



QUEEN'S GAZETTE

2003 CCAE Gold Medal for best university newspaper

A Mighty welcome P4

Doubling up on Route 66 P8



Fall admission on track

By CELIA RUSSELL

Fall admission is on target for most programs as Queen's readies to welcome the class of 2007, the year of the double cohort.

The first-year class represents a strong mix of students, as virtually the same number of non-Ontario students has accepted as last year, says Associate Uni-

versity Registrar Rick Palmer.

Queen's overall admission target for first-year fall admission is 3,414. In all, 2,810 have come from Ontario applicants and 751 from outside the province and from other countries have accepted.

These numbers put the university on track, given its traditional

aim to be about five per cent above target to allow for attrition between now and Nov. 1. "We created a reserve list for programs where there was demand and used it to top up the programs that were under target."

Students on the reserve list were asked to contact the university if space was available as

of mid-June. Universities are required to report final enrollment information to the province by Nov. 1.

Council of Ontario Universities (COU) figures show that by the June 16 deadline, close to 72,000 students had notified the Ontario Universities' Application Centre that they would

be accepting an offer of admission to an Ontario university.

More than 102,000 Ontario secondary school students – 46.7 per cent more than last year applied to universities. They filed 515,983 applications – 84.3 per cent more than last year.

See FALL ADMISSION: Page 2

Cancer and public policy

NEW COURSE EXAMINES THE POLITICS AND ECONOMICS OF CANCER TREATMENT

By KAY LANGMUIR

Students in the cancer field will be learning public policy lessons in a ground-breaking course this fall that wades into the highly charged area of how public purse strings and decision-making affect cancer patients and communities.

Faculty from diverse departments will teach the course, a new element of the post-graduate Transdisciplinary Training Program of the Queen's Cancer Research Institute.

"I think the course is a first in Canada," says Hugh Walker, coordinator of the course, which is entitled the Canadian Cancer System and Public Policy and will encompass a number of lectures from cancer-related disciplines.

The course continues the program's big-picture mandate by confronting the group of largely health-science students with issues such as management of a cancer clinic, taking account of the wishes of patients and families, the regulatory process for cancer therapies, waits for treatment and their significance, and research priorities.

They will mull over questions such as what do patients know and what do they want to know? Is care equitable? Should cancer resources be reallocated toward prevention? How are new therapies developed? What should the national cancer strategy be?

See CANCER: Page 2

Index

Bulletin Board	12
Calendar	12
Careers	9
Discovery @ Queen's	6
Letter.....	5

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

Queen's News Centre



CElia Russell

David Lay, operations manager at the Integrated Learning Centre (ILC), shows Kendall Forde of the Applied Science Summer Project Office how a photovoltaic panel generates solar energy to power a pair of fans at the recent launch of the ILC's solar technology project outside Goodwin Hall on Union Street. The four stories of photovoltaic panels will help bring relief to those who endure Goodwin Hall's seasonal temperature extremes, and also allow students and researchers to study the renewable energy source. For more sun-powered news, see the page 8 photo on the launch of Canada's first two-seater solar vehicle, Gemini, which competes this week in the American Solar Challenge.

Queen's names five new research chairs

Five outstanding researchers have been named as the university's newest Queen's Research Chairs.

With the recent recruitment of five additional Canada Research Chairs to Queen's, this is exciting news, says Vice-Principal (Research) Kerry Rowe. "Complementing the recruitment of outstanding new faculty through the Canada Research Chairs program, the innovative Queen's Research Chairs enable us to recognize and reward the exceptional

scholarly activity of selected faculty members who have achieved international pre-eminence in their respective fields.

"Given the extremely high calibre of the candidates, the competition for these chairs is very strong," says Dr. Rowe. "The selection of this round was especially challenging, and the recipients should be proud of their achievements."

Established in 2002, the Queen's chairs program acknowledges distinguished faculty who are maintaining an

exceptional level of activity in their research and scholarly work, and have achieved international pre-eminence in their field. The first 10 QRCs were announced last year.

The Queen's chairs are for five-year, renewable terms, and include an additional \$20,000 per year for research support. Chair holders are expected to be involved in teaching, research and service to the community.

Keith Banting (School of Policy Studies) is one of Canada's top authorities on the rela-

tionship between social policy and the powers and processes of linguistic and regional federalism. Dr. Banting's recent research focuses on the impact of the processes of globalization on the welfare state, examining the extent to which influences such as NAFTA place limitations on Canada's social policy choices. His work also addresses the role and effectiveness of social policy as a unifying force across diverse ethnic and multicultural communities.

See RESEARCH CHAIRS: Page 2

Fall admission on track

continued from page 1

The huge increase is due to the double cohort, resulting from the Ontario government's move to discontinue Grade 13 after this year, which left the class of 2003 with nearly twice the usual number of graduates.

The number of acceptances suggests that Ontario is on track to register a normal percentage of applicants, says Ross Paul, who chairs the COU standing committee on government and community relations, and University of Windsor president.

"It is also gratifying to note that 81 per cent of these applicants accepted an admission offer from one of their top three choices," he says.

In addition, the number of those accepting an offer of admission to the program of their first choice was almost as high as last year - 46 per cent instead of 49 per cent.

Some Ontario universities however, have exceeded their admission targets, while others have spaces left to fill.

"At Wilfrid Laurier, 3,692 students (including 3,428 high school and 264 other applicants) accepted offers of admission for September 2003, some 342 over our target of 3,350," President Robert Rosehart states in a message to incoming students on the university's website.

According to a recent article in the *Toronto Star*, the University of Toronto seeks 600 more arts students, and has sent out offers to students who were borderline a month ago.

The Ontario University's Application Centre has a referral service that lists openings still available at Ontario universities at www.ouac.on.ca/101/referral.html

A prediction that minimum averages would soar by several percentage points due to the double cohort also did not materialize.

Examples of minimum average entrance marks

2003 admission to Bachelor of Arts program

Entrance based on marks alone:	85.6 per cent
Entrance based on marks and personal information forms:	82.5 per cent

2002 admission to Bachelor of Arts program

Entrance based on marks alone:	82.2 per cent
Entrance based on marks and personal information forms:	80 per cent

2003 admission to Bachelor of Science program

Entrance based on marks alone:	89 per cent
Entrance based on marks and personal information forms:	86 per cent

2002 admission to Bachelor of Science program

Entrance based on marks alone:	85.2 per cent
Entrance based on marks and personal information forms:	82 per cent

Cancer and public policy

continued from page 1

It is designed to appeal to students from a broad range of cancer-related disciplines, from genetics and biochemistry to pharmacology and psychology.

"The course sets out to be an integrating device and we hope they'll talk to each other after the course is over," says Dr. Walker, health economist and adjunct professor in Community Health and Epidemiology, and also cross-appointed to Oncology and Policy Studies.

"If you have a breadth of knowledge, you can better treat the patient."

Lois Mulligan

Latest figures show that 176 students have accepted offers to the School of Computing, exceeding the target by 28. A total of 120 students have accepted offers to the ISC, surpassing the target of 100.

The response to these specialized programs exceeded our expectations, indicating a strong interest from students, says Mr. Palmer.

Jim Cordy, director of the School of Computing, is pleased with the school's popularity with incoming students.

"At the meeting of Canadian heads of computing a couple of weeks ago, it was noted that everywhere else has seen a sharp drop (about 25 per cent) in incoming first-year computing students over each of the past two years," Dr. Cordy says.

"Queen's by contrast saw an increase of 15 per cent last year and 100 per cent this year. So there is no question that the founding of the school, the new programs, the new Dean's scholarships and the marketing program are all working."

Two students took part in the program's debut last year, and by the fifth year, Dr. Mulligan hopes it will be near its

capacity of 12 to 15 trainees. The third competition for admission recently concluded.

Each student has two supervisors from different departments, rather than the usual one. And although the program does not grant degrees to its Masters, PhD, and post-doctoral participants, its completion enriches the degrees granted by the students' various departments, she says.

One of the first students in the program is a molecular biologist and a Masters student in the department of pathology. Lilia Antonova's project studies the relation of stress to breast cancer.

The transdisciplinary program "is a great opportunity because you get to learn about different fields," she says. "Just preparing for this project, I learned so much about epidemiology."

The program has also been rewarding for the supervising faculty.

"They have had the opportunity to develop new research areas because they have to interact," rather than remain within their own area of specialty, she says.

But why should researchers and health professionals care to learn about the money and policy side of the cancer issue?

They might want to know who are the competitors for research funds, or how long it takes research results to show up in clinical practice, says Dr. Walker.

Money also has different effects in different places, he added. Grants for research are a long-term investment, dollars for patient care provide immediate results, and funding prevention is the most far-sighted - helping the next generation.

"You need all these approaches but there's a question of what proportion you're going to use them in."



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
11 August	18 August
29 August	8 September

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 the space actually occupied by 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.

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/

"The awarding of a Queen's Research Chair is a wonderful opportunity to strengthen and expand our research and technology development activities," says Dr. Daugulis. "The honour of receiving this chair will certainly help to attract the very best researchers to our group, and the financial support will allow us to increase our research capabilities."

Randy Ellis (School of Computing) is an internationally renowned pioneer in the development of new technologies for computer-assisted surgery. Focusing on fundamental anatomical modeling and collaboration with orthopedic surgeons in the development of novel clinical procedures, his work has proven instrumental in improved pre-operative planning and the development of innovative computer guidance systems for more precise and accurate surgery. Dr. Ellis is a key researcher at the Human Mobility

Research Centre, a partnership between Queen's and Kingston General Hospital. He is also the project leader of Operating Room 2010, which - when completed - will be the most advanced computer-aided operating room in Canada, and one of the first in North America. Susan Lederman (Psychology) is a world leader in the scientific study of the sense of touch. Spanning experimental psychology, cognitive science, neuroscience, engineering, artificial intelligence, and advanced computing technology, her work investigates the ways in which normally sighted and visually impaired people learn about the world around them through active exploratory touch. This area of research is increasingly recognized in the design of sophisticated human-machine systems, where the operator's hands must be extended into remote worlds for a number of tele-operation and virtual-environment applications. It is also significant in a broad range of applications for the blind, including the recent development of raised texture patches and a tactile denomination code on Canada's banknotes.

Virginia Walker (Biology) is an internationally recognized expert in genetics and insect biology, including the development of novel, biologically responsible insecticides. She is a leading researcher on the resistance of insects to such environmental stressors as desiccation or extreme temperatures. Dr. Walker's research addresses the crucial environmental issue of climate change, and studies of plant resistance to environmental stressors. Her work in the area of natural antifreeze properties has a wide variety of potential applications extending well beyond insect over-wintering.

www.queensu.ca/vpr/QRC/

New substation critical to campus operations

By CELIA RUSSELL

Fluorescent lines and shallow trenches around campus this summer mark the university's most ambitious electrical project.

