstmonceux fading away...

Upper-year students in particular: if you want a unique experience, one that will not come again in the rest of your life, apply now! Come to the castle – before it disappears...

David Bevan is executive director of the International Study Centre.

Valuable art collection moves to Stauffer Library

The Art Library's valuable collection in Ontario Hall will move to a new home in June.

The collection is moving to Stauffer Library for several reasons, including severe overcrowding, aging facilities, health and safety concerns and the lack of climate-controlled conditions for the important collection in the current space.

Continuing budget cuts and diminishing staff numbers have forced Queen's Library to centralize library services in recent years. Integrating the art collection as part of the central library for the Humanities and Social Sciences helps maintain services and collection growth over the long term while offering state-of-the-art facilities to enhance the study, teaching and research in Art, Art History and Art Conservation. The integration also recognizes the trend in interdisciplinary studies.

Art Library staff and student assistants have been preparing the collection for months for the move. Materials have been bound, repaired, evaluated for weeding or retention and, in the case of rare or valuable materials, designated for relocation in the W.D. Jordan Special Collections & Music Library.

Most of the visual art and art history materials will be moved to the northeast wing on the second floor of Stauffer. Art conservation materials with a scientific orientation will also be housed in this wing. A wall par-



NANCY MCCORMACK

Books & Bytes

tion and control gate, part of the renovations to begin this May, will provide additional security for the collection. Other materials that will be shelved in this protected space include: exhibition catalogues, current auction sales catalogues, and current art journals.

Art collection hours will increase slightly from what is offered in the current Art Library, and the library will assess collection use after the first year. See library.queensu.ca/inforef/hours for hours of specific Stauffer areas and services.

Although Art department faculty and students will no longer have their collection in the same building, many already use Stauffer Library for interdisciplinary resources to complement their research and studies. Improved facilities include a self-serve black and white or colour photocopier/scanner, copy stand reproduction equip-

ment, six study tables with laptop connections and 36 seats, window-bench seating and a scholar's study, all in a climate-controlled environment. Two workstations in the art collection space, plus 80 more throughout Stauffer Library, provide access to traditional and electronic information resources. A staff member will be located near the entrance to monitor and assist with the collection and equipment.

Circulation, course reserve and reference services will be handled on the ground floor of Stauffer, as will services for interlibrary loan and microforms. A public services librarian will continue to act as liaison with Art faculty to ensure ongoing collection development and library research skills sessions for students.

The Queen's Renovations & Alterations fund, Queen's Library and a generous gift from Louis Odette, formerly of Eastern Construction, provided funds for the renovations and move. Art graduate students have donated a camera copy stand facility through a fund-raiser. The library will honor past and present donors who have made significant gift-in-kind donations at a fall ceremony in the newly renovated art collection within Stauffer Library.

For more information, contact Art Librarian Lucinda Walls at wallsl@post.queensu.ca.

UNIVERSITY ROUNDUP



Patriotism and the ivory tower

"I think we all, as members of this community, recognize that one of this community's proudest moments was the way in which it stood up for the rights of its members in the time of the McCarthy period. More generally, we recognize that academic freedom is a central and absolute value of this community, and I want to speak from the perspective of academic freedom. The first issue that has been raised by members of this faculty is the treatment by this community of individuals based on the views that they express. I want to make clear in the strongest possible terms that it is anti-theoretical to everything this community stands for, for individuals to be penalized on the basis of the political beliefs that they express on any question of controversy. For anyone to engage in such treatment would be wrong...."

Excerpt from a statement on the Bush administration's Patriot Act and academic freedom drawn from remarks by Harvard University President Lawrence Summers at a Faculty of Arts and Sciences meeting on April 8.

Harvard University website at www.harvard.edu

Risky business

A review of the nearly 11,000 liability claims made against education institutions in the past 15 years shows the recurring issues that most often "jeopardize university assets" and require "risk management" are student injuries and deaths, faculty and administrators' employment discrimination claims, and student claims about the accreditation or closure of academic programs, according to the vice president for education and risk management at United Educators Insurance, a U.S. for-profit insurance company owned and governed by more than 1,100 education institutions.

Currents magazine (March)

Stock market woes affect gift giving

American universities have seen a decline in financial contributions for the first time in 15 years, receiving just under \$24 billion in private gifts last year. The downside is being blamed on the weak stock markets and faltering economy. Alumni giving alone was down by nearly \$1 billion or 14 per cent.

The Times Higher Education Supplement (April 4)

Species scanning

If some researchers at the University of Guelph have their way, all of earth's species will soon be "bar coded" in much the same way that cereal and pickles are now tagged on grocery store shelves. The new system will identify plants and animals based on their unique DNA sequences. "Nature has been kind enough to embed every life form with a bar code and all we need to do is read it," says zoology professor Paul Hebert.

University Affairs (April)

U.S. scholarships boycotted

Fourteen vice chancellors in India have reacted to the U.S. war on Iraq by agreeing that their universities will boycott all education programs sponsored or financed by the American and British governments. Faculty members at some universities in the state have gone so far as to sign a letter stating they will refuse to take part in all American government projects and will even turn down U.S.- financed scholarships and exchange programs.

The Chronicle of Higher Education (April 11)

Required reading

The University of North Carolina at Chapel Hill attracted national media attention and a lawsuit last year when it selected the Koran as required reading for a summer program. Some Christian groups complained that the university was proselytizing and violated the U.S. constitution's separation of church and state. The university isn't shying away from controversy this year. Students are being asked to read *Nickel and Dimed: On (Not) Getting By in America* by Barbara Ehrenreich. The columnist for *The Progressive* chronicles her experience as a minimum-wage worker in three U.S. cities and finds that even working two jobs she can't find any affordable housing.

The Chronicle of Higher Education (April 15)

Compiled by Anne Kershaw

New electronic system makes SARS screening quicker, easier

QUEEN'S/KGH
SOLUTION OFFERED
TO OTHER ONTARIO
MEDICAL CENTRES

By NANCY DORRANCE
News and Media Services

Ontario health care facilities are benefiting from a new, web-based screening system for SARS (Severe Acute Respiratory Syndrome) developed recently by Queen's medical researchers in collaboration with information management professionals from Kingston General Hospital (KGH) and Hotel Dieu Hospital (HDH).

