



QUEEN'S GAZETTE

2003 CCAE Gold Medal for best university newspaper

A new release on life p8



Beyond the idolatry p10



Queen's impact on Kingston

UNIVERSITY'S IMPACT ON AREA ECONOMY TOPS \$1 BILLION

By ANNE KERSHAW

The overall economic impact of Queen's on the Kingston area has grown to just over a billion

dollars, says a report by the university's Office of Institutional Research and Planning.

Entitled *Queen's University and the Kingston Area: An Economic Partnership*, the report is an update of information originally published ten years ago. Using a version of an expenditure model developed by the

American Council on Education, the report assesses overall economic impact by first establishing the amount of "direct" economic spending in the Kingston area – an amount that has grown by 79 per cent over the past decade to \$567 million from \$316.6 million.

The \$567 million breaks

down as follows:

- Student spending is estimated at \$207.3 million
- Faculty and staff, after taxes, have approximately \$186.3 million to spend
- Visitors to Queen's are conservatively estimated to spend \$6.4 million locally
- University direct spending

on local goods and services is estimated at \$36.5 million

- The School of Medicine accounts for an additional \$131.4 million in the local community

A standard "economic multiplier" is used to determine the overall impact of spending of

See KINGSTON ECONOMY: Page 2

Queen's Centre committee struck

The Board of Trustees has struck an executive committee to oversee the Queen's Centre project.

The committee, to be chaired by Trustee Andrew Pipe, currently has 14 members. They are trustees George Anderson, Dan Burns, Tom O'Neill, Sheila Murray, Jocelyn Hart, Jeff Chan, George Watson, Heino Lilles, Dean of Arts and Science Bob Silverman and ex officio members University Rector Ahmed Kayssi, Principal Bill Leggett, Vice-Principal (Operations and Finance) Andrew Simpson, and the Queen's Centre project director (to be named). The committee can include up to six more members, who may or may not be trustees. It is expected to also include representation from the board's Finance, Campus Planning and Development and Advancement committees.

Details of the committee membership were presented as an information item at the board meeting last Friday in Wallace Hall.

At their last meeting in May,

the trustees approved that the Queen's Centre initiative be adopted as a university priority and that the Queen's Centre concept as presented at their March meeting be adopted as the basis on which to proceed with further consultation and planning. The centre addresses the university's need for new student life and expanded athletics facilities. It is to be built in several phases over the next 10 years and cost about \$175 million. It is planned for the block bounded by Earl, Division and Clergy streets and University Avenue. It would double the current space of the John Deutsch University Centre and the Physical Education Centre.

The board also plans to establish a management committee to plan and manage the centre's development; and authorized the principal to execute the project under the mandate and guidance of the committees.

(Details on this and other board business will appear in the Oct. 6 *Gazette*, as the board meeting took place after the Sept. 22 *Gazette* had gone to press.)

MEET THE NEW VICE-PRINCIPAL



STEPHEN WILD

Andrew Simpson welcomes the challenges he faces as the university's new vice-principal (operations and finance). For the story, see page 3.

Department teams with TVOntario to tune in to British history

By DAVID PULVER

Controversial views of the liaisons of Queen Elizabeth I, the regime of Oliver Cromwell who ruled as a king, and the building of the British Empire by the enslavement of millions will be offered to Queen's students of British history this term.

In a new program called University Television, TVOntario has teamed with the Department of History to offer an acclaimed documentary series, *A History of Britain*, as supplementary material in second-year British history courses. On five successive Mondays, the public broadcaster will

screen the BBC-produced series, written and hosted by historian Simon Schama.

Other episodes in the series will examine *The British Wars*, in which the English are embroiled in conflicts with the Scots, Irish and Welsh, and *Britannia Incorporated*, which looks at events during the reigns of William III and James II.

Professor Charles Prior, who teaches History 287, *England Under the Tudors and Stuarts*, and History 418, *The English Revolution and its Origins*, says that TVO approached him with the idea of using the five programs this school year, and agreed there would be no cost to the university.

"In the future, they envision University Television to be actual course material," Dr. Prior says. "But by the time they got in touch with me I had made up my syllabus, so the agreement was that the documentaries would be used as supplementary material."