Between now and September, workers will lay 1.5 kilometres of conduit that will connect to a 20-megawatt substation, to be constructed in the slope at the south end of Frank Tindall Field this fall.

The \$7-million project is

Queen's first dedicated substation. Until now, the university depended on substations at the Kingston General Hospital, Centre Street and Clergy at Division streets to supply power.

The new substation is essential for continued delivery of electricity on the main campus, says Project Manager Mike Finn of Physical Plant Services.

"With all the new buildings, we are very close to the

point of running out of power on campus," he says.

The two new residences on Albert and Stuart streets are first on the list to be connected. Excavation and installation of the five-inch, concrete-encased PVC ductwork will then take place in the Watson-Harrison LeCaine hall quadrangle, followed by the driveway between Mackintosh-Corry and Ellis halls.

Excavations are slated for

completion by Sept. 1 and will take place during the day. No trenches will be left open overnight, says Mr. Finn.

"There will be some power interruptions as buildings are connected," says Mr. Finn, adding that those in affected buildings will be given warning well in advance.

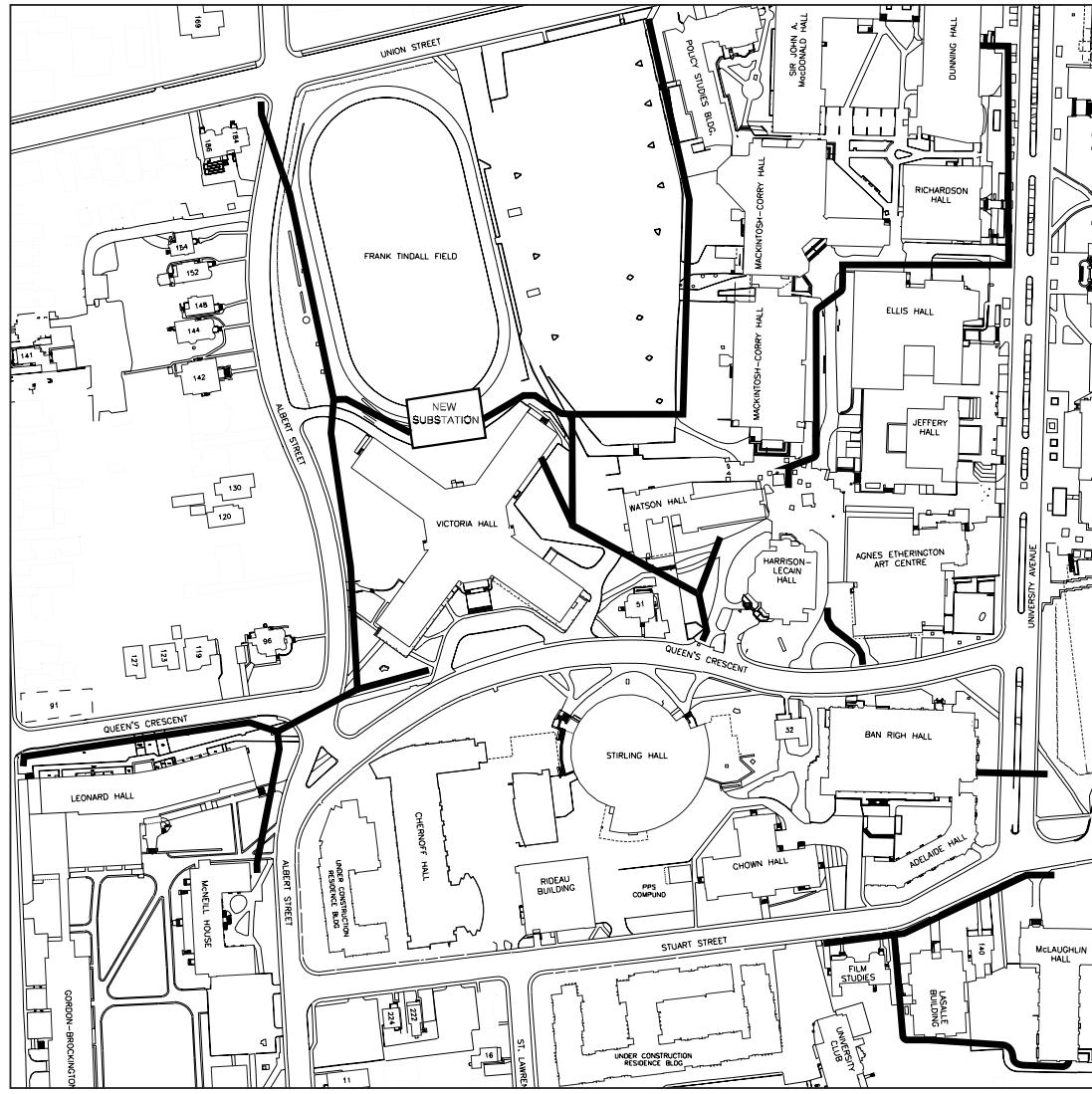
Construction will start this fall on the substation, which is expected to be operational

by April 1, 2004.

The project team includes architects Carruthers, Shaw and Partners Ltd., electrical consultants Rybka Smith and Ginsler Ltd., and general contractor David J. Cupido Construction Ltd.

A second, \$3-million phase will follow to distribute power to other parts of campus.

Those with questions may contact Mr. Finn at 533-2004.



The dark lines represent the routing of conduit for the new substation at Tindall field.



CELIA RUSSELL

If you've noticed a lot of fluorescent markings on campus lawns and walkways lately, there's a good chance Eric Timoshenko put them there. The geophysicist, who works for Mississauga-based firm multiVIEW, is using an electromagnetic pipe and cable locator to chart the route of some of the more than 1.5 kilometres of conduit that will feed into new 20-megawatt substation.



**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, July 17, 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**

Champion of good teaching

By OMAR EL AKKAD

Joy Mighty hasn't had time to accumulate much clutter in her new office – after all, she's only held the position of Instructional Development Centre (IDC) Director since July 1. Right now, the most visible items are flower baskets – tokens of welcome from the university administration and her colleagues at the IDC.

"I'd like to see research and teaching valued equally."

Joy Mighty

"I have been so warmly welcomed here by everyone," Dr. Mighty says, adding her impression of Kingston so far has been "wonderful, both inside the university and out."

As the new director of the IDC, her mandate is to "enhance the quality of student learning, and to contribute to the university policies and practices that enhance learning."

The task of improving the way teachers teach is one for which Dr. Mighty is well suited. With 25 years of experience teaching university, college and high school students, Dr. Mighty brings a wealth of knowledge to her new position. A graduate of the University of the West Indies in Jamaica, Howard University in Washington D.C. and York University in Toronto, she directed the Teaching and Learning Centre (TLC) at the University of New Brunswick for 11 years before coming to Queen's. A farewell message to Dr. Mighty on the TLC's web site reads in part, "Queen's is getting one of the finest!"

"I like what I do," she says, "and I came here because I thought it was a challenge. Queen's was attractive to me because I believe Queen's is committed to excellence in teaching, and is serious about student learning," she adds.

From her experience working with teachers, Dr. Mighty has learned that there's "no one best way" to teach students. She plans to use her position at the IDC to promote diversity in all aspects of teaching.



OMAR EL AKKAD

New Instructional Development Director Joy Mighty has 25 years of experience improving the way teachers teach.

"Diversity is one of my life mottos," she says. "I want to value student diversity. Every

student should have the best opportunity to learn, not just the bright students or the ones who learn the same way the professor teaches."

Dr. Mighty would like to

prompt a shift in the way teaching is viewed in the university environment.

"I'd like to see research and teaching valued equally. I don't want to use the customer analogy, but many students do see themselves as customers, and I'd like to see instructors acknowl-

edge that responsibility," she says.

"With good teaching, you see continuous development, continuous growth, and improved learning. Queen's has always been recognized as attracting the best students, but once they get here, the quality of their experience must also be the best."

New database helps chronicle IN BRIEF Queen's athletics history

By OMAR EL AKKAD

When Athletics and Recreation decided to collect the university's coaching history into a single database, they knew just the person for the job - the department's communication and sports information officer, coordinator, Henk Pardoel, Arts '86, Arts '94.

A noted sport bibliographer, Mr. Pardoel was well equipped to handle the time-consuming, and often frustrating job of sports research.

"The idea for developing a coaching database first started 10 years ago," says Mr. Pardoel, who took on this project four years ago.

"Early records were kept manually, and when I started using the card catalogues, I found many gaps in the history. Faced with a formidable jigsaw puzzle, I started using old Tricolours and Journals the British Whig Standard (now known as the Kingston Whig Standard), game day reports and score sheets to try and find the missing coaching data.

The fruit of his labours is an on-line coaching database that spans 130 years of Queen's athletics. The database is also on file at the Queen's Archives, Special Collections in the Douglas Library and the National Archives in Ottawa.

The database contains information on some of the most celebrated names in the university's sporting history, including legendary football coach Frank Tindall, LLD '89, who served at Queen's for 32 years (1938-1941, 1947-1976), and the famous mascot and cheerleader Alfie Pierce, who dedicated 53 years of his life to the Golden Gaels.

The database served as guideline for the selection of inaugural

inductions into the Queen's Coaches Hall of Fame on May 21, 2003. More than 260 coaches, managers, doctors, and trainers of Queen's athletics were inducted at the ceremony. The hall's interim home is on the second floor of the Physical Education Centre, where a number of plaques on the walls carry the names of those who have given many years to the university's sports program, as well as several Queen's championship teams.

The fruit of his labours is an on-line database that spans 130 years of Queen's athletics.

There are two main reasons why it was important to reconstruct Queen's sport records, according to Mr. Pardoel.

"First, the records are essential in substantiating claims that athletics played a significant role in Queen's development, and second our athletics department needs accurate records to identify and to establish closer contact with alumni athletes." The offshoot of this primary research was the creation of an extensive athletic database, which enabled the department to finally document the contributions of the coaching and support staff.

"It is one thing to say that we have a tradition of sporting excellence and history at this university," Pardoel stated, "it is another thing if you cannot substantiate it."

The coaching database is "part of a trilogy" of Queen's sporting history, which includes

an athletes' database, which Mr. Pardoel hopes to have online by the end of September, and a history of Queen's athletics to be published in the Fall of 2004. The collected research, which covers 15,000 athletes and 2,000 coaches, is part of what he describes as "one of the largest sports histories in Canada".

