



QUEEN'S GAZETTE

2003 CCAE Gold Medal for best university newspaper

Robbie Robertson leaves his mark P3



Same-sex marriage Q&A P11



Standing room only

FLEXIBILITY ESSENTIAL TO SOLVE IMPENDING CLASSROOM SHORTAGE

Higher enrolment as forecasted and competition for space during the most popular teaching times have created a classroom shortage for fall courses, says University Registrar Jo-Anne Brady.

Budget reductions, increasing enrolment and the double

cohort have been talked about all year, but their cumulative impact is now evident in this current dilemma, she says.

Recognizing that 2003-2004 would pose an increased challenge, the Faculty of Arts and Science asked the Office of the University Registrar (OUR) to test the ability to assign rooms to courses prior to pre-registration so that, if necessary, changes could be made before students begin to pre-register. The test-run exercise

"It's the department's call, but sometimes we must involve the deans or associate deans to help resolve complex problems."

Jo-Anne Brady

showed that the space deficit is currently estimated at about 15 per cent or approximately 250 courses.

"We want to get the message across that there really is a problem," says Ms. Brady. "It will be solved one way or another, but not everyone is going to be satisfied with the solution. Compromises will have to be made."

Since the initial test run, the OUR has been working through the courses and time slots causing room assignment difficulties.

For example, teaching patterns (whether a course is taught three times per week at one hour versus twice at one and one-half hours) also add to the complexity, says Ms. Brady.

The middle time band, 11:30 am to 2:30 pm, is the most popular teaching time. Slot 3 is the most sought after for large courses, with 11 courses scheduled and only nine large lecture theatres available at that time.

See STANDING ROOM ONLY: Page 12

Quality in hard times

SPECIAL SUPPLEMENT HIGHLIGHTS ACADEMIC REVIEWS

By CELIA RUSSELL

Despite the challenges posed by financial constraints, faculty, staff and students have shown themselves as highly committed to the concept of quality, according to the results of Queen's first full academic review cycle.

The most recent round of reviews are featured in a special supplement in this issue of the *Queen's Gazette*.

All Canadian universities are facing the challenges of increased enrolment, demand for education and a dwindling supply of government support, notes Vice-Principal (Academic) Suzanne Fortier, who chairs the Senate Internal Academic Review Committee.

"The demand for education and increased enrolment requires members of universities in all disciplines to devote a good proportion to research activities and research outputs. But we haven't seen the accompanying increase in support in operating funds of the university and that's true across Canada. This has not been the easiest of times. People are giving an exceptional effort to meet these standards of quality.

"And I've always said that the challenge at Queen's is perhaps more acute. As we increase the number of students without the increasing amount of revenue, we have not seen people abandon their high standards. It requires a lot of effort on the part of everyone, and it can create some tension."

External reviewers have repeatedly commented on this commitment to quality, she notes.

Produced by the IARC, the supplement contains review committee reports for units reviewed during 2001-02 and approved by Senate this year. They are the

See QUALITY IN HARD TIMES: Page 2

QUEEN'S NEWEST STAFF GRADS



STEPHEN WILD

Queen's staff members (from left) Lee Atkinson, Jennine Ball and Terrie Sheen say enjoyment is key when studying toward a degree.

Love of learning key to achievement

Here are the stories of four of more than 130 full-time staff, who balance the often unpredictable world of work and home to study toward a Queen's degree. All praise Queen's Tuition Assistance Program, which helps make the dream of a university education affordable. The program waives tuition for up to five full-credit Arts and Science courses for Queen's employees per year. The number of people who use it every year has tripled since 1987, says Wendy Lloyd, Coordinator of Employee Development at the Department of Human Resources.

By OMAR EL AKKAD

It's not just her office's brightly painted magenta walls that make Terrie Easter Sheen stand out among Queen's staff. This May, she became one of four university employees to graduate with a Queen's undergraduate degree when she received a BA in Philosophy.

Ms. Sheen, an administrative

assistant in Women's Studies, Lee Atkinson, an administrative assistant in Drama, Jennine Ball, the undergraduate coordinator in Economics and Dawna Roney, evaluation and information resources administrator in the School of Medicine, received Bachelor of Arts degrees during convocation on May 30.

Ms. Ball, who earned a

Geography degree, also won the Part-Time Studies Medal. The medal recognizes a student who has completed at least two-thirds of their studies at Queen's as a part-time student, and is deemed by the Faculty of Arts and Science to have the highest academic standing.

See STAFF MEMBERS: Page 9

Graduate students integral to research success

By KAY LANGMUIR

Graduate student Bo Yang, an internationally recognized medical researcher, found his way from China to Queen's because of an Internet link to the university's web page.

When told the university plans to improve its web site as part of efforts to attract more graduate applicants, Dr. Yang's response is emphatic.

"It's a great idea," he says, standing beside a poster detailing his work in neuroscience during the recent Health Sciences Research Day gathering on campus.

"I was practising medicine in China, and I came to know Queen's from the Internet," says Dr. Yang, who has completed his Masters and PhD in physiology. "I've been here five years and I love it here."

Divining the best ways to attract top graduate students like Dr. Yang is a continuing education project for Queen's and other universities who value their reputations as research-intensive institutions.

"Most of the research going on would not be possible without graduate students," says Ulrich Scheck, dean of graduate studies and research.

See GRADUATE STUDENTS: Page 12

Index

Bulletin Board	15
Calendar	16
Careers	13
Discovery @ Queen's	8
University Roundup	7
Viewpoint and Letters	6

For news updates visit us online @

www.queensu.ca/newscentre

Queen's News Centre

Business school cracks global Top 10

The School of Business has been ranked as one of the world's top 10 providers of executive education, according to the fifth-annual survey published by the influential European business publication *The Financial Times*.

"To be ranked among the top ten in the world is proof that years of hard work and a tireless commitment to excellence in executive education at Queen's are paying off," says Acting Dean Lew Johnson. "This ranking inspires all of us, and reinforces the point that Canadian managers are right to make

Queen's School of Business Canada's top choice in executive education."

Queen's was ranked 10th in the world in the main "open enrolment" division, up from 19th in 2002, and is the highest ranked non-US business school in this category – the only Canadian school to have made the list in all five years of the ranking's history. *The Financial Times* ranked Queen's 10th for open executive programs, those that are open to all executives, rather than custom-designed for one organization. The university also scored

among the top 10 in four of the 16 categories that make up the rankings, including a Number 1 world ranking for the second year in a row in the important area of "follow-up" – evaluating the "after-sale service" and continuing education opportunities it provides to participants once they return to their workplaces.

Two other Canadian business schools were included in the open enrolment ranking: University of Western Ontario-Ivey (27th) and York University-Schulich (40th). The rankings were based on two

questionnaires, a survey of business schools and a survey of open enrolment program participants.

The *Financial Times* ranking comes on the heels of the influential BusinessWeek rankings last fall, which recognized the School of Business as the second-ranked school outside of the United States, and the top school in Canada.

Queen's was the first Canadian university to launch a business degree program (in 1919), and the school is widely known for its expertise in executive education.



QUEEN'S GAZETTE

Editor

Celia Russell
613-533-6000 ext.74498
gazette@post.queensu.ca

Editorial Assistant

Lorinda Peterson
613-533-6000 ext.77559
petersn@post.queensu.ca

Associate Director

Anne Kershaw
613-533-6000 ext.74038
kershaw@post.queensu.ca

Director

Richard P. Seres
613-533-6000 ext.77565
seresr@post.queensu.ca

Advertising

613-533-6000 ext.75464
gazad@post.queensu.ca

Production

Graphic Design Services

Grant Hall Illustration
Greg Black

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

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

Subscriptions are \$25 per year.

Schedule

Noon deadline	Publishing date
7 July	14 July
11 August	18 August

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

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

ADVERTISING POLICY

The Queen's University Gazette is a newspaper published by the University's Department of Marketing and Communications ("Publisher") for the primary purpose of internal communication to its faculty and staff members.

All advertising is subject to the Publisher's approval. The Publisher reserves the right to revise, reject, discontinue or omit any advertisement, or to cancel any advertising contract, for reasons satisfactory to the Publisher without notice and without any claim for penalty.

The Publisher does not accept liability for any loss or damage caused by any error in accuracy in the printing of an advertisement beyond the amount paid for that portion of the advertisement in which the error occurred.

The advertiser agrees to indemnify the Publisher for any losses or costs incurred by the Publisher as a result of publishing any advertisement, which is libelous or misleading, or otherwise subjects the Publisher to liability.

The Publisher may insert the word "advertisement" above or below any copy.

The Publisher will not knowingly publish any advertisement which is illegal, misleading or offensive to its readers.

The Publisher will not knowingly publish any advertisement which violates the University's internal policies, equity/human rights policies or code of conduct. Further, the Publisher will not publish any advertisement which contravenes the best interests of the University directly or indirectly.

Standing room only

continued from page 1

An increase in the number of large classes is another constraint, she says. Departments need to take more students, but the university does not have enough classrooms with capacity of 200 or more to meet requests at specific times.

The Registrar's office works with departments to suggest options for addressing scheduling conflicts. They usually include reducing the maximum enrolment for the course, and/or changing the time.

"It's the department's call, but sometimes we must involve the deans or associate deans to help resolve complex problems," says Ms. Brady. "Ultimately, we must ensure that all scheduled courses have assigned rooms, and that may result in some dissatisfaction about the room, the time or the maximum enrolment."

Many timetables are rolled over year after year and it is difficult to

suggest a time change without potentially causing conflicts for large numbers of students.

At this time, there is no ability to try several different times because each departmental timetable has been prepared independently and the ripple effect of changing a time for one course is often impossible to predict or reconcile.

Ms. Brady is hopeful that the implementation of software to assist the scheduling process combined with a more coordinated approach to timetabling will result in the need for fewer compromises, as the university continues to deal with high enrolment and constrained resources in the future.

In the meantime, "we appreciate everyone's patience and cooperation," says Ms. Brady. "This is an effort that really requires an effort and co-operation from all departments and instructors."

Quality in hard times

continued from page 1

departments of Chemistry, Economics, Mathematics and Statistics and the Program in Mathematics and Engineering, Anatomy and Cell Biology, Biochemistry, Microbiology and Immunology, Pharmacology and Toxicology and the School of Music.

These reports complete the first cycle of reviews, which began seven years ago. A second cycle, beginning with the Faculty of Education, is scheduled to start this fall.

The supplement also includes a report on equity issues received by Senate at its March 27 meeting. While noting that departments have made significant strides in the promotion of equity, the report says that more must be done in the areas of physical accessibility and increased diversity in faculty and graduate school complements.

In providing the supplement, Dr. Fortier underlined the importance of accountability and transparency.

"It's important for the whole university community to get a sense of how our units are assessed by others, including those outside the university," says Dr. Fortier.

Although all the reports are available on the Senate website, the committee hopes to reach a wider readership with a supplement, which will be published annually. Along with serving the university's goal of accountability, publishing the reports also highlights the university's strengths and some of the challenges it faces, she says.

www.queensu.ca/secretariat/senate

Correction

Arts Adventure: The phone extension for the Arts Adventure Camp in the Queen's Camps at a Glance (May 20, page 11) was truncated by one digit.

The correct phone number is 533-6000, ext. 75441.

Share your views on accessibility challenges

Queen's and the City of Kingston will present a public meeting on accessibility on Thursday, July 3 in room 202 in the Policy Studies Building, Union Street at Alfred. The meeting runs from 5:30 to 7:30 pm.

Participants will have a chance to review the progress the city and Queen's are making on their accessibility plans and contribute their ideas on issues of physical, procedural, and policy related accessibility.

The location is physically accessible, sign language interpreters have been booked for the event and all desks will be set up with microphones. Discussion will also be typed and projected onto a screen as it unfolds, and all printed materials will be available in alternative formats.

Queen's community members are also invited to help the university become more accessible

by filling out an on-line survey at www.queensu.ca/equity/qas2003/qas2003.html.

You may fill out the survey either based on your own experiences as a person with a disability, or share the experiences of a colleague, if you do not have a disability. If you are not acquainted with anyone who has a disability, complete the survey according to your perceptions of campus accessibility.

Recently, the Ontario legislature passed the Ontarians with Disabilities Act (ODA), designed to improve the participation of people with disabilities in Ontario. The ODA requires that all publicly funded institutions develop accessibility plans by Sept. 30, 2003. For more information, contact the Office of the University Advisor on Equity at 533-6000, ext. 77581, or email eeqproj@post.queensu.ca.

**Public Meeting on
Accessibility at Queen's**

July 3rd @ 5:30 pm

**Policy Studies Building
Room 202**

Everyone welcome!








McADOO
Piano & Organ Co. Ltd.

Kingston's largest display of
keyboards and pianos.

All musical instruments available.

McAdoo Park - 1365 Midland Ave.
(Just north of White Rose)
(613)384-2600



AMJ CAMPBELL
VAN LINES

CANADA'S LARGEST COAST-TO-COAST MOVING COMPANY
www.amjcampbell.com



Atlas
VAN LINES AGENT



AMJ
MOVING

DWAYNE MILLEN
Moving Consultant



Email: amj@kingston.net

1234 Gardiners Road, Kingston, ON K7P 2T5
Bus: (613) 634-1040 • Fax: (613) 634-2374

Stay informed about

SARS

Visit Queen's

SARS Update website

linked from Queen's home page

www.queensu.ca

or at qnc.queensu.ca/update/

New national group for college and university retirees launched

By CELIA RUSSELL

A new national retirees' group could help to develop new supports to help universities during a time of climbing enrolment and fiscal restraint, says John Meisel, president of the Retirees' Association of Queen's (RAQ).

Dr. Meisel was commenting on the creation of the College and Universities Retirees' Association of Canada (CURAC), which recently held its inaugural conference in Halifax.

"RAQ supports the formation of CURAC and was pleased to become a founding member," he says. "A national association assisting the exchange of information among the diverse campus bodies can be very useful."

"CURAC will have to learn to respond to the needs of its highly heterogeneous constituencies."

John Meisel

Dr. Meisel cautioned, however that each association has its own problems and interests. "CURAC will have to learn to respond to the needs of its highly heterogeneous constituencies."

RAQ is most interested in CURAC's capacity to provide information and to develop ideas about certain new activities, he says. One of these is the creation of campus institutions through which retired faculty and staff can assist the ongoing programs of their former employers.

"In a period of substantial growth in enrolment, financial constraint and insufficient availability of people with needed skills, a new mobilization of retired people may be of considerable help to our universities."

"It will surprise no one that on

some American campuses, organizations are already springing up through which some retired faculty are being put in harness again, albeit in a new form."

CURAC is the first group designed to represent university retirees across the country.

