



QUEEN'S GAZETTE

2003 CCAE Gold Medal for best university newspaper



A hospital wake-up call P4

Twinkle, twinkle, little star P3



New chair, new vision

CAROLINE BAILLIE BRINGS FRESH APPROACH TO ENGINEERING EDUCATION

Queen's first chair in engineering education envisions applied science students exploring new ways to develop creativity outside traditional disciplines.

Development studies, psychology, art, theatre and engineering history can all be drawn upon to enhance the student learning experience, Caroline Baillie told the *Queen's Gazette*. Her appointment to the DuPont Canada Chair in Engineering Education, Research and Development was announced jointly by the university and DuPont Canada last month.

Created with a \$2.5-million endowment from DuPont, the new chair is the first of its kind in Canada and is a key component of the Faculty of Applied Science's Integrated Learning initiative. This unique program combines a new learning facility (Integrated Learning Centre), joining engineering theory,

practice and social context in students' day-to-day training.

The new chair holder says her position is unique in its mandate to explore the engineering education process while finding ways to make teachers and students more effective in their respective roles.

"Queen's is very far-sighted in the creation of this position," says Dr. Baillie, a leading materials engineer and internationally renowned expert on higher education. "Before I knew about the work here I was asked what I would ideally like to be doing and where. I said I would go anywhere in the world so long as I could do what I believed in for engineering education. So here I am."

"This is an incredible opportunity to act as a nucleus for change and enhance student learning through the development of educational approaches based on research evidence about the way we build knowledge, and develop skills and creative thinking," she says. "These changes will facilitate the transformation necessary for engineering graduates to realize their potential in a rapidly changing society."

See NEW CHAIR, NEW VISION: Page 2

Three named to Order of Canada

Professors Emeriti Istvan Anhalt (Music) and Ray Price (Geological Sciences) have been elected officers of the Order of Canada and Hugh Segal, a senior fellow in the School of Policy Studies and President of the Institute for Research on Public Policy was appointed as a member.

Her Excellency the Right Honourable Adrienne Clarkson, Governor General of Canada, announced 109 new appointments and 10 promotions within the order earlier this month. The new appointees include seven companions (C.C.), 30 Officers (O.C.) and 71 members (C.M.). The appointments took effect May 8, 2003.

The Order of Canada was established in 1967 to recognize outstanding achievement and

service in various fields of human endeavour and is the country's highest honour for lifetime achievement.

In his continuing distinguished career, Dr Price has made significant contributions to the understanding of Canadian geology, with special reference to the Canadian Cordillera in Alberta and British Columbia. He has also held many positions of leadership serving as Director General of the Geological Survey of Canada from 1982-1987, and Assistant Deputy Minister of the Department of Energy, Mines and Resources (the predecessor of today's Department of Natural Resources) from 1987-1988.

See ORDER OF CANADA: Page 2

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



GOODBYE TO PESTICIDES



CELIA RUSSELL

Equipment operator Bob Twort uses an aerator on Benidickson field. The machine takes weeds and crab grass right out of the soil and the remaining holes let in water and oxygen to the roots of the turf. "The machine breaks up compaction and gives lawns a competitive edge against weeds," he says.

Strengthening Queen's roots naturally

By ANNE KERSHAW

At what point will the dandelion cease to be an eyesore and instead herald a new age of environmental enlightenment?

With more than 100 acres of some of the city's most beautiful grounds to maintain, Queen's groundskeepers are keenly aware of the thorny issue that has become the focus

of public debate in Kingston – an issue that could come to a head next spring, when City Council is expected to consider passing a bylaw severely restricting the cosmetic use of pesticides and herbicides.

The university has been moving in the right direction. For the past couple of years, Queen's has adopted new pest management

techniques that lessen dependence on pesticides.

"In recent years, we've been able to reduce our use by at least 30 or 40 per cent. In the past two years, we haven't used herbicides on any of the lawns at all," says Dave Swinton, assistant grounds manager with Physical Plant Services.

See QUEEN'S ROOTS: Page 2

Queen's open Friday despite widespread blackout

By CELIA RUSSELL

Queen's opened for business Friday despite a major power failure last Thursday that affected most of Ontario and parts of the northeastern United States.

Essential service employees were asked to report to work as usual; other employees were asked to check with department

heads or supervisors to see if they were required to work.

University officials advise that services may continue to be limited in some areas.

Students and community members using Queen's facilities and services were asked to call the specific unit to determine availability.

On-campus, summer-term exams scheduled for Friday took place as planned, but correspondence exams scheduled that day were cancelled.

Monday's exams will proceed as scheduled unless otherwise noted. Students are asked to contact individual departments or check department websites

for further information.

Just after the blackout happened at about 4:12 pm Thursday, senior administrators were in contact with each other to determine the university's response to the power disruption, said Richard Seres, Marketing and Communications director.

See QUEEN'S OPEN FRIDAY: Page 2

Letter

Praise floods in for quick cleanup

Hats off to the Queen's guys and gals who cleaned up after the July 24 downpour. It was quite a day for some of us at Queen's. Water, water, everywhere and not a drop to drink! One amazing happening was recorded on video. See <http://mac.its.queensu.ca/movies/Geyser.html>. (Quick Time v6 using IE as a browser is needed. Those with older computers may have trouble viewing it.)

Three to four feet of water filled a stairwell leading to the Video Multimedia Presentations group of ITServices in Mackintosh-Corry D123. The water broke the bottom pane of glass in an outside door and started the flood of water in the basement of Mackintosh-Corry Hall.

And then, amazingly, the next morning, we all returned to "normal" office space! I'm sure there are many others on campus who experienced this "miracle." I have heard there was also flooding in the John Deutsch Centre, Policy Studies, Ellis, Jeffery, and Chernoff halls.

I'd like to say many thanks to the Queen's custodians, cleaners and those who quickly brought in external people to help clean the offices and remove the water from inside many Queen's buildings. They did a great job under extraordinary circumstances.

I should also add kudos to those who brought up the network as well. They also worked hard to bring the campus back to a working level.