Mr. Pardoel faced numerous problems compiling the data - everything from players with three or four nicknames to part-time coaches with limited biographic records, to years when little or no information was kept. "During WW I and World War II Intercollegiate sport essentially ceased in most cases and record keeping was rather sparse, and as such, I had to make some educated guesses. According to Pardoel, the 1970s were the most difficult years to document because it was a time of free-thinking and records were not well kept.

However, all the hard work paid off at the Coaches Hall of Fame induction ceremony. A number of former coaches attended the induction ceremony, and "one could see the gratitude in their eyes when they saw that their work would not be forgotten.

Now that the coaching database is available on-line, and the athletes' records will follow soon, Pardoel, who says he has 'about ninety-five per cent confidence' in the accuracy of the data, hopes staff, faculty, students, and alumni will take a look at the posted information and alert him to any mistakes or omissions. The database can be found at www.phe.queensu.ca/athletics/phe/qclub/Docs/Coaching%20Records1884-2002.xls.

www.goldengaeles.com.

Queen's Quarterly wins national awards

Queen's Quarterly Magazine won gold and silver medals and runner-up recognition at the recent National Magazine Awards event in Toronto. The awards recognize the best in magazine publishing. Mark Kingwell won gold and John Ralston Saul won an honourable mention in the essay writing category. Ken Victor won silver in the poetry category.

For more details, a complete list of winners and background on the awards, visit www.nmaf.net/english/26th_winners02.html

National youth orchestra performs

The National Youth Orchestra of Canada, under the direction of Simon Streatfield, will perform two concerts at Grant Hall on Tuesday, July 22 and Wednesday, July 23 at 8 pm. Admission is free with a donation to the Queen's Food Bank. Details: The Performing Arts Box Office, 533-2558 or visit www.nyoc.org/03.

Queen's: A to I

Residents who regularly contact Queen's may want to hold onto their 2002-2003 Bell Canada Kingston telephone books instead of recycling them.

The 2003-2004 directory has significant omissions and some errors in the Queen's listings, due to technical problems originating with the publisher. To minimize the inconvenience, ITServices is working with Bell and Queen's Marketing and Communications. ITServices has created a new and comprehensive "White Pages" website, which includes the missing information. It can be accessed at www.queensu.ca/qsite/atoz/quwhitepages.shtml. The searchable phone and email directory is also available on the Queen's main page at www.queensu.ca.

Faculty newsmakers take note

Queen's national news broadcast service "VideoRoute" will be closed until mid-August due to construction at McArthur Hall. 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

New Campus Security director appointed

Campus Security Manager David Patterson has been appointed to the position of Director, Campus Security, Associate Vice-Principal (Human Services) Richard Weatherdon has announced.

In wishing Mr. Patterson success, Mr. Weatherdon said, "David brings many years of experience and skill to the position."

The big picture on removing barriers

Trouble with a door? Stairs? Small print? Hearing guest speakers? Different issues, different departments, diffused responsibility often results in frustration and limited success. With passage of the Ontarians With Disabilities Act, we have an opportunity to consolidate issues of accessibility into a comprehensive plan, to which accomplishments and new projects can be added each year, as we pull down barriers to accessibility at Queen's.

Recently, the Ontario legislature passed the Ontarians with Disabilities Act (ODA), designed to improve the participation of people with disabilities in Ontario. This legislation will work in concert with existing elements of the Human Rights Code, the Blind Persons' Act, etc., to more specifically address an ongoing process of improvement. The ODA requires all colleges, universities, school boards, hospitals and municipalities to develop accessibility plans by Sept. 30, 2003. These plans must document barriers to accessibility that have been removed to date, for all disability groups. Plans must also target those barriers which will be removed in the coming year, identify how they will be removed, and present an ongoing plan for removing barriers in the future as well as preventing the development of new barriers.

Barriers to people with disabilities are not limited to stairs and manual doors.

The list of barriers removed to date is already lengthy – in recent years, ramps and elevators have been added and power doors and policy changes have contributed to participation of people with disabilities in the workplace. Services for students with learning disabilities and mental health concerns have expanded. Accommodation in teaching strategies, fieldwork placements and internships are developing. Much thought is given to why and how we expect students to perform as we do, so that we can better meet their needs while maintaining the academic integrity

of programs.

Other areas still need our attention, however. Pulling these areas into harmony in a cohesive plan for improving accessibility will make it easier to keep our forward momentum, document our achievements, and get those unanswered access issues onto the right agenda. Developing a midterm-testing centre where all instructors can have midterms administered with accommodation for students with disabilities, instead of overburdening individual departments, is just one example of the type of initiative the ODA Accessibility Plan can promote. Such a plan would bring together many departments (PPS, ITS, HR, EO, etc.) and could solve test accommodation problems faced by academic departments on a regular basis. Accessible space, assistive computer technology, flexible staffing, and exam administration could combine to meet the needs of faculty and students.

From individual departments' access concerns to university-wide issues, the Accessibility Plan will be a vehicle for addressing and coordinating better access to Queen's, whether as student or employee, guest or community member. Please let us know what you think. Tell us about barriers you have noted, add to the list of barriers removed, or suggest a collaborative venture that will enhance our accessibility. See the survey on the web at www.queensu.ca/equity/qas2003/qas2003.html. A hard copy is available from Office of the University Advisor on Equity, or call us at ext. 77581 and we will incorporate your comments and suggestions into the first Accessibility Plan.

Barbara Roberts is disability services advisor with Health, Counselling and Disability Services.



BARBARA ROBERTS
Diversity

and manual doors. Information in small print, or only in print (vs. electronic format), voice menus on telephones, rules that inadvertently disadvantage people with disabilities, technology that is not compatible with voice output programs, and practices designed to enable the able-bodied all pose barriers for people with different types of disabilities.

Barriers to people with disabilities are not limited to stairs and manual doors.

Letter

The search for collegial warmth

I am delighted to see Stewart Webster take up the intellectual cudgel on behalf of the Old Regime (June 16, page 6, Letters: Love can fortify the ties that bind).

Yes, Queen's was a far different place before 1970 than it is now. I am fortunate to have arrived in 1969, so although I might qualify as a very late Old Regimer, I suspect that I am in fact what Dr. Webster would deem a Modern, with all the rights and privileges thereto pertaining. And all the shortcomings.

Queen's always has been a decentralized culture, with students finding loyalty to the university through extra-curricular activities and athletics, rather than through academics.

A few thoughts: Dr. Webster prized the commitment of Old Regimers to the university, its importance in real and symbolic worlds, and the love most people felt for the place. Borrowing from (in his reading) a modernist cultural icon, John Lennon, Dr. Webster suggested that all we need now is a good dollop of old-fashioned commitment to the polity to restore the community which Dr. Webster finds missing today. One must agree that Queen's has now moved not only far beyond the Old Regime of stolid white men (note that Registrar Jean Royce was the only female on his list), but also beyond what my good colleague depicts as the era of rule by the Moderns.

I would like to add the problematic of post-modernity to Dr. Webster's analysis, underlining how changes in the last two decades make it increasingly difficult to feel warmth toward an institution that (like most halls of ivy) again has changed even more than during Dr. Webster's transition. Queen's always has been a decentralized culture, with students finding loyalty to the university through extra-curricular activities and athletics, rather than through academics. Those old jackets survive, but the academic programs that knit groups together are weaker than they used to be. As Queen's

embraced the primacy of graduate studies and research, grasping the gold ring of excellence all the way, undergrads found less hands-on work: the kind of in-your-face and on-your-essay commentary that made us the envy of other schools.

Professors face much larger classes in 2003 than they did in 1990, let alone 1970. Government support, grudging at best, meant fewer full-time faculty positions. Two-year and one-year term appointments, and other adjunct arrangements, threatened for a time to make tenure-track appointments an endangered species.

Things are somewhat better now, just in time for the double cohort. But the university is different, reflecting many hammer blows against the principle of higher education as a public good. Profs now are often beholden to external funding sources, not just for their own research, but to support their graduate students. Grad student TAs, meanwhile, who in earlier times worked long hours because they saw light at the end of the tunnel – or because supervisors told them to – now often have funding to support them for no more than five hours a week to prepare and teach classes. Try that sometime. And, in comparison to their predecessors, today's crawlways feature scant light.

In these times, with so much of higher education in thrall to the commercial grail of the bottom line and the cash value of our "product," colleagues and students alike find it difficult to embrace, let alone locate "Queen's." In many ways, we have become a mid-sized corporation among other corporations.

What this means for the Faculty of Arts and Science remains moot. Certainly, the focal point of the university since its inception has lost its honoured position to other units, which seem better to meet the requirements of this gilded age.

Dr. Webster is correct. We've lost that loving feeling, and (as the ironist notes), it is becoming increasingly difficult to feed the hand that bites you. The trick will be to find ways in which to reinvigorate the infrastructure that in bygone years endowed Queen's with its unique sense of identity and community.

Geoff Smith
Physical & Health Education
and History

Please note:
Viewpoint, the Queen's Flashback photo, University Roundup and other columns regularly featured on the *Gazette* Forum pages will return in September.

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.



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

September 27th & 28th

Come ride with us and enjoy the beauty of autumn while raising funds to support The Lung Association in their ongoing battle against lung disease.

Join us in this 2 day, 250 km cycling event, along picturesque Hwy 33 to Picton County.

Enjoy the beautiful scenery of country roads, apple orchards, vineyards and sandy beaches.

Enjoy an overnight stay at Wesley Acres Resort. After a hearty breakfast on Sunday, we cycle west to Wellington and Coneston before riding to Picton, then back to Kingston.

Call 545-3462 or email: kingson@on.lung.ca www.whatsonkingston.com

When you can't breathe, nothing else matters

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

Your Adventure Awaits...

ODYSSEY TRAVEL
549-3561 Adventure 549-3553 Leisure 549-6028 Business

186 Princess St., Kingston www.odyssey-travel.com

Brain gain continues

FIVE NEW CANADA RESEARCH CHAIRS BRING EXPERTISE TO QUEEN'S

By NANCY DORRANCE
News and Media Services

Experts in global warming, environmentally friendly chemistry and the brain processes involved in decision-making are among five internationally-recognized researchers – all from outside the country – who have been named Queen's newest Canada Research Chairs.

This brings to 28 the number of such chairs at the university. All are in the category of emerging researchers, each receiving \$100,000 annually over five years.

"The Canada Research Chairs program has enabled us to attract five new researchers with outstanding potential in areas of strategic importance to the university," says Vice-Principal (Research) Kerry Rowe. "These distinguished individuals represent excellence in research and scholarship in a broad spectrum of disciplines."