According to a news release, CURAC aims to facilitate communication among college and university retirees in all parts of Canada. It will assist university retirees in forming associations where none previously existed.

Sixty-five delegates attended the two-day event in Halifax on May 26 and 27. Twenty-two universities from British Columbia to Newfoundland were represented.

CURAC President Tom Traves of Dalhousie University spoke on the major challenges facing higher education in the next decade, including rising enrolment and faculty recruitment.

Demand for full-time enrolment is expected to jump by 20 to 30 per cent during the next 10 years, he says. About 200,000 more students will be attending Canada's universities. At the same time, large numbers of faculty will be retiring.

There will be a need for 30,000 to 40,000 new faculty by 2011, he says. Graduate schools in Canada are not producing enough PhDs to meet this need. Additionally, there are likely to be problems recruiting professors from other countries to fill the gap, because the United States, Europe and many emerging countries are facing similar enrolment increases.

CURAC also collects and distributes information about retirement policies, pensions and benefits; promotes the exchange of ideas; fosters and supports research on public policy issues of concern to retirees; and assists local university retiree associations to improve the medical and other benefits available to their members.

www.curac.ca/2003_halifax.htm
www.queensu.ca/retirees

A MODERN TRADITION



STEPHEN WILD

Robbie Robertson makes a lasting impression by leaving his handprint on a special canvas at the Four Directions Aboriginal Student Centre.

Dr. Robertson leaves his mark

Robbie Robertson's first exposure to Queen's tradition and ceremony involved walking in an academic procession and being hooded for an honorary degree.

His second involved rolling up a sleeve, dipping his hand in bright-coloured paint, and pressing it onto a special canvas.

The Rock and Roll Hall of Fame inductee, who received an honorary LLD May 30, made a special visit to the Four Directions Aboriginal Student Centre at 146 Barrie St. after Convocation to add his handprint to a special canvas that resides in the student lounge.

As a member of Canada's Aboriginal community, Robbie Robertson's contribution serves to inspire other native students at Queen's, explains Robert Lovelace, student centre manager/counsellor.

"For an Aboriginal student just beginning studies the hands represent tradition and honour," he says. "The hands could be of people they know or people from their communities. The more famous prints like those of Dr. Robertson convey that by belonging to the growing circle of Queen's Aboriginal graduates, they are among an admirable group of people."

There are now two four-by-five-foot canvasses, one of which is full and the other beginning to collect prints.

The hand printing ceremony began with the 1997 convocation, the spring after the centre opened in 1996, says Mr. Lovelace. It started with a conversation among students who wanted to leave some tangible mark of their passing

through Queen's for those students who would follow.

Students originally wanted to put their hand prints on the wall of the lounge in the first Centre on Queen's Crescent," he says. "We decided on the canvasses because we wanted to make certain that if the centre were ever moved or repainted we would not want to lose the impressions."

Impressions by Justice Rose Boyco, Marlene Castellano Brant, Alanis Abomsawin and Cecil King are some of the notable hand prints along with those of the many graduates who are beginning to make their names known in the world.

Aboriginal alumni are welcome to come in and print their hand on the canvass at any time, says Mr. Lovelace.



KINGSTON
CHRISTIAN SCHOOL
"a great place to become"

We are a multi-denominational Christian elementary school. Our school community attracts families that are interested in a strong connection between home and school.

KCS offers:

- Junior Kindergarten through Grade Eight
- a fully accredited academic program taught by qualified teachers
- drama music, sports, art, core French, computer lab
- family tuition rates (eligible for tax receipt and credit)

Come and hear about KCS from members of the Queen's Community!

Queen's University Club

Thursday, June 19, 12:00-12:45 PM

for application information:

address: 1212 Woodbine Road K7L 4V2

phone: (613) 384-9572

Queen's phone number: (613) 533-6707

email: kcs@kingston.jkl.net

web: www.kingstonchristianschool.ca



**Increase your performance.
Reduce risk of injury.
Treat pain!**

The Kingston Foot and Ankle Clinic & Orthotics Centre

**Pam Brown-Vezeau B. Sc. (Hon. Podiatry) D. Ch.
Foot Specialist**

- Pain-free, drug free, surgery-free solutions to heel, knee, back and foot pain
- Custom orthopaedic appliances and foot orthotics
- Full service biomechanics lab
- Covered under most health insurance plans

Over 10 years of clinical experience treating biomechanical disorders non-surgically.

No referral necessary

Accepting new patients

**163 Division Street (between Princess and Brock)
Phone: 549-8282**

**771 Old Colony Road (at Taylor Kidd Blvd.)
Phone: 634-1707**

Tap trust funds for speaker money

By KAY LANGMUIR

Somewhere on campus, there may be a faculty member who is fascinated with the work of Bono, Irish rock star and Third-World advocate.

Possibly there lurks an undergraduate intrigued by the writings of controversial theologian John Spong, or a business graduate dying to hear the insider story of Sherron Watkins, vice-president and whistle-blower at Enron.

If you're walking about campus daydreaming about rubbing shoulders and picking the brains of a high-profile thinker or doer, be aware there's more than \$22,000 available each year to bring notable individuals to Queen's, and it's still up for grabs in 2003.



KRIS SNIBBE, HARVARD UNIVERSITY GAZETTE
Rock star Bono addresses Harvard's graduating seniors at 2001 Student Class Day.

Two trust funds, established in honor of past faculty leaders, the Brockington Trust and the Dun-

ning Trust, have been sponsoring speakers, from the celebrated to the controversial, for many years.

"It's a great opportunity for departments to bring people to the university, both for student and public interest," says Stephen Elliott, who chairs the Senate Committee on Creative Arts and Public Lectures, which administers the speaking grants.

The Brockington Trust has \$6,500 available to help bring "a person of international distinction" to the university to give a lecture and meet informally with staff and students.

The Dunning Trust offers up to \$16,000 to present a speaker on campus whose work "promotes the dignity of the human being."

"We will entertain requests for slightly more than (these amounts) if required," says Dr. Elliott.

In the past, the committee chose the speakers, but decided a few years ago to open it up to everyone, and wants to encourage submissions from throughout the university, says Dr. Elliott.

"What we're doing is actually looking to the Queen's community to make suggestions, rather than imposing something upon them," says Dr. Elliott. "It makes the selection process fair, and more transparent."

"Any person or group within the Queen's community is eligible to make a nomination."

The deadline for applications for Brockington and Dunning

grants is Oct. 15 at 4:30 pm.

Past Dunning Trust speakers include Benjamin Spock, Henry Morgentaler, and Angela Davis. Brockington speakers count Lester Pearson, Mordecai Richler, and Roberta Bondar among their number.

The Dunning Trust is named for former chancellor Charles Dunning, who was premier of Saskatchewan and federal finance minister before joining Queen's in the 1940s.

Leonard Brockington was rector of Queen's for almost 20 years until his death in 1966. He was a newspaper editor, lawyer, orator, labor negotiator, first chair of the CBC, and an advisor to Prime Minister William Lyon Mackenzie King.

SENATE NEWS

More communication needed on budget

Queen's annual budget should be better communicated to the Queen's community. This is among several recommendations contained in the Senate Budget Review Committee (SBRC) annual report. Senate approved this and several other motions related to clarifying the committee's role in the budget process on May 21.

The aim is to improve the Queen's community's understanding of the budget process and the constraints involved, said Danny Szpiro, SBRC chair.

Other recommendations include: appointing the Vice-Principal (Operations) or designate to serve as a committee member instead of in an ex-officio capaci-

ty; the annual budget report should include expanded disclosure regarding revenue governments provide that include specific conditions; the university should articulate a position on the preferred level of decentralization in organizational decision-making and resource management.

Faculty support essential for digital repository

Queen's research achievements may soon be archived in a web-based digital repository. But faculty support is essential for the initiative to work, said Laura Murray, chair of the Senate Library Committee.

"Libraries around the world are moving to use the Internet as a method of disseminating research," Senator Laura Murray told Senate, in presenting the Library Committee's annual report.

However, she and University Librarian Paul Wiens say that faculty members need to show

more support for the idea.

"In order to move forward on this multidisciplinary initiative, will need to have much wider support of Queen's faculty. It will also require the support of ITServices, the Office of Research Services and administrators, but most of all from faculty," said Dr. Murray.

Mr. Wiens pointed to emerging examples at MIT and the U. of T. For more on digital repositories, see www.arl.org/sparc and The Case for Institutional Repositories. Faculty willing to serve on the project team are encouraged to contact Sam Kalb, ext. 32830 or John Osborne, ext. 78288.

In addition to developing a digital repository for Queen's research, the committee also listed library audiovisual resources as a priority. Users need to tell the library what they need in this area, she said.

Senators debate university space issue

Senators debated the definition of university space and ultimately approved their committees' recommendations to the final report on the subject at the May 21 meeting.

"All space is university space" is the principle behind several recommendations in the final report of the Advisory Committee on Space Management.

Consideration must be given to donors who target specific

departments and buildings, said Dean of Applied Science Tom Harris, who cited the recent renovations to Macdonald Hall as an example.

The Senate recommendations address the stark wording of the concept, which might serve to undermine units' efforts to raise funds for new construction, said John Dixon, advisory committee chair.

"Recognition has to be given to departments who participate in fundraising and to donors," he said. "However, a unit doesn't have perpetual right to the space. The unit may change in size, its needs may change and it needs to be flexible in the long run."

The report will return to Senate for final approval.

Enrolment growth, the double cohort, hiring of new faculty and increased research activity prompted the university to reexamine its space management policies. For the full report, see www.queensu.ca/secretariat/senate/ACSMApr03.pdf.

Senate approved:

- Internal academic reviews for Anatomy and Cell Biology, Biochemistry, Microbiology and Immunology, Pharmacology and Toxicology and Physiology and common themes arising from reviews of the basic medical science departments.
- The report on the Review of the Undergraduate Medical Education Program.

- The appointment of the following to Senate committees: Lauren Snider (faculty) to Academic Development; Mark Green (faculty) to Alumni Assembly; Sharon Musgrave (Professional Librarian) to Budget Review; Christopher Langford, Dominique Turcotte (students) and Clive Robertson (faculty) to Educational Equity; Kevin Robbie (faculty) to Information Technology; Robert Burge (staff) to Internal Academic Review; Emily Hill (faculty) to International Centre Council; Bill Higginson (faculty) to Scholarship and Student Aid; Mark Green (faculty) to University Council Executive.
- Revisions to the 1983 guidelines on Non-Academic Discipline at Queen's.
- Proposed changes to the terms of reference and composition of Senate committees.
- Meeting dates for 2003-04 of Sept. 25, Oct. 23, Nov. 27, Jan. 22, Feb. 26, March 25, April 22, all at 3:30 pm and May 26 at 9:30 am.

In his report to Senate, Principal Bill Leggett reflected on the success of the Campaign for Queen's, which raised \$261 million, eight months ahead of original schedule set six years ago. Of that total, \$80 million is pegged for additional student aid. At the time of the campaign launch, Ketchum consultants advised that raising \$150 million would be a stretch, he noted.

For more details on Senate business, go to www.queensu.ca/secretariat/senate.

Staff association approves new three-year agreement

VISION CARE ADDED TO YEAR 3 BENEFITS PACKAGE

By CELIA RUSSELL
Queen's University Staff Association (QUSA) members have voted 89 per cent in favour of a new agreement, which includes a salary increase of 2.5 per cent in each of the next three years, and continuation of the salary step program.

The final year of the three-year salary and benefits agreement for general staff includes the addition of vision care to the existing supplementary medical plan.

"It was a challenging set of

discussions and the QUSA committee was very prepared and thorough," says Richard Weatherdon, university spokesperson.

"We are so pleased with the outcome and thank QUSA and their committee for all the good work during this successful round of discussions."

"I am pleased that the membership accepted the agreement and found both the process and the package to have met the needs of the majority of our membership," says QUSA President Spring Forsberg.

The survey, discussions during the process, and comments on several ballots however have reminded the QUSA executive and the Salary and Benefits committee that there are issues

which must continue to be monitored over the next few years and reviewed closely during the next round of discussions, she says.

"We are of course pleased to be the first employee group on campus to see the long-awaited vision care benefit included in our package. This is an important achievement for general staff and may set a precedent for all employee groups on campus."

Ms. Forsberg praised the QUSA Salary and Benefits committee and executive as well as Queen's administration for their willingness to participate in the process.

For details on the agreement, see www.queensu.ca/qusa/noframe/newcomp03.htm.

Signatures

JDUC
Queen's
544-9022

Summer Hours

Mon and Fri 9 am - 6 pm
Tues. to Thurs. until 7pm
Sat. 9 am - 4 pm

Esthetics

Dermologica Skincare
OPI Nail Polish
Bed Head Makeup

Tanning

European and
High Intensity Beds

Hair

AG
Bed Head
American Crew
Goldwell Haircolor

Staff/Faculty Savings Card

Come in and ask about
our Special Discounts

Meet Sean Reynolds

COLLABORATIVE
LEADERSHIP ESSENTIAL
IN SERVICE DELIVERY,
NEW DIRECTOR SAYS

Sean Reynolds officially becomes director, information technology, on July 1, 2003. He will be spending much of July surveying best practices at other institutions of higher learning, but guarantees you'll find him at Queen's by the beginning of August. Mr. Reynolds brings 20 years of information technology experience to the position, most recently as assistant director, computing and communications services at the University of Guelph.

What are the significant challenges you see in information technology today?

The biggest challenges are related to the gap between the expectations of the clients and the ability for support organizations to meet those needs. Expectations are formed by the incredible pace of change in the industry and the continued improvement of service offerings at a global level. This puts pressure on local resources, whether that is a university, a faculty, or a department within the university, to develop infrastructure and services to match or exceed those offered elsewhere. This leads to an environment where failure to commit to the development of on-line services to augment teaching, research or administrative functions will make an institution less attractive to the students, faculty and staff that it needs to attract and retain. Recognition of this issue at an institutional level is the first step, but being able to deliver the necessary base-level infrastructure, services and support to all campus participants is even more of a challenge.

Why do you think you were offered the directorship?

My belief is that the committee was looking for someone who had demonstrated an understanding of the complexities in providing leadership in the information technology (IT) field for a higher education institution. I also believe that they were looking for someone who had demonstrated success in this environment through collaborating and advocating new initiatives as required.