Donna Hamilton
ITServices

Order of Canada

continued from page 1

Born in Budapest, Istvan Anhalt studied with Zoltan Kodaly, Nadia Boulanger and Soulima Stravinsky before emigrating to Canada in 1949, where he continues to be an important figure in the Canadian music scene. Composer (of some 30 works encompassing opera, orchestral, chamber and electronic music) and educator, author and administrator, Dr. Anhalt was head of the Department of Music

from 1971 to 1981.

Former Chief of Staff to the Prime Minister of Canada and Associate Secretary of the Ontario Cabinet, Hugh Segal is one of Canada's best-known public policy expert. He is a regular panelist on many programs, including *The Editors (PBS)* and *Pamela Wallin (CBC Newsworld)* and a columnist for *The Financial Post*.

www.gg.ca

Queen's roots

continued from page 1

By introducing techniques such as aeration and top dressing, grounds staff have gradually strengthened the health of campus lawns by feeding more oxygen and nutrients to their root systems. "This makes our lawns a lot happier and healthier. And when a lawn is healthy, it's able to repel weed growth in a much better fashion," says Mr. Swinton.

These methods have proven especially effective in high traffic areas such as Agnes Benidickson Field, he says. The recreation field, behind Grant Hall, has been a test area for another fresh approach to fighting weeds without chemicals. By adjusting mowing equipment to cut grass a mere inch or inch and a half longer, groundskeepers now nurture a longer turf with a greater natural ability to outperform weeds.

Mr. Swinton says it's clearly time to abandon the shortsighted, blanket spraying approach of the past to managing weeds. But it's also important, he says, to acknowledge the significant price tag attached to new, alternative methods which require an investment in new kinds of equipment and that often involve a more labour-intensive approach. "We are trying to be more judicious in our use. But we aren't in a position to eliminate the use of pesticides altogether."

Currently, groundskeepers resort to pesticides only when considered necessary to save shrubs or maintain high-traffic areas where alternative methods aren't currently practical or cost-efficient. "We are trying to eliminate the cosmetic application of pesticides and bring it back to the level of infestation."

Mr. Swinton gives the example of weed growth on pathways of inter-locking stones where it would be too labour-intensive to attempt to deal with the growth without the use of pesticides.

"We are moving to eliminate the use of pesticides but that's not to say we won't have to sometimes use them as a management tool."

He points out that Queen's groundskeepers are registered and licensed in the use of pesti-

cides and are ultimately more aware when it comes to their use than the average homeowner.

"The same chemicals we use on campus are available at Loblaws and any Joe Blow off the street can buy unlimited quantities with the same strength that we use and without any of the training that we, as a commercial user, are required to undergo."

The inevitable result of these new methods will be more of the yellow blooms long considered a scourge by fastidious lawn and shrub tenders. And some visitors to campus will undoubtedly find it jarring to be confronted with evidence of what has traditionally been viewed as a sign of negligent grounds keeping.

But Mr. Swinton hopes that the much-maligned dandelion will eventually be universally embraced as a sign of a new, more environmentally friendly mindset.

"It's a difficult and sometimes thorny issue because you're never going to please everyone," he says. "People will have to get used to the fact that they are going to see more dandelions in the spring."

"People have to become more aware that the look of the campus may change somewhat and they have to be willing to have their expectations as to what's acceptable challenged. But I think we are on the right path."

Are you a great teacher?

The *Gazette* invites instructors and teaching assistants who won Queen's teaching awards this year to meet Wednesday, Sept. 3 at 2:30 pm outside Stauffer library to take the annual photo.

To ensure that your award listing is up-to-date, please go to www.queensu.ca/idc/teachingawards/internal.html and check the Instructional Development Centre's teaching award directory. For changes or additions, please contact Sandra Murray at the IDC at murray@post.queensu.ca, or ext. 75159.

New chair, new vision

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Dr. Baillie shares DuPont Canada's passion for science and innovation and its vision of environmental sustainability, says Ron Zelonka, Vice-President, Technology and Innovation, DuPont Canada Inc. "Dr. Baillie will make a significant impact on the education of our future engineers."

"Dr. Baillie has an extraordinary list of accomplishments," says Tom Harris, Dean of Applied Science. "She brings to the position a fresh approach to teaching development and engineering education research that fits with Queen's vision and, along with the Integrated Learning initiative, will position Queen's as a leader in engineering education worldwide."

She has held tenured positions in engineering at the University of Sydney (1992-96) and Imperial College in London



Baillie

(1996-2003). For the past three years, she has been seconded from Imperial to be the Deputy Director at the UK Centre for Materials Education, University of Liverpool. She obtained her PhD from the University of Surrey, Department of Materials, in 1991 and her Master of Higher Education at the University of New South Wales in 1995. Dr. Baillie has been awarded over fifteen teaching development and education research grants and has more than 100 publications including 50 journal articles, books and chapters. appsci.queensu.ca/news/2002-2003/baillie/ilc.queensu.ca

Queen's open Friday

continued from page 1

"The university initiated its emergency response plan Thursday night. Officials met again Friday morning and are closely monitoring the situation," he said.

"Queen's University is committed to supporting the province's efforts to decrease overall power usage."

Tom Morrow

With the exception of Brock University in St. Catharines, most universities, particularly those in the Toronto area and western Ontario remained closed Friday, due to continued blackouts.

According to The University of Toronto's website, Provost and acting president Shirley Neuman made the decision to close its three campuses at 6 am Friday, citing continued problems with travel, and an ongoing lack of power at the

Scarborough campus.

In comparison, power returned to Queen's about 11 pm Thursday and continued to be stable through Friday, prompting officials to make the decision to open the university.

"It was decided that, if the university had power by Friday morning, it could open," Mr. Seres said.

"Queen's University is committed to supporting the province's efforts to decrease overall power usage," said Tom Morrow, Associate Vice-Principal, (Operations and Facilities). "As of Friday morning, it has shed 20 per cent of its power load, and the university continues to look for efficiencies."

Correction

A story in the July 14 *Gazette* (New database helps chronicle Queen's athletics history, page 4) contained multiple typographical errors due to a technical problem with an edit-tracking program. The *Gazette* apologizes for the oversight.

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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

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Observatory additions make star sighting more exciting

By OMAR EL AKKAD

Now more than ever, people can get up close and personal with the cosmos at the Queen's Observatory.