The university continues in its efforts to increase the number of women awarded chairs, he says.

"While we continue to proactively approach, and have recently made offers to, a number of excellent women candidates, they have chosen to accept alternative positions in the United States."

Paul Grogan, Canada Research Chair in Climate Change and Northern Ecosystems, has conducted climatic change research in Sweden and Alaska from universities in the U.S., Denmark and the U.K. At Queen's, he will develop research initiatives concerning Canadian northern forests, peatlands and tundra. He is also interested in how changes in climate will affect the sustainability of livelihoods amongst Northern peoples.

"Global climate change predictions consistently indicate that most of Canada will experience substantial warming, especially during winter, and that snowfall will increase," Dr. Grogan notes. These changes may have profound impacts on the Canadian environment, as well as on national carbon balance commitments to the Kyoto Protocol.

"My goal is to better predict how and why northern ecosystems will change as a result of future climate, atmospheric pollution, and land management practices, so that we can develop the most appropriate adaptation and mitigation strategies," he says.

Philip Jessop, Canada Research Chair in Green Chem-



STEPHEN WILD

New Canada Research Chair Paul Grogan examines plant roots and soil organic matter to understand ecosystem carbon cycling and responses to climate change.

istry, arrives from the University of California (Davis) where he is involved in developing new reactions, solvents and methods that will have a reduced environmental impact from those currently used in industry. In this new field of "green chemistry," solvents will be more environmentally benign, he explains, and they will improve the ability of industry to recycle expensive chemicals.

"Benign replacements for chlorinated, toxic, or volatile solvents, especially those used in the preparation of pharmaceuticals and related products, will be developed," Dr. Jessop says. "In addition, we will design and test new catalysts for converting waste carbon dioxide from industrial emissions into useful products."

Michael Dorris, Canada Research Chair in Neural Control of Decision Making, comes from the Centre for Neural Science (CNS) at New York University. Using the mathematical frame-

work for game theory developed by economists, Dr. Dorris will look for relationships among brain activity, the choices we make, and economic decision variables.

Queen's is expected to receive 57 chairs during the five-year program.

"This research can help us understand the abnormal brain functioning that occurs in certain populations who routinely make poor decisions – for example, those addicted to gambling or drugs, or those with obsessive compulsive disorder," says Dr. Dorris. "This is a critical first step toward developing therapies to treat these disorders."

Amir Fam, Canada Research Chair in Innovative and Retrofitted Structures, is an expert in

concrete structures and fiber reinforced polymers (FRPs). His research will examine innovative structural systems, glass and carbon composites – which are more durable and stronger than steel – for new structures, as well as strengthening of existing structures using these materials.

"We will focus on developing practical solutions to the increasing problem of deterioration and structural deficiency in Canada's bridges, pipelines and hydro poles," he says. Extending the service life of these structures should result in substantial savings in replacement costs.

Nikolaus Troje, Canada Research Chair in Vision and Behavioural Sciences, currently investigates visual perception and the psychology of social recognition in the Bio Motion Lab at Ruhr University, Germany. By setting up a "virtual social reality" within which two people can interact, the new chair will study full-body motion, gestures, and facial movements, focus-

ing on the interactive nature of social encounters.

"This sophisticated platform will allow us to manipulate important variables that we can't achieve in real world situations," he says. The project has important implications for teleconferencing and computer animation, and will contribute to the general understanding of human non-verbal communication and visual information processing.

Established in 2000, the Canada Research Chairs Program is a \$900-million initiative to strengthen research excellence in Canada, and to increase its research capacity by attracting and retaining excellent researchers in Canadian universities. Chairs are created in the natural sciences, engineering, health sciences, social sciences and humanities. Queen's is expected to receive 57 chairs during the five-year program.

www.chairs.gc.ca/english/profile/index.cfm



WWW.FITNESSMANAGEMENT.COM

physicians' advice to their patients across the country. Because little scientific information existed during the fitness boom of the 1980s, early exercise guidelines were based on the best estimate of physicians and exercise scientists, and had to be conservative in the advice given, says Dr. Davies.

"Our analysis not only verifies that moderate prenatal exercise is both safe and beneficial, it also maintains that high-risk sports and elite training should be avoided," says exercise-in-pregnancy researcher Larry Wolfe (Physical and Health Education), co-principal author of

the guidelines. "Practical information on safe exercise types, intensities and amounts is provided for use by pregnant women, their physicians, and prenatal exercise instructors."

Recommendations include:

Pregnant women should avoid activities that may cause loss of balance or risk of trauma to the fetus.

Adverse pregnancy and labour/delivery outcomes are not increased in women who exercise during pregnancy.

Pelvic floor exercises (Kegels) immediately after delivery may reduce the future occurrence of urinary incontinence.

Healthy pregnant women are encouraged to participate

Moderate exercise at the time of breast-feeding does not affect the amount or quality of breast milk and does not affect infant growth.

For copies of the joint SOGC/CSEP guidelines, visit www.csep.ca/guidelines.asp or www.sogc.org.

Guidelines standardize care for pregnant exercisers

By NANCY MARRELLO
News and Media Services

For the first time in Canada, physicians and midwives will be able to advise their pregnant patients about safe types, intensities and amounts of physical activity based on 25 years of research and not their own best guesses, says Gregory Davies (Obstetrics and Gynaecology).

He is lead author of new joint clinical practice guidelines of the Society of Obstetricians and Gynaecologists of Canada (SOGC) and the Canadian Society for Exercise Physiology (CSEP), expected to standardize

This Discovery@Queen's page highlighting Queen's research news and developments is electronically distributed to our major research funding agencies and others who request it.

IN BRIEF

New MBA a world first

The School of Business has broken new ground with the launch of the world's first MBA exclusively for those with an undergraduate business degree. Queen's Accelerated MBA for Business Graduates begins classes in January 2004, and is aimed at high-achieving young managers with a recent undergraduate business degree to earn an MBA in just 12 months, while they continue working full-time. The program is being offered in major cities across Canada by interactive, real-time videoconference.

"Queen's Accelerated MBA is the latest step in making the world-class Queen's MBA accessible to the best and brightest businesspeople from coast to coast," says Peggy Cunningham, the program's chief architect and inaugural director. "This is the first MBA that has been tailored specifically for people with undergraduate business degrees who are ready to embark on a challenging program that will take their careers to the next level."

"At Queen's School of Business, all our programs attract the best and brightest, and this one will also attract some of the bravest," she says. "The accelerated MBA will be one of the most rigorous business programs in the world – and for those who are admitted, it just may be the most challenging 12 months of their lives."

www.qamba.com
business.queensu.ca

CFI awards \$400,000 to researchers

Four Queen's researchers have received a total of \$406,000 from the Canada Foundation For Innovation (CFI) New Opportunities Fund.

"We are delighted that these bright new scholars have joined our outstanding researchers at Queen's," says Vice-Principal (Research) Kerry Rowe. "The CFI awards will enable them to accelerate their research goals, spanning a diverse set of fundamental questions ranging from human health to the protection of biodiversity."

Shelley Arnott (Biology), \$36,000, focuses on the factors controlling biological recovery from environmental stressors such as acid rain. Catherine Cahill (Pharmacology and Toxicology), \$140,000, studies the mechanisms of chronic, poorly treated pain syndromes such as low back pain, rheumatoid and osteoarthritis, and neuropathic pain. Michael Dorris (Health Sciences), \$150,000, uses the mathematical framework for game theory developed by economists to look for relationships between brain activity and decision-making.

Mark Ropeleski (Medicine), \$80,000, investigates the factors that maintain the integrity and well-being of the intestinal epithelial lining. This may lead to novel treatments for disorders associated with intestinal inflammation.

CFI is an independent, not-for-profit corporation established by the Canadian government in 1997 to strengthen the innovation capacity in Canadian universities and research institutions.

www.innovation.ca

Research disclosures reach all-time high

Queen's researchers disclosed 57 potential new technologies to PARTEQ Innovations, the university's technology transfer office, in 2002-2003. It was the most disclosures to PARTEQ in its 16-year history and more than twice last year's total of 27. Disclosure, the preliminary stage in the lengthy process of protecting and commercializing university research, allows PARTEQ to assess researchers' discoveries for their commercial potential.

"While not all disclosures have commercial viability, the act of bringing a research discovery to PARTEQ's attention is a vital first step in identifying promising new technologies," says John Molloy, PARTEQ president and CEO. Half the disclosures are from the physical and applied sciences, says Anne Vivian-Scott, commercialization director. "The representation across these disciplines gives a healthy breadth to our commercial portfolio."

www.parteqinnovations.com

Biologist receives honorary degree

John Smol (Biology), Canada Research Chair in Environmental Change and co-head of the university's Paleoecological Environmental Assessment and Research Laboratory (PEARL), is one of three internationally renowned scientists granted honorary degrees recently from St. Francis Xavier University. He received his degree at a special convocation ceremony marking the institution's 150th anniversary. An expert in climate change, most recently focusing on the impact of global warming on Canada's Arctic region, Dr. Smol is the author of numerous articles published in books and scientific journals.

Also honored at the ceremony in Antigonish, Nova Scotia were Melvin Tyree, a physiologist and botanist at the University of Vermont and Jeremy Pickett-Heaps, a botanist at the University of Melbourne in Australia.

biology.queensu.ca/faculty/smol.html

Grant boosts autism research

A new program to train young researchers investigating autism spectrum disorders (ASDs) will link 45 mentors from 17 institutions in North America with undergraduate, graduate, post-graduate and clinical students.

The \$1.4-million, six-year initiative, led by Jeanette Holden (Psychiatry and Physiology), is part of the 2003 CIHR (Canadian Institutes of Health Research) Strategic Training Initiative.

"There's a paucity of autism researchers in Canada, and they are spread out across the country," says Dr. Holden. "This program brings many of these mentors together to train to become trans-disciplinary ASD researchers."

Using videoconferencing and other electronic means, the mentors and trainees will meet virtually for seminars, and develop a new course on ASDs. Trainees will also take on research projects in two different areas, allowing them to develop novel skill sets.

"We hope to be able to translate the findings into improved health management and health care for persons and families

Tech fund awards high-needs initiatives

Six initiatives that will enrich the quality of the learning environment at Queen's have received \$99,700 from the Technology Sponsorship Fund.

Funds are awarded competitively to high-needs projects with priority given to adaptive and special-needs technologies that will have a direct impact on the learning and teaching environment.

The fund was established last year under precedent-setting agreements between Queen's and technology vendors IBM Canada, Toshiba Canada and Sun Microsystems. Its income comprises volume-based rebates and contributions from technology vendors IBM Canada, Toshiba Canada and Sun Microsystems based on sales in the 2002 calendar year through ITServices, both on campus and to alumni around the world through the web-based Virtual Store.