The system, which can reduce the time required to screen medical staff, designated patients and hospital visitors from about a minute to several seconds, has been adopted by KGH, HDH, Kingston Regional Cancer Centre, St Mary's of the Lake, and Providence Continuing Care Centre (PCCC) in Kingston, and St. Vincent de Paul Hospital in Brockville.

Several other Ontario institutions, and one in Calgary, have expressed interest in obtaining e-SARS, says anesthesiologist David Goldstein, medical director of QUAIL (Queen's University Anesthesiology Informatics Laboratory), the KGH-based research group that developed the system.

SARS e-screening has also been offered to member institutions of the Ontario Council of Academic Teaching Hospitals (OCOTH) in Toronto, Hamilton, London, and Ottawa. The screening method in Kingston runs on both a wireless network with bar coding, and on stand-alone PCs or a local area network (LAN) with or without bar coding.

"This type of record-keeping should become even more critical in the future for tracking patients, staff, and visitors to hospitals, as more health centres use web-based systems, and records



STEPHEN WILD

QUAIL Medical Director David Goldstein (standing, left) and QUAIL Technical Director Michael Rimmer watch as KGH recovery room nurse Susan Dupuis swipes the bar code on a hospital employee's staff card.

can become centrally linked," says Dr. Goldstein. "A web-based application provides the capacity for a much quicker response to the changing needs of provincial and public health authorities."

The new screening system replaces the cumbersome paper trail currently used at many hospitals. In future, these institutions will have electronic health

records that – unlike paper files – can be easily accessed and updated. They will also be much more efficient for follow-up purposes and in potential health crises.

Managing SARS and caring for patients has been a fine balancing act, says Carolyn Baker, vice-president of patient care services at KGH, who led a joint multidisciplinary management

team to deal with the SARS directives. "This has been a really good example of creative thinking and collective problem solving," she says. "Getting Michael's idea to the screeners at the door took real teamwork."

The program was developed in response to provincial directives that require employees of Ontario health-care facilities to

complete the same SARS screening questionnaire. Michael Rimmer, technical director of the QUAIL lab, worked around the clock to develop SARS e-screening with team members Aaron Visser, Matt Hartman, and Geoff Babcock. Clinical epidemiologist and QUAIL research director Elizabeth VanDenKerkhof will direct clinical research efforts.

IN BRIEF

Chemist honoured internationally

Bader Chair in Organic Chemistry Victor Snieckus has received another in a growing list of international research awards.

In October, Dr. Snieckus will be presented with the 2003 Arfvedson-Schlenk Award from the German Chemical Society. The award recognizes outstanding scientific and technical achievements in the field of lithium chemistry.

Dr. Snieckus has devised new organometallic reactions which have had considerable impact in the pharmaceutical and agrochemical industries for the production of drugs, plant protection agents, and liquid crystals. His discoveries have led to the development of a new anti-inflammatory drug and a unique anti-fungal agent for grain crop production.

Dr. Snieckus has also recently won the 2001 A.C. Cope Scholar Award and the Order of the Grand Duke Gediminas.

Doctors in "A.F.P." as productive as those in fee-for-service environment, study shows

By NANCY DORRANCE
News and Media Services

A new Queen's study comparing funding systems in Ontario academic health sciences centres contradicts the theory that doctors working in an Alternative Funding Plan (AFP) will be less productive than those working in the traditional fee-for-service environment.

Under an AFP, the health sciences centre pays clinical faculty members from a fixed sum received from the Ontario Ministry of Health.

These findings, a boost to the Ontario government's longstanding controversial plan for moving medical school centres to alternate funding arrangements, are published in the current issue of the international journal *Research in Healthcare Financial Management*.

"This is an important finding for patients because it should alleviate any fears that delivery of service will suffer under this alternate system of

funding," says Samuel Shortt, director of Queen's Centre for Health Services and Policy



Shortt

Research. "It's also an important finding for government because it addresses ongoing concerns related to budgeting for health-care delivery."

Dr. Shortt and co-author Kingston General Hospital senior analyst Sally Stanton took advantage of a "natural experimental

setting" in Kingston, where an AFP was adopted in 1994 by Queen's and its hospital partners and implemented by the South Eastern Ontario Academic Medical Organization (SEAMO).

"Given that the Ontario government is now actively prodding the other university medical schools to emulate the Queen's formula, these are very relevant findings, with important implications for health system design," says Ms. Stanton.

The study, funded by the Canadian Health Services Research Foundation, builds on earlier SEAMO research that evaluated the impact of implementing an AFP.

"These findings contradict the theory that switching to global funding will result in a decreased volume of service," says Dr. Shortt, noting that most of the evidence suggesting this comes from American studies. "The system of publicly-funded universal health care in Canada may create an environment in which doctors respond

quite differently to economic incentives," he says.

The current study focuses on surgical procedures in the areas of Cardiology, Obstetrics/Gynecology, Orthopedics, and Urology, covering a period from 2.5 years before AFP was implemented at Queen's to 2.5 years after its inception. Statistics from SEAMO were then compared with data from other university teaching hospitals functioning on the traditional fee-for-service system in Toronto, London, Hamilton and Ottawa.

The researchers found no significant difference in the volume of selected procedures and only a minimal change in the type of surgery performed by Queen's doctors following implementation of the AFP. The overall practice patterns of SEAMO surgeons were similar to those seen during the same time period at the other academic health sciences centres in Ontario, where clinicians were paid on a fee-for-service basis.