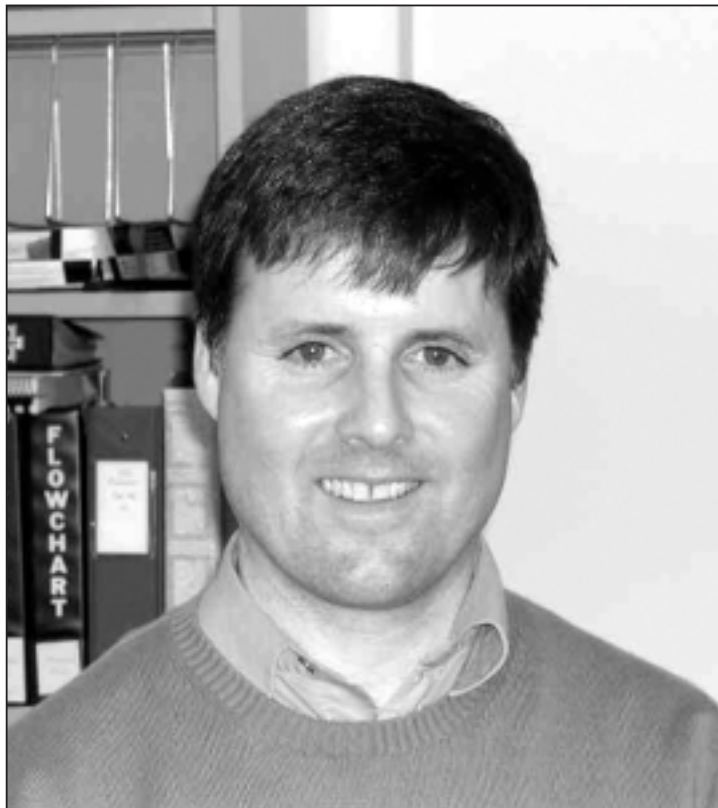
We have to be careful not to view IT as an end unto itself, but rather as a means to an end.

What should the primary function of Queen's IT Services be?

To help serve the mission of the institution. In the university context, I believe that function is to provide services and facilities that enhance the learning, research and administrative processes of the university with the use of information technology. We have to be careful not to view IT as an end unto itself, but rather as a means to an end.

What will your priorities be in your first six months on the job?

My first priority will be to work with Queen's IT stakeholders to gain an understanding of the IT landscape and to work with them to develop or augment a common vision for IT for the institution. These stakeholders include those who benefit from the provision of IT services as well



COURTESY OF IT SERVICES

Sean Reynolds: the biggest challenges are related to the gap between the expectations of the clients and the ability for support organizations to meet those needs.

as the providers of the necessary infrastructure and services.

How will you measure success?

Alignment of goals and objectives by the community with the ability of IT Services to meet these needs would constitute success. However, given the potentially unlimited demands for IT services, at least having a common understanding for the requirements and a mechanism for determining priorities would be a step in the right direction.

Crystal ball time – What will IT look like in five years?

Information technology will continue to evolve to enable the provision of services to

clients whenever and from wherever they need the services. Teaching, learning, research and administrative functions will continue to take part in the evolution of the IT environment resulting in increased delivery of web services integrating traditional applications. An added benefit will be that the delivery of these applications and services will be through intelligent points of entry enabling the management of information and services to be customized and personalized. I am hopeful that we will be moving to this environment where, based on roles and preferences, we are presented with information and services that are applicable to our requirements.

IN BRIEF

It's strawberry time

QUSA's annual Strawberry Social takes Thursday, June 26, 11:30 am to 1:30 pm on the Summerhill grounds (rain location: Grant Hall). Tickets are \$3.50 for members and \$4 for non-members and are available from the QUSA office in the John Deutsch University Centre, room 235 (ext. 32215) and from QUSA members. See www.queensu.ca/qusa for details on tickets and door prizes.

Can you help? Volunteers are needed to wash, hull, and bag one flat of strawberries on Wednesday, June 25. Please contact Lauren Sharpe at ext. 36647 or email sharpe@post.queensu.ca.

Bracken Library plans for 25th

This fall, Bracken Health Sciences Library will celebrate its 25th anniversary. In the words of the librarian at the time of the move, Miss Parker, the library would have been "a simple library" without the "gift from Franklin Bracken, a noted ophthalmologist and graduate of the Queen's Faculty of Medicine in 1911. [which] enabled us to build the fine library we now enjoy." Library staff are planning festivities and are looking for contributions from the community to include in a souvenir brochure.

Anecdotes and photos (particularly of the old library in Theological Hall) would be appreciated. For details, email Suzanne Maranda, head of Public Services, marandas@post.queensu.ca.

Society honours genetics experts

PEOPLE

Virginia Walker (Microbiology) was recently elected president of the Genetics Society of Canada during the society's annual convention in Halifax NS. At the convention, Dr. Walker presented **Adam Chippindale**, Canada Research Chair in Evolutionary Genetics and Integrative Biology, with the Young Scientist for 2003 award. This award recognizes original research in genetics or allied fields.

The Herbert and Valmae Foundation of the Australian National University, Canberra, has named **Donald Akenson** (History) the Freilich Foundation Lecturer for 2003. He will deliver four lectures in August on the topic Intolerance: the E. Coli of the Human Mind.



The Ontario Society of Professional Engineers Board of Directors has elected **Annette Bergeron** (Chemical Engineering) as its vice-chair and secretary for 2003-2004. Ms. Bergeron is an adjunct instructor in Chemical Engineering

and director of First Year Studies for the Faculty of Applied Science. Following a province-wide referendum three years ago, Ontario's engineers created the Ontario Society of Professional Engineers to champion their interests with governments and provide needed member services. In the wake of the Walkerton tragedy, the organization has been particularly vocal on the issue of safe drinking water.



Mona Moosavian (Life Sciences) has been named a **Goldman Sachs Global Leader**, one of just 20 undergraduates from across the United States and Canada to receive the honour. A total of 100 outstanding second-year university students from 17 countries will be recognized in similar ceremonies around the world this spring. Ms. Moosavian plans to pursue a career in medicine, and is the recipient of several major academic awards, including the Queen's Bank of Montreal National Scholarship and the Governor General's Academic Medal.

Sandra Casey (Education) has been awarded the OCUFA Academic Librarianship Award for

2002. Dr. Casey, who heads the Education library, was selected based on her contribution to scholarly achievement in a particular area of expertise in the academic community. The Ontario Confederation of University Faculty Associations represents the province's 11,000 university professors and academic librarians.

Student **Lemma Eljallad** placed third in the 19-25 age category in the recent Canada Book Week/Access Copyright essay contest sponsored by Access Copyright, The Canadian Copyright Licensing Agency. To read or download copies of the winning stories, go to www.accesscopyright.ca.



Gene Zak (Mechanical Engineering) has won the CSME G.H. Duggan Medal. Presented by Canadian Society of Mechanical Engineers, it is awarded annually for the best paper dealing with the use of advanced materials for structural or mechanical purposes.

People celebrates the accomplishments of Queen's community members. Email your items to gazette@post.queensu.ca.

Your Adventure Awaits...

ODYSSEY TRAVEL
549-3561 549-3553 549-6028
Adventure Leisure Business
186 Princess St., Kingston www.odyssey-travel.com

Authentic Indian Cuisine
Café INDIA
Restaurant
296 Princess St. at Clergy 20% Student Discounts 542-7963
Open 7 Days • Lunch Special From \$4.75
Good Selection of Wine and Beer • Take-out & Delivery Available

VIEWPOINT

STACY KELLY

Office of the University
Registrar (Admissions Services)

Getting down to basics in arts and science

To Peter Taylor (*Consider carefully before you apply*, Feb. 10 Viewpoint) I respond, yes! Queen's ought to provide a truly distinctive education in the arts and sciences that reflects its unique mission, value and qualities. While we certainly cannot claim we offer such a degree today, I propose a return to a compulsory core of undergraduate courses as a promising starting point.

Sadly, we are in a time of prospective students who lament that Queen's does not offer "communications," "journalism," "criminology," "cultural studies" and "justice studies," but cannot define what these concentrations entail – and then scoff when assured our Arts and Science graduates actually excel in these fields.

Of course, it is not entirely their fault. The commodification of higher education – the result of a myopic political climate where universities are simultaneously underfunded and zealously quantified – is decimating our ability to achieve our mission. Still, we need to remind ourselves the quality of our undergraduate programs does not rest solely in performance indicators. We can differentiate ourselves by ensuring that a Queen's degree in arts or science requires a common foundation in the areas of humanities, social sciences, natural sciences, fine arts and formal reasoning.

Surely, it is folly to not only expect undergraduates to evaluate their professors but worse, to pick their first-year course load. Indeed, by what criteria can they be expected to reasonably do so?

Pity the professor whose lectures fail to leave the listener enraptured every time and textbooks that fail to read like J.K. Rowling. How unfortunate that a scholarly tradition dating back at least 800 years has to pander to marketability, trends, "coolness" and popularity.

If, among other lofty aims, the role of a liberal education is to cultivate an educated citizenry, then we must inject scholarly authority back into our arts and science curriculum. If we want our degrees to signify that a person has been well prepared to foster a "cultivated intellect," then we should offer a pedagogical narrative of the highest quality. We must provide our undergraduates the opportunity to thrive in the "play" and the conversation of our intellectual canon; to revel in both the sublime and the wretched aspects of the human condition our cultural inheritance affords.

If the university's responsibility is to preserve our intellectual memory, to advance culture and to explore our symbols and meanings, then it should be prepared to offer its students stricter guidance—otherwise we had better stop insisting that PhDs instruct and direct our prospects to the Internet.

We already provide this intellectual shepherding to undergraduates in Business and Applied Science, who are required to complete a rigorous common first-year curriculum. In doing so, Queen's effectively differentiates itself from its peers with similar programs – a valuable characteristic noted by our high-powered applicant pool, who see evidence of high standards and authority. We should offer the very same difference to our students in Arts and Science.

A few notable models come to mind: the Core Curriculum Requirement at Harvard College, the Miami Plan for Liberal Education at Ohio's Miami University, the Liberal Education curriculum at the University of Chicago and the Foundations program at the University of British Columbia. Each of these institutions has taken a stand by saying, "Dear student: Here are essential ideas you must be exposed to, wrestle with, bathe in, and celebrate or denigrate in order to be considered an educated human being."

Surely Queen's has the talent, imagination and aplomb to take such a stand and offer a distinctive stamp of its own?

Stacy Kelly (Arts '96) is an admissions officer in the Office of the University Registrar (Admission Services).

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: JULY 1, 1971



FRANCES K. SMITH

The Agnes Etherington Art Centre celebrated the opening of an André Bieler retrospective with a fiesta celebration, attracting hundreds of people from the Queen's and Kingston communities. Were you there? Those who can share more details about this event, please email gazette@post.queensu.ca, or write to the Queen's Gazette, 107 Fleming Hall, Stewart-Pollock Wing, Queen's University, K7L 3N6.

Letter

Love can fortify the ties that bind

The recent meeting of the University Council (May 9) had as its theme, Connecting with Queen's. Members discussed the ties that bind Queen's people to the university. Speakers identified 1970 as a turning point. Mentally, I grouped classes graduating before 1970 as the Old Regimers and more recent classes as the Moderns. The Revolutionaries (student power; don't trust anybody over 30) represented the late 1960s.

One discussion group consisted of graduates and retirees who were all Old Regimers. These old folks perceived some characteristics that differentiated the Old Regimers from the Moderns – differences that the Queen's community might like to think about.

One concern of the Moderns seems to focus on debt and financial problems. Some graduating in debt may soon be faced with repayment, job seeking, marriage, mortgage, babies and bills. As undergraduates, they were constantly informed that their education was under funded. Does this help to explain

why they did not rush to join the hometown branch of their alumni association, except perhaps those in the big cities?

The Old Regimers absorbed a rich folklore, and many developed a profound sense of debt to an institution that had liberated their minds.

The old folk's group contrasted that experience with their own. Certainly, they had graduated with a consciousness of debt. As students attending campus events, they listened to speeches about the frugal founding fathers who had kept the institution alive, and by heroic, sometimes amusing efforts, helped it to become the benevolent mother, the alma mater that is Queen's.

The old folks heard of devoted workers and benefactors who

loved Queen's and cared about her young people: George Grant, James Douglas, James Richardson, W.T. MacClement, Robert Wallace, William McNeill, Jean Royce, "Doc" Angus, F.L. Harrison, Captain Curtis, Jock Harty, the Grey Cup champions of the 1920s and others.

The Old Regimers absorbed a rich folklore, and many developed a profound sense of debt to an institution that had liberated their minds. Queen's had given them an education, companionship, good employment prospects, often their spouses and they were grateful.

If this interpretation of our spiritual history has any validity, can we do anything now to help our undergraduates feel more strongly their connection with Queen's? Maybe it would help to put less emphasis on research grants and prizes, *Maclean's Magazine* rankings and all things measurable.

Maybe the revolutionaries were not entirely wrong when they sang, love is all you really need.

Stewart Webster
Professor emeritus (History)
University Council member
Former dean of students

Letters Policy

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

A time for renewal

A lot of discussion and thought in recent months has revolved around how we at the International Study Centre construct and implement our program(s) outside the regular, September-April academic year. Numbers are going up in our current eight-week spring term, both in law and in arts and science courses. However, the institutional commitment to student body diversity is particularly difficult to implement in this term, because only Canadian students have completed their normal academic year, and are available to attend.

After considering a variety of alternatives, the conclusion was to propose a spring and a summer term with effect from 2004. The spring term will be shortened to six weeks (May 1-June 13), bringing it in line with the standard format across much of Canada, and having the added potential advantage of increasing the amount of time Canadian students attending will have to work and earn during the rest of the summer. The Law Program, still in its infancy, but of great promise and discrete from other programs, will continue in its present format in 2004. The summer term will be introduced in 2004 as a four-week term (June 19-July 18), with recruitment potential in Canada, the United States and Mexico at the very least. Four-week terms, indeed three-week credit courses, exist



DAVID BEVAN

Notes From Herstonceux

already at many universities in both North America and Europe.

Clearly, the pedagogical key to success lies in choosing the right courses – those, which lend themselves to this distinctive and intensive format. Field studies, a vital feature of all programs at the ISC, will be particularly helpful in adding depth, especially at a time of the year when theatres, galleries, concert halls, museums etc., are at their most energetic!

The faculty and administrators in Kingston with whom I have had an opportunity to speak seem extremely supportive. Both the challenge to be pedagogically creative, and the opportunity to re-engage with the ISC – not always easy for Queen's faculty with a variety of Kingston commitments – have been readily embraced.

In short, implementing further our commitment to diversity, to pedagogical innovation,

to continued connection with Queen's faculty, (to say nothing of financial viability!) offered a rationale for the proposed changes that has been accepted as compelling. Indeed, the programme for these two new terms is already taking shape...

All of which will make 2004 a still busier year!