Dr. Prior says that the screen history will enhance the standard texts that are used for the period.

"This period goes back 400

years. Traditionally, it has been taught as a narrative and is very textual. What I'm doing this year is to impress on students the fact that this is a very visual period, incorporating art, architecture, books – there's so much material.

"In the documentaries, Schama uses all of these things to great effect. He doesn't popularize the material, he doesn't dumb it down, but he presents it in such a way that he brings out what's evocative in it.

"I feel strongly that our mission as historians and especially teachers is to communicate the material in a way that is going to encourage students to come back to the field, and this is what Schama does. He has an impeccable background as a historian, and has written very important and controversial books – like the book about Rembrandt that got everybody talking."

In an interview with the BBC, Schama has said that the approach he took in translating history into television was one of storytelling.

"I always thought the stories themselves could deliver the

questions [about events in British history]. No matter how storytelling-like the programs were, there was always a very big, often rather dauntingly scholarly question at the back of them. But we wanted to deliver the questions gently and, if we could, enchantingly. We wanted to seduce people into paying attention."

The one-hour programs will be screened in 517 Watson Hall at 7 pm, on Mondays from Sept. 22 to Oct. 20, followed by an informal discussion. All are welcome.

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Queen's News Centre



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Thanks to a new agreement between the History department and TVOntario, students will get to learn more about Tudor England, including the liaisons of Queen Elizabeth I through a new program called University Television.

IN BRIEF

Senate to vote on space management policy

Senate is set to vote on a comprehensive, university-wide space management policy at its first meeting of the term this Thursday, Sept. 25.

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

Enrolment growth, the double cohort, hiring of new faculty and increased research activity prompted the university to reexamine its space management policies.

For the full report, see www.queensu.ca/secretariat/senate/ACSMapr03.pdf.

Other action items include an Information Systems Security policy, elections to Senate committees, a proposal to change the composition of the Senate Budget Review, Education Equity and Internal Academic Review committees and a proposal to change the terms of reference of the Senate Advisory Research Committee.

In the archives with D.H. Lawrence

Sam Solecki of the University of Toronto will deliver the Annual Archives Lecture entitled, In the Archives with D.H. Lawrence, Jack McClelland, Earle Birney and Al Purdy.

His talk takes place Thursday, Oct. 9 at 3 pm in Policy Studies, room 202.

To reserve a seat, please RSVP by calling 533-2378.

Send in your posters

The second-annual Law School Poster design competition is under way. First prize is \$1,000 in cash provided by Carswell.

The poster will be reproduced and sold to raise money to assist in further redevelopment and refurbishment of Macdonald Hall.

The 2004 poster will be associated with Law School for that year. Designs submitted should seek to incorporate some theme appropriate to law, or the teaching of law and attempt to make some association with the University and/or Kingston.

Beyond that, there is no stipulation as to style or degree of imagination, says organizer Nick Pengelley.

The finished artwork should be approximately 8 inches by 12 inches high. The winning entry will be scanned and enlarged for incorporation in a poster measuring 24 x 36 inches. The 2003 poster can be seen on the Law Library website at qsilver.queensu.ca/law/lederman/

Deadline is Nov. 30, 2003. A decision on the winning entry will be made by a panel of four judges, consisting of the Dean of the Faculty of Law, two faculty members and the president of the Law '04 class. The competition is not open to members of the Faculty of Law, staff of the Law School or the Law Library.

For details, contact Professor Pengelley at 533-2843.

Kingston economy

continued from page 1

just over a billion dollars, about double what it was ten years ago. (An "economic multiplier" measures the total effect on the local economy of the chain reaction triggered by an initial expenditure. While a 2001 study prepared by the Council of Ontario Universities computes an economic multiplier for Queen's of between 2.15 and 2.34, the Queen's report employs a more conservative multiplier of 1.8).

The *Economic Partnership* report prepared by Roger Healey and Kim Akerblom of Institutional Research and Planning, provides detail about university, staff, faculty, student and visitor spending and also how the School of Medicine and the university's Biosciences Complex contribute to local wealth generation.

"The implications for the local economy are quite striking. I expected to see growth but not a doubling of the overall impact number," says Mr. Healey.