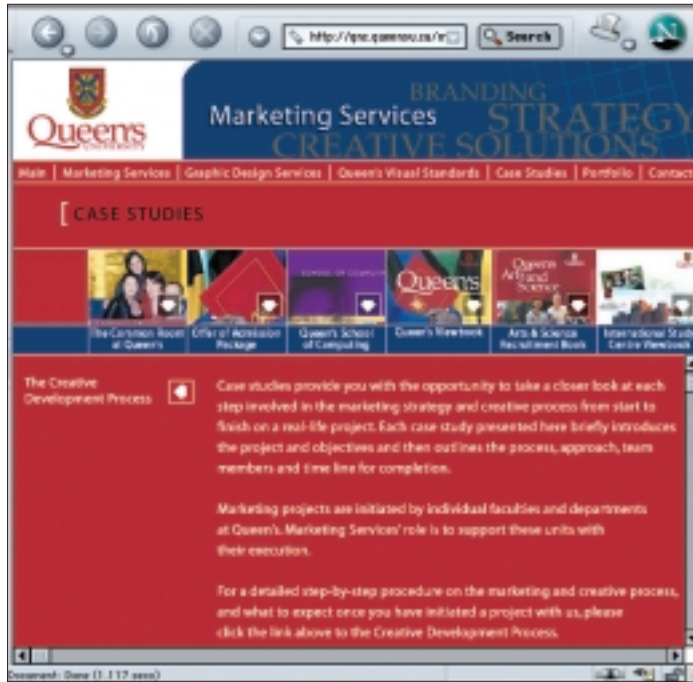
New Marketing site gives visual dimension to university promotion

Are you wondering how to develop and execute a promotional or strategic marketing program for your department but don't know where to start?

Whether the objective is to recruit students, promote research, communicate to alumni or support fundraising initiatives, Queen's community members can now find the support they need and a menu of services to assist them in achieving their goals and communicating their key messages through a new, multi-faceted Marketing Services website.

Marketing Services developed the site to illustrate how it helps various departments, faculties and schools on campus promote themselves and Queen's through targeted communication vehicles in the most strategic and effective manner.

Faculties and departments can see for themselves the wide range of integrated services we offer, says Marketing and Communications Coordinator Helena Debnam. "Our goal is to help departments meet their marketing needs



DEPARTMENT OF MARKETING AND COMMUNICATIONS

Case studies on the new Marketing Services website show how actual campus communications projects were initiated and developed from concept to final product.

while also building the Queen's brand. The on-line portfolio showcases the body of work we have produced in

support of the campus and the Queen's image."

A division of the Department of Marketing and Com-

munications, Marketing Services works with various departments across campus to build a distinctive personality for their communications materials while adhering to the university's visual identity.

"In fact, our visual standards are quite flexible. When they were developed, there was an understanding that individual units had unique needs that required slightly different creative approaches," says Ms. Debnam. "Building on the Queen's institutional identity, through integrated professional communications over time projects an image of excellence and quality that is critical to the overall goal of attracting and retaining the best students, faculty and staff."

The site's case studies section highlights how some actual campus projects were initiated and developed from concept to final product. A printable creative development process shows the steps and stages involved.

To learn more, visit the site at qnc.queensu.ca/marketing-services.

IN BRIEF

What do you think of the new Gazette?

In 2001, Queen's conducted a readership survey of faculty and staff as part of a larger internal communications study to determine how well the *Queen's Gazette* was meeting the interests and information needs of the Queen's community.

One outcome was the relaunch of the *Gazette* in September, 2002 with a new look and a new approach to covering news and opinion at Queen's.

We would like you to tell us how we're doing. Share your views by taking a few minutes to fill in a short on-line survey at www.queensu.ca/gazettesurvey.

Results of the survey will be published in a future issue of the *Gazette*.

Supporting women learning

All are welcome to attend the Ban Righ Foundation's annual Supporting Women Learning Award ceremony to honour Queen's mature women students and celebrate their achievements.

The ceremony takes place May 1 from 1 to 3 pm at Grant Hall.

Faculty of Arts and Science

PREREGISTRATION HAS CHANGED!

If you plan to take Arts and Science courses in the fall-winter session you must participate in the preregistration process.

Beginning April 28, 2003

April 28-May 16, 2003

Arts and Science students access QCARD to confirm/change your degree program, type and concentration AND select an alternate choice. This is not a first-come, first-served request period.

Beginning June 16, 2003

June 16-July 11, 2003

All students access QCARD to select your courses, first-come, first-served, according to your year of study as follows:

- Week 1 (June 16 - June 21): 4th Year Students
- Week 2 (June 23 - June 28): 3rd, 4th Year Students
- Week 3 (June 30 - July 5): 2nd, 3rd, 4th Year Students
- Week 4 (July 7 - July 11): Open to all students

Exceptions: Non-degree students access QCARD during weeks 3 & 4; Applied Science students access QCARD at any point, regardless of year of study; NEW first-year Arts and Science students access QCARD during SOAR (June 23-July 19).

Access the Faculty of Arts and Science website for full details on the NEW preregistration process at www.queensu.ca/arts/sci/student_services/registration

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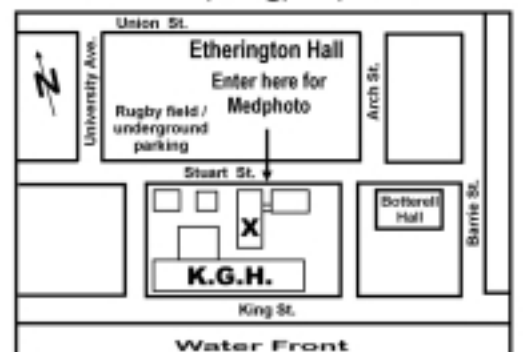
533-2177 (32177)

Hours: 9:00-12:00, 1:00 - 4:00 Mon to Fri

see all our services on the web

<http://meds.queensu.ca/~medphoto>

email: Medphoto@post.queensu.ca



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Queen's experts comment on Arctic warming, airline restructuring and Iraqi politics

QUEEN'S IN THE NEWS

Highlights of Queen's experts in the media.

■ April 2 - April 14

John Smol and Kathleen Ruhland's (Biology) research documenting parallel ecological changes over the past 150 years in 50 Arctic lakes is featured in the *Globe and Mail*. The story receives further coverage in the *Toronto Star*, on *CBC Radio* (Yellowknife) and *CBC North Online*.



Chaykowski

In a *Toronto Star* story about changes in the job market **Richard Chaykowski** (Industrial Relations) discusses how contract and temporary employment complement today's work force.

A report by **Don Stuart** (Law) is cited in an *Ottawa Citizen* story about accusations that the Supreme Court of Canada is handing down "haphazard" rulings.

An op-ed piece by **Tom Kent** (Policy Studies) about the new Canadian national health council appears in the *Ottawa Citizen*.



Rosenberg

Mark Rosenberg (Geography) comments about a trend in increasing life expectancy in an *Edmonton Journal* story highlighting the latest Statistics Canada findings. The story receives extensive regional coverage including the *Hamilton Spectator* and *Kingston Whig-Standard*.