Speaking of renewal, spring has been an exquisite time at the castle. The daffodils were followed by the magnolias, the bluebells and the rhododendrons, under blue skies and amid positively balmy temperatures. The students and new faculty for the spring term arrived, immediately engaging and engaged, settling in easily and happily. And nine ducklings were born in the courtyard to celebrate this time of renewal....

But... England being England, along comes the worst hailstorm in recent memory, with hail the size of large marbles. The flowers and trees are damaged and the roof inevitably registers leaks. And the jackdaws, here forever, but ever aggressive, kill most of the ducklings...

The next day, out comes the sun, work in the roof begins immediately, another duck begins to look broody... Classes continue enthusiastically. The renewal renews...

David Bevan is executive director of Queen's International Study Centre at Herstonceux Castle in England.

Representing a fair society

Sensitivity and understanding are vital in the development of goals, not quotas, in employment equity. There is a delicate balance between hiring individuals for their expertise and establishing qualitative and quantitative goals.

Queen's has an employment equity program and is committed to achieving equity. This is stated in all university job advertisements. The ads also state that Queen's welcomes diversity in the workplace and encourages applications from all qualified candidates, including women, Aboriginal peoples, persons with disabilities and racial minorities and, for faculty, gay men and lesbians. Employment equity legislation is applicable to the first four of these groups. Queen's program is not unique, and is similar to those in other Canadian educational institutions that have contracts with the federal government. The programs are legislated through the Employment Equity Act and the Federal Contractors program. The intent of Queen's program is to establish a work place that represents society fairly. It aims to treat every individual fairly with respect to hiring, the environment and their potential for retention and for promotion. The program's success depends on commitment, understanding, and sensitivity on the part of the university and its community members.

Last autumn, the Federal Contractors Program conducted an on-site compliance review, part of the ongoing monitoring by Human Resources Development Canada (HRDC), Labour Branch, to ensure that Queen's complies with legislation. Overall, the university did well. There were, however, several requirements that the university needed to fulfill in order to meet compliance.

They included: **1. A re-survey**



ROBERT HUDSON

Diversity

of the workforce. The University Advisor on Equity's Office recently surveyed faculty and staff by means of an employment equity questionnaire. Before the re-survey, the university, as required by the Federal Contractors Program, re-evaluated the survey questionnaire to ensure that it included all the requirements set out in the Employment Equity Act. The survey informed respondents that they could identify as a member of a designated group under more than one category, that they could request to resubmit the survey at any time, that the information would be kept confidential and advised of a potential contact person. In addition, the university redesigned the survey and, as required, provided information explaining the Employment Equity policy, the program's purpose and the specific need for the information requested.

2. The establishment of clear, numerical goals. The university has developed a process to identify short-term goals (more than three years) and long-term goals (more than six years).

Specific, required short-term goals:

a) **Hiring.** Goals for hiring qualified aboriginal people in administration and faculty areas; goals for women, persons with disabilities and visible minorities in selected occupational groups. As an example, these groups include senior management – where there is zero representation of visible minorities;

goals to maintain level of representation in areas where there is good representation of designated groups. The workforce analysis of staff, research and contract staff has been completed, and the process for developing short-term goals has been completed and reported.

b) **Communication.** Queen's is to designate a Senate committee site responsible for communicating issues related to employment equity. Correspondence for important employment equity issues is to be signed by the principal and union leaders, where applicable. The university report, submitted May 1, 2003 to the Federal Contractors Program, outlines its communication plan, which includes communication elements required for recruitment purposes, provided at point of hire, provided for self-identification, provided for training and for regular communication to all employees. Main factors addressed include the university's commitment to its employment equity program; information regarding cultural awareness and sensitivity training materials; an explanation of the policies and codes that apply to the Employment Equity program; issues related to accessibility.

c) **Long-term goals.** In the next six years, the university hopes to achieve goals related to issues including representation, climate (environment) and retention. Monitoring is an important part of the program. The work plan describes how the program will be monitored at several levels, including senior executives, management, employment equity committees, human resources, and the university employees and the frequency of monitoring. It also outlines the university's procedure for assessing and modifying the elements of its program due to information that becomes available through the monitoring process.

Robert Hudson is chair of the Council on Employment Equity.

UNIVERSITY ROUNDUP



Professors wound up in it

Professors appear to suffer more red tape than other members of academia, according to a nationwide survey conducted by the *Times Higher Education Supplement*. Thirty seven per cent claimed that they spent more than half their working week grappling with bureaucracy. Still, 53 per cent said they would recommend a university career to their students.

The Times Higher Education Supplement (May 23)

Big brother on campus

A trend that sees campus police at more U.S. universities installing security cameras and the ensuing privacy implications for faculty and students is the subject of a recent colloquy sponsored by *The Chronicle of Higher Education*. The questions posed include why is this happening, are these devices an invasion of privacy, could they be used to spy on students or professors or are such concerns overridden by a reduction in crime. It has been estimated that at least half of all American colleges have at least a few security cameras.

The Chronicle of Higher Education (June)

Reality TV for the birds

At the University of Alberta, a pair of peregrine falcons is nesting on the east wing, on the 13th floor of the university's Clinical Sciences Building where a government-donated nesting box has been home to nesting pairs since 1991. Now, the Environment Coordination Office of Students wants to give more people on campus a closer look at the birds and is raising funds for a web cam that can monitor them around the clock. The Canadian Peregrine Foundation has falcon web-cams at five locations in Canada.

University of Alberta folio

A two-way street

"Researchers should do a better job of communicating their findings to the media and the general public in a clear fashion. Faculty members should acknowledge to journalists if they have any ideological positions on the topics of which they do research. As much as possible, research reports should be written in accessible language, without jargon. For their part, journalists must work harder to make themselves conversant with research methods. And each side should do more to understand the workings and needs of the other."

So say Richard Lee Colvin, director of the Hechinger Institute of Education and the Media at Teachers College, Columbia University and Gene Maeroff, a senior fellow at the institute, in a column in *The Chronicle Review*.

Tourists, move over

Rising enrolment and the need to be able to provide on-campus housing to first-year students have led two universities to buy and renovate hotels near their campuses. The University of Toronto bought the 27-storey Colony Hotel on Chestnut Street, which will house 1,100 students, and McGill University bought the Renaissance Montreal Hotel on Park Avenue for housing about 650 students. Both are in the process of converting the hotels into residences to accommodate incoming students this fall.

University Affairs (June)

Jobs getting in the way of studies

Students in the UK are working more hours at paid jobs while at university than ever before and their studies are suffering as a result. A survey of 1,500 students at seven universities found that the average number of hours worked had increased from nine to 13 and that some institutions were seeing more than 40 per cent of students working upwards of 15 hours a week. Authors of the report said 42 per cent of students who were working during term time missed lectures, 35 per cent missed seminars and 80 per cent reported spending less time reading and studying. Those working were more likely to be non-white, from lower-income groups or living with parents or a partner.

The Times Higher Education Supplement (May 23)

Compiled by Anne Kershaw

IN BRIEF

Gastrointestinal researcher honoured

Stephen Vanner (Gastroenterology) is one of eight international recipients of the prestigious Janssen Award in Gastroenterology. Dr. Vanner, director of the Gastrointestinal Diseases Research Unit at Queen's and Hotel Dieu Hospital, was recognized for outstanding achievement in basic and/or clinical research in digestive diseases at a recent ceremony in Orlando, Florida.

Clinically, Dr. Vanner has studied irritable bowel syndrome and the use of oral sodium phosphate for colon cleansing prior to colonoscopy. His research is supported by the Canadian Institutes of Health Research (CIHR) and the Crohn's and Colitis Foundation of Canada (CCFC).

The Gastrointestinal Diseases Research Unit has a long tradition of research excellence. Former director of the unit, William Paterson, is a previous winner of this award, while emeritus professor Ivan Beck (Physiology) has received a lifetime achievement award for research excellence.

SARS e-screening system goes province-wide

More than a dozen hospitals across Ontario – including most recently Scarborough General, Toronto Rehab, Brockville General, and North Bay Psychiatric – have now adopted a new, web-based screening system for SARS (Severe Acute Respiratory Syndrome), developed by Queen's medical researchers in collaboration with information management professionals from Kingston General Hospital (KGH) and Hotel Dieu Hospital (HDH).

The electronic system reduces the time required to screen medical staff, designated patients, and hospital visitors from about a minute to several seconds. To date, more than 290,000 screenings have been completed using the SARS e-screening system, reports anesthesiologist Dr. David Goldstein, medical director of QUAIL (Queen's University Anesthesiology Informatics Laboratory), the KGH-based research group that developed the system.

Michael Rimmer, technical director of the QUAIL lab, continues to work with hospitals and other health care facilities interested in implementing SARS e-screening at their institutions.

Exploring the science of imaginary friends



BERNARD CLARK

Psychology graduate student Annette Henderson observes as a three-year-old plays with imaginary friends at Queen's Early Experience Lab, under supervision of researcher Mark Sabbagh.

QUEEN'S RESEARCHERS SEEK CHILD SUBJECTS FOR FANTASY RESEARCH

By NANCY DORRANCE
News and Media Services

Most young fans of Arthur – the popular PBS TV show about an adventurous aardvark – know about Arthur's little sister, who has an imaginary, invisible friend named Nadine. No one else can see Nadine, but Arthur's sister acts as if she is really there.

Now, researchers at Queen's are launching a study aimed at investigating the role these imaginary friends play in the everyday life of young preschool children. Although having an imaginary friend was once considered rare, and a sign of shyness or difficulty making

“real” friends, nothing could be further from the truth, says developmental psychologist Mark Sabbagh.

Between 40 and 65 per cent of all children at some point have imaginary friends, notes Dr. Sabbagh. “Most surprisingly, research has shown that children with imaginary friend are actually less shy, and have better social skills,” he says.

With PhD psychology student Jennie Baxter, he is examining how imaginary friends may be one aspect of play that enables children to practice an important social skill called “mental perspective-taking”.

“The skill that makes humans so good at being social is our ability to take another person's mental perspective,” says Dr. Sabbagh. “In most situations, we have really accurate

intuitions about what another person is thinking or feeling, even when those thoughts and feelings are really different from our own.”

Children's play, including imaginary friends, may be a way of practicing taking someone else's perspective, the researcher adds. This could explain why children who have imaginary friends may actually have better social skills. While play does provide a kind of social practice – when children engage in social fantasy play, such as having an imaginary friend, they also have the unique opportunity of being totally in control of a social interaction.

“One of the interesting things we're looking at is how much children like to have control over their pretend play,” says Ms Bax-

ter. For instance, when well-meaning parents try to direct how children play with their imaginary friends, the imaginary friends have a tendency to disappear. “We are interested in whether the richness of children's social fantasy play decreases when other people try to take that control away,” she says.

This research is being conducted in Queen's Psychology Department's Early Experience Lab, with funding from the Social Sciences and Humanities Research Council (SSHRC), Natural Sciences and Engineering Research Council (NSERC), and Canada Foundation for Innovation (CFI).

If you are interested in having your child participate in Dr. Sabbagh's research, contact him at telephone: 613-533-6407, or e-mail: eel@psyc.queensu.ca. pavlov.psyq.queensu.ca/~eel/

NSERC Discovery Grants top \$11.4

Science and engineering researchers at Queen's have been awarded 89 “discovery grants” worth a total of \$11,411,331 from the Natural Sciences and Engineering Research Council (NSERC).

The 2003 funding – a 91 per cent success rate, compared to last year's rate of 88 per cent – supports research in fields such as chemistry, life and material sciences, mathematics, and civil engineering. Recipients devote a large portion of their grant funds to training Canadian undergraduate, postgraduate and postdoctoral researchers.

“The increased success of Queen's researchers in this year's NSERC competitions illustrates their research excellence in an impressive range of areas in the natural sciences and engineering,” says Vice-Principal (Research) Kerry Rowe. “I am delighted that NSERC has recognized their cutting-edge research as a vital contribution to Canada's position in the knowledge-based economy.”

Noting that Canadian universities are appointing hundreds of new professors to replace those who are retiring, NSERC president Tom Brzustowski adds: “It is also very good for Canada that most of these new people are not only eager but also well qualified to do research. Discovery Grants are very important because they help them to meet the costs of their research programs.”

Among the Queen's 2003 NSERC recipients are:

Richard Brachman (Civil Engineering) conducts large-scale experiments to measure soil-structure interactions to assess stresses and longevity of buried polymer structures, and to develop design guidelines for structure rehabilitation. Buried polymer structures are used to ensure environmental protection in waste containment facilities, including landfill membranes and drainage pipes.

Ian Chin-Sang (Biology) is contributing to the understanding of the molecules that regu-

late morphogenesis – the way in which cells change their shape and form. The identification of new genes involved in cell and tissue morphogenesis will enhance our understanding of how cells communicate with each other during development, and may eventually lead to new treatments for such conditions as tissue inflammation and metastasis (cancer).

Lola Cuddy (Psychology) explores brain organization by studying listener responses to music. Her research aims to develop a comprehensive account of how perception, cognition and emotion are engaged in music listening and performance, and how these processes relate to those involved in speech, language and reading. Part of the program involves the study of stroke patients and other individuals for whom language abilities are intact, but musical abilities are selectively impaired.

Keyvan Hashtrudi-Zaad (Electrical and Computer Engineering) is working to improve

the efficiency and effectiveness of tele-operation systems. Tele-operators are designed to project human sensing and manipulation ability to remote locations or virtual worlds, such as space or underwater. The diverse range of tele-operation applications includes mining and microsurgery.

Suning Wang (Chemistry) is working on the identification of novel compounds for use in the development of organic light-emitting diodes (OLEDs), and luminescent materials for chemical sensors and catalysts. OLEDs are utilized in a wide range of flat-panel display applications, from cellular phones and personal digital assistants to televisions and computer monitors.

NSERC is a key federal agency that supports basic university research through research grants, and project research through partnerships among universities, governments and the private sector, as well as the advanced training of highly qualified people.

www.nserc.ca/media_e.htm

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.

Toss out the tape

QUEEN'S BANDS
WELCOME NEW
UNIFORMS

By CELIA RUSSELL

Queen's Bands members will no longer have to depend on duct tape and safety pins to keep their aging uniforms from falling apart.

Thanks to some ambitious fundraising, the bands met their goal of raising the \$250,000 needed to buy new outfits in time for the group's 100th anniversary in 2005.

The long-awaited new uniforms in the traditional Royal Stewart tartan have started to arrive at the bands' office from supplier Burnett's & Struth in Barrie, Ont. In addition to the pipe and brass bands, the highland dancers and cheerleaders will also be wearing the new threads. It's expected that all the uniforms and accessories will arrive before the bands resume their busy schedule in September.