The significant increase in spending during the past ten years can be attributed partly to the growth in research and fundraising activity, greater spending related to teaching, and the large amount of building construction in recent years, partly in preparation for the double cohort, he says.

The 26-page report will be posted on the Institutional Research and Planning website at www.queensu.ca/irp and distributed to people and groups in the community expected to have a strong interest in the findings.

"We are often asked for information about the university's impact on the local economy and felt this updated information would be of interest to the Queen's community, the larger Kingston community and particularly those directly involved in economic development for this area," says Mr. Healey.

The study notes that Queen's brings many visitors to Kingston including not only those attending planned events such as conferences, homecoming, reunions, convocations, sporting and cultural events but the friends and families of students. A conservative estimate of visitor spending would be about \$6.4 million, the report says.

It also cites the activities of PARTEQ Innovations, the university's technology transfer arm, which has facilitated the establishment of 19 spin-off companies in the Kingston area employing more than 125 people.

More than \$34 million was spent locally in 2001-2002 on goods and services provided by almost 500 businesses.

The impact of the School of Medicine is seen in the \$64.8 million generated through research activity and the \$66.6

"The implications for the local economy are quite striking. I expected to see growth but not a doubling of the overall impact number."

Roger Healey

million spent on operations – funding received from the Alternative Funding Plan (AFP) through which clinical faculty are paid from a fixed sum received from the Ontario Min-

istry of Health, as opposed to on a traditional fee-for-service basis. (This funding in support of clinical salaries was not included in the 1994 report as it predated the AFP and there was no means of calculating how much OHIP money flowed to clinical services when billing under the fee-for-service system.)

But, the report notes, the economic benefit associated with the School of Medicine is overshadowed by the higher level of specialized health care enjoyed by the community and the region.

"The physician-to-population ratio of the Kingston area is currently more than twice the provincial norm. A larger number of physicians also implies a higher degree of quality and specialization among medical practitioners. The university and the associated teaching hospitals attract physicians interested not only in clinical work but also in research and teaching. Consequently, many specialized and highly advanced treatments and medical procedures are available to local residents."



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New vice-principal welcomes fresh challenges

By KAY LANGMUIR

Most people starting a new job feel a little bit in the dark at first as they go about learning the ropes, but for Queen's new vice-principal (operations and finance), it actually happened.

Just two weeks after native New Zealander Andrew Simpson settled into his Richardson Hall office, the mother of all blackouts hit North America on Aug. 14.

"It was like being thrown in the deep end. Suddenly, it was sink or swim in terms of understanding what different people's roles were," recalls Mr. Simpson, who heads up a large and diverse portfolio that includes financial services, human resources, physical plant, and information technology services, to campus planning and development, parking and security pensions, investments and insurance, internal audit, printing and materials distribution, purchasing and environmental health and safety.

Suddenly there was a flurry of meetings, reports, and conference calls as senior administrators gathered quickly to hammer out a plan of action to deal with a situation that was very difficult.

"I wouldn't want anybody to be thrown in as much as I was so quickly. But if I look back on it, it was a good experience in terms of being able to come quickly up to speed on what happens in a situation like

the one the university experienced. But it was a very steep learning curve."

Now that the crisis has passed, Mr. Simpson is thoroughly enjoying a position he calls "a privilege and an honor" within a university community that has gone out of its way to make him and his family feel at home.

"I've been staggered by the warmth of the welcome I've received from everybody," says the former competitive distance runner whose hobby is playing acoustic guitar.

He says he is fortunate that capable management has handed him a portfolio that "generally speaking is in terrific shape."

"I'm not coming into the position under any pressure to make substantive change."

"The first impression that I have is that, led by the Board [of Trustees] and by the principal, the university has managed its resources very prudently... so that we don't have some of the financial viability issues today that some of our peers have."

But there are areas that by their nature must be continually developed and improved, such as the university's budget model, and the allocation of funds will be reviewed again this year, he says.

There are also areas of ongoing challenge for the university, such as information technology



STEPHEN WILD

Andrew Simpson: Handling the blackout was a good experience in terms of getting up to speed in his new job.

infrastructure, deferred maintenance and impact of government.

The latter is an area of specialty for Mr. Simpson, who was recently appointed by the New Zealand government to a working group responsible for reviewing government funding to the tertiary education sector.