Arthur Sweetman (Policy Studies) comments in the *Edmonton Journal* about the benefits of an extra year in school.



Anand

Anita Anand (Law) and **Martin Baer** comment in an *Edmonton Journal* story about how Air Canada's bankruptcy may affect consumers.

The *Kingston Whig-Standard* features an op-ed by **Glenn Brown** (International Relations) about why Chretien decided not to participate in the war against Iraq.

Dr. Gerald Evans and **Dr. Ian Gemmill** (Medicine) comment in a front-page *Kingston Whig-Standard* story about Kingston's first potential SARS victim.

Douglas Reid (Business) comments in the *National Post* about Air Canada's restructuring strategy and on the possibility of seeking bankruptcy protection. This story is also covered by the *Calgary Herald*, *Maclean's Magazine* and *CBC Radio's As it Happens*. He also discusses Air Tango's 40 per cent seat cut during its coming peak season in July and August in the *National Post*, and discount airline services in the *Ottawa Citizen*, *Calgary Herald*, *Edmonton Journal* and *Montreal Gazette*.



Pollard

Andrew Pollard (Electrical Engineering) comments about high-performance computing in the current issue of *University Affairs*.

Ugis Bickis (Community Health & Epidemiology) appears on *CBC TV Market Place* discussing the use and effectiveness of respiratory masks.

Roel Vertegaal (Computing) demonstrates applications from his research into human-computer interactions on *Discovery Channel's Daily Planet Show*. His

research is also highlighted on *CJOH TV*, *CKWS TV*, *CBC Radio Ontario Morning* and *BBC Online*.

James Leith (History) discusses the propaganda exhibit at Douglas Library on *CKWS TV*.



Cox

Wayne Cox (International Relations) is interviewed by *CBC Radio Syndication* about the political situation in Iraq and the implications of pending

democracy for countries surrounding Iraq. Coverage includes *CBC Toronto (Ontario Morning)*, *Ottawa*, *Moncton*, *Winnipeg*, *St John's*, *Yellowknife*, *Regina*, *Calgary*, *Edmonton*, *Vancouver* and *Victoria*. He also appears on *CBC TV Newsworld*, *CKWS TV* and *CBC Radio International* discussing Iraqi civil-society and the prospects for internal cooperation.

Research by **Poh-Gek Forkert** (Anatomy and Cell Biology) about the link between the chemical trichloroethylene and male infertility continues to receive coverage, most recently in the *Medical Post*.

Margaret Harrison's (Nursing) findings from a study on the treatment of congestive heart failure adapted for distribution in booklet form by The Ontario Heart and Stroke Foundation continues to receive coverage, most recently in the *Medical Post*.



Holt

New NSERC chair in nuclear materials, **Rick Holt** (Mechanical Engineering) is profiled in *Canada Research Horizons*.

In the current issue of *University Affairs* **Suzanne Fortier** (V.P. Academic) discusses the difficulty of recruiting women and minority-group candidates for new chairs at Queen's despite changes to the recruitment strategy.



Pegley

Karen Pegley (Music) discusses Avril Lavigne's success as a musician in a *Kingston Whig-Standard* article about Juno predictions.

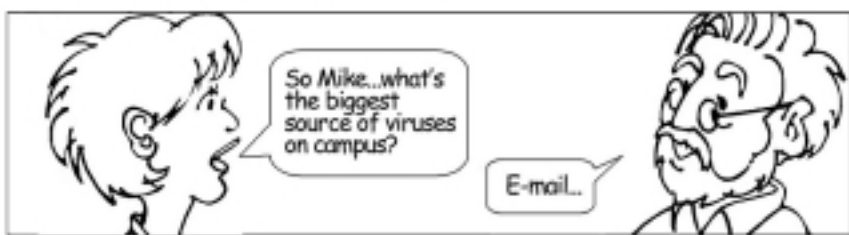


Queen's News and Media Services identifies newsworthy faculty expertise and research to bring to the attention of the national media. Visit Queen's News Centre at www.queensu.ca/newscentre for daily Queen's in the News updates.

Water Cooler Wisdom brought to you by Information Technology Services at Queen's University



This is the first in a proposed series of IT articles directed at non-technical readers. In the opener, Phileen Dickinson (ITServices Communications Group) and Mike Smith (Team Packman), discuss e-mail viruses on campus. Feedback would be appreciated. Please direct comments to wcw@post.queensu.ca.



PD: Can you give me an example of an e-mail infection?
MS: LoveLetter in May, 2000, was spectacularly successful even though it used a sucker technique to spread.

PD: A sucker technique?
MS: Yeah. Send somebody a viral attachment and sucker them into opening it.

PD: Surely by 2000, people knew better than to open unsolicited attachments!
MS: You'd think so, but LoveLetter infected millions of computers worldwide, in large part because opening an unexpected love letter proved irresistible to folks.

PD: Is opening an attachment the only way to get an infection from e-mail?
MS: We used to tell people that e-mail was safe as long as they were cautious about opening attachments. Then in March, 2001, Microsoft discovered a bug in Internet Explorer. Since then there have been a host of viruses that exploit unpatched IE systems.

PD: Wait a minute. What does Internet Explorer have to do with e-mail?
MS: Sounds like a good time for a history lesson.

PD: Sounds like a good time for a nap.
MS: I'll be brief. E-mail was originally short text-only notes. This is back in the days when sharing diskettes was the biggest source of infection. As electronic mail evolved people wanted to use the convenience of e-mail to exchange documents, programs, and all kinds of files.

PD: Aha...attachments.
MS: Right. Attachments were a bonanza for the virus writing pinheads. Their biggest challenge was coming up with a clever way to get you to open the attachment.

PD: Such as sending a love letter?
MS: Right.

PD: So, how do we get from simple notes, to notes with attachments, to a bug in IE that changes the rules?
MS: E-mail is no longer simple text. Notes now contain all sorts of things besides text: font changes, links to web pages, inline graphics, ...