Bands members Kevin Du Manoir and Christin Moorehouse recently showed samples of the new outfits to Principal Bill and Claire Leggett, who contributed toward the long-awaited new uniforms.

Fundraising to replace the uniforms began long before the Leggetts' arrival in 1994, says Mrs. Leggett. Many of the current uniforms bands members were wearing date back to 1948.

The students used some creative solutions to deal with kilt holes that duct tape and safety pins couldn't resolve, wearing matching Royal Stewart boxer shorts to camouflage the holes, says Ms. Moorehouse.

According to the bands' website, the bands are referred to in the plural because there are four units: a pipe band, a brass band, highland dancers, and a troupe of male and female cheerleaders.

They number about 120 students and perform at Queen's football games, appear together or in separate units at major university ceremonies, and represent Queen's at numerous parades and events across Canada and the United States.

The bands got their start in 1905, when a few first-year students decided to form a marching brass band "to help things along at football games." In 1920, they developed their own uniforms: white duck trousers, tricolour sweaters, and Queen's tams.

The current uniforms, with the Royal Stewart tartan kilt, were adopted after WWII. A pipe band was added to the troupe in 1925, but did not become a permanent fixture until 1938, at which time highland dancers also appeared. It is unclear when cheerleaders first joined the bands. "Rooters clubs" were formed early this century to lead students in cheers at Queen's games and appear to have gradually become informally, and then formally, linked with the bands.

www.myams.org/bands/



STEPHEN WILD

Students Kevin Du Manoir and Christin Moorehouse show Claire and Bill Leggett some of the bands' new uniforms and accessories recently.

Staff grad fast-tracks studies in four years

By OMAR EL AKKAD

For the past four years, Dawna Roney, Arts'03, has had "May 2003" written on Post-It notes, her computer desktop, and everywhere around her office at the School of Medicine administrative office, where she works as evaluation and information resources administrator – just so she wouldn't forget.

In 1999, Ms. Roney decided she would earn a Bachelor's degree, and do it in exactly four years. On May 30, not only did she meet that goal, earning a bachelor's degree in English and psychology, she also won the Barbara Paul Prize, one of the most prestigious awards handed out by the Ban Righ Centre.

Established in memory of Effie Barbara Paul (Paithouski) by her son, N. Joseph Paithouski, Arts'79, Sc'80, the prize is awarded to a student 25 years of age or older who is nearing the completion of their studies and combining academic responsibilities with other challenges such as full-time employment or family life.

"I started wanting a degree from Queen's in high school," says Ms. Roney. However, she was never able to achieve her dream of attending when she was younger because of her financial situation. Thanks to the tuition assistance program, she was finally able to earn her degree.



OMAR EL AKKAD

New graduate Dawna Roney took just four years to complete her degree, completely by correspondence.

When Roney decided to pursue her studies, a couple of years after she went through a divorce, she made sure her education would not cut into the time she spent with her daughter, who was eight years old at the time.

"I took all my courses through correspondence," she says, adding that she only studied at night. "My daughter was always asleep when I was working."

Besides her co-workers, the Part-Time Studies Office made Ms. Roney's life easier during her academic career. "They were amazing. I've had so little contact with them because they do their job so well."

Lisa Webb, a student advisor at the Ban Righ Centre, says the

selection committee faced a very difficult challenge selecting the winning application for the Barbara Paul Prize, since so many returning students face extraordinary obstacles.

"It can be a very intimidating project coming back to school in your 40s or 50s," Ms. Webb says, "Trying to earn a degree while managing a house and raising kids is a very difficult endeavor."

Ms. Roney took courses throughout the calendar year for the entire four years it took to earn her degree. "I had a lot of obstacles along the way. If I hadn't planned and committed, I may not have graduated."

"If you get things that jump in your way, you deal with them."

Staff members

continued from page 1

Ms. Atkinson, who has worked at Queen's for 15 years, took 17 years to complete her BA in Drama. Like Ms. Ball and Ms. Sheen, she found herself taking courses simply for her own enjoyment, rather than as a requisite to a formal degree.

"A lot of my courses are for my own interests and entertainment," she says. "I need that on a regular basis."

At a university where the average undergraduate age is less than 23, the mature students faced unusual challenges. "I used a fair number of vacation days to write exams," says Ms. Ball.

And as mature students, the trio had to balance home life, full-time jobs, and their academic workloads. Ms. Sheen, who joined the university in 1973 as a

secretary in the principal's office before joining Women's Studies, says the delicate balance sometimes made life hectic. "When you work full time, you squeeze a lot of things in," she says. "Sometimes it's very hard at the end of a long day to sit down and study, but I found [the course material] so interesting."

Ms. Ball took her first course as a mature student at Queen's in 1989. She echoed her fellow staff graduates in stressing the importance of a support network, which includes colleagues, family, and the university itself, in helping her achieve her academic dream. Some of that support, she added, came from an unusual source.

"There's a benefit for staff members working with stu-

dents," she says, "Because we are both going through the same things, we can fret over exams together."

For Ms. Sheen, going to Queen's straight out of high school was not an option financially. Ms. Ball says she worries about a return to the days of her youth, when university education was financially attainable for very few. "It was very expensive back then. If you didn't have the resources, it was very difficult to get in, unless you were in the top one or two per cent. I worry the same thing is happening now with the double cohort."

Gender discrimination was one of the factors that prevented her from pursuing a university education, Ms. Ball says.

"High school counselors at the time weren't efficient or fair in suggesting university opportunities for women," she recalled.

Ms. Sheen and Ms. Atkinson, who both cited the idea of setting a good example for their children as one of the reasons they decided to continue their education, have some advice for mature students. "I think it should be a joy," Ms. Atkinson says of the learning experience, "Not that I wasn't stressed sometimes, but it should be fun the whole time. It should be about adding to your life, not taking away."

Ms. Sheen says mature students should have faith in the value of their life experiences. "Students gain wisdom with age, and that wisdom always counts," she says.

Now that they've earned their bachelor degrees, the three plan to take some time off before deciding whether to continue academic pursuits. Ms. Ball, who claims to be "hooked on geography," says she would probably continue studying the discipline. "You have to do what you love."

Ms. Sheen plans to take some time to hone her musical talents. Though she's proud of her achievements, she says the philosophy courses she took to earn her degree only served to make her more curious. "In a sense, I have more questions now than ever," says Ms. Sheen.

Ms. Atkinson says her degree allowed her to dream more; "It's a piece of my life that's finished," she says, "It lets me think, 'now what's next?'"

Experts comment on labour relations, airline re-structuring, SARS prevention

QUEEN'S IN THE NEWS

Highlights of Queen's experts in the media.

■ May 14 – June 10

William Marshall (Psychology), expert in the treatment of sexual offenders, comments in a *Globe and Mail* story about the abduction and subsequent death of Holly Jones.



Wong

Marketing expert **Ken Wong** (Business) discusses in *The Globe and Mail* a comeback for **Microcell Telecommunications Inc.**, marketers of the Fido brand. He also appears on *ROBTV* discussing the impact of the mad cow disease case in Alberta on the food industry.

Family law expert **Nick Bala** (Law) comments in a *Globe and Mail* story about section 43 of the criminal code which addresses the use of corporal punishment by parents, teachers and babysitters.

Business strategy expert **Douglas Reid** (Business) is interviewed by the *Toronto Star* about federal government decisions during the ongoing airline crisis. He also comments extensively on Air Canada's re-structuring plans including the *New York Times*, *Ottawa Citizen*, *The Toronto Sun*, *The Hamilton Spectator*, *Calgary Herald* and *The Kingston Whig-Standard*, on *CBC Radio's As It Happens* and *Ontario Morning* shows, and on *CBC-TV's Newsworld*.

A commentary by **Matthew Mendelsohn** (Political Studies) on the transformation in Canadian identity in the past half a century appears in the *Globe and Mail*.

Labour relations expert **Richard Chaykowski** (Industrial Relations) comments in a *National Post* story about the possibility of broadcasting labour talks at Stelco Inc. over the Internet or TV. He is also quoted in a *Toronto Star* story about the lack of health benefits for self-employed Canadians.

Marshall Godwin and **Geoffrey Hodgetts** (Family Medicine) are featured in a *National Post* story about the murder mystery they co-authored which doubles as a medical text for continued medical education credits in Canada and the United States.

David McDonald (Development Studies) comments in a *New York Times* story about a municipal services crisis for poor people in South Africa.

David Goldstein's (Anesthesiology) development of a SARS electronic screening tool, initially featured in the *Medical Post*, continues to receive coverage, most recently in *Canadian Business* magazine on-line.

Environmental hygienist **Ugis Bickis** (Mining Engineering) research that shows surgical masks are ineffective protection against SARS and his view that health officials ignored this information receives extensive coverage that includes the *Edmonton Journal*, *The Toronto Sun* and the *Vancouver Province* and on *CBC TV's Newsworld*.

CNN notes Queen's award of an Honorary Doctor of Laws degree to Rock and Roll Hall of Fame inductee **Robbie Robertson**.

Tara Macdonald and **Catherine Ortner** (Psychology) discuss in a front page *National Post* story findings of separate studies about how alcohol affects judgment.

Government advertising and propaganda expert **Jonathan Rose** (Political Studies) comments in the *Toronto Star* about professional lying in politics and in the workplace.

Tom Kent (Policy Studies) discusses proposed legislation that will affect political fundraising in the *Toronto Star*.

Pradeep Kumar (Industrial Relations) comments in the *Ottawa Citizen* about negotiation and labour relations at NorskeCanada. The story is also covered in the *Calgary Herald* and *Vancouver Sun*.

Barbara Kisilevsky's (Nursing) research that proves fetuses recognize their mothers' voices initially featured in the *Ottawa Citizen* continues to receive coverage, most recently in the *Los Angeles Times*, on *WebMD*, *ABC News online* and *US News and World Report* magazine on-line.

Kevin Hall (Civil Engineering) discusses a new automated water quality test developed by Queen's, Precarn, and Hall Coastal Canada in the *Ottawa Citizen*.



Harrison

Margaret Harrison's (Nursing) leg ulcer research that focuses on care rather than cure continues to receive coverage, most recently in the *Ottawa Sun*.

Research by **Robert Ross** and **Peter Katzmarzyk** (Physical & Health Education) testing the hypothesis that obesity can be overcome more effectively with exercise than dieting is highlighted in the *Ottawa Citizen*. The story is also covered by the *Edmonton Journal* and *Montreal Gazette*.

Elia Zureik (Sociology) appears on *CBC TV's Counterspin* in a panel discussion about the "Road Map to Peace" in the Middle East.

David Gordon (Urban & Regional Planning) comments extensively in an *Ottawa Citizen* story about the effects of urban sprawl on urbanites.

David Lyon's (Sociology) surveillance expertise is highlighted in the Italian publication *La Stampa* in response to a parliamentary speech that sparked a nationwide discussion about Italy as a "surveillance society."

Peter Ford (Rheumatology) comments extensively in *The Kingston Whig-Standard* and on *CBC Radio News*, *The House* about the prevalence of hepatitis C and HIV in Kingston-area prisons.

Charles Beach (Economics) discusses in a *Kingston Whig-Standard* story reasons low-income families are not making economic gain during years of economic prosperity.

Abbie Bakan (Political Studies) comments in a *Kingston Whig-Standard* story about the Ontario government's proposed legislation that will dictate where newcomers to the province will live.

Roel Vertegaal's (Computing) research into human/computer interaction previously featured on *Discovery Channel's Daily Planet Show* continues to receive coverage, most recently on *The Discovery Science Channel* in the U.S.



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.



Location: A downtown daycare, only a 7 minute walk to Queen's, convenient distance to public transportation.

Hours: 6:30 a.m. to 5:45 p.m.

Facilities: Child oriented activity rooms, secure indoor/outdoor play area, well equipped classrooms and playground. Onsite kitchen serving delicious, nutritious meals and snacks prepared fresh daily.

Program: Child centered developmental appropriate programming focusing on learning and play activities that promote social, emotional, cognitive and motor development for all children birth to age 12.

ECE Certified Staff: with over 25 years experience who are committed to creating and maintaining a nurturing environment. CPR and First Aid certified with a commitment to ongoing professional development. Recognized in the community as a leader in the care of children with special needs. Innovative cook with 30 years experience.

Cost: Competitive full and part time rates.

Call us to arrange a visit.
We'll be happy to show you around.

10 Chapman Street
Kingston, ON K7K 6B8
544-8367
sccc@tmoz.com

Plan to retire in the next 10 years?

Running out of money is a fear many retirees have. Creating a financial game plan now will help you manage that fear, as well as your money.

We'll help you get the most out of your money with a complete analysis of your Queen's pension plan, government benefits, RRSPs, life insurance and real estate.

**Don't wait until retirement.
Take control of your future, now!**

Call us today for a free one-hour consultation.



Dwight Boyce



Sharon Ann Stokes



Chris Mason



Joanne Gunning



Gus Brown



INDEPENDENT
RETIREMENT
PLANNERS INC.



CARTIER PARTNERS
Mutual Fund Dealer

74 Brock Street • Downtown Kingston • 546-5444

Marriage rights raise respect for lesbians, gays

Two recent rulings by appellate courts in Canada have removed the longstanding ban on same-sex marriage. The British Columbia Court of Appeal ruled on May 1, 2003 and the Ontario Court of Appeal ruled on June 10, 2003 that denying same-sex couples the right to marry violates the Charter of Rights equality guarantees, and both courts have said that this violation should come to an end. The B.C. court ruled that lesbian and gay couples can start marrying on July 12, 2004. The Ontario court has ruled that they can marry as of the date of the decision – June 10, 2003. Couples already wed by the Metropolitan Community Church of Toronto were permitted to register their marriage certificates immediately, and the City of Toronto has already posted instructions on how to obtain marriage licenses in light of the Ontario ruling on its web page.

To gain a clearer understanding of what the ruling means for same-sex partners, their families and society as a whole, the Queen's Gazette posed the following questions to Kathy Lahey, an expert in constitutional law and property-related issues who served as counsel to three of the eight couples in the B.C. case.

G: What do you see to be the most significant implication of the B.C and Ontario Court of Appeal rulings that same-sex couples are legally entitled to marry?

KL: One of the most profound forms of legal and social discrimination faced by lesbians and gays around the world – denial of the right to marry – is rapidly coming to an end in Canada. Two other countries

have already taken this step, the Netherlands on April 1, 2001 and Belgium on June 16, 2003. Each time it happens, the message that lesbian women and gay men are somehow "other" or not fully human gets challenged. This new message of acceptance and equality is extremely important for lesbians, gays, their families, their children, and for people all across the country.

G: Are there likely to be challenges to this ruling?