Thanks to a \$4,200 Community Foundation Grant, the observatory's telescope will be equipped with a new camera that will transmit the telescope's images to viewers in real-time.

The observatory, jointly operated by the Physics department and the Queen's University Astronomy Research Group, is located on the roof of Ellis Hall

on University Avenue.

Since it opened in the 1960s, the observatory has undergone many changes, including a new telescope, new dome, and even new floor tiles.

There is a time lag in the way the current camera transmits images to an observatory computer, says Judith Irwin, an associate professor of physics who specializes in astronomy and astrophysics.

The new camera will connect to a television in the observatory, allowing onlookers to see

what the telescope operator is seeing – as it happens. It will also cut down on the number of people waiting in line to peer through the telescope during open houses.

The open houses are just one way the observatory, which attracts thousands of visitors every year, is reaching out to undergraduate students, amateur astronomers and the general public, says Dr. Irwin. Recently, the observatory opened its doors to the public for a lunar eclipse viewing. Despite it being a cloudy,

rainy night, 30 people turned up.

Pinned to the walls of the observatory are "false-colour" – digitally enhanced to highlight specific features – images of some of the distant planets, stars and nebulas caught by the telescope. One of the most prized images caught by the telescope is a sequence of images following the path of an asteroid named for a Queen's Physics professor. The telescope images, collected by Dr. Irwin, were the first Martin Duncan had ever seen of the asteroid that bore his name.

Besides the 16-inch telescope, the observatory is also home to several smaller telescopes and an outdoor viewing area, which is surrounded by a covered fence to cut down on light pollution from the rest of campus.

According to Dr. Irwin, the observatory staff will be "easing into" the new school year, making more technical improvements to the telescope and installing the new viewing camera.

For more information on the telescope and open houses, visitobservatory.phy.queensu.ca/



STEPHEN WILD

A Queen's first: Fifteen students from the Kigezi International School of Medicine in Britain (www.kigezi.edu) visited Queen's this month to participate in a human anatomy dissection workshop. Anatomy and Cell Biology is the only department of its kind in Canada to host such an international educational initiative. Kigezi officials told coordinator Stephen Pang that they chose Queen's based on its first-class human anatomy museum and its progressive approach in education in anatomical subjects. Pictured from the left are Susan Tusiime, Karimah Rodney, S. Manhas and Dilnaz Panjwani.

IN BRIEF

Gemini meets solar challenge

Queen's solar vehicle team has brought home an armload of awards from its first competition with a two-seater car.

Not only did Gemini cross the finish line of last month's American Solar Challenge as the first two-seater, it finished seventh overall in the 2,300-km race down Route 66 from Chicago to Claremont, Ca. The total time for the 2300-mile trip was 65 hrs 33 minutes.

The car's batteries and array won the 2003 Electrical Award for design and for best array. A contributing factor to the award for best array was that the car could generate a whopping 1,993 kw, the most power of any car in the 31-team competition. The team also won the award for sportsmanship during the last leg of the race.

Team members are thrilled with the car's performance.

"We've worked so hard on this car," says driver Paul Blizard. "This team has put in so much to make this happen.

When the car crossed the finish line, it was all worth it. The race itself was full of obstacles, but through it all, the team stuck together and didn't give up when faced with adversity."

It was quite a feat to have a totally new design and still be able to keep up with the top five teams, all of which were single-seat cars, after the second stage," says Andrew Mason, project manager.

With the lessons learned at the ASC, the team is confident it will be a strong contender when it competes in the World Solar Challenge in Australia this fall.

www.solarcar.queensu.ca.

Newsmakers take note

Queen's national news broadcast service "videoRoute" will be closed until further notice due to construction at McArthur Hall. Queen's videoRoute is the fiber optic link between Queen's West Campus broadcast studio and major North American broadcast networks.

www.its.queensu.ca/vmp/vidroute.htm

Notice – Senate Review of the Queen's Centre for Knowledge-Based Enterprises



Invitation to Comment

In accordance with Queen's University Senate Policy on "Procedures Governing the Establishment, Reporting and Review of Research Centres, Institutes and Other Entities at Queen's University", the Queen's Centre for Knowledge-Based Enterprises (KBE Centre) will be subject to its five-year review by the Senate in November of 2003.

A Review Committee was recently appointed by the Dean of the School of Business

to review the goals and objectives of the Centre, to make recommendations on the Centre's future, and to communicate its recommendations in a final report to the Senate.

The Review Committee is seeking feedback from the stakeholder community – faculty, students, public and private sector organizations – regarding the KBE Centre's programming, accomplishments and sustainability. Kindly submit written com-

ments to Dr. Sandy Staples, Chair of the KBE Centre Review Committee at [sstaples@business.queensu.ca](mailto:ss Staples@business.queensu.ca) by Friday, September 19th, 2003.

If you require further information on the KBE Centre, please consult the website at www.business.queensu.ca/kbe.

Thank you,

Sandy Staples
Chair, KBE Centre
Review Committee

IN BRIEF

Two appointed to Royal Society



Baird

excellence in their endeavours to enhance Canada's competitiveness on a global basis.

Dr. Baird, whose research focuses on organometallic chemistry, received the Catalysis Award of the Chemical Institute of Canada in 2002 and the Queen's Prize for Excellence in Research in 1998. A Killam Research Fellow (2002-2004) and recipient of the 2002 Queen's Excellence in Research Prize, Dr. Kymlicka is an expert on globalization and multi-ethnic populations.



Kymlicka

will be inducted in a ceremony with 58 other new fellows on Nov. 24, 2003. For a complete list of new fellows and citations, see www.rsc.ca.

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.

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

The infection dilemma

HALF OF HOSPITAL-ACQUIRED INFECTIONS ARE PREVENTABLE, NATIONAL SURVEY SHOWS

By NANCY DORRANCE
News and Media Services

A Queen's-led study – conducted prior to last spring's deadly SARS outbreak in Toronto – shows that as many as 80 per cent of hospitals across Canada fall seriously short in preventing patients from getting hospital infections.

"This is a tragedy and very disturbing. The results clearly show that we need to be doing a lot more to prevent hospital-acquired infections," says Dick Zoutman (Community Health and Epidemiology), Director of Infection Control Services at Kingston General Hospital (KGH) and chair of the Ontario SARS Scientific Advisory Committee. "Our hospitals are not safe enough."