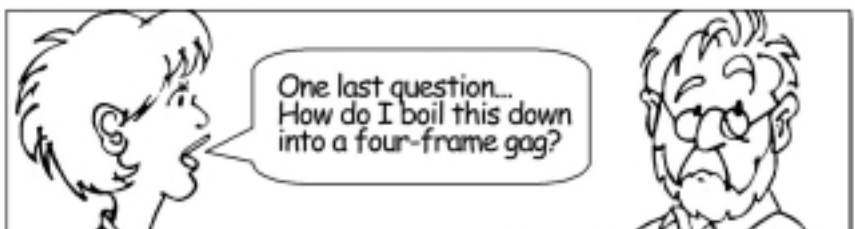
PD: Sounds like the note is acting like a web page.
MS: Exactly. When Outlook Express gets a note with all those trimmings, it relies on IE to descramble the web elements. The IE bug causes attachments in the note to open automatically. Microsoft released a patch to fix this two years ago and yet new viruses continue to use the exploit.

PD: OK, so the IE bug affects Outlook Express. That's the e-mail client built into Internet Explorer. Do Eudora users have to worry about this?
MS: The default configuration of Eudora is safe but it is possible to misconfigure Eudora so it is susceptible to the attack.

PD: So the lesson for the average user is?
MS: Run Windows Update once a week and make sure you install Critical Updates, including any patches for IE.

PD: Even if you use Netscape or some other web browser?
MS: Yes. IE is best considered part of the Windows operating system. Even if you don't use IE you need to keep the latest version installed to keep Windows patched.

PD: So to recap, we should tell people to use Windows Update regularly and to make sure they have the latest version of IE (available from Packman).
MS: Yup. And don't open unexpected attachments unless you want to be known as a knucklehead.



Mike Smith is ITServices' Team Leader for Packman. Phileen Dickinson designs technical communications for ITServices.

For Phileen's solution, see the Network Security and You advertisement on page 9.

SHOWING SOME SPINE



STEPHEN WILD

Local Girl Guides watch as medical student Julielynn Wong demonstrates how the spine works during the recent Bone Building Challenge at the Glaxo Wellcome Clinical Education Centre. The hands-on sessions, designed to raise awareness of osteoporosis, attracted several hundred visitors from the Kingston area. In addition to fun and engaging activities for child participants, obstetrician/gynecologist Robert Reid made a presentation that clarified the controversial issues surrounding the use of hormone replacement therapy for the prevention of osteoporosis.

CAREERS

Faculty Appointments

The following are new full-time faculty members in the Faculty of Health Sciences:

- Patricia LePage, Psychiatry (Jan. 1/03)
- Renee Fitzpatrick, Psychiatry (Feb. 1/03)
- Emorpha Voutsilakos, Psychiatry (Jan. 1/03)

Brent Gallupe appointed Associate Dean (Faculty Development) School of Business

Principal William C. Leggett announces that Brent Gallupe has been appointed to the newly created position of Associate Dean (Faculty Development) commencing April 1, 2003. Professor Gallupe obtained his PhD in Business Administration at the University of Minnesota, an MBA from York University and a Bachelor of Mathematics (Honours) from the University of Waterloo. Prior to joining the School of Business at Queen's as an associate professor in 1986, Dr. Gallupe was a member of faculty at Lakehead University. He was promoted to full professor in 1993. Dr. Gallupe has also held the position of Honorary Research Associate (1993-1997) at the Faculty of Commerce and Administration, Victoria University at Wellington, New Zealand and currently is a visiting professor in the Department of Management Science and Information Systems, University of Auckland (since 1991). His professional designations include Information Systems Professional of Canada (ISP), Certified Management Accountant (CMA) and Fellow of Life Management Institute (FLMI). Dr. Gallupe recently completed a two-year appointment as Director of Queen's KBE Centre for Knowledge-Based Enterprises. He is the founding director of Canada's first electronic group-decision support laboratory at the Queen's Executive Decision Centre. His reputation for being on the forefront of information technology has earned him frequent invitations to speak at leading universities and conferences in New Zealand, the United States and Europe. Dr. Gallupe is a prolific author of dozens of research papers, articles, presentations and papers published in respected business and academic journals, including *Management Science*, *MIS Quarterly*, *Journal of*

Applied Psychology, *Sloan Management Review*, *Academy of Management Journal*, *Information Systems Research*, *CMA Magazine*, *Pulp and Paper Canada*, and *Information and Management*. Dr. Gallupe has served Queen's in a variety of capacities, including university senator and as a member of a number of Senate-related committees. Within the School of Business, he was the Co-Chair of the E-Commerce Research Program and has been a member and chaired the PTR Committee, Computing Committee, and Library Committee.

Committees

Associate Vice Principal (Faculty Relations)

Sheila Devine, Associate Vice-Principal (Faculty Relations), has accepted a new position as Director of Student Recruitment at Memorial University of Newfoundland effective mid-June 2003. In making this announcement, Vice-Principal (Academic) Suzanne Fortier thanks Sheila Devine for her commitment to, and leadership in, faculty relations at Queens. The Office of the Vice-Principal (Academic) will now proceed to fill the position of Associate Vice-Principal (Faculty Relations). If you are interested in this position or would like to submit a nomination, please send submissions in confidence to Suzanne Fortier, Vice-Principal (Academic).

Advisory Committee Centre for Water and the Environment (CWE)

In accordance with procedures adopted by Senate for the establishment of university centres, Kerry Rowe, Vice-Principal (Research) has established an advisory committee to advise him on a proposal for the formal establishment of the Centre for Water and the Environment as a university centre. Committee members are: Sam Ludwin, Health Sciences, Queen's and Research and Development, KGH; David McDonald, Developmental Studies; Vicki Remenda, Geological Sciences and Geological Engineering; Ken Reimer, Chemistry and Chemical Engineering, RMC; Gary vanLoon, Chemistry; David Wardlaw, Chemistry (Chair); Marlene Rego, Office of the Vice-Principal (Research) (Secretary). The Centre

for Water and the Environment is a focal point for the integration of multiple disciplines at Queen's in order to address significant environmental and human health issues related to water. The centre will be organized as a university centre that reports to the Vice-Principal (Research) through the dean of the Faculty of Applied Science. Members of the university community are invited to submit their comments on the establishment of the centre to the chair of the committee by April 28, 2003. Also, individuals interested in reviewing the complete proposal may obtain a copy from Marlene Rego in the Office of the Vice-Principal (Research).