"Having done quite a lot of work on (risk management) in the last two years, I'm looking forward to refining that to the point where we understand the risks that matter most to the university."

Mr. Simpson first worked in Canada for the Toronto accounting firm of Ernst & Young between 1989 and 1991, and decided then it was a good place to raise a family. But he and his wife Sue wanted a smaller centre. Queen's international reputation, and Kingston's size and its proximity to water appealed to them.

"I think we would have found it very difficult to live without having some water nearby."

They have two children, Monica, 8, and Kieran, 6.

IN BRIEF

Open secrets

Former Queen's graduate student Paul Jackson will be on hand for the Kingston premiere of his film *Open Secrets*, Tuesday, Sept. 30 at 7 pm in 1102 Biosciences.

The provocative documentary, by the National Film Board of Canada uncovers a lost chapter in Canadian military history: how the Armed Forces dealt with homosexual behaviour among soldiers, during and after World War II. In the film, a group of veterans break their silence after more than 60 years.

Dr. Jackson developed the original concept and it is based on his book, *Courting Homosexuals in the Military*. He will be on hand for a post-screening discussion. The event is presented by the Department of History.

Korean ambassador to visit

Ki-ho Chang, Korean Ambassador to Canada will speak on Current Developments on the Korean Peninsula, Tuesday, Sept. 23 at 4 pm in 202 Policy Studies. A question-and-answer session will follow. His visit is presented by the Centre for International Relations.

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Adolescent sexual health, the legacy of 9/11 and children's learning styles in the news

QUEEN'S IN THE NEWS

Highlights of Queen's experts in the media

■ Sept. 3-18, 2003

Bruce Tufts (Biology) discusses on *CBC Radio's Ontario Morning* show his research findings that have led to groundbreaking catch-and-release procedures for sports fishing.



Murray

Strategic management expert **Elspeth Murray** (Business) comments in the *Toronto Star* and *Edmonton Journal* about NASA's organizational problems and how

corporations can best initiate change.



Hiebert

Janet Hiebert (Political Studies) comments in *The Globe and Mail* about the possible use of the notwithstanding clause by politicians with regard to same-sex marriage.

Rena Upitis (Education) co-author of a study of attitudes toward learning among 6,675 elementary school children comments in a *Maclean's Magazine* story about how to making learning fun for children.

Evolutionary biologist **Peter Taylor** (Mathematics and Statistics) comments in the *Toronto Star* about the biology behind celebrity-seeking behaviour.



Lyon

A front-page *Ottawa Citizen* story about the legacy of 9/11 cites **David Lyon's** (Sociology) book *Surveillance After September 11*. The article also appears in the *Montreal Gazette*, *The Vancouver Sun* and *Victoria Times Colonist*.



Rose

Jonathan Rose (Political Studies) comments in an *Ottawa Citizen* story about Liberal leader **Dalton McGuinty** refuting the Conservative claim that a Liberal government would increase taxes.



Boyce

William Boyce (Education) discusses in a front-page *National Post* story the results of a national study he co-authored about the sexual health of adolescents. The story is also covered in *The Calgary Sun*, *The Edmonton Sun*, *The Kingston Whig-Standard* and on CTV *News and Current Affairs*.

Howard Smith's (Education) comments about children's different learning styles appear in *The London Free Press*, *Edmonton Journal*, *St. John's Telegram*, and *The Edmonton Sun*.

Barbara Kisilevsky (Nursing) discusses in the *St. Catharines - Niagara Standard* results of her research that found unborn

babies can remember and recognize their mothers' voices.

Art McDonald (Physics) comments in *The Sudbury Star* about the latest measurements from the Sudbury Neutrino Observatory, which confirm the original results that solved the "solar neutrino problem."



Reid

Douglas Reid (Business) comments in an *Ottawa Citizen* story about continued attempts to re-structure Air Canada. The story received extensive coverage, including *The Vancouver Province*, *The Edmonton Journal*, *The Sudbury Star*, *The Calgary Herald* and *The London Free Press*.

Computer store sales translate into tools for special needs

By DAVID PULVER

Students with disabilities will find Queen's a more accommodating testing environment when exam time comes around in December and April – thanks to sophisticated computer speech synthesizers, comfortable seating and other technological advances.