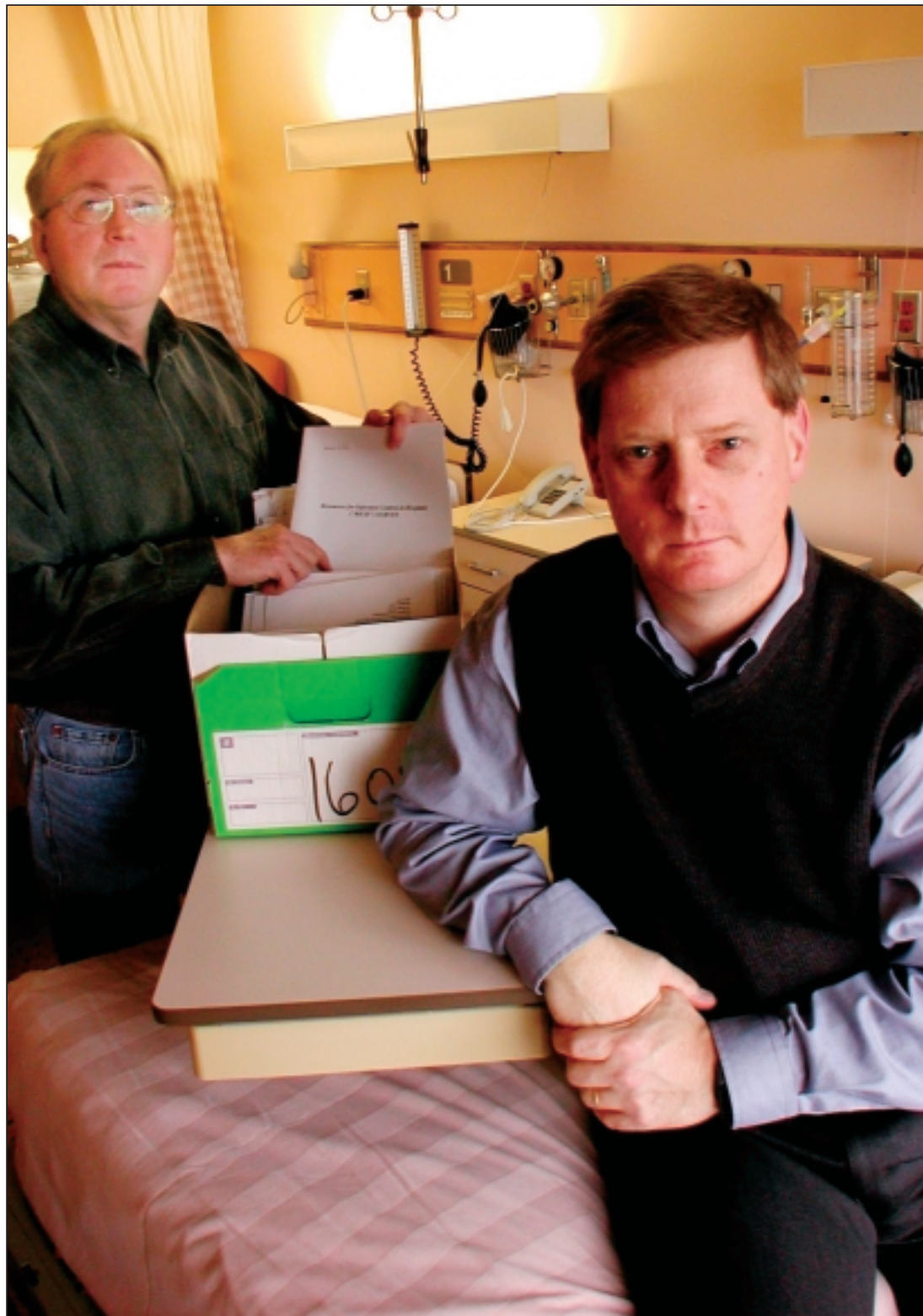
"This is a tragedy and very disturbing."

Dick Zoutman

"SARS put hospital infection control at the top of everyone's radar screen, and showed how vulnerable our hospitals are to the spread of infectious disease – in this case, one with a high mortality rate," Dr. Zoutman says. "While the immediate threat of SARS has lessened, this study should be a wake-up call that other hospital-acquired infections (equally devastating to staff and patients) will continue to plague us unless improved infection control measures are put into place," he says.

Statistics gathered by the Community and Hospital Infection Control Association of Canada, of which Dr. Zoutman is physician director, indicate that about 250,000 patients a year experience infected surgical wounds, blood infections, and antibiotic-resistant organisms while in hospital – and 8,000 of these patients will die. The annual cost of treating patients who acquire such infections is estimated at a minimum of \$1 billion.

The survey, entitled Resources for Infection Control in Hospitals (RICH), was conducted in the fall of 2000 by the Canadian Hospital Epidemiology Committee (CHEC), a group of medical specialists who head infection



STEPHEN WILD

Epidemiologist Dick Zoutman (foreground) and research associate Douglas Ford (Pathology and Molecular Medicine) check responses to a national survey on hospital-acquired infections.

control programs in about 30 hospitals across the country.

Sponsored by Health Canada's Population and Public Health Branch, the survey is published in the current issue of the *American Journal of Infection Control*.

"It's critical that all hospitals have specific human resources, in the form of ICPs (Infection Control Professionals) and support staff, for an effective infec-

tion prevention program," says Dr. Zoutman. Such programs must include surveillance (counting infections), control (interventions to prevent them from occurring), and education components.

Particularly in large, complex teaching hospitals, it is important to have multi-disciplinary professional infection control teams, the report states. Yet, at

40 per cent of Canadian hospitals there is no dedicated infection control physician to lead the program.

"The cost to the system – not just in extra resources and longer waiting lists, but in the misery of patients – is enormous," says Dr. Zoutman. "And in as many as one-third to half the cases, we believe the infections are preventable."

A quantum leap to the brink of stillness

PHYSICIST DETECTS
WORLD'S TINIEST
FORCES

By ANNE KERSHAW

News and Media Services
Capitalizing on recent advances in nanotechnology, Robert Knobel (Physics) has set a new record for measuring the least amount of motion possible in human-made objects.