Staff Appointments

Graduate Program Assistant, Department of Physics 2003-35
Loanne Meldrum

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 "Staff Appointments" as soon as possible after the conclusion of the recruitment and selection process.

Closing date for the following positions is **Tuesday, April 29, 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 programme, welcomes diversity in the workplace and encourages applications from all qualified



See Jane.



See Jane launch Outlook while her supervisor waits for a report.



See Jane's confusion when a virus-ridden attachment opens automatically in the Preview pane.



See Jane and her supervisor preview more than they bargained for...

Security is Everyone's Business... Make it Yours

Keep your operating system safe. Ensuring that your Windows software and e-mail client are updated and properly configured is crucial to maintaining a secure system. Visit www.its.queensu.ca/secure/ for more information.

Information Technology Services - Network Security and You



candidates including women, aboriginal peoples, persons with disabilities and racial minorities.

Job Details for positions advertised under 'Staff Vacancies', with the exception of CUPE Local 229 postings, continue to be available in the HR department and on the HR Website: <http://www.hr.queensu.ca/>.

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

**Senior Secretary
Faculty of Education
2003-45**

Minimum Hiring Salary: \$29,338 (Salary Grade 4-ADMG4)
Terms: Continuing

**Administrative Assistant
Clinical Education Centre
2003-46**

Minimum Hiring Salary: \$34,876 (Salary Grade 6-ADMG6)
Terms: Three-year term; 100% time from Aug. 1 to June 30 annually

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

**Secretary
History
2003-47**

Minimum Hiring Salary: \$27,885 (Salary Grade 3-ADMG3)
Terms: Full-time continuing

**Senior Secretary
Vice-Principal (Academic)
2003-48**

Minimum Hiring Salary: \$29,338 (Salary Grade 4-ADMG4)
Terms: 3-year term

**Laboratory Technologist
(CUPE Local 254)
Pathology
2003-49**

Tentative Hiring Range: \$41,376 - \$50,479 (372 points)
Terms: 3-year term.

Other Positions

Director, Business Career Services, Queen's School of Business

This is a three-year executive appointment with the possibility of renewal.

Responsibilities: primarily focused on establishing, building and enhancing new and existing recruiting relationships within the corporate community across Canada and abroad. Incumbent will lead a team of professionals who will ensure that Queen's School of Business graduates find

outstanding employment opportunities upon graduation. In this newly created position the incumbent will be required to create and execute a strategy for the department, and develop specific tactics to accomplish set goals.

Qualifications: university degree, Masters or MBA preferred and a minimum of ten years of work experience, three of which should be at a senior management level. Knowledge and contacts within a wide spectrum of industry sectors and a strong understanding of job market dynamics are required. Incumbent may have demonstrated success in the fields of human resources, executive search or outplacement. A background in business-to-business sales in a service organization may also be appropriate. Outstanding interpersonal, communication, leadership and management skills are a must.

Salary: commensurate with experience.

Letters of application and resumes will be accepted until April 30 and should be directed to: Personnel Administrator, Queen's School of Business, Goodes Hall, Rm. 440, Queen's University, Kingston, ON K7L 3N6; Fax: 613 533-2300; Email: msenior@business.queensu.ca.

**Laboratory Technician/Manager
Gastroenterology Research Unit (GIDRU), Department of Medicine**

This is a full-time position.

Responsibilities: support ongoing projects in the characterization of cell and molecular mechanisms of intestinal epithelial cell resistance to injury in intestinal inflammation on a day-to-day basis; teach junior researchers in basic laboratory protocols.

Requirements: experience and advanced skills in cell and molecular biology techniques, in animal work, and be willing to make a commitment for 1-2 years.

Salary: commensurate with experience.

First interviews to take place over the phone and final interviews in person by mid-June, 2003. Forward electronic copy of curriculum vitae outlining experience, a list of skills in which candidates are technically proficient, as well as publications to Dr. Mark J. Ropeleski, Queen's University, Gastroenterology Diseases Research Unit, Hotel Dieu Hospital, 166 Brock Street, Kingston, ON. mropeles@medicine.bsd.uchicago.edu

**Research Assistant
Microarray Facility**

This part-time position (0.5 FTE) available immediately is a one-year contract with continuation dependent upon funding renewal.

Responsibilities: organize incoming experiments; perform and scan microarray experiments; bring novel relevant technologies into the laboratory.

Requirements: familiarity with molecular techniques such as cDNA synthesis; demonstrated initiative and ability to work independently are essential; post-secondary education in an appropriate discipline.

Salary: salary will be in accordance with Queens guidelines for a Grade 5 technician, starting at \$30,754 FTE.

Application deadline is April 28, 2003, 4 pm. Please submit a resume and names of three references to Dr. Harriet Feilolter, Department of Pathology, Richardson Laboratory, Queens University. Fax: 613-548-1356; Email: hf4@post.queensu.ca

**Assistant Dean,
Undergraduate Medical Education, School of Medicine, Faculty of Health Sciences**

Responsibilities: report to the Associate Dean, Medical Education; the direction, content, organization, conduct and evaluation of the undergraduate medical curriculum; academic progress of medical students; implementation of academic decisions of the Progress and Promotions Committee; chair the Undergraduate Medical Education Committee and the Student Progress and Promotions Committee; sit as a member of the Medical Education Advisory and Regional Education Steering Committees; serve as an ex officio member of the Admissions, Evaluation and Student Awards Committees; work closely with the Curriculum Phase and Block Chairs, the Director of Clinical Skills, the Evaluation Coordinator and the UGE Office staff; report on a regular basis to the School of Medicine Council and Faculty Board on matters related to the undergraduate program.

Requirements: a time commitment of two days per week starting Sept. 1, 2003; will overlap with the term of the current Associate Dean UGE for a 10-month period; open to all faculty in the School of Medicine with a PhD or MD and an interest in education.

Apply with an updated curriculum vitae to Dr. S. Verma, Associate Dean, Medical Education, 2nd Floor Botterell Hall, by Friday, May 2, 2003.

**Registered Veterinary Technologist
Pathology**

Responsibilities: investigate genetic aspects of inherited bleeding disorders; care for and study dog and mouse models of hemophilia; approximately 50% time concerned with the laboratory testing aspects of this program.