Half-a-dozen projects funded by the university's Technological Sponsorship Fund will ensure that about 300 students are provided with appropriate technology that allows them to take tests

"The fund has enabled corporations to recognize the buying power of the Queen's community and use it to fund technology priorities on campus."

John Dixon

on an equal basis with the rest of the student population.

In July, these projects received just under \$100,000 for adaptive and special-needs technologies. The fund is derived from the volume of sales of computer equipment through the ITServices store on campus, under agreements with IBM, Toshiba and Sun Microsystems.

"Up to now, we just haven't had the facility, computing equipment or right software to accommodate students with disabilities," says Dr. John Dixon, associate vice-principal (Academic) who chaired the committee that reviewed proposals.

"These programs will make a huge difference."

One of this year's projects provides for a dedicated computer lab facility for testing of students with disabilities. The project was designed by the Faculty of Arts and Science and Exams office, in consultation with designers of the other projects, including Steve Cutway, ITServices, Barb Roberts, Disability Services Adviser, and Michelle Chittenden, Library Special Readers Services. The facility will be set up in a temporary location under the supervision of the Registrar's office, and may eventually move to Gordon Hall.

The initiative comprises six-to-eight computers and ergonomically correct work stations, either designed to accommodate a student in a wheelchair or with specially designed chairs for students with physical disabilities.

Two programs that are site-licensed for use at Queen's are JAWS for Windows and Kurzweil 3000. JAWS is a screen reader which makes it possible for visually impaired people to use computers with the help of software speech synthesizers. Kurzweil 3000 is a scanning and reading program that allows printed text to be scanned and read using a computer monitor. It will be used by students with learning disabilities who have reading and comprehension difficulties.

"Between 2001-2002 we had an increase of about 30 per cent in the number of students who were requesting some kind of testing accommodation," says Cynthia Fekken, a psychologist who is associate dean of studies in Arts and Science and one of the project's coordinators. About 75 per cent of the 300 students with disabilities have been identified as requiring special testing accommodations associated with technology."



STEPHEN WILD

Former UN Envoy and Ontario NDP leader Stephen Lewis addressed a packed house recently at Grant Hall on the impact of Sept. 11 and the future of the United Nations. His talk was presented by the Faculty of Law and the AMS Social Issues Commission.

The fine art of finding a place to park

Having a hard time finding a parking spot? You're not alone.

Parking is under pressure at Queen's. Campus construction has displaced some surface parking areas and there are some people parking in lots without permits.

Right now, the university is maintaining a delicate balance between the supply of parking spots and the demand for them. The Parking Office is working hard to rebalance this parking equation with a number of initiatives.

While a number of parking spaces were lost through campus building construction and expansion, new on-street parking was created through a joint parking initiative between the university and the City of Kingston. On-street permit parking is now available on Stuart, Arch and Lower and Upper Albert streets.

To free up more spaces, the Parking Office is focusing on ticketing and towing the increasing number of vehicles parked on campus lots without permits. In addition, more surface parking space is being made available by a temporary suspension on issuing of one-day visitor permits. The Parking Office would remind departments that these one-day permits are intended for visitors or guests to the university. They are not intended for faculty, staff or students; these groups should be directed to the Underground Parking Garage or

encouraged to use the Queen's Shuttle Bus.

To further help meet the parking demands, the university initiated a ride-share program that encourages the reduction of single occupancy vehicles, and therefore frees up more campus parking spaces. There are several benefits to those who register for this program. For more information about the Ride-Share Program, visit www.queensu.ca/pps.

The Parking Office also launched a free shuttle service from the free lots at West Campus to Main Campus. This popular service provides an alternative to people who cannot get a Main Campus parking permit and to those who prefer free parking. This service continues to expand to accommodate an ever-increasing number of users. And for those wishing to incorporate a physical activity component into their workdays, the 20-minute walk from West Campus to Main Campus is ideal. For further information, including a copy of the shuttle schedule, see www.queensu.ca/pps.

The Parking Office will continue to look for solutions to the ongoing pressures on the university's parking. For more information, see the Parking Office's web page at www.queensu.ca/pps, or call ext. 36979.