KL: The federal government has until June 30, 2003 to decide whether to appeal the B.C. Court of Appeal decision to the Supreme Court of Canada, and until Aug. 9, 2003 to appeal the Ontario Court of Appeal decision. The Liberal leadership candidates all appear to be willing to forego these appeals in light of the strength of the appellate rulings.

G: What benefits will same-sex couples who marry be eligible for under matrimonial property rules in provincial legislation?

KL: Each province has special property rules that apply only to married couples – equal ownership of the family home, the right to inherit at least a share of a deceased spouse's estate, the right to an equal share of family property and equal obligations for family debts on divorce. There are other important legal implications – the right to sponsor a fiancé or spouse for immigration purposes, the presumption that a spouse is a parent to



KATHY LAHEY

Q&A

all children born during the marriage, and easy portability of the status of marriage across Canada and around the world.

G: Does this mean that same-sex marriages transcend provincial boundaries?

KL: In a way, all marriages once validly performed transcend provincial boundaries. In another sense, once an appellate court (or the Supreme Court of Canada) has ruled that same-sex couples can marry under federal law, no province can deny that right because the power to regulate capacity to marry falls within exclusive federal jurisdiction. This is why the B.C. and Ontario appellate decisions define federal law for the whole of Canada.

G: What does this mean legally for children of same-sex partners who marry?

KL: Lesbian and gay parents who have children – even children born to the relationship – do not both become legal par-

ents of their children without going through a form of step-parent adoption. In B.C. such parents are statutorily deemed to be 'step-parents' and in Ontario they can both become legal parents of their own children through a complex and uncertain process of second-parent adoption. Once lesbian and gay couples are able to marry, children born to them will be presumed to be the natural children of both. This has important implications for the rights of children with lesbian and gay parents to be able to inherit from both parents and from the families of both parents; to have their parent-child relationships recognized even when out of the province or country; to travel on the passport of either parent; to qualify for the whole range of benefits available to children; and to full legal recognition as the child of both parents. Not all lesbian and gay couples will choose to marry, but when they do, their children will have the same legal status and rights as all other children.

G: How will families benefit from same-sex marriage?

KL: Families receive a range of direct and tax benefits from the federal and provincial governments in Canada. These include the child tax benefit, other credits of various kinds, and employment benefits required by regulation. Many of these benefits are already available to same-sex couples and their children, but it makes it much clearer how they are to be treated as they move from province to province. Fam-

ilies are also subject to numerous obligations that single individuals do not face, and although it may not seem to be a 'benefit' to pay alimony or child support, both types of payments are designed to increase the security of the family.

G: How will society benefit?

KL: Canada has acquired an international reputation for human rights and equality. While it still lags seriously behind in numerous areas such as Aboriginal rights, setting an example in relation to the fundamental right of all couples to marry will no doubt increase the respect that lesbian and gay people and their families and friends experience, and that must be good for society as a whole.

NEWS and MEDIA SERVICES

A majority (56.8 per cent) of those who voted in a recent Queen's News Centre poll indicated they support the legalization of same-sex marriages.

Visit the Queen's News Centre and weigh in on our current poll.

Are you taking extra precautions this summer as a result of West Nile virus? Vote now!

www.queensu.ca/newscentre

Graduate students

continued from page 1

Although the university has been receiving substantially higher numbers of grad-school applications, (possibly due to restrictive post-911 visa policies in the U.S.), funding and faculty resources limit the number of graduates Queen's can accept, he says.

The graduate population at Queen's has increased moderately by five per cent since 2000 to its current level of 2,118. But as the pool of applicants increases, so does the number of top-notch doctoral students available to the university. And better students lead to better research and better funding opportunities, says Dr. Scheck.

"Simply making your programs visible is really important," he added.

The university is busily multitasking to this end – from raising the profile of grad programs through marketing campaigns, to inviting applicants to visit campus, as well as improving accessibility by placing the application process for all departments online, tentatively by fall, 2004.

Dr. Scheck says two factors strongly influence graduate students when choosing a university – the reputation of a program, which rests on the quality of its researchers and faculty, and financial support.

Queen's constantly monitors what financial assistance other universities offer such as tuition waivers, scholarships, international student bursaries, and graduate student stipends. Queen's current stipend for doctoral students is a minimum of \$16,000 a year, rising to \$16,500 this fall. In some programs, the stipend exceeds \$20,000.

To raise the profile of its faculty, research and programs, the university is increasingly promoting special gatherings. It is considering staging some two- or three-day conferences each year to showcase a particular

area of study, says Dr. Scheck.

Meanwhile, the Faculty of Health Sciences has led the way in bringing graduates together, having just held its sixth-annual Health Sciences Research Day for research trainees.

Organizer Stephen Pang says for the past few years the faculty has also invited participants from other departments, such as psychology, biology and environmental studies. Its 150 participants, who compete for awards in oral and poster presentations, are drawn mainly from the masters and doctoral programs, but fourth-year undergraduates are also invited.

"Those are the people who we try to target," he says. "We hope that by having them incorporated into an exciting forum like this, we can convince them to join us."

The students, milling around the poster displays, are a study themselves in how and why individuals choose graduate work at Queen's.

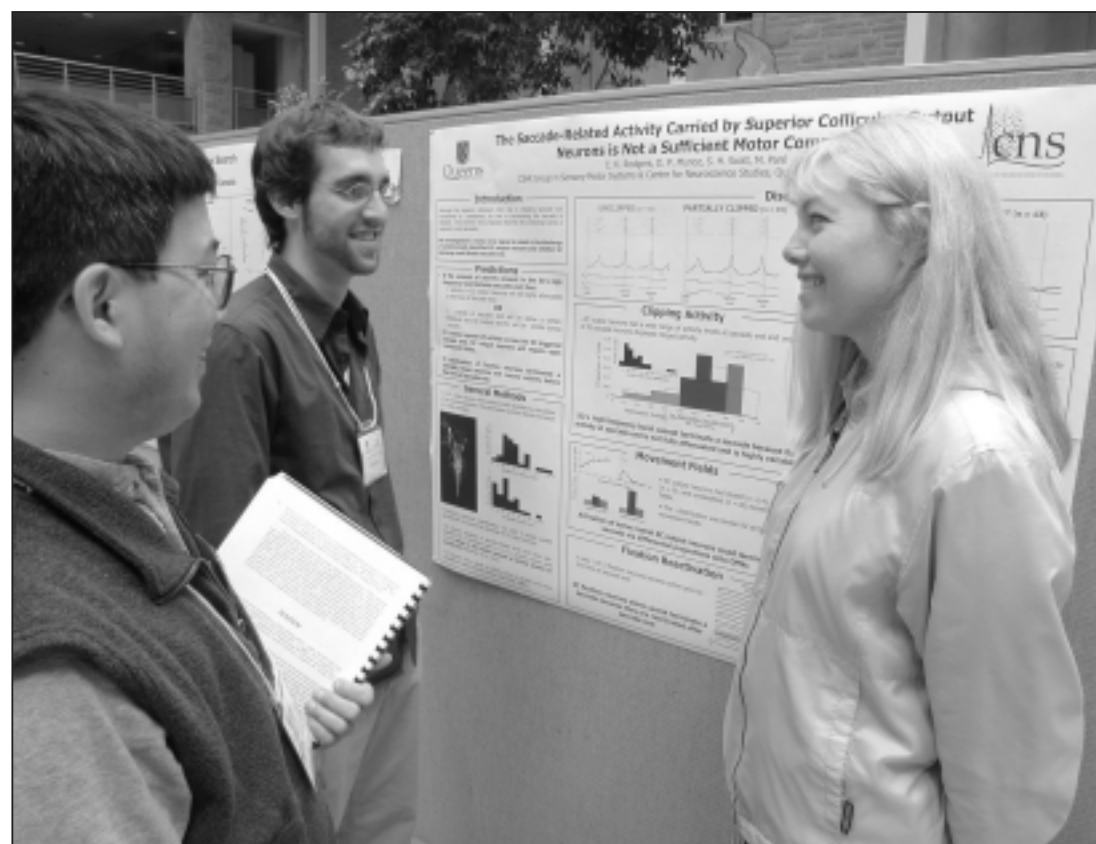
Christine Muir, a Masters student in anatomy and cell biology, says she chose the Queen's program because of the quality of the supervisors.

Another student, who did not wish to give her name, says

she eventually chose pharmacology from among a number of health science programs because the annual stipend was higher than others she was considering.

Graduate students are indispensable partners in the university's success, says Dr. Scheck.

"It's a mutually beneficial relationship. We offer graduate students an education in their chosen field, exciting opportunities for research and for developing their skills as future teachers. What we get in return are bright students to help us fulfill our mission in research and educating students."



Judges Murray Hong of Anesthesiology (left) and Cathy Cahill of Pharmacology & Toxicology (right) discuss a research project with Physiology student Kip Rodgers at the recent Health Sciences Research Day in the Biosciences atrium.

IN BRIEF

Faculty newsmakers take note

Queen's national news broadcast service "VideoRoute" will be closed from June 15 to mid-August due to construction at McArthur Hall. Queen's videoRoute is the fiber optic link between Queen's West Campus broadcast studio and major North American broadcast networks. www.its.queensu.ca/vmp/vidroute.htm

Biological station opens doors

Queen's University Biological Station offers the perfect excuse to get out of town with its annual open house Sunday, June 29. From noon to 3 pm, staff and researchers will offer tours of the facilities and displays of current research topics and activities. Bring your questions.

The station is located on the shores of Lake Opinicon, a short, 50-km drive north of Kingston. Drive north on Perth Road (Division Street), through Perth Road Village. Turn right on Opinicon Road and follow the signs. biology.queensu.ca/~qubs/

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

CASE honours Discovery writer

News and Media Services and *Gazette* Discovery Page writer Nancy Dorrance has received a bronze medal from the 2003 CASE (Council for Advancement and Support of Education) Circle of Excellence awards program. The award recognizes excellence in "staff-written material targeted to the external research, medical and science news media," and is based on a compilation of five news releases covering a variety of topics.

CASE's membership includes more than 3,000 colleges, universities, and independent elementary and secondary schools in the United States, Canada, Mexico, and 42 other countries.

CITO funds high-tech grad research

Four Queen's graduate students have won Communications and Information Technology Ontario (CITO) funding awards for high-tech research. Said Elnaffar, Ted Wasserman, Graham Jewett, and Hisham Abdul Hussein captured five of the 23 funding prizes awarded to Carleton, Guelph, McMaster, Ottawa, Ryerson, Toronto, Waterloo, and York. Through its student scholarship and internship programs, CITO is providing \$757,000 in funding this year for high-tech student research at Ontario universities. Since last year, CITO has awarded funding for 17 student internships through a recently expanded program that matches senior

research students with private-sector companies looking for new, marketable ideas.

Large class life-savers

Learn practical tips for maximizing the quality of teaching and learning with larger classes and fewer resources. Life-Savers for Large Classes: Jeopardy, Jigsaws, and Jpegs takes place Thursday, June 26, 9:30 am to 3:30 pm at the Faculty and Staff Learning Facilities, Mackintosh-Corry B176. Register by visiting www.its.queensu.ca/ltfa/Life-savers.shtml/ or emailing your name, department, and phone number to ss14@post.queensu.ca or calling Stacey Smith at 533-6428. The \$10 registration fee includes learning materials, lunch and refreshment breaks.

Want to promote your business or a special event to Queen's University faculty and staff?

Place an ad in the

QUEEN'S GAZETTE

For rates and inquires:

phone: (613) 533-6000 ext. 75464

e-mail: gazad@post.queensu.ca

Queen's Pension Plan Quarterly Investment Report – March 31, 2003

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 March 31, 2003 are as follows:

	3 months	12 months
S&P/TSX Composite (Canadian Stocks)	-3.5%	-17.6%
S&P/TSX Capped	-3.5%	-17.6%
MSCI World (Global Stocks ex Canada)	-11.7%	-30.1%
SCM Bonds (Canadian Bonds)	-0.7%	9.2%
T-Bills (Treasury Bills)	0.61%	2.70%

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 \$902 million can be broken down as follows:

	Permitted Range	"Normal" Mix	Current Mix
Stocks Canadian	25% - 55%	30%	30%
Global (ex. Canada)	10% - 30%	27%	24%
Bonds	20% - 70%	41%	43%
Cash	0% - 20%	2%	3%

Queen's Performance

1. Compared With Other Pension Plans

The fund lost 3.8% in the first quarter. This put the QPP in the second quartile in RBC Global's universe of pension funds. The one-year return of -8.3%, the three-year return of -0.3% and the five-year return of 2.6% are all second quartile. The quartile breaks for RBC Global's universe are as follows:

	3 months	1 yr	3 yrs	5 yrs
1st quartile	-3.6%	-7.5%	3.0%	5.0%
Median	-4.3%	-9.8%	-1.2%	2.4%
3rd quartile	-4.7%	-11.2%	-3.6%	1.8%

2. Relative to the Benchmark

	3 months	1 yr	3 yrs	5 yrs
Fund return	-3.8%	-8.3%	-0.3%	2.6%
Benchmark return	-4.2%	-10.2%	-3.2%	2.2%
Fund performance relative to benchmark	0.4%	1.9%	2.9%	0.4%

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 were weak in the first quarter.
- The return for the quarter was slightly above benchmark. Burgundy Asset Management and AllianceBernstein were the best performers in the quarter.
- The performance of the fund over periods up to five years is above benchmark and also in the second quartile of the RBC Global universe.
- Two new managers have been hired. Letko, Brosseau will have a domestic balanced mandate, i.e. Canadian equities and bonds. Greystone Managed Investments will manage Canadian equities. Both managers are being funded in the second quarter.
- An allocation to high yield bonds is proceeding.



DESERT LAKE GARDENS

Organically grown fruits and vegetables delivered to your home or office.

Deliveries from our gardens and greenhouses within hours of harvest. Storage crops and certified organic produce distributed through the winter. Grocery items including dairy, bread, coffee and cold pressed oils. Try our **ready to prepare vegetarian entrees (mise en place)**.