"The fund has enabled corporations to recognize the buy-

ing power of the Queen's community and use it to fund technology priorities on campus," says John Dixon, associate vice-principal (Academic).

The fund is based on one-year agreements with partners. Most successful initiatives this year received only partial funding. It is hoped that the agreements will be renewed and additional partners will join the program. As sales volume grows, the fund will have increased resources to distribute to adaptive and special-needs projects, learning technology projects, and projects that enhance the broader learning environment at Queen's.

This year's recipients include the Special Reader Services Unit and ITServices, which received \$32,000 for campus site licences for JAWS for Windows and Kurzweil 3000 (software for individuals with disabilities); the Faculty of Arts and Science and the Exams office, \$30,000

for a dedicated computer lab facility for testing of students with disabilities; the Biology department, \$15,000 for computer and data-logging equipment to enhance hands-on learning in undergraduate labs; the School of Business, \$12,000 for computer equipment for a technology training centre; the Faculty of Education, \$10,000 for an adaptive and special needs awareness project and the Ban Righ Centre, \$700 to purchase Zoom Text software (adaptive technology for the visually impaired).

Dr. Dixon chaired the committee that reviewed 16 applications requesting a total of \$290,000 from the fund this year. Committee members include Stephanie Beauregard (ITServices); Greg MacNeil (AMS); Tom Morrow, associate vice-principal (Facilities and Operations) and Patrick Oosthuizen (Mechanical Engineering).

STRAWBERRIES AND SUMMERTIME



Julie Carty and Caroline Yates enjoy dishing up strawberries and ice cream at the recent Queen's University Staff Association Strawberry Social in front of Summerhill. The successful annual event under the trees on the Summerhill lawn attracted more than 500 strawberry lovers.

STEPHEN WILD

IN THE NEWS

Queen's Gazette

July 14, 2003

Page 8

Canadian identity, legalized same-sex marriages and corporate governance in the news

QUEEN'S IN THE NEWS

Highlights of Queen's experts in the media.

■ June 11 – July 7



Richard Chaykowski (Industrial Relations) comments in a *Globe and Mail* story about the Ontario government's unprecedented vote to outlaw work-to-rule job actions by teachers who aren't in a legal strike position.

Ned Franks (Political Studies) comments in the *Globe and Mail* about the House of Commons' power to fine and jail individuals cited for contempt.

Anita Anand (Law) discusses in the *Globe and Mail* corporate governance issues in the post-Enron era and comments on the Ontario Securities Commission's draft governance rules. In a *National Post* op-ed, she looks at the Ontario Securities Commission's proposed rules on audit committees and other governance issues. She also comments on *CBC Radio Toronto* about the Ontario Securities Commission decision to fine YBM Magnex board members 1.2 million dollars for failing shareholders by keeping the potential risk to investors a secret.

Douglas Reid (Business) comments in a *Globe and Mail* story about a new arbitrator's award that will move many former Canadian Airlines pilots hundreds of places higher on the merged Air Canada seniority list. He also discusses the unexpected rise in Air Canada stocks in *The Calgary Herald*.

Matthew Mendelsohn's (Political Studies) research on Canadian identity is cited in a *Globe and Mail* story about what it means to be Canadian. He also comments extensively in the *Globe and Mail's* New Canada series about rural issues, multiculturalism, and tolerance. He discusses Quebecers' tendency to choose multiple identities in the *Montreal*

al Gazette. In an op-ed piece in the *Globe and Mail*, he charges that government policy is "out of whack" with the demands of young Canadians.

Gregory Davies' (Obstetrics and Gynaecology) and **Larry Wolfe's** (Physical Health & Education) study on exercise guidelines for pregnant women continues to generate coverage, most recently in *The Ottawa Sun*, *CBC Radio's Ottawa Morning*, *Ontario Morning*, and *Radio Northern Ontario* and on *CKWS TV* news.

George Sweetman and **Susan Lee** (ILC) discuss on *CKWS TV* the new solar panels recently installed on Goodwin Hall that provide some solar electrical power to the building and promote renewable energy.

Peggy Cunningham (Business) is interviewed on *CityTV's* 24-hour news channel (CP24) about the launch of Queen's Accelerated MBA. She also appears on *Ottawa Citizen TV*.

John Smol (Biology) discusses on *CBC Radio (Halifax)* paleoenvironmental techniques that help lake managers and cottagers assess water quality, and climate changes.

Don Klinger (Education) comments in the *Ottawa Sun* about the Fraser Institute's rankings of Ontario elementary schools.

Pamela Dickey Young (Religious Studies) discusses on *CBC Radio Syndication* across the country the religious history of marriage in light of same-sex marriage legislation.

Kathy Lahey (Law) discusses on *CBC Radio's All in a Day* show and *CKWS TV* Ontario's Court of Appeal ruling in favour of legalized same-sex marriage.

Mark Sabbagh's (Psychology) research on children and imaginary friends is highlighted in the *Kingston Whig-Standard* and on *CBC Radio's Ontario Morning* show.

Bob Montgomerie's (Biology) research on rock ptarmigan in the arctic regions of Canada,

Iceland and Alaska is highlighted on *CBC Radio's That Saturday Show*.



Nick Bala (Law) appears on *CBC TV's Newsword* show discussing the recent Ontario Court of Appeal ruling in favour of same-sex marriage. Bala also discusses in the *National Post* practical implications of the federal government's decision to allow same-sex marriage.

Barbara Kisilevsky's (Nursing) research on fetal voice recognition receives extensive national and international coverage, most recently on *Radio CNN* -

South America and interviews on *CJBQ*, *MIX97*, & *CJTN* radio. Her research will also be highlighted in the Medical News section of the Oct. 2003 issue of *Prevention* magazine.

John Pliniussen (Business) discusses the new AMBA program on *CFRA News* radio in Ottawa and on Kitchener-Waterloo's *Newstalk 570* radio.

Roel Vertegaal's (Computing) research on human-computer interaction is featured on *ABC TV's Good Morning America*.

David Goldstein's (Anesthesiology) development of a SARS electronic screening tool, initially featured in the *Medical Post*, continues to receive coverage, most recently in *University Affairs*.

Wayne Miles (International Centre) is interviewed in *University Affairs* about university preparedness to meet a major crisis and the need for emergency preparedness and crisis management.

Katherine Wynne-Edwards (Biology) research on hormonal changes in expectant fathers continues to receive coverage, most recently on *Scientific American* online.

Mark Rosenberg (Geography) comments in the *Ottawa Sun* about the misconceptions that Canada's aging population will be a drain on the health-care system.

Sharon Sutherland (Policy Studies) comments in *The St. John's Telegram* about cronyism in the public service.

**NEWS
and
MEDIA
SERVICES**

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.

A SOLAR CAR BUILT FOR TWO



STEPHEN WILD

Queen's Solar Vehicle Team has embarked on its latest challenge - to race Gemini - Canada's first two-seater solar car - in this year's American Solar Challenge (ASC). The race, involving more than 35 teams from 10 countries, began in Chicago July 13. It follows a 15-city course along historic Route 66 to Claremont, CA on July 23. For daily updates, see www.solarcar.queensu.ca. The team posed with Gemini (without its array) at its recent unveiling at the University Club. Front, from left: Susan Hayes, Kim Farnell and Jon Killing. At rear: Paul Blizzard, Andrew Mason, Toban Verdum, Dave Hasen, Stephanie Chu, Kenneth McLean, Jeff Bond, Jim Kampson, Adam Gauci and Andrew Smith. Seated: Cynthia Cruickshank and Tai Heng.

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

393 PRINCESS ST 531-9770 www.hoppineddys.com

Direct: (613) 539-2100
Bus: (613) 384-1200
Toll Free: 1 800 862-4443
790 Blackburn Mews Kingston
martin@royallepage.ca
www.realestatekingston.ca

Martin E. Spilchen
SALES REPRESENTATIVE

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

ROYAL LePAGE
ProAlliance Realty, Broker

CAREERS

Queen's Gazette

July 14, 2003

Page 9

Faculty Appointments

Electrical and Computer Engineering

Ahmed Safwat, June 1, 2003
Subramania Sudharsanan, July 1, 2003

Il-Min Kim, July 1, 2003

Faculty of Health Sciences

Les Scheelar, Anesthesiology
James Landine, Emergency Medicine
Michael Green, Family Medicine

Catherine McLellan, Department of Medicine, Cardiology

Mark Ropeleski, Department of Medicine, Gastroenterology

Allison Spiller, Department of Medicine, Neurology

Raymond Viola, Department of Medicine, Palliative Care

Karen Yeates, Department of Medicine, Nephrology

Darren Beiko, Urology

All appointed effective July 1, 2003.

William McLatchie appointed acting associate dean, Faculty of Arts and Science

Principal William Leggett announces that William McLatchie has been appointed as acting associate dean in the Faculty of Arts and Science from July 1, 2003 to June 30, 2004 while Martin Duncan is on administrative leave.

Dr. McLatchie previously served as associate dean, Arts and Science from 1984 to 1988

and 1998 to 2000. He was vice-principal (Research and Academic Services) from 1988 to 1989 and vice-principal (Research) and dean of Graduate Studies between 1989 and 1995. Dr. McLatchie served as acting director of the International Study Centre from July 1 to Dec. 31, 2002. From 2000 to 2002, he was special advisor to the principal and will continue to work in this capacity on a 40-per-cent basis while acting as associate dean.

Ronald J. Neufeld reappointed head, Chemical Engineering

Principal William Leggett announces that Ronald Neufeld has been reappointed as head of Chemical Engineering starting July 1, 2003, for a three-year term following Dr. Neufeld's recent return from a sabbatical in France. In making this announcement, Principal Leggett expresses his appreciation for the outstanding leadership provided by Jim McLellan during his term as acting head of Chemical Engineering.

Steven Blostein appointed head, Electrical and Computer Engineering

Principal William Leggett announces that Steven Blostein has been appointed head of Electrical and Computer Engineering for the period Jan. 1, 2004 to June 30, 2009. Dr. Blostein joined Electrical and Computer Engineering as an assistant professor in 1988. He

holds an undergraduate degree in electrical engineering from Cornell University, and MSc and PhD degrees in electrical and computer engineering from the University of Illinois at Urbana-Champaign. He is involved in the teaching of signal processing-related courses, and his research activities are currently in wireless communications, including smart antenna signal processing. He was on leave in 1995 as a visiting associate professor at McGill University. From 1998-2003, he has led a multi-university project in multirate wireless data access, under the Canadian Institute for Telecommunications Research. In making this announcement, Principal Leggett expresses his appreciation for the leadership provided by Carl Hamacher as acting head of Electrical and Computer Engineering.