Requirements: experience with word processing and spreadsheet software programs (i.e. Word and Excel); good organizational skills.

Salary: salary will be based on the Queen's salary grid and will be commensurate with prior experience and qualifications.

Please contact Dr. David Lillicrap by email at lillicrap@cliff.path.queensu.ca by Friday, April 25, 2003.

**Mass Spectrometry Technician
Protein Function Discovery (PFD) Research and Training Program**

This is a full-time position.

Responsibilities: primary job responsibilities will include operation and maintenance of the Micromass qTOF Ultima GLOBAL mass spectrometer, sample preparation and method development; strong oral and written communication skills are essential for interaction with the other members and users of the facility; good data management and computer skills.

Requirements: BS or MS degree in biochemistry, analytical chemistry or a related field. Priority will be given to candidates with experience in protein/peptide purification and analysis, and mass spectrometry (ESI-MS or MALDI-TOF-MS).

Salary: commensurate with qualifications and experience.

Further information about the facility and the training program can be found at <http://www.queens-pfd.ca/>.

Apply with CV, name and address of three references before April 30, 2003 to Dr. Alan Mak, Director of Protein Function Discovery Research and Training Program, Room 616 Botterell Hall, Queens University, Kingston, Ontario, Canada, K7L 3N6. Information from Dr. David Hyndman, dh16@post.queensu.ca or 613 533-2944.

Employee Development

Please call Human Resources at 32070 to register for the following program or to obtain further information, or register at hradmin@post.queensu.ca

**Effective Presentation Skills
Fridays May 9 and 16,
9 am to noon**

This two-session program provides practical techniques for giving more effective presentations. Topics include: planning and organizing your presentation, effective delivery methods, visual aids, overcoming nervousness. As one of the twelve participants, you will have the opportunity to practise these skills and receive supportive feedback in a non-threatening environment. 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 at www.queensu.ca/eap/

Milestones

Compiled by Faye Baudoux

If you have a milestone of 5, 10, 15, 20, 25, 30, 35, 40 years or more of continuous service coming up and you do NOT wish your name to be included in the listing, please contact Faye in Human Resources at ext. 77791. Congratulations to those who reached the following milestones in April 2003:

- 30 years**
Douglas Crowe, ITS; Gail Wood-Power, Office of the University Registrar.
- 25 years**
Nancy Somers, Faculty of Law.
- 15 years**
James Bennett, PPS; Richard Boswell, Chemistry; Andrew Bryson, Mechanical Engineering; Elaine Constant, Economics; Anne Henderson, School of Nursing; Julie Mekarski, Human Resources; Jason Pullman, Campus Security.
- 10 years**
Shirley Myers, Pathology; Lee Watkins, Community Health and Epidemiology.
- Five years**
Lorna Edmonds, School of Rehabilitation Therapy.



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Convocations

Invitation to Spring Convocation Ceremonies 2003

Members of the faculty are invited to attend the 2003 Convocations, in the Jock Harty Arena of the Physical Education Centre as outlined below:

Thursday, May 22, 2003, 2:30 pm

Business, Industrial Relations, Public Administration, Urban & Regional Planning, Policy Studies
Honorary graduand: Gordon Nixon, LLD

Friday, May 23, 2003, 9:30 am

Faculty of Applied Science
Honorary graduand: Adel Sedra, DSc

Friday, May 23, 2003, 2:30 pm

Faculty of Health Sciences (Medicine, Nursing, Rehabilitation Therapy), Faculty of Law
Honorary graduand: David Patenden, LLD

Thursday, May 29, 2003 9:30 am

Faculty of Arts and Science, Physical and Health Education (Anatomy and Cell Biology, Biochemistry, Biology, Chemistry, Community Health and Epidemiology, Environmental Studies, Life Sciences, Microbiology and Immunology, Pathology, Pharmacology and Toxicology, Physics, Physiology)
Honorary graduand: John Ralston Saul, LLD

Thursday, May 29, 2003 2:30 pm

Faculty of Education
Honorary graduand: Joy Kogawa, LLD

Friday, May 30, 2003, 9:30 am

Faculty of Arts and Science (Communication, Culture and Information Technology, Computing and Information Science, Development Studies, Economics, Geography, Geological Sciences, Mathematics and Statistics, Psychology, Sociology)
Honorary graduand: Albert Low, LLD

Friday, May 30, 2003, 2:30 pm

Faculty of Arts and Science (Art, Canadian Studies, Classics, Drama, English Language and Literature, Film Studies, French Studies, German Language and Literature, History, Jewish Studies, Language and Linguistics, Music, Philosophy, Political Studies, Religious Studies, Russian Studies, Spanish and Italian Languages and Literature, Women's Studies)
Honorary graduand: Robbie Robertson, LLD

Assembly

The academic procession will assemble in the upper lounge of

the Physical Education Centre 30 minutes prior to the Convocation times. If you will be joining the academic procession, please call 533-6095 or email smithma@post.queensu.ca. This year you are encouraged to complete our online form prior to May 14, 2003 at www.queensu.ca/secretariat/convocation/RSVPform.html so that sufficient seats may be reserved.

Queen's academic regalia

Members of the academic procession who do not have a gown or hood should make arrangements with the Alma Mater Society (located in Ross Gymnasium) 30 minutes before each ceremony.

Note

Members of the Academic Procession who are *not Queen's graduates* will use their own gown and hood, however they can borrow a black gown from the AMS. **Please present your faculty card for identification.**

Receptions

All receptions are the responsibility of the faculty or school concerned. You are encouraged to attend these functions and meet with the graduands and their families.

Governance

Honorary degree nominations

The Senate Committee on Honorary Degrees invites nominations for the award of honorary degree at the 2004 Convocations. Nomination forms are available on the web at www.queensu.ca/secretariat/HonDegre.html, from the University Secretariat, B400 Mackintosh-Corry, telephone 533-6095, or from the office of the dean of each faculty/school. Submit nominations to the Secretariat by Friday, Aug. 15, 2003.

Internal Academic Reviews Recommendations for Review Team Membership

Suzanne Fortier, Vice-Principal (Academic), announces the internal academic reviews for the following units for the 2003/04 cycle: Departments of Classics, English, Religious Studies and Women's Studies; Faculty of Education; and Queen's Theological College.