Order directly from our new website at www.dlgardens.com

Tel: 374-3047 Fax: 374-9992



THE GRIZZLY GRILL

Redefining Casual Dining - Exceptional Value -

395 PRINCESS ST 544-7566 www.grizzlygrill.on.ca



Martin E. Spilchen
SALES REPRESENTATIVE

Direct: (613) 539-2100
Bus: (613) 384-1200
Toll Free: 1 800 862-4443

790 Blackburn Mews Kingston
martin@royallepage.ca
www.realestatekingston.ca

First time home buyers. Call for your FREE CD. "What you need to know before buying a home"



Faculty Appointments

Alistair MacLean appointed associate dean, Arts and Science

Principal William Leggett announces that Alistair MacLean has been appointed associate dean of Arts and Science for a four-year term beginning July 1, 2003. A graduate of the University of Aberdeen, Dr. MacLean came to Queen's as a Commonwealth Scholar and completed his PhD here in 1969. After a Post-Doctoral Fellowship at the University of Edinburgh, he returned to Queen's in 1971. Dr. MacLean has taught in a number of areas of psychology at both undergraduate and graduate levels and is a recipient of the Alumni Award for Excellence in Teaching. His research, funded by a number of agencies, has been on aspects of the psychology of sleep. His current focus is on the effects of sleep loss and sleep disorder on performance such as driving. He is an associate of the Centre for Sleep and Chronobiology at the University of Toronto where he collaborates on research on the interaction of sleep and the immune system. Dr. MacLean has served on departmental, faculty, senate and university committees and has held appointments on the scientific committees of both provincial and federal funding agencies. He is a Fellow of the Canadian Psychological Association and has been Secretary/Treasurer and President of the Canadian Sleep Society. He was head of Psychology from July 1, 1998 until his appointment in 2002 as an acting associate dean.

James MacKinnon appointed head, Economics

Principal William Leggett announces that James MacKinnon has been appointed head of Economics for a five-year term commencing July 1, 2003. Dr. MacKinnon holds a BA from York University and an MA and PhD from Princeton University. He came to Queen's in 1975 as an assistant professor in Economics and was promoted to associate in 1978 and professor in 1982. Since 1991 he has been the Sir Edward Peacock Professor of Econometrics. Dr. MacKinnon's research focuses on econometric methods, especially specification testing. He is the author of over 70 papers and book chapters and co-author of two books, *Estimation and Inference in Econometrics* (Oxford, 1993) and *Econometric Theory and Methods* (Oxford, in press). He is presently associate editor of the *Journal of Econometrics* and the *Journal of Financial Econometrics* and *Software Review* Editor of the *Journal of Applied Econometrics*. Dr. MacKinnon was elected a Fellow of the Econometric Society in 1990. He received the Queen's University Prize for Excellence in Research in 1995, the same year in which he was elected a Fellow of the Royal Society of Canada. He is a past president of the Canadian Economics Association. At Queen's he has served as a member and chair of the Senate Computing Committee, and is currently a member of the Pension Committee of the Board of Trustees. In making this announcement, Principal Leggett expresses his appreciation for the leadership provided by Frank Lewis during

his two years as head of the department.

Elaine McDougall appointed associate vice-principal, Faculty Relations

Suzanne Fortier, Vice-Principal (Academic) announces that Elaine McDougall has been appointed associate vice-principal (Faculty Relations) for a five-year term from June 16, 2003 to June 30, 2008. Ms. McDougall brings to the position a record of extensive and broad administrative experience at Queen's dating from 1989. She has served in senior positions in the offices of the vice-principal Academic as well as that of the vice-principal (Operations and Finance), where she is currently executive assistant to the vice-principal. She has also held positions at the faculty level, including three years as associate chair of the Commerce Program in the School of Business. Over the course of her employment with the university, Ms. McDougall has played a key role in the organization and coordination of a variety of special projects and has served the institution on numerous committees. Ms. McDougall obtained her BSc (Honours) in 1983, her BEd in 1984, and her MBA in 1989, all from Queen's. Between 1990 and 1999, she taught a number of courses in the School of Business. In making this announcement Suzanne Fortier extends her appreciation to Sheila Devine for her outstanding contributions during her term as associate vice-principal, Faculty Relations.

Jan Mennell appointed head, Spanish and Italian

Principal William Leggett announces that Jan Mennell has been appointed head of the department of Spanish & Italian for a five-year term commencing July 1, 2003. Dr. Mennell holds a BA and MA from the University of British Columbia and both an AM and PhD from Stanford University. She taught at the University of Victoria and North Carolina State University before coming to Queen's in 1995 as an assistant professor. She was promoted to associate professor and granted tenure on July 1, 2002. Dr. Mennell's research areas include Latin American Jewish women's narrative, the "dictator novel" in Latin America, and Latin American film. Her most recent publications include two articles on the Argentine woman filmmaker Maria Luisa Bernberg and an interview with the Jewish Mexican filmmaker Guyta Schyfter. Dr. Mennell is a member of the Canadian Association of Hispanists, the Canadian Association of Latin American and Caribbean Studies, and the Asociacion de Letras Femeninas Hispanas. At Queen's she has served the department in numerous committee and administrative positions and was departmental coordinator of the Spanish and Latin American Studies program. She has been a member of the Academic Orientation Committee, Curriculum Review Board, the International Centre Council, and is just beginning a term on COSASE. In making this announcement, Principal Leggett expresses his appreciation for the dedicated leadership provided by Dan Chamberlain during his five-year term as head of the department.

Staff Appointments

Residence Life Coordinator, University Residences 2002-136
Stephan Tang

Custodian, Physical Plant Services 2003-26
Kelly Burke
(Physical Plant Services)

Custodian, Physical Plant Services 2003-27
Vernon Dixon
(Physical Plant Services)

Custodian, Physical Plant Services 2003-28
Suzanne Primeau
(Physical Plant Services)

Custodian, Physical Plant Services 2003-29
Ron Reid (Physical Plant Services)

Custodian, Physical Plant Services 2003-30
Tyler Macdonald
(Physical Plant Services)

Custodian, Physical Plant Services 2003-31
Giovanna Bulmer
(Physical Plant Services)

Custodian, Physical Plant Services 2003-32
Scott Rhodes
(Physical Plant Services)

Custodian, Physical Plant Services 2003-33
Sean Burke
(Physical Plant Services)

Custodian, Physical Plant Services 2003-34
Alberta Thompson
(Physical Plant Services)

Custodian, Physical Plant Services 2003-35
Heather Richardson
(Physical Plant Services)

Budget and Staffing Manager, Faculty of Education, 2003-38
Julie Anne Choueiri

Secretary, Department of History, 2003-47
Cathy Dickison (formerly Faculty of Education)

Laboratory Technologist, Department of Pathology 2003-49
Shakeel Virk (formerly School of Environmental Studies)

Health Service Nurse, Health, Counselling and Disability Services 2003-52
Debbie Potter

Fourth Class Stationary Engineer, Physical Plant Services 2003-55
Paul O'Marra
(Physical Plant Services)

Microcomputer Sales Associate, Information Technology Services, 2003-57
Nancy Simon (Information Technology Services)

Electronics Technologist, Psychology Department 2003-60
Chris Scovill (Psychology Department)

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, June 24, 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 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: www.hr.queensu.ca/.

Reminder

The next internal job postings will appear on the Human Resources website on Monday, June 30 and will be found at www.hr.queensu.ca/jobs_new/jobs_page.htm

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

Executive Assistant to the Vice-Principal (Operations and Finance)
Vice-Principal (Operations and Finance)
2003-64
Minimum hiring salary: \$74,327 (Salary Grade 12)
Terms: Full-time continuing

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

Crisis Counsellor Health, Counselling and Disability Services
2003-65
Minimum hiring salary: \$45,969 (Salary Grade 8)
Terms: Continuing term (Sept. 1 to April 30 each year; 4 days per week)

Coordinator of TA Development
Instructional Development Centre
2003-66
Minimum hiring salary: \$48,871 (Salary Grade 9)
Terms: Full-time continuing

Coordinator of Dispute Resolution Mechanisms
University Secretariat
2003-67
Minimum hiring salary: \$48,871 (Salary Grade 9)
Terms: Term (Sept. 8, 2003 – Sept. 17, 2004; 4 days per week)

Printing Press Operator
(CUPE Local 254)
Printing Services
2003-68
Tentative hiring range: \$31,848 - \$38,855 (208 points)
Terms: Full-time continuing

Electro-Mechanical Systems Technologist
(CUPE Local 254)
Integrated Learning Centre
2003-69
Tentative hiring range: \$38,006 - \$46,368 (314 points)
Terms: Full-time continuing

Groundskeeper
(CUPE Local 229)
Physical Plant Services
2003-70
Hourly rate: \$18.25
Terms: Continuing (37.5 hours per week)

Major Responsibilities: plant, cultivate, prune and trim annual flowers, perennials, shrubs and trees; general lawn care and hard surface restoration; maintain grounds in good condition.

Requirements: working knowledge of the planting, cultivating, pruning and trimming requirements of annual flowers, perennials, shrubs and trees; working knowledge of lawn care and hard surface restoration; diploma in horticulture or several years of related experience in all aspects of the field; proven skill to operate equipment such as industrial mowers, tractors and dump trucks; ability to follow oral and written instructions; ability to follow landscape sketches and designs and supervise small groups; proven ability to work effectively and efficiently with the grounds team and other trades; must possess a valid Ontario driver's licence; must be willing to work overtime and respond to call-ins outside normal working hours as required.

Groundskeeper
(CUPE Local 229)
Physical Plant Services
2003-71

Hourly rate: \$18.25
Terms: Term (37.5 hours per week until April 30, 2004)
Major Responsibilities: plant, cultivate, prune and trim annual flowers, perennials, shrubs and trees; general lawn care and hard surface restoration; maintain grounds in good condition.

Requirements: working knowledge of the planting, cultivating, pruning and trimming requirements of annual flowers, perennials, shrubs and trees; working knowledge of lawn care and hard surface restoration; diploma in horticulture or several years of related experience in all aspects of the field; proven skill to operate equipment such as industrial mowers, tractors and dump trucks; ability to follow oral and written instructions; ability to follow landscape sketches and designs and supervise small groups; proven ability to work effectively and efficiently with the grounds team and other trades; must possess a valid Ontario driver's licence; must be willing to work overtime and respond to call-ins outside normal working hours as required.

Athletics Assistant
(CUPE Local 229)
Athletics and Physical Education
2003-72

Hourly rate: \$16.98
Terms: Continuing term (37.5 hours per week, July 1 – November 30 each year)
Major Responsibilities: carry out all maintenance and cleaning service aspects for the stadi-

um and its equipment according to standards prescribed by the Department of Health, and the Department of Environmental Health and Safety; responsible for the laundering, repair and storage of equipment and clothing; assist Arena/Stadium Attendants with field maintenance, lining, etc., as required; under general supervision, operate and maintain a number of motorized vehicles and specialized equipment such as ice resurfacers; ensure that equipment is stored in a clean and tidy condition in the units provided; responsible for security aspects of the stadium and enforcement of all rules and regulations; other duties as required and assigned by the Arena/Stadium Assistant Foreperson, and the Coordinator of Facilities and Services.

Requirements: completion of Secondary School Diploma; some work experience in an athletics/recreation environment; knowledge of maintenance and lawn cutting; familiarity with the general machinery and specialized equipment used in an athletics/recreation environment; ability to work flexible hours and some shift work; good interpersonal and communications skills.

Helper (CUPE Local 229) Physical Plant Services 2003-73

Hourly rate: \$18.51

Terms: Term (37.5 hours per week until April 30, 2004)

Major Responsibilities: assist carpenters in performing maintenance and construction work; work effectively and efficiently with the trades people.

Requirements: working knowledge of the carpenter trade and knowledge of safe working practices; experience in a helper position; must be physically capable of carrying heavy loads safely; possess a valid Ontario driver's licence; must follow Physical Plant Services operations and safety policy procedures; must be willing to work overtime, respond to call-ins outside normal working hours and work shifts as required.

Other Positions

Videoconferencing Systems Specialist School of Business

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

Responsibilities: contribute to the development and maintenance of the strategic plan for VCS as prime contributor to the design, development and implementation of the VCS studios; research potential studio and boardroom-classroom enhancements and advise on appropriate capital and operating investments; operate a studio and manage all aspects of a 15 to 30 boardroom classroom network in a "zero tolerance" environment; real-time problem resolution during broadcasts; may provide second level support to other studio(s) during broadcasts; provide training and instructional design to senior faculty, Executive MBA students, and staff on an ongoing basis; design and develop processes and procedures relating to VCS studios and boardroom classroom facilities and functions; primary liaison with vendors, external service providers, and Queen's Informa-

tion Technology Services; work most Saturdays 10 months of the year.

Qualifications: A university degree in computer science electrical engineering, or related area and several years of experience in videoconferencing, television production or equivalent; three to five years of experience in VCS to reach this level of expertise and competence; proven supervisory and project management responsibility; superior communication and interpersonal skills; excellent customer service instincts in a client centered function; detailed technical knowledge of television production control boards, video-conferencing facilities, audio and video display devices, "One-touch" systems, Chroma key, signal timing, switching and balance, video-conference coder/decoder design and standards; knowledge of networked database development, maintenance, support and administration.

Salary: Grade 9 (minimum)

Apply by June 19 to: Personnel Administrator, Queen's School of Business, Goodes Hall, Queen's University, Kingston, K7L 3N6; fax: 613-533-2300; email - msenior@business.queensu.ca.

Research Associate, Developmental Consulting Program (DCP)

This is a one-year contract position beginning July 28, 2003.

Responsibilities: provide research assistance to the faculty within the Division of Developmental Disabilities and to DCP; input on research design and methods; develop data collection forms; supervise and participate in data entry and data analysis; assist in writing protocols, grant applications, reports and reviews relevant to research in the field.

Requirements: knowledge of developmental disabilities or related disabilities or health/social services; a research Master's degree or honours degree with appropriate research experience; experience in program evaluation, qualitative and quantitative research, database management (ACCESS) and statistical analysis (SPSS) would be an asset; strong verbal and written communication skills.

Salary: Grade 7.

Please forward your resume and application letter by Monday, June 30 to: Barbara Stanton, Developmental Consulting Program, 275 Bagot Street, Suite 201, Kingston, Ontario, K7L 3G4 or dcp@post.queensu.ca. For information go to www.dcp.queensu.ca.

Academic assistant to the executive director, International Study Centre

This is a two-year position beginning Aug. 1, 2003 or as soon as possible thereafter, renewable after a performance review.

Responsibilities: report to the executive director; field studies and academic advising at the ISC; half-time administrative and part-time teaching;

Requirements: PhD in an area currently taught at the ISC; at least three years of successful university teaching experience; demonstrated interest in international undergraduate education and in experiential learning; knowledge of the academic programme at the ISC and/or at Queen's.

Salary: salary, accommodation and travel arrangements will be by negotiation. Apply by July 1, 2003 with a letter of application, curriculum vitae, and contact information for referees to: David Bevan, Executive Director, International Study Centre, Herstmonceux Castle, Hailsham, East Sussex BN27 1RN, UK. Early expressions of interest may be e-mailed to d_bevan@isc.queensu.ac.uk.

Director, Medical Education Technology, School of Medicine

This appointment involves a time commitment of one day per week beginning Sept. 1, 2003.