Leslie Flynn appointed assistant dean, Postgraduate Medical Education, Health Sciences

Principal William Leggett is pleased to announce that Leslie Flynn has been appointed as assistant dean, Postgraduate Medical Education, School of Medicine in the Faculty of Health Sciences for a three-year term starting July 1, 2003.

After receiving her undergraduate degree in music from Queen's University in 1978 and Master's in music from the University of Toronto in 1982, Dr. Flynn returned to Queen's

where she received her MD in 1987 and subsequently undertook her postgraduate medical education training. She completed the required training for certification as a family medicine physician in 1988 and as a psychiatrist in 1995. Immediately following her training, Dr. Flynn was appointed as a lecturer to the Department of Psychiatry in the role of family medicine liaison psychiatrist. She was promoted to assistant professor in 1997. From 1996 to 1997, Dr. Flynn assumed responsibility as director of the Continuing Medical Education program for the Department of Psychiatry. She served as the postgraduate program director from 1998 to 2000 and was appointed director of the department's Psychotherapy program in 1999.

Dr. Flynn also serves as a member of Examination Board in Psychiatry for the Royal College of Physicians and Surgeons of Canada. She received departmental awards for Annual Staff Excellence in Teaching in 2002 and for Excellent Leadership in Education and Dedication to the Ideals of the Department in 2001. She has conducted research into gastrointestinal diseases and her current interests focusing on the health of physicians at different stages of their careers.

In making this announcement, Principal Leggett wishes to express his appreciation of the outstanding contributions

provided by Sarita Verma during her term as associate dean, Postgraduate Medical Education.

Thomas Massey appointed head, Pharmacology and Toxicology

Principal William Leggett is pleased to announce that Thomas Massey has been appointed head of the Department of Pharmacology and Toxicology for a five-year term starting July 1, 2003.

After receiving his PhD from Queen's in 1983, Dr. Massey was awarded a visiting fellow position at the National Institute of Environmental Health Sciences in North Carolina, where he completed two years of postdoctoral study in the Laboratory of Pharmacology. He then joined Queen's Pharmacology and Toxicology department as an assistant professor in 1985, was promoted to associate professor in 1991 and to professor in 1997. He served as the departmental coordinator of graduate studies for five years from 1994 to 1999 and he has co-chaired the Environment and Human Health Research Group since 1999.

Dr. Massey's research program involves biochemical and molecular toxicology and the pulmonary toxicity of therapeutic drugs. He is the recipient of several honours and awards, including the Basmaian Award for Excellence in



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
sscc@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

CAREERS

Queen's Gazette

Page 10

July 14, 2003

Research from the Faculty of Medicine at Queen's University, the Merck Frosst Award for Research in Pharmacology from the Pharmacological Society of Canada, the Henderson Award for Contributions to Toxicology from the Society of Toxicology of Canada, and an Honorary Research Fellowship from the National Research Centre for Environmental Toxicology in Australia. He has served as the Secretary to the Society of Toxicology of Canada and is currently on the editorial boards for two international scientific journals.

In making this announcement, Principal Leggett expresses his appreciation of the excellent leadership provided by Kanji Nakatsu during his 10 years as head of department.

Marguerite Van Die appointed Head of Theological Studies

Principal Jean Stairs, Queen's Theological College, announces that Marguerite Van Die has been appointed Head of Theological Studies for a three-year term starting Jan. 1, 2004. A graduate of the University of Toronto, Dr. Van Die completed her M.A. and Ph.D. at the University of Western Ontario.

Dr. Van Die came to the Theological College in 1985 and was appointed associate professor in 1990. Dr. Van Die holds a cross-appointment with the Queen's Department of History, teaching at undergraduate and graduate levels. Her specialty is 19th century Protestantism in North America, with special interest in the interaction between socio-economic change, gender, and religion. She is also interested in the history of Christian spirituality and is the recipient of significant research grants to further her interest in the area of religion and public life. Dr. Van Die has served on several theology and history department committees and has played a key role as supervisor of graduate students from both departments.

In making this announcement, Principal Stairs expresses her appreciation to Millard Schumaker for his leadership during his two years as head of Theological Studies. Daniel Fraikin, Professor Emeritus of Greek and New Testament and Acting Principal of Queen's Theological College 2000-2001, will serve as acting head of Theological Studies from Aug. 1 to Dec. 31, 2003 during Dr. Van Die's academic leave.

Staff Appointments

Financial Officer 2003-36
Dean of Student Affairs
Lori Huber

Associate Director 2003-42
Office of Research Services
Susan Marlin (formerly NCIC Clinical Trials Group)

Administrative Assistant 2003-46
Clinical Education Centre
Wendy Ross (formerly Health, Counselling and Disability Services)

Senior Secretary 2003-50
Industrial Relations Centre
Stephanie Noel

Regional Programs Coordinator 2003-51
Alumni Affairs
Valerie Bartlett (formerly School of Business)
Psychologist 2003-53
Health, Counselling and Disability Services
Catherine Leblanc (Health, Counselling and Disability Services)
Programmer/Analyst 2003-58
Human Resources
Kyle Hodgson
Intermediate Graphic Designer 2003-59
Graphic Design Services
Nicole Williams
Development Officer 2003-63
Department of Development
Marie Miller (formerly The Principal's Office)
Athletics Assistant 2003-72
School of Physical and Health Education
Peter King

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, July 22, 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 Tuesday, Aug. 5 at www.hr.queensu.ca/jobs_new/jobs_page.htm

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

Departmental Assistant School of Environmental Studies 2003-75

Minimum Hiring Salary: \$31,523 Salary Grade 5
Terms: Full-time continuing

Undergraduate Program Assistant Department of Biochemistry 2003-82

Minimum Hiring Salary: \$31,523 Salary Grade 5
Terms: Term (Aug. 25, 2003 – Aug. 24, 2006)

Programmer Analyst Information Technology Services 2003-83

Minimum Hiring Salary: \$40,537 Salary Grade 7
Terms: Term (Aug. 1, 2003 – July 31, 2005)

Data Systems Analyst Information Technology Services 2003-84

Minimum Hiring Salary: \$45,969 Salary Grade 8
Terms: Full-time continuing

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

Administrative Assistant School of Graduate Studies and Research 2003-85

Minimum Hiring Salary: \$35,748 Salary Grade 6
Terms: Term (Aug. 5, 2003 – July 31, 2004); 50% time

Research/Data Analyst School of Graduate Studies and Research 2003-86

Minimum Hiring Salary: \$35,748 Salary Grade 6
Terms: Term (Aug. 05, 2003 – Dec. 31, 2003); 50% time

Assistant to the Principal Office of the Principal 2003-77

Minimum Hiring Salary: \$40,537 Salary Grade 7
Terms: Full-time continuing

Manager, Learning Strategies Development Health, Counselling and Disability Services 2003-87

Minimum Hiring Salary: \$56,200 Salary Grade 10
Terms: Full-time continuing

Laboratory Technician (CUPE Local 254) Microbiology and Immunology 2003-88

Tentative Hiring Range: \$31,034 - \$37,862 (194 points)
Terms: Term (3.5 days per week; mid-August until mid-April each year until April 2006)

Animal Care Helper (CUPE Local 254) Animal Care Services 2003-89

Tentative Hiring Range: \$26,096 - \$31,837 (109 points)
Terms: Term (Sept. 1, 2003 to Dec. 31, 2004)

Animal Care Technician (CUPE Local 254) 2 positions Animal Care Services 2003-90; 2003-91

Tentative Hiring Range: \$32,429 - \$39,563 (218 points)

Terms: Term (Sept. 1, 2003 - Dec. 31, 2004)

The closing date for the following competitions is Tuesday July 29, 2003.

Athletics Assistant (CUPE Local 229) Athletics and Physical Education 2003-92

Hourly Rate: \$16.98
Terms: Continuing (37.5 hours per week from approximately Sept. 2 to Nov. 30 and Jan. 3 to Apr. 30 each year; rotating shifts)

Major Responsibilities: assist the PEC Assistant Foreperson (or acting staff member) in the preparation of facilities and equipment to accommodate various programs and activities; issue, store, clean and carry out maintenance of physical education equipment and clothing as directed; work in accordance with prescribed health and safety standards.

Requirements: completion of a secondary school diploma; some work experience in an athletics/recreation environment; familiarity with the general machinery and specialized equipment used in an athletics/recreation environment; ability to work flexible hours and shift work; good interpersonal and communication skills.

Athletics Assistant (CUPE Local 229) Athletics and Administration 2003-93

Hourly Rate: \$16.98
Terms: Continuing (37.5 hours per week from approximately Sept. 2 – Nov. 30 and Jan. 3 – Mar. 31 each year; rotating shifts)

Major Responsibilities: carry out all maintenance and equipment service aspects for the arena and its equipment, according to health and safety standards; repair and store equipment and clothing; assist arena/stadium attendant with ice maintenance, painting, etc., as required; under general supervision, operate and maintain specialized motorized vehicles (Zamboni); responsible for security aspects of facility and enforcement of policies; other duties as assigned by foreperson or Manager of Facilities and Services.

Requirements: completion of a secondary school diploma; some work experience in an athletics/recreation environment; familiarity with the general machinery and specialized equipment used in an athletics/recreation environment; ability to work flexible hours and shift work; good interpersonal and communication skills.

Caretaking Attendants (CUPE Local 229) 12 positions

University Residences
2003-94, 2003-95, 2003-96,
2003-97, 2003-98, 2003-99,
2003-100, 2003-101, 2003-102,
2003-103, 2003-104, 2003-105

Hourly Rate: \$16.98
Terms: Continuing (20 hours per week)

These are continuing appointments working 20 hours per week. The successful candidates must be willing to work overtime, respond to call-ins outside of normal working hours, and work evening/night shifts as required.

Major Responsibilities: daily cleaning and maintenance of residence buildings in a home-like environment during the academic year, as well as performing duties during the conference season; clean and sanitize washrooms, fixtures and fittings; vacuum and shampoo carpets and upholstery; sweep, dust-mop and damp-mop all floor surfaces; strip, seal, wax and spray buff all floors; operate a variety of floor machinery; collect garbage, clean glass, walls and move furniture; report losses, damages, repairs and infractions of residence regulations; maintain a clean and healthy environment in the residence buildings.

Requirements: ability to work in a physically demanding environment; secondary school diploma with the ability to read and write in English; ability to comprehend instructions; sound knowledge of cleaning procedures and safe work practices; ability to read computer printouts; some mechanical aptitude is required; must be willing and able to work in a team environment; proven ability to work with individuals at all levels within the Queen's community.