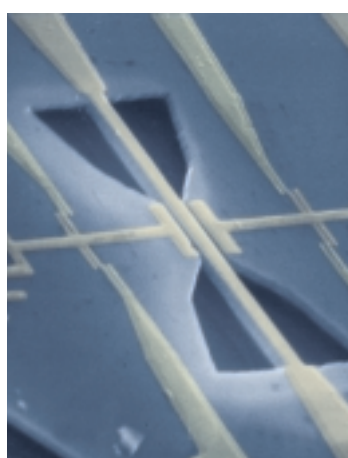
With Andrew Cleland of the University of California, Dr. Knobel designed a device that enables measurement of a vibration to the brink of stillness, or

"zero-point motion."

Their findings were published recently in the international journal *Nature*.

"We have come close to the limit of how little something can move and still be measured," says Dr. Knobel. "We are closer than anyone has ever gotten to directly observing quantum mechanical limits of something actually moving."

A single-electron transistor has enabled Drs. Knobel and Cleland to measure the vibration down to about the size of an atomic nucleus, or one 10-millionth of the width of a human hair. This is about a fac-



Nano-motion measuring device

tor of 10 closer to zero-point motion than anyone has ever reached for motion of a human-made object.

The breakthrough puts the team in the lead in an international race by quantum physicists and others to get to quantum limits. The findings open the door to new possibilities across a number of fields, including medicine, chemistry and electronics. "This may allow more sensitive measurements of forces of any sort including magnetic, biological and even gravitational," says Dr. Knobel. "At some point, we might be able to look at indi-

vidual proteins, their shape and composition and, by measuring the magnetic force from different atoms in a protein, identify what sort of protein it is and how it behaves in a chemical reaction."

Dr. Knobel spent the last three years at the University of California (Santa Barbara) studying the integration of mechanical and electrical structures at the "nanoscale."

He arrived at Queen's this summer to assume a tenure-track position in the Department of Physics, where he will continue his work at the interface between physics and engineering.

Infection control standards, risky child-labour practices and Iranian politics in the news

QUEEN'S IN THE NEWS

Highlights of Queen's experts in the media.

■ July 8 – Aug. 12



Zoutman

A study by **Dick Zoutman** (Community Health and Epidemiology) showing that Canadian hospitals are below standards for preventing infection receives extensive national coverage including *The Globe and Mail*, *National Post*, *Toronto Star*, *Ottawa Citizen*, regional daily newspapers across the country, *CBC Radio* national news, lead item on *CBC TV National News* and *CBC TV's Newsworld* as well as *CBC Syndicated Radio* across the country.

Douglas Reid (Business) comments in the *National Post* about Air Canada's business plan after a federal tribunal ruled that Air Canada engaged in anti-competitive acts on two routes in Atlantic Canada. He also discusses the future of Air Canada in the *Edmonton Journal*

and *Calgary Herald*, specifically whether the discount airline Westjet has expanded too quickly in a weak market.

Pradeep Kumar (Industrial Relations) comments in *The Globe and Mail* about the tentative agreement reached between Canada Post Corp. and its labour union.

Risk expert **Gerald Wilde** (Psychology) comments in *The Globe and Mail* on travelers' fear of flying on Sept. 11 this year.



O'Grady

Shawn O'Grady (Business) is interviewed for a *Globe and Mail* story about effective corporate performance management.

Ken Wong (Business) comments in *The Globe and Mail* about corporate CEOs who take a lead role in their companies' marketing ads.

William Pickett's (Emergency Medicine) research findings about risky child labour practices on farms are featured in the *National Post*. The research is also covered by the *Toronto Star* and is the topic of an editorial in the *Ottawa Citizen*.

Wayne Cox (Political Studies) is interviewed for a *National Post* story about the death of a Canadian journalist in Iran, Iranian politics in the past ten years and Canada's relationship with Iran. He also comments in the *Toronto Star* about Canada recalling its ambassador to Iran.



Lahey

Kathy Lahey (Law) is interviewed by *The Globe and Mail* about the court ruling that makes B.C. the second province to allow same-sex marriages and on *CBC TV's Newsworld* and *CBC Radio International* about the Vatican's campaign against same-sex marriage.

Nick Bala (Law) comments in the *National Post* about the way police and judges handle young offenders under the Youth Criminal Justice Act (YCJA).

The *National Post* features an op-ed by **Douglas Bland** (Defense Management) about foreign

policy crises facing the next federal government due to Canada's crumbling military.

Vince Sacco (Sociology) comments in an *Ottawa Citizen* story about different types of violent crimes in connection with the apparent homicide of a young woman in Ottawa.

Robert Reid (Obstetrics & Gynaecology) comments in a story carried by the *Hamilton Spectator* and *Vancouver Province* on a new study that finds hormone replacement therapy is not safe for postmenopausal women.

Gregory Davies (Obstetrics & Gynaecology) comments in the *Kingston Whig-Standard* and on CJOH TV on his research with **Larry Wolfe** (Physical & Health Education) resulting in new exercise guidelines for pregnant women.

Research by **Robert Knobel** (Physics) that led to the development of a device to measure the least amount of motion possible is covered by the *Ottawa Citizen*, *Montreal Gazette*, *Edmonton Journal*,

Victoria Times-Colonist and *Kingston Whig-Standard*.

Douglas Bland (Policy Studies) comments in *Maclean's* about Canada's foreign policy agenda with respect to the deployment of troops to Afghanistan.



Novakowski

Kent Novakowski (Civil Engineering) discusses a new study he is heading to examine threats to Ontario's ground water systems in the *Kingston Whig-Standard* and on *CBC Radio's Ontario Morning Show*

An interview with **Robert Dalrymple** (Geological Sciences and Geological Engineering) on the environmental sensitivity of tidal flats is broadcast on the *Korean Broadcasting System TV* station.

Arctic research by **John Smol** (Biology) is covered by *CBC Radio's Ontario Morning show* and *CBC on-line*.