Responsibilities: develop the strategy to deliver appropriate technologies that will enhance learning and teaching across the continuum of medical education, including undergraduate, postgraduate and continuing medical education as well as faculty development; reports to the director of the School of Medicine through the associate dean, Medical Education; manage the staff and budget of the Medical Education Technology Unit (METU) office; serve as a member of the Medical Education Advisory Committee and on the appropriate undergraduate, postgraduate, continuing and regional medical education committees.

Requirements: open to all faculty in the School of Medicine; an MD and an interest in education and informatics.

Apply by Friday, July 4, 2003 with curriculum vitae to Dr. S. Verma, Associate Dean, Medical Education, 2nd Floor Botterell Hall.

Research Nurse, Obstetrics and Gynecology

This is a full-time position.

Responsibilities: assess and recruit subjects for clinical trials, according to protocol; carry out those trials (administer questionnaire, perform delegated acts such as but not limited to venipunctures, gynecological examination, drug dispensing, data extraction from chart); collect data and keep strict records of data (Excel); perform descriptive summary statistics; design, develop, test, and implement experimental protocol under the general guidance of the principal investigator; use scientific methods and principles to prepare and conduct procedures, and observe and record results; visit gps' and midwives' offices in the community to promote research and facilitate recruitment.

Qualifications: Registered Nurse; 12-24 months research experience; background in gynecology an asset; judgment and personal initiative to work as an independent professional; ability to work alone and show discipline and integrity; outstanding communication and organization skills. Full job description available upon request.

Minimum hiring salary: Level 7 \$38,773 NAS7

Apply to Dr Marie-Andrée Harvey, fax: 613 548-1330, email: harveyem@post.queensu.ca.

Senior Secretary, Protein Function Discovery (PFD) Research and Training Program

This position is 80% time with the possibility of full time.

Responsibilities: administer multiple research accounts, including monitoring, monthly

reconciling and compiling reports; familiarity with Queen's financial systems an asset; computer and office administration skills including advanced spreadsheet analysis, word processing and the ability to adapt to emerging technology; prepare correspondence; take minutes of facility committee meetings and its subcommittees; collect and compile information; prepare mailings, maintain facility web page, maintain filing system; maintain office/lab supplies (ordering and purchasing); create invoices, process transactions; correspond with students regarding admittance to the PFD Training Program.

Requirements: two-year post-secondary program in business administration or the equivalent; ability to make efficient and effective use of time and the ability to prioritise and focus in spite of many different duties and frequent interruptions.

Apply with CV, name and address of three references by June 23 to Dr. David Hyndman, Manager, Protein Function Discovery Research and Training Program, Room 614 Botterell Hall, Queen's University, Kingston, Ontario, Canada, K7L 3N6 or protein@post.queensu.ca. For further information about the facility go to <http://www.queens-pfd.ca/>.

Employee Development

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

Creative Problem Solving

Investigate methods for effectively solving problems, and uncover some barriers to finding new answers. These insights will help you break free from your thinking ruts and discover new ideas and solutions. Wendy Lloyd, Human Resources, June 24, 9 am to 12 pm.

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 77791.

Congratulations to those who reached the following milestones in June 2003:

35 years: Shirley Cameron, Office of the University Registrar; Lynne Gaudet, Human Resources.

30 years: Debra Hurley, Athletics and Administration; Jim Kelly, Career Services; Ruth Sherboneau, School of Business.

20 years: Monica Hurt, Psychology; Marlene Sayers, Faculty of Education.

15 years: Danny Dwyer, Custodial Services; Alan Herrington, Custodial Services;

Donna Ivimey, Office of Research Services; Patty Jordan, Electrical and Computer Engineering; Kenneth Montroy, Faculty of Education; Michael Palmer, NCIC Clinical Trials Group; Rozan Roberts, Art Library; James Simpson, University Information Systems; John Travers, ITS; Cathy Wagar, Civil Engineering; Harold Yntema, Faculty of Education.

10 years: Pamela Armitage, Office of Research Services; Debra Easter, Dean of Student Affairs; Nora Thomson, Student Awards; Teresa Touchette, School of Business.

Five years: Pamela Bandy-Defoe, Chemistry; Julie Darke, Human Rights; Janet Elliott, Anatomy and Cell Biology; Jean Powers, NCIC Clinical Trials Group.

Please note

Effective June 30, 2003 up to and including Aug. 29, 2003, Human Resources will be closed between noon and 1 pm.

In Remembrance

Fransman, Solomon (March 25, 2003) Member of Queen's community since July 1, 1960 Diagnostic Radiology - K.G.H.

Ardal, Pall S. (March 25, 2003) Member of Queen's community since July 1, 1969 Philosophy and Part-Time Studies

D'Ambrosio-Griffith, Gloria (March 28, 2003) Member of Queen's community since Sept. 1, 1988 Spanish and Italian

Riley, Anthony (April 1, 2003) Member of Queen's community since Sept. 1, 1962 German

Clark, Reginald (April 2, 2003) Member of Queen's community since Sept. 1, 1955 Chemical Engineering; department head 1961-70

Brunton, Helen (April 2, 2003) Member of Queen's community since Aug. 1, 1957 Queen's Libraries

McDonald, James K. (April 5, 2003) Member of Queen's community since Sept. 1, 1951 Spanish and Italian

Smith, Margaret A. (April 22, 2003) Member of Queen's community since Jan. 28, 1954 Research Services

Gencarelli, Giovanni (April 24, 2003) Member of Queen's community since May 19, 1970 Residences

Spragge, Godfrey L. (May 4, 2003) Member of Queen's community since July 1, 1970 Urban and Regional Planning

Peruniak, William S. (May 4, 2003) Member of Queen's community since Sept. 1, 1967 Education

Reynolds, Peter W. (May 9, 2003) Member of Queen's community since Oct. 15, 1963 Physical Plant - Custodial Services

Buell, Mikael (May 12, 2003) Member of Queen's community since July 1, 1990 Oncology - K.G.H.

Awards and Grants

Cancer Research, Studentship and Fellowship Opportunities

In partnership with: Canadian Institutes for Health Research (CIHR) and the Cancer Research Society (CRS)

The goal of the Strategic Training Program in Transdisciplinary Cancer Research is to train future researchers with a broad understanding of the cancer problem who will fill the many and diverse roles in translational research that are anticipated to arise in the next decade. The program provides young investigators, including graduate students, post PhD and post MD fellows, with an exciting and challenging opportunity to obtain "hands on" experience in transdisciplinary cancer research while broadening their perspective on the disease. It draws on the diverse strengths and perspectives of the investigators and the resources provided by the three Research Divisions of the QCRI: *Cancer Clinical Trials, Cancer Care and Epidemiology, Cancer Biology and Genetics*. Priority is given to individuals who are pursuing training in five broadly themed areas that reflect the interests and research expertise of mentors in the QCRI: Molecular Epidemiology, Cancer Progression and Intervention, Cancer Treatment and Service Delivery, Drug Development and Experimental Therapeutics, and Cancer Genetics and Molecular Diagnostics. Applications are invited from individuals interested in pursuing further training through graduate studies, post doctoral or post clinical research in transdisciplinary cancer research. In the current competition, full funding for strategic trainees will be offered appropriate to their educational background, and a limited number of tuition bursaries may also be awarded. Our next deadline for submission of applications is July 1 (with future deadlines of Nov. 1, and March 1). Apply early.

Detailed information, application guidelines and eligibility require-

ments are at: www.meds.queensu.ca/cancertraining/index.html or contact Karen Drysdale, 613-533-6627, or kd@post.queensu.ca.

Governance

Internal Academic Review Committee Reports to Senate

At the March 27, 2003 and the May 21, 2003 meetings of Senate, reports were received from the Internal Academic Review Committee (IARC) on the following units reviewed during the 2001/2002 cycle: Chemistry, Economics, Mathematics and Statistics and the Program of Mathematics and Engineering, School of Music, Anatomy and Cell Biology, Biochemistry, Microbiology and Immunology, Pharmacology and Toxicology, Physiology, and Undergraduate Medical Education Program. Two additional IARC reports were received by the Senate (March 27, 2003): Supplementary Report on Equity Issues and Common Themes Arising from the Reviews of the Basic Health Sciences Department (May 21, 2003). The following internally accessible Senate web sites include IARC reports under agenda item III: www.queensu.ca/secretariat/senate/agendas/Mar27_03.pdf, www.queensu.ca/secretariat/senate/agendas/may21_03.pdf.

Notices

Library catalogue

To enable the installation of a system upgrade on June 16 and 17, the regular Library Catalogue (QCAT) will be unavailable. To search the library's holdings during this down-time use the substitute temporary catalogue located at <http://130.15.161.14/>.

Rental listings needed

The International Housing Office seeks rental listings for incoming international students and scholars for the spring/summer, fall and fall/winter periods. To submit listings for apartments or rooms in either a landlord's home or in shared accommodations with

other students, go to "Rental Property Submission Form" at www.queensu.ca/quic/housing or call 533-2604, ext. 74650.

PhD Examinations

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

Friday, June 20

Scott David Appleton, Pharmacology and Toxicology. 'Modulation of heme oxygenase activity and expression in the placenta'. Supervisor: K. Nakatsu. 569 Botterell, 9:30 am.

Dianne Lillian Dutton, French. 'Rhetorique et potique du plaidoyer de l'age classique: Olivier Patru, Antoine Le Maistre, Claude Gaultier'. Supervisor: M. Vernet. 318 Kingston, 2 pm.

Friday, July 11

David Ivan Kreller, Chemistry. 'The competitive adsorption of phosphate with natural organic matters on hydrous ferric oxide colloids as investigated by chemical force microscopy'. Supervisor: G. vanLoon. 515 Chernoff, 10 am.

Surplus Items

Mechanical Engineering offers for sale: **IBM Workstation**, Model 590 c/w 512 Mbytes RAM, GB SCSI HDD. (Useful as a server or for parts.) Open bid. For information or to view contact Andrew at ext. 32569. Submit sealed bids marked "Mech. Eng." to Patti George, Purchasing Services by 4 pm on Monday, June 23.

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.

Volunteers

Antidepressant study

If you suffer from depression and are 18 to 65 years old, you may qualify for a research study of a new antidepressant. You will be provided with study medication, and be reimbursed for reasonable expenses incurred for participating in the study. For information call Dr. James LeMesurier at the Kingston General Hospital, 549-6666, ext 4295.

Pregnancy study

Healthy pregnant women are needed to participate in a study. Participants will be compensated. For more information contact Sarah at 549-6666, ext. 4348.

Back muscle study

If you are a female, between 18 and 40 years old and have had no serious back pain within the last year you can participate in a study investigating the relationship between back muscle strength and various body dimensions. The testing will last for about one hour and includes some simple body measurements, 3-4 trials of back strength, knee strength and grip strength. \$20 compensation will be provided for your time. For more information contact Mei at 533-3060 or wangm@me.queensu.ca.

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 July 7 at noon.

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.

Principal's Development Fund – Category A, International Visitors' Program

Principal William Leggett and members of the Selection Committee (Vice-Principal (Academic) Suzanne Fortier, Vice-Principal (Research) Kerry Rowe, Associate Vice-Principal (Academic) John Dixon and Special Advisor to the Principal Les Monkman) announce the following international visitors to Queen's for 2003-2004 supported under the Principal's Development Fund, Category A:

Faculty	Department/School	Visitor	From
Applied Science and the School of Graduate Studies	Civil Engineering and the School of Urban and Regional Planning	Dr. Wenwei Ren	Shanghai, China
Arts and Science	Philosophy	Professor John Campbell	Oxford, UK
	Political Studies and the Institute of Women's Studies	Professor Cynthia Enloe	Worcester, MA (USA)
	Geography	Dr. R. Kelman Wieder	Villanova, PA (USA)
	Philosophy	Professor Harry Brighthouse	Madison, WI (USA)
		Professor Orietta Caponi	Caracas, Venezuela
Education	Education	Dr. Russell Bishop	Hamilton, New Zealand
		Professor Ellen Dissanayake	Seattle, WA (USA)
Health Sciences	Medicine and Surgery	Dr. Philippus C. Bornman	Cape Town, South Africa
	Physiology	Professor Simon Gandevia	Sydney, Australia
Law	Law	Professor Jonathan Burchell	Cape Town, South Africa
Vice-Principal (Research)	Southern African Research Centre	Dr. Michael Meadows	Cape Town, South Africa
	Health Sciences (Medicine) and the Southern African Research Centre	Dr. Nicky Padayachee	Cape Town, South Africa

The International Visitors' Program provides funds to assist departments and faculties/schools in bringing to Queen's outstanding scholars from outside Canada. Visitors supported by the fund spend at least a week on campus, contributing to teaching, interacting with students and participating in scholarly activities. Funds from this program are used to support travel and living expenses, and in some cases, a modest honorarium.



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.



CELIA RUSSELL



CELIA RUSSELL

The sun shone down on Queen's annual spring barbecue, hosted by Principal Bill Leggett and Mrs. Claire Leggett. Several hundred faculty, staff, retirees and students enjoyed lunch June 2 on the grounds of Agnes Benidickson Field.

Art

The Agnes Etherington Art Centre
University Avenue

Ongoing exhibitions – Historical Feature and R. Fraser Elliott Galleries, *In a Foreign Country: Images of 18th and 19th Century Canada* to July 20; Samuel J. Zacks Gallery, *High Anxiety*, June 28 to Aug. 3; The Bader Gallery, *Contemplative Imagination* to Aug. 17; The Davies foundation Gallery, *Patrimony: The Domestic Silver of Kingston's Macaulay Family* to Sept. 28; 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

'Highlights' tour of current exhibitions, Sunday, July 13, 12:15 pm; Thursday, June 19 and July 17, 1:15 pm, free.

www.queensu.ca/ageth/

Union Gallery

All That has Happened Since to July 12. Sarah Hatton. Stauffer Library.

stauffer.queensu.ca/webugall

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

Special Events

Thursday, June 26

QUSA strawberry social

On the grounds of Summerhill; rain location Grant Hall. Prizes drawn at 1:30 pm. For ticket and prize information go to www.queensu.ca/qusa and click 'Events'. 11:30 am to 1:30 pm.

Workshops and courses

Tuesday, June 24

Bracken Library information session: effective searching in Pubmed

Part of the Phase III curriculum; registration is open to all interested faculty with priority given to Phase III medical students. Additional sessions can be planned for faculty. 4:30-5:30, Bracken Library. Register online at: www.library.queensu.ca/webmed/education/ph3registration.htm or at 533-3176 or webmed@library.queensu.ca. For information, to arrange a group session at a different time, or a house call from one of our librarians, contact marandas@post.queensu.ca or call ext. 74522.