Custodians (CUPE Local 229) 5 positions

University Residences
2003-106, 2003-107, 2003-108,

2003-109, 2003-110

Hourly Rate: \$16.98

Terms: Continuing (37.5 hours per week)

These are continuing appointments working 37.5 hours per week. The successful candidates must be willing to work overtime, respond to call-ins outside of normal working hours, and work evening/night shifts as required.

Major Responsibilities: daily cleaning and maintenance of residence buildings in a home-like environment during the academic year, as well as performing duties during the conference season; clean and sanitize washrooms, fixtures and fittings; vacuum and shampoo carpets and upholstery; sweep, dust-mop and damp-mop all floor surfaces; strip, seal, wax and spray buff all floors; operate a variety of floor machinery; collect garbage, clean glass, walls and move furniture; report losses, damages, repairs and infractions of residence regulations; maintain a clean and healthy environment in the residence buildings.

Requirements: completion of a secondary school diploma; some work experience in an athletics/recreation environment; familiarity with the general machinery and specialized equipment used in an athletics/recreation environment; ability to work flexible hours and shift work; good interpersonal and communication skills.

Maintenance Mechanics (CUPE Local 229) 2 positions

University Residences
2003-111; 2003-112

Hourly Rate: \$21.33

Terms: Continuing (37.5 hours per week)

These are continuing appointments working 20 hours per week. The successful candidates must be willing to work overtime, respond to call-ins outside of normal working hours, and work evening/night shifts as required.

CAREERS

Queen's Gazette

July 14, 2003

Page 11

ments working 37.5 hours per week. The successful candidates must be willing to work overtime, to respond to call-ins outside of normal working hours and work evening/night shifts as required.

Major Responsibilities: perform routine, minor maintenance on plumbing systems and components; repair and replace windows, broken panes and window sealants; maintain and repair interior surfaces; repair and install wall appendages such as bulletin boards and shelving units, etc.; maintain millwork and furnishings; prepare and prioritize work orders and schedules in a timely fashion; consistently work independently and maintain focus despite frequent interruptions to planned work schedules.

Requirements: familiarity with basic building systems and building envelope both interior and exterior; knowledge of safe working procedures in accordance with WHMIS, OFC, and OBC, etc.; demonstrated experience in the repair and installation of all types of door hardware; demonstrated expertise in the safe and skilled operation of both hand and stationary power tools; excellent interpersonal and communication skills; ability to relate and communicate clearly and appropriately with students, conference delegates, fellow workers and other tradespersons; a proven team player in a service-oriented work environment; must possess a valid driver's license (G Class).

Committees

Headship Selection Committee, Biology

Peter Boag's term as head of Biology will end on June 30, 2004. Dr. Boag has declined to consider reappointment. In accordance with the terms of Article 41 of the Collective Agreement between Queen's University Faculty Association and Queen's University at Kingston, a selection committee will be struck to consider the present state and future prospects of Biology, and to assist the principal in the selection of a new head. Members of the bargaining unit will elect five members. Faculty members, staff and students are also invited to nominate staff and students from the Biology, and faculty from cognate disciplines, for membership on the selection committee.

Headship Selection Committee, Geography

John Holmes' term as head of Geography will end on June 30, 2004. Dr. Holmes has declined to consider reappointment. In accordance with the terms of Article 41 of the Collective Agreement between Queen's University Faculty Association and Queen's University at Kingston, a selection committee will be struck to consider the present state and future prospects of Geography, and to assist the principal in the selection of a new head. Members of the bargaining unit will elect five members. Faculty, staff and students are also invited to nominate staff and students from Geography, and faculty

from cognate disciplines, for membership on the selection committee.

Headship Selection Committee, Sociology

Roberta Hamilton's term as head of Sociology will end on June 30, 2004. Dr. Hamilton has declined to consider reappointment. In accordance with the terms of Article 41 of the Collective Agreement between Queen's University Faculty Association and Queen's University at Kingston, a selection committee will be struck to consider the present state and future prospects of Sociology, and to assist the principal in the selection of a new head. Members of the bargaining unit will elect five members. Faculty, staff and students are also invited to nominate staff and students from Sociology, and faculty from cognate disciplines, for membership on the selection committee.

For the above three announcements, send nominations immediately to Nancy Cutway, Arts and Science, cutwayn@post.queensu.ca.

Headship Selection Committee, Women's Studies

Sue Handler's term as head of Women's Studies will end June 30, 2004. Dr. Handler has declined to consider reappointment. In accordance with the terms of Article 41 of the Collective Agreement between Queen's University Faculty Association and Queen's University at Kingston, a selection committee will be struck to consider the present state and future prospects of Women's Studies, and to assist the principal in the selection of a new head. Members of the bargaining unit, including cross-appointees, will elect four members. Faculty, staff and students are also invited to nominate staff and students from Women's Studies, and faculty from cognate disciplines, for membership on the selection committee. Nominations for these three latter positions should be addressed to Dean Robert Silverman through Nancy Cutway, Faculty of Arts and Science, cutwayn@post.queensu.ca by Friday, Aug. 29, 2003.

Other Positions

Research Technician Cancer Research Institute

This is a one-year, grant-funded half-time position with possibility of renewal.

Responsibilities: provide core tissue culture support for a cancer biology laboratory of undergraduate, graduate and post-doctoral students engaged in investigations of molecular determinants of sensitivity and resistance to anticancer agents and chemical toxins; large scale preparation of sterile media; serum testing; mycoplasma testing; ordering and keeping stock of supplies; laboratory organization; and some small equipment maintenance.

Qualifications: experienced technologist trained in all aspects of cell culture techniques; post-secondary degree or diploma; a BSc or equivalent

in a life science is preferred; excellent interpersonal skills; analytical, record keeping, and strong organizational skills; demonstrated competence in aseptic and cell culture; some skill in maintaining small laboratory equipment would be an asset.

Salary: Grade 4

For details, see www.med.queensu.ca/medicine/crl/cole/i_spc.htm.

Send resume, including contact information for three references to Susan Cole, c/o Maureen Rogers, Cancer Research Laboratories, Botterell Hall, Queen's University, Kingston K7L 3N6. Fax: 613 533-6830. No e-mails or telephone inquiries please.

Statistical Analyst Division of Cancer Care and Epidemiology, Cancer Research Institute

This is a full-time position.

Responsibilities: link complex clinical data to a large population-based cancer database; develop and maintain in-house databases; carry out statistical analyses on specified projects; prepare written reports; create graphs and tables for publication and presentation.

Requirements: Master's degree in statistics, biostatistics, epidemiology, public health sciences, or a related discipline with a strong background in statistics; Strong SAS programming skills; related research experience an asset; attention to details and problem-solving skills; self-motivated; able to work independently and as a team player.

Salary: Based on qualifications and experience.

Please send cover letter, CV, names and addresses of three references before July 28 to Dr. William Mackillop, Division of Cancer Care and Epidemiology, Queen's University Cancer Research Institute, 10 Stuart Street, Level 2, Kingston, Ontario K7L 3N6. email: William.mackillop@krcc.on.ca

Program Supervisor School Of English

This is a full-time position.

Responsibilities: assist the director in the day-to-day running of the school; make decisions for the director in his absence; act as an essential interface between teaching and administrative staff; work with teaching and administrative staff on professional development; work with teaching supervisors on program development; meet with individual students to address their concerns about any aspect of the program, including teaching and learning, discipline-related matters, such as the English-Only Rule, and on-campus accommodation; teach up to one third time on the Additional Courses, such as the Pronunciation and Conversation courses, the Graduate Presentation and Pronunciation courses and the TESL Intro courses; teach speaking skills courses and lab classes in the 12-week program; and teach on the five-week program and on contract programs; assist with program development and professional development; carry out annual performance appraisals

with each administrative staff member; assist with the creation of a new professional development/curriculum development program for teachers.

Requirements: academic background in TESL, education, or a related field (preferably at the Master's level); teaching experience in an English for Academic Purposes program; administrative, planning and development experience in an EAP program; teaching or administrative experience with the School of English is desirable; cross-cultural interest and experience (living and working overseas in a "non-English-speaking" country) would be an asset; human relations skills: advising, managing and liaising; analytical and problem-solving abilities; organizational skills; excellent communication skills, both oral and written.

Salary: Grade 7

Apply with a covering letter and resume by 4 pm Friday, July 25 to Andy Curtis, School of English, Queen's University, 96 Albert Street, Kingston, ON, K7L 3N6.

Research Technician Department of Medicine, Arthritis Centre, Tissue Culture Lab

Responsibilities: Ordering supplies for lab members; radioisotope monitoring and general biochemical methods.

Requirements: Experience in maintaining and managing a contained tissue culture facility. Cell and glycoprotein metabolism experiments. BSc or MSc.

Apply with resume to Professor T. Anastassiades, Department of Medicine, 2050 Etherington Hall. Phone 533-2971, email lerouxm@post.queensu.ca.

Education Officer, Museum of Health Care

The Museum of Health Care at Kingston General Hospital has an opening for an education officer. Deadline July 25. Visit www.museumofhealthcare.ca or email museum@kgh.kari.net for details.

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.

Rape Aggression Defence (RAD) Training

This is a comprehensive, three-session course for women that begins with awareness, prevention, risk reduction, and avoidance, then moves on to the basics of hands-on defence training. It is not a martial arts program; rather, it teaches defensive concepts and techniques against various types of assault by utilizing easy, effective and proven self-defence/martial arts tactics. Those who have completed the full RAD training may attend on Aug. 13 as a refresher. Wednesday, July 30, Aug. 6, and 13, noon to 4 pm. Led by Campus Security staff.

Please note

Human Resources will be closed between noon and 1 pm until Aug. 29.

HELP LINES

Campus Security Emergency Report Centre:

533-6111

Human Rights Office

533-6886

Irène Bujara, Director

Sexual Harassment Complainant Advisors:

Margot Coulter, Coordinator
533-6629

Millard Schumaker – Religion
533-2106 ext. 74232

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 T.B.A.
533-6095

Employee Assistance Program

1 800 387-4765

University Chaplain:

Brian Yealland
533-2186

Rector

Ahmed Kayssi
533-2733

Student Counselling Service

533-2893

*Internal numbers may be accessed from a touch-tone phone off-campus by dialling 533-6000 + extension number.

NEWS and MEDIA SERVICES

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

Poster profits open doors to student opportunities

By OMAR EL AKKAD

What could 20 pictures of campus building doors have to do with volunteer work in Guyana's primary schools, debates in Scotland, or student operettas?