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



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www.whatsonkingston.com

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Faculty Appointments

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

- Patti Groome**, CRC Tier 2 in Community Health & Epidemiology (Jul. 1/03)
- Corinne Schroeder**, Oncology (Aug. 1/03)
- Norma MacIntyre**, School of Rehabilitation Therapy (Jul. 1/03)

Principal William Leggett announces

Tom Williams appointed Acting Director of Policy Studies

Tom Williams has been appointed Acting Director of Policy Studies for a one-year period commencing July 1, 2003 during the search for a new director. Dr. Williams holds a BSc and MA from McGill University and a PhD from the University of Michigan. Prior to his appointment at Queen's as Dean of Education in 1977, he taught at the University of Chicago and the University of Toronto. In 1986 he was appointed Vice-Principal (Institutional Relations) and in 1988 Vice-Principal (Operations and University Relations) at Queen's. Since 1995, Dr. Williams has been a professor in Policy Studies, and in Education. In Policy Studies he has previously served as Acting Director and also as Graduate Coordinator. His research interests include school board mergers and leadership development policies in education, and he is actively involved as a mediator. In making this announcement, Principal Leggett thanks Keith Banting for excellent leadership provided during his two terms as director of Policy Studies.

Andrejs Skaburskis appointed Acting Director of Urban and Regional Planning

Andrejs Skaburskis has been appointed Acting Director of Urban and Regional Planning for a one-year period commencing July 1, 2003, while Hok-Lin Leung is on leave. Dr. Skaburskis received his Bachelor of Architecture degree from McGill University in 1966. He worked on the preliminary design of major projects in Canada and the U.S. before returning to school at U.C. Berkeley. He received his PhD in 1975 and started a consulting firm in Vancouver, B.C. that did work for provincial and federal governments. He taught for several terms at University of

California (Berkeley) and in the Business School at University of British Columbia while maintaining his consulting practice. Dr. Skaburskis returned to full-time academics at Queen's in Sept. 1984 and now has published over 50 journal articles, a number of monographs, book chapters, technical papers and one co-edited book. He is now writing a book, *Housing Poverty in Rich Countries*. Dr. Skaburskis has previously served as Acting Director of SURP, served several terms on SCAD, acted as Vice-Chair on David Turpin's enrollment committee, chair of Division V, and has just been appointed Chair of the Senate Budget Review Committee.

Karen Smith re-appointed Head, Physical Medicine and Rehabilitation

Karen Smith has been re-appointed as head of Physical Medicine and Rehabilitation and Chief of Physical Medicine and Rehabilitation at Kingston General Hospital, Hotel Dieu Hospital and Providence Continuing Care Centre for a five-year term from July 1, 2003 to June 30, 2008. These appointments are announced by Principal William Leggett and the respective hospital board chairs, Ian Wilson, Ed Zarichny and Chris Cunningham. After graduating from Queen's in 1982 with her MD, Dr. Smith completed her post-graduate training in medicine at the University of Western Ontario and in physical medicine and rehabilitation at McMaster University. She was appointed to the full-time academic staff in Medicine at McMaster University in 1988, and joined Rehabilitation Medicine at Queen's as an associate professor in 1994. In 1997, she was cross-appointed to Paediatrics. A Fellow of the Royal College of Physicians and Surgeons of Canada and Diplomate of the American Board of Electrodiagnostic Medicine and the American Academy of Physical Medicine and Rehabilitation, Dr. Smith has a special interest in brain and spinal cord injuries and paediatric rehabilitation. She has initiated and developed the Adult Multi-disciplinary Neuromuscular Clinic which services the needs of adults with neuromuscular disease. She has been the Director of the Regional Acquired Brain Injury and Spinal Cord Injury Rehabilitation programs at PCCC St.

Mary's of Lake site. Dr. Smith participates in research in her areas of clinical interest and contributes to many teaching endeavours, including undergraduate and postgraduate health sciences education. She is also part of the teaching faculty of the TIPS Program. She has participated on numerous thesis committees at Queen's and McMaster and she is a member of many community, national and international associations. In her first term as Head of Physical Medicine and Rehabilitation, Dr. Smith expanded the rehabilitation service to Brockville with the development of an in-patient rehabilitation program at the PCCC St. Vincent Hospital Site. She has also fostered the research productivity of the departmental members and added one GFT physiatrist and two adjunct researchers to the staffing complement of the department.

Roger Deeley appointed Director, Cancer Research Institute

Roger Deeley has been appointed Director of the Cancer Research Institute from Aug. 1, 2003 to June 30, 2006. A graduate of Sheffield University in England, Dr. Deeley was recruited from the US National Cancer Institute (USNCI) to Queen's in 1980 as an Associate Professor of Biochemistry. During his 10 years at the US NCI, he established an international reputation in the area of gene regulation and published some of the earliest studies applying genetic engineering techniques to the discovery and characterization of novel genes. He came to Queen's as the recipient of a Medical Research Council Development Award and was subsequently awarded a Terry Fox Team Development Award from the National Cancer Institute of Canada. In 1987, Dr. Deeley was appointed as the first holder of the Joseph F. Stauffer Chair and Director of the Cancer Research Laboratories. Since 1998, Dr. Deeley has also been Director of Research for Cancer Care Ontario. He is currently a professor in Pathology, Biochemistry and Oncology. Dr. Deeley's major research interest lies in understanding how cancer cells become resistant to many chemotherapeutic drugs and he is co-discoverer of a human protein, MRP1, that is capable of pumping a variety of drugs out of both cancer and normal cells.

He has maintained an active, internationally recognized research program that has been funded continuously since his arrival in Canada by the Canadian Institutes for Health Research, the National Cancer Institute of Canada, the Cancer Research Society, the Heart and Stroke Foundation of Ontario and industry. He has extensive experience with research funding agencies and is involved in both provincial and national cancer control research initiatives. Over the course of his career, Dr. Deeley has published more than 150 research papers, reviews and book chapters. He is also co-inventor on a number of patents held by the university related to the discovery of MRP1. In making this announcement, Principal Leggett thanks Joseph Pater for the leadership provided during his term as Acting Director of the Institute.