Contributed by Donna Stover, Parking Manager.



CELIA RUSSELL

Eagle-eyed commuters have probably already spotted the one vacant parking space in this view of Miller Hall parking lot.

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as well as those of selected "source" libraries such as the British Library, CISTI, the National Library of Canada, and the Library of Congress. RACER software enables searching to take place in real time directly within the target catalogue. This means the collection information is up to date to the very minute!

Here at Queen's, our interlibrary loan units have started the first stage of the RACER implementation process. We are currently undergoing extensive system testing and staff training. While we are in this phase of the project there may be a slowdown in our regular service to Queen's patrons. We apologize for this inconvenience but ask you to please bear with us. In future, we are looking forward to a streamlined service that will enhance the efficiency of resource sharing.

RACER is one component of the Ontario Scholar's Portal initiative launched in 2002 by the Ontario Council of University Libraries. The Scholar's Portal project is a cooperative venture, partly funded by the Ontario Innovation Infrastructure and Ontario Universities, to expand access to scholarly resources. More information about the RACER project is available at: www.library.utoronto.ca/scholarportal/vdx/about-racer.html or contact RACER Implementation Coordinator Cory Laverty at ext. 75568, email lavertyc@post.queensu.ca.

Cory Laverty is acting head, Stauffer Library Reference Services.

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VIEWPOINT

VICTOR SNIIECKUS

Chemistry



The many demands of a career in R&D

While it is a given that industrial research and development (R&D) is a field in rapid evolution, what is perhaps less well understood is the nature of this progress and the demands that it places on the university researcher. My focus is on the chemistry student, but the issues may be also applicable to engineering, mathematics (including computer science) and physics graduates.

There is an imperative for us as educators in training graduate students who may enter the highly lucrative- and competitive- field of industrial research. We must provide graduates with an international awareness because they are entering a profession that demands a worldwide perspective.

How do we achieve this?

First, it is crucial that those who train graduate students for industry (more than 80 per cent of chemistry graduates) have a pulse on relevant international R&D. For the chemistry faculty member, lectures, consultantships and collaborations afford insight into the realities of being a researcher in the pharmaceutical industry. These interactions have a spin-off not only in alerting CEOs and research directors (many times the same person in small biotech firms) of the activities in one's own group, but also in relevant research being carried by colleagues. These interactions also serve to raise the international profile of Queen's.

Because of the blitzkrieg motions of the pharmaceutical industry today (closures, mergers, take-overs), the chemistry graduate student focusing on a career must be prepared upon graduation to enter a drastically different environment from that experienced in university. "This is your chance to work hard and discover a reaction or a property of a molecule that has not seen the face of the earth" is the comment I make to my group. Industry expects fresh graduates to ascend a steep learning curve in areas peripheral to their core studies, and to do so under previously unknown pressures. To answer this challenge, graduates must not only produce a fundamental, highly specialized piece of research, but also have broad knowledge of areas at the periphery (of chemistry) so that they are able to jump into them without hesitation. The first project will be unlike any project that they have seen. As well, they must compete with highly trained and motivated students from all over the world for some of the most cutting-edge opportunities in contemporary chemistry. Today's young industrial chemists must be dedicated to hard work, sensitized to cultural differences and prepared to relocate, on average, at least four times during a lifetime. They must simultaneously be ready to grasp, if that is their desire, opportunity to be fast-tracked into management and leadership positions soon after they are hired.