Ask Bob Silverman.

The dean of the Faculty of Arts and Science recently completed photography for "The Doors of Queen's," an eye-catching 22" x 28" poster that highlights colour shots of familiar, and not-so-familiar, entrances to 20 campus buildings.

Proceeds from sales of the posters will be put towards an endowment for the Arts and Science Student Initiatives Fund. The fund provides small grants for students wishing to attend conferences, organize programs, or participate in competitions.

The fund, which gives out about \$25,000 a year, has helped send teams to such events as the World Universities Debating Championships in Scotland, aided in the student production of "The Marriage of Figaro" and supported a Queen's Project for International Development initiative in Guyana.

Arts and Science Development Officer Catherine Purcell got the idea after visiting Yale University, where she saw a "Doors of Yale" poster.

"It seemed to be a good idea; Queen's has great doors," says Dr. Silverman.

He and Ms. Purcell reviewed more than 500 images, both film and digital, in choosing the photos for the Queen's version of the poster.

Dr. Silverman, an avid ama-

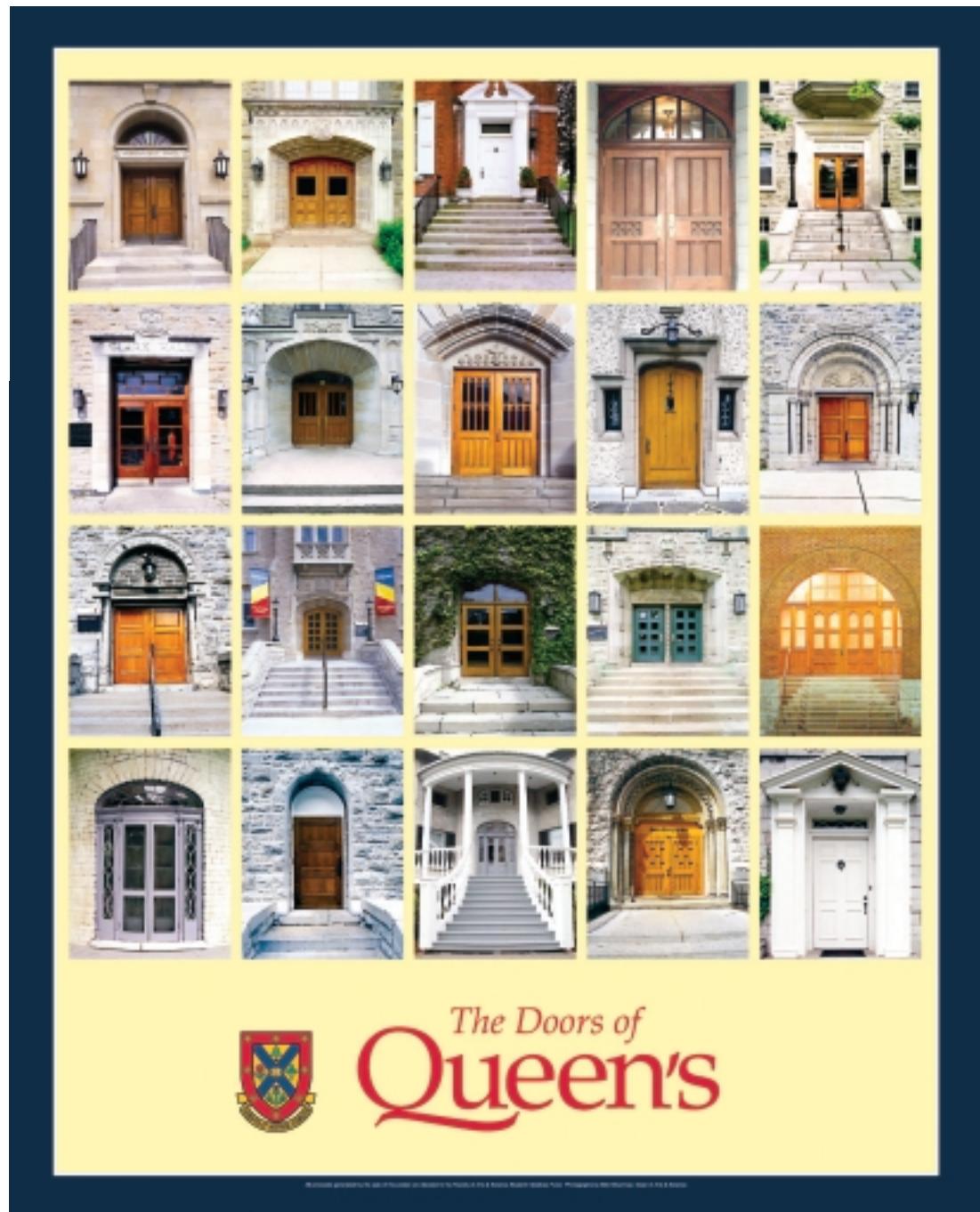
"Queen's has great doors."

Bob Silverman

teur photographer in both formats, shot them all.

"It took me more than a year [to take all the pictures]," he says. "It was subject to limited times: I'd try to take a picture of the doors at Ban Righ, for example, and kids would come walking out. We also had to get the right time of day, the right time of year, and deal with things like shadows, leaves, and snow."

The Doors of Queen's poster is on sale at the Faculty of Arts and Science office, Room F300, Mac-Corry Hall, for \$10, tax included. The first student to correctly identify all the buildings whose doors are pictured will receive a free poster. Guesses can be sent to Catherine Purcell at purcellc@post.queensu.ca.



The new Doors of Queen's poster depicts familiar – and not-so-familiar – portals to some of the campus buildings, new and old. Arts and Science Dean Bob Silverman took the photos.

BULLETIN BOARD

Notices

Ban Righ Centre fundraiser

September in New York City: four days and three nights plus coach transportation, \$449 Cdn. double occupancy or \$629 single. \$200 (\$50 non-refundable) confirms your place. \$249 is due by Aug. 15. Leave at 6 am Thursday, Sept. 4 from the Kingston Centre returning about 8 pm Sunday, Sept. 7. Stay at The Habitat, 130 East 57th St., www.habitatny.com. Make cheques payable to Marion Abell, 4462 Arthur Court Lane, R.R.#1 Inverary K0H 1X0 or drop off at the Ban Righ Centre, 32 Queen's Crescent. For details, call Marion Abell, 613-353-1888 or Karen Knight at 533-2976 or kk9@post.queensu.ca.

Ergonomic assessments

Through the Queen's Ergonomic Consulting Program, the Department of Environmental Health and Safety offers faculty and staff ergonomic consultations, including recommendations to properly arrange your work station and a full report. Assessments are conducted by graduate students qualified in ergonomics and cost \$75. To request an assessment, visit www.safety.queensu.ca/qecp/ergo-consult.htm or call Mary Pople at 533-2999 for more information.

PhD Examinations

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

Monday, July 21

Magdi El-Emam, Civil Engineer-

ing. Behaviour of Reinforced Soil Walls under Earthquake Loading. Supervisor: R.J. Bathurst. 212 Ellis Hall, 1 pm.

Friday, July 25

Brian Brown, Pathology. Developing Methods of Gene Therapy for Hemophilia A. Supervisor: D.P. Lillicrap. 107, Richardson Laboratory, 10 am.

John Mikael Eklund, Electrical and Computer Engineering. Non-linear System Identification and Control Using Fast Orthogonal Search. Supervisor: M.I. Korenberg. 302 Walter Light Hall, 10 am.

Tuesday, July 29

Yingqi Zhang, Electrical and Computer Engineering. New Techniques in PWM and Resonant Converters. Supervisor: P.C. Sen. 302 Walter Light Hall, 10 am.

Tuesday, Aug. 5

Talib Sajad Hussain, Computing. Attribute Grammar Encoding of the Structure and Behaviour of Artificial Neural Networks. Supervisor: R.A. Browse. 401 Stirling Hall, 1 pm.

Tanya Jackson Snicer, Psychology. Comparing an Additive and Interactive Model of Personality. Supervisor: G.C. Fekken. Conference room, Humphrey Hall, 2 pm.

Thursday, Aug. 7

Jianjun Chuai, Mathematics and Statistics. INVARIANT THEORY - Mostly in the Modular Case.

Supervisors: H.E.A. Campbell, D. Wehlau. 521 Jeffery Hall, 9 am.

Friday, Aug. 8

Mohammad Al-Khazim Al-Ghamdi, Physical and Health Education. The Relationship

Among Locomotor Performance Measures in Knee Osteoarthritis: The Effect of Group Exercise in Biomechanical Analysis, Pain and Disability Perception, Functional Outcome, and Energy Cost. Supervisor: S.J. Olney. Conference room, Louise D. Acton, 10 am.

Yi Song, Electrical and Computer Engineering. Multiple-Input Multiple-Output Wireless Communication Systems with Cochannel Interference. Supervisor: S.D. Blostein. 302 Walter Light Hall, 1:30 pm.

Thursday, Aug. 14

Theresa Marie O'Keefe, Political Studies. The Mini-Skirt Brigade: Feminist Identity Construction in the Irish Republican Movement. Supervisor: M. Little. C326 Mackintosh-Corry Hall, 2 pm..

CALENDAR

Art

The Agnes Etherington Art Centre

University Avenue

New exhibition – Connected, Contemporary Art in Kingston, to Oct. 12.

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* 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; *Our Great Adventure: The Group of Seven*, Aug. 10, 2003 to May 9, 2004.

Details: Pat Sullivan or Annabel Hanson, 533-2190. *Point*, a sculpture installation in the front garden of the Swamp Ward Window, 448 Bagot St., by Kathleen Sellars, to Aug. 15. Details: 545-9421.

Events

Thursday, July 17 and Sunday, Aug. 10, 'Highlights' tour of current exhibitions, 1:15 pm, free. Saturday, July 19, Opening reception for *Connected: Contemporary Art in Kingston*, 7 to 9 pm. Monday, July 21 to Friday, July 25 or Monday, July 28 to Friday,

Aug. 1, Cultural Heritage Summer Adventure. Details: 542-2261. www.queensu.ca/ageth/

Union Gallery

July 19 to Aug. 15: (re)configuring fatigue: a folded patchwork of peace and policy, Claire Eckert and Amy Spaulding. Reception takes place Friday, Aug. 1, 5 to 7 pm at Union Gallery, Stauffer Library (first floor). 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

Submission information

To ensure we run your information correctly, Calendar items must appear in this format: date, department, speaker's name and affiliation, title of lecture, place, time, and cost if applicable. Please submit your information in the body of an email message to gazette@post.queensu.ca. The next Gazette deadline is Aug. 11 at noon.