Staff Appointments

Receptionist/Senior Secretary 2003-41, Alumni Affairs **Debra Allen**

Fourth Class Stationary Engineer 2003-56, Physical Plant Services **William Syroid**

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

Coordinator, Microcomputer Sales 2003-61, Information Technology Services **Keith McWhirter**

Financial Administrative Assistant 2003-62, Pathology and Molecular Medicine **Maria Dickson** (formerly NCIC Clinical Trials)

Crisis Counsellor 2003-65 Health, Counselling and Disability Services **Carole McInnes**

Electro-Mechanical Systems Technologist 2003-69, Integrated Learning Centre **Renée Stephen**

Groundskeeper 2003-70 Physical Plant Services **Brian Locke**

Helper 2003-73, Physical Plant Services **Richard Kish**

Timetable Project Coordinator 2003-78, Office of the University Registrar **Alex Gorman**

Coordinator, Major Research Infrastructure Programs 2003-80 eQUIP Task Force, **Karina Labinaz**

Coordinator, Major Research Infrastructure Programs 2003-81 eQUIP Task Force, **Gail Patricia Wood**

Undergraduate Program Assistant 2003-82, Biochemistry **Haley Everson** (formerly Faculty of Arts and Science)

Other appointment

Psychologist, Program Assistant and Resource Centre, Health, Counselling and Disability Services, **Catherine Leblanc**

Staff vacancies

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

Requisitions for staff replace-

ment, 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, Aug. 26, 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: <http://www.hr.queen-su.ca/>.

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

Office Assistant Pensions & Insurance / Investment Services 2003-122

Minimum Hiring Salary: \$30,072 (Salary Grade 4)
Terms: Full-time continuing

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

Advancement Officer Office of Advancement 2003-123

Minimum Hiring Salary: \$45,969 (Salary Grade 8)
Terms: One-year term
Location: Toronto

Teaching and Research Laboratory Technician (CUPE Local 254), Department of Pharmacology and Toxicology 2003-124

Tentative Hiring Range: \$36,147 - \$44,100 (282 points)
Terms: One-year term (Sept. 1, 2003 until Aug. 31, 2004)

Safety Technician - Hazardous Materials & Industrial Hygiene (CUPE Local 254), Environmental Health & Safety 2003-125

Tentative Hiring Range: \$38,006 - \$46,368 (314 points)
Terms: Full-time continuing

Glass Blower (CUPE Local 254) Department of Chemistry 2003-126

Tentative Hiring Range: \$42,596 - \$51,967 (393 points)
Terms: Full-time continuing



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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/ri_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: 533-6830. No e-mails or telephone inquiries please.

CRC TIER II - Water Quality, Ecosystems, and Human Health, Environmental Studies

This is a joint appointment to Environmental Studies and to a

department related to the primary discipline.

Requirements: training and four years of post-doctoral experience in related disciplines (such as, but not limited to: aquatic ecology; microbiology; environmental toxicology and chemistry; pharmacology and toxicology; water treatment engineering); strong record of interdisciplinary collaborations in areas of research funded by Canada's Natural Sciences and Engineering Research Council (NSERC).

CRCs are open to individuals of any nationality and all qualified candidates are encouraged to apply. However, Canadian Citizens and Permanent Residents will be given priority. In accordance with Queen's guidelines for assigning CRCs, applications from qualified women are particularly encouraged.

Academic staff at Queen's are governed by a collective agreement between Queen's and the Queen's University Faculty Association (www.queensu.ca/qufa/). Send curriculum vitae, statements of current and prospective research interests, and teaching experience or potential, and supporting letters from at least three referees to Dr. P.V. Hodson, School of Environmental Studies, Queen's University, Kingston, ON Canada, K7L 3N6, by Sept. 30, 2003. More information can be found at www.queensu.ca/envst/.

Secretary ICU Research, KGH

This is a one-year renewable contract to start Oct. 1, 2003. **Responsibilities:** provide administrative support to the ICU Research Group through

the office manager.

Requirements: post-secondary education in office/administration and/or minimum 2 years of medical office administrative experience.

Salary: Grade 5 minimum Apply to Jennifer Korol, 76 Stuart St. Angada 4 Room 5-419, Kingston, ON K7L-2V7. Email korolj@kgh.kari.net, fax 613-548-1351

Equipment Technician Centre for Manufacturing of Advanced Ceramics and Nanomaterials (CMACN)

Full-time one-year contract with a possibility of renewal **Major Responsibilities:** operation and maintenance of CMACN laboratories and equipment such as mechanical presses and CNC polishing, grinding and cutting machines; preparation of samples; coordinating, conducting and recording of results. Previous experience in ceramic powder processing and testing in an academic or industrial laboratory is an asset.

Requirements: two or three-year technical diploma in a relevant field; experience considered an asset.

Salary: Grade 5, minimum hiring salary \$31,523 Send resume and names of 3 references by Aug. 26, 2003 to: CMACN, Nicol Hall, Queen's University, Kingston, Ontario K7L 3N6, ceramics@post.queensu.ca, Fax: 613-533-6610

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 T. Anastasiades, Department of Medicine, 2050 Etherington Hall, 533-2971 or lerouxm@post.queensu.ca.

Tuition Support Plan on-line application system available

As of Aug. 18, 2003 eligible employees may apply for the Tuition Support Plan. Specific terms and conditions for eligibility and entitlement apply to each employee group. Human Resources recommends viewing these terms and conditions available on-line prior to using them. Go to www.eservices.its.queensu.ca/staff. For details contact Lisa Latour.

Employee Assistance Program

For off-campus professional counselling call toll free: 1-800-387-4765 (français 1-800-361-5676). This service can be reached 24 hours a day, seven days a week. Further information is available at: www.queensu.ca/eap/

New discount for employees Queen's employees and family members are now eligible to receive 30 per cent off purchases at a local optical store. Preferred corporate discount cards can be picked up at Human Resources in Richardson Hall.

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. 74323

Chuck Vetere – Student Counselling
533-2893 ext. 77978

Anti-Racism Complainant Advisors:

Stephanie Simpson, Coordinator
533-6886

Audrey Kobayashi – Geography,
533-3035

Anti-Heterosexism/Transphobia Complainant Advisors:

Julie Darke, Coordinator
533-6886

Eleanor MacDonald, Politics
533-6631

Coordinator of Dispute Resolution Mechanisms:

Adrienne Clarke
533-6495
directs staff, students and faculty to the appropriate campus resources for assistance.