Consistent with the Senate Internal Academic Review policy document, members of the university community are invited to recommend individuals to serve on the review teams, which will be established by the Internal Academic Review Committee. Each review team will be made up of four faculty members (two of whom will be from the same

faculty, if departmentalized), two students (one of whom will be a graduate student, if the unit offers a graduate program), and one staff member. All members will be external to the unit being reviewed. Recommendations should be submitted to the dean of the faculty or school, or principal of the college by May 19, 2003. Further information about internal academic reviews and the responsibilities of review team members may be obtained from the Office of the Vice-Principal (Academic), ext. 32020, or by referring to the Senate policy document at: <http://www.queensu.ca/secretariat/senate/policies/iarrev/iarrev.html>.

Notices

First aid, CPR and CPR Re-certification training

Environmental Health and Safety has scheduled First Aid, CPR and CPR Re-certification courses for May, June, July and August 2003. First Aid and CPR training are two-day courses, and Certificates are valid for three years. CPR Re-certification is a half-day course and recommended on an annual basis for technical and research personnel. To be re-certified you must have taken CPR within the last 16 months. It is strongly recommended that any graduate students, staff or faculty who will be doing research in the field have valid certificates.

These courses are free but for those who register and do not show up/complete the course, \$35 will be charged to their department.

To register go to www.safety.queensu.ca. For information call Bob Bell, ext. 74977.

Faculty and Staff Learning Facility, B130 Instructional Development Centre (Mackintosh-Corry Basement)

First Aid Courses, 8:30 am to 4 pm
June 9 and 11, July 2 and 4, Aug. 6 and 8.

CPR Courses, 8:30 am to 4 pm
May 20 and 21, June 16 and 18, July 7 and 9, Aug. 11 and 13.

CPR Re-certification 8:30 am to noon
May 23, June 20, July 11, Aug. 15

Physical Education Centre Saturday, May 3 – Sunday, May 18

Building Hours
Monday to Thursday 7 am to 9 pm
Friday 7 am to 7 pm
Saturday 10 am to 4:30 pm
Sunday Closed

Recreation Swims

Monday, Wednesday, Friday 7:15 am to 8:15 am
Monday to Friday Noon to 1:30 pm
Monday to Friday 4:30 pm to 6 pm
Monday and Wednesday 8 pm to 9 pm
Saturdays 12:15 pm to 1:30 pm

Family Swims

Saturday 10 am to 11:30 am

PhD Examinations

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

Monday, April 21

Kasereka Kavwahirehi, French. Le corps, les mots et le monde Potique et politique de la d/construction des discours sur l'Afrique chez V.Y. Mudimbe. Supervisor: L. McNee. 209 Kingston, 1:30 pm.

Tuesday, April 22

Tarek Rahil Sheltami, Electrical and Computer Engineering. Efficient routing schemes for wireless mobile ad hoc networks. Supervisor: H.T. Mouftah. 428 Walter Light, 1:30 pm.

Wednesday, April 30

Sarah Jane Meharg, Geography. Identicide in Bosnia and Croatia: the destruction, reconstruction, and construction of landscapes of identity. Supervisor: B.S. Osborne. E310 Mackintosh-Corry, 9 am.

Monday, May 5

Cristina Cojocariu, Chemistry. Synthesis and characterization of novel photochromic liquid crystalline and amorphous polymers for optical storage. Supervisor: P. Rochon. 515 Chernoff, 9:30 am.

Surplus Items

The Office of Advancement offers for sale: 1 Pitney Bowes letter folding machine (model 1861) in working condition that both folds and stuffs.

For information or to view call Margaret Hickling at 77572. Submit sealed bids marked "Office of Advancement" to Fran Lanovaz, Purchasing Services by 4 pm on Monday, April 28. Please mark bids "Confidential".

Queen's is not responsible in any way for the condition of any item(s) it has made available nor for any damage or injury that may occur due to use or removal of the item(s). Queen's reserves the right to reject any or all of the bids. Only successful bidders will be notified.

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.



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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.

MARKS FOR MUSSELS



STEPHEN WILD

Biology masters students Barry Madison and Vasko Veljanovski quiz a young participant on her zebra mussels project at the recent Frontenac, Lennox and Addington Regional Science Fair. Queen's scientific community traditionally supplies volunteer judges for the fair, which took place at Duncan McArthur Hall on Queen's West Campus.

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. www.queensu.ca/ageth/

Union Gallery

Stauffer Library
Tuesday, April 8 – Tuesday, April 29 – *Mirror* – Group show of Queen's BFA class of 2006. ugallery@post.queensu.ca

Music

Sunday, April 27

The Kingston Symphony
Final concert of the 2002-2003 season features Wolf-Ferrari's Overture to Secret of Suzanna, and Elgar's Enigma Variations, as well Dvorak's Cello Concerto with Wolf Tormann as featured soloist. Tickets available at the Grand Theatre Box Office, or by calling 530-2050.

Departmental seminar schedules

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

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

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

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

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

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

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

Public Lectures

Thursday, May 1

Rehabilitation Therapy
Maggie Roe-Shaw, University of Otago, New Zealand. Workplace factors influencing professional socialization in recently graduated physiotherapists: an overview of the methodology and the use of socialization maps to portray social phenomena. 21 Louise D. Acton, 3:30 pm.

Special Events

Tuesday, April 29

Museum of Health Care
A new exhibit called When Medicine Met Science: The Health Care Revolution of the 1800s. Program features speakers in B139 Botterell, followed by unveiling of exhibit and reception across the street at the Ann Baillie Building, George Street beginning at 7 pm. Public welcome; admission free. Information: 548-2419 or museum@kgh.kari.net.

Wednesday, May 7

The Royal Astronomical Society of Canada – Kingston Centre
Speaker David Levy (Comet Discoverer) will speak on Shakespeare's King Lear and the eclipses of 1605: A cosmic unit of science and art. Stirling Hall Theatre D, 7:30 pm. Everyone welcome. Public observing event at Murney Tower, King Street at dusk May 6. Telescopes are provided, and

weather permitting. Information from Kim Hay at kimhay@kingston.net or 377-6029 or www.members.kingston.net/rasc/.

Submission information

To ensure we run your information correctly, 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 April 28 at noon.