Sexual Harassment Respondent Advisors:

Paul Banfield – Archives
533-6000 ext. 74460

Mike Stefano – Purchasing
533-6000 ext. 74232

Greg Wanless – Drama
533-6000 ext. 74330

Anti-Racism Respondent Advisor:

Ellie Deir – Education
533-6000 ext. 77673

Internal Dispute Resolution SGPS Student Advisor Program

533-3169

University Grievance Advisors – Students:

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

University Grievance Advisors – Staff:

Jane Baldwin – Surgery
533-6302

Kathy Beers – Student Affairs
533-6944

Bob Burge – IT Services
533-6000 ext. 32447

Sandra Howard-Ferreira (On Leave)
School of Graduate Studies and Research
Gary Racine – Telecommunications
533-3037

Freedom of Information and Privacy Protection

Officer Don Richan 533-2378

Commissioner 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.

BULLETIN BOARD

Notices

Ergonomic assessments

Through the Queen's Ergonomic Assessment Program, the Department of Environmental Health & 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/ergoconsult.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.

Thursday, Aug. 14

David Edward Reed, Physiology. Organization of submucosal reflexes and their modulation by inflammatory mediators. Supervisor: S.J. Vanner. 449 Botterell, 9 am.

Monday, Aug. 18

Christian Leuprecht, Political Studies. Political demography of ethnic violence. Supervisor: W.

Kymlicka. C326 Mackintosh-Corry Hall, 2 pm.

Friday, Aug. 22

Monika Narang-Luthra, Management. An institutional perspective on manufacturer-retailer relationships in the Canadian packaged consumer goods industry. Supervisor: S.J. Arnold. Sutton Room, 403 Goodes Hall, 2:30 pm.



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

Monday, Aug. 25
Farhad Bouzari, Geological Sciences and Geological Engineering. Hypogene and supergene evolution of the Cerro Colorado Porphyry Copper (Molybdenum) Deposit, Northern Chile. Supervisor: A.H. Clark. M100A Miller, 9:30 am.

Simon Joseph Reid, Chemistry. The reactions of allyl palladium (II) and platinum (II) complexes with phenyl, triphenylmethyl and cyclohexyl radicals. Supervisor: M.C. Baird. 517 Chernoff, 9:30 am.

Tuesday, August 26
Aldrich Philip Espanol Dirige, Mining Engineering. Engineering design of paste backfill systems. Supervisor: E.M. De Souza. 221 Goodwin (B), 1 pm.

Andrew Alexander Bowers, Law. Duress, necessity and the

taking of innocent life: special challenges facing English, Canadian and International criminal law. Supervisor: A. Manson. 515 Macdonald, 2 pm.

Wednesday, Aug. 27
Lucinda Anne Fisher, Law. Adolescents entitlement to refuse potentially life saving medical treatment. Supervisor: N. Bala. 300 Macdonald (Moot Court Room), 2:30 pm.

Friday, Aug. 29
Gisia Beydaghyan, Physics. Photonic crystals with glancing angle deposition. Supervisor: K. Robbie. 201 Stirling, 10:30 am.

Surplus items

IT Services (Video and Multimedia Presentations)
 Offers for sale: 5 – 3M Model 8650 LCD(600 x 800) SVGA reso-

lution, SER#: 981220172 – condition poor; 970120688 – condition good; 70422113 – condition fair; 70943492 – condition fair; 961000223 – condition good. 1 – Epson Model ELP-7300 LCD(1024 X 768) XGA resolution, SER# Amm0840230K – condition poor; 5 – CRT(Cathode Ray tube) video/data projectors, varying conditions. All were capable of producing an image when removed from service. 1-Model #: XG-750, PG-6200, GP-3000, PG9200, PG-6000. For information or to view call Doug Richardson at 36571. Submit sealed bids marked "IT Services" to Fran Lanovaz, Purchasing Services by 4 pm on the Monday, Aug. 25. Submit sealed bids marked "IT Services" to Fran Lanovaz, Purchasing Services by 4 pm on Monday, Aug. 25.

Offers for sale: 1 – white 1990 Dodge Ram Van, 50,000 km, am/fm radio. Open bid. The vehicle is in good running order, but requires bodywork. To view, please call Dave Smith at 36570. Submit sealed bids marked "I.T.S." to Patti George, Purchasing Services by 4 pm on Monday, Aug. 25.

Strathy Language Unit
 Offers for sale: 1 – Phillips Dictaphone/Transcriber unit, manufactured in 1991. It uses mini cassette tapes and is in good working order. For information or to view call Linda Garrison at 32152. Submit sealed bids marked "Strathy Language Unit" to Fran Lanovaz, Purchasing Services by 4 pm on Monday, Aug. 25. Please mark bids "Confiden-

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

Volunteers

Queen's School of English seeks volunteers to meet and chat with small groups of students who are here studying English. No experience necessary. One hour per week minimum for 12 weeks. Contact Jen at 9JLD1@post.queensu.ca or 533-6000, ext. 74775.

CALENDAR

Art

The Agnes Etherington Art Centre
 University Avenue
Ongoing exhibitions: Samuel J. Zacks Gallery, This Way Please, signifying landscape to Sept. 7; 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; Connected, contemporary art in Kingston, to Oct. 12; Our Great Adven-

ture: The Group of Seven, 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
Sept. 5 – Arts and Science Orientation Week Sidewalk Sale, University Avenue. Friday, 9 am-5 pm. The Gallery Shop offers ideal merchandise for students, staff and faculty. www.queensu.ca/ageth/

Union Gallery
we are who we are, Eastman & Co: Cameron, Shintaro Yamakawa, James Kim, Sept. 6-30
stauffer.queensu.ca/webugall

Departmental seminar schedules


Biology
www.biology.queensu.ca/seminars/dss.html
Business
www.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
www.qed.econ.queensu.ca/pub/calendar/week.html
Pharmacology/Toxicology
www.meds-ss10.meds.queensu.ca/medicine/pharm/
Physiology
www.meds.queensu.ca/medicine/physiol/physiol.sem.html

Submission information

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

The next *Gazette* deadline is Friday, Aug. 29 at noon.



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