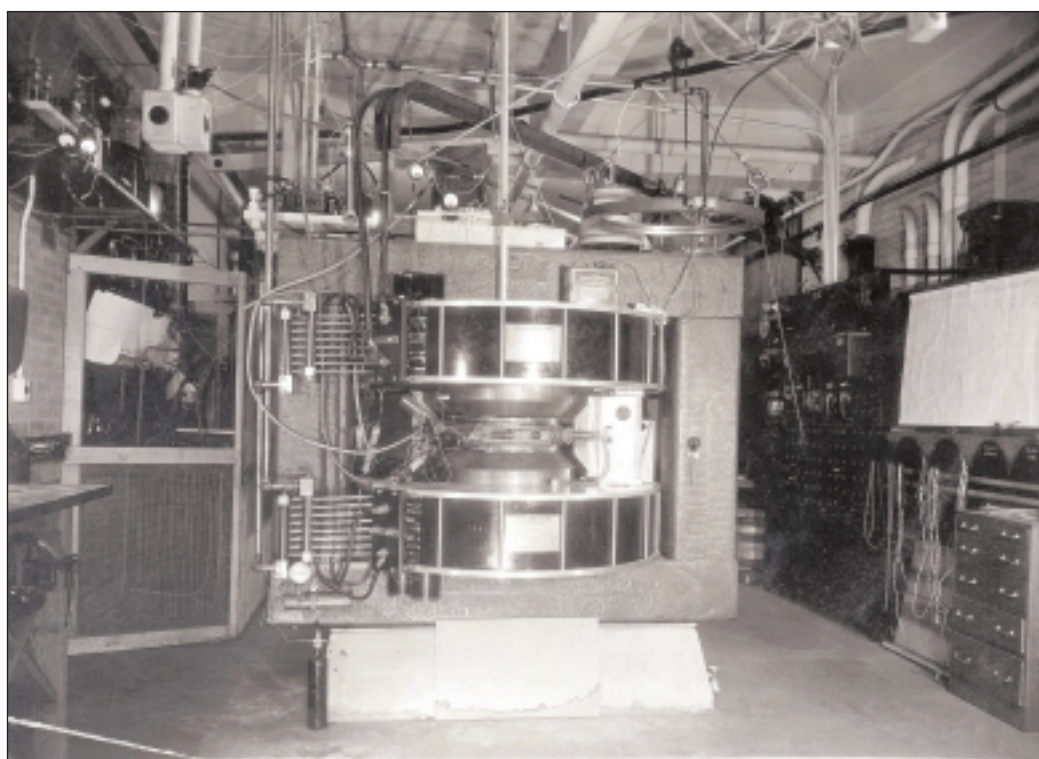
An academic degree is insufficient armor to protect a graduate PhD or MSc from the professional shock to be faced on the first day of work in industry. One of my constant frustrations upon returning from an industrial consultancy - where I see the levels of intensity required to produce the next phase drug candidate or clinical trial compound to pass FDA approval - is to see that our graduates are not fired up to the same degree. An attitudinal shift has to occur soon if our students are to be considered of special calibre to be sought after and hired. The top pharmaceutical industries thrive because they perceptively hire students who have the best factual knowledge, technical skills, critical judgment, and capability for innovation and joy of discovery. The interviewing committee does have a HR person (and sometimes a psychologist) but the hiring decision is based on excellence in science. In the last decade or so, the "with it" factor of being familiar with what is ahead of them and their skills in communication has rightly entered the equation. That is why it is significant that graduates have the opportunity to interact with industrial chemists as early in their training as possible. Yes, pharma does want the best synthetic organic chemist, for example, but also it wants a problem-solver of the first order, a communicator with other, far removed, disciplines (e.g. for organic chemists working with pharmacologists, molecular modelers, biologists), and a "good fit" with the team of researchers is crucial.

By bringing industrial chemists into a department (as we do), giving them an opportunity to present the multifaceted aspects of drug discovery (despite restrictions to relating current research), and taking them for an informal get together, graduate students (and faculty) hear first-hand what it takes to slug it out to bring the next medicinal agent to the market. And how, for example, one mishandled experiment in a Process R & D lab could cost several million dollars (a personal experience of a former student).

While all graduates must be ready to challenge dogma and the perceived wisdom of the past - whether academic or industrial - it is only superior and broad training coupled with a global perspective that will make them fit to survive the brave demands of their chosen profession.

Victor Snieckus is the Alfred Bader Chair in Chemistry.

QUEEN'S FLASHBACK: 19XX



COURTESY OF QUEEN'S UNIVERSITY ARCHIVES

What the heck is it? The folks at Queen's Archives are stumped as to what this lab instrument or piece of machinery is and where it once resided. Any assistance would be greatly appreciated. Email suggestions to gazette@post.queensu.ca.



OPINION

AHMED KAYSSI

Tackling the issue of free speech on campus

In 1835, Joseph Howe spoke for six hours in the Supreme Court of Nova Scotia on liberty and the freedom of the press. His newspaper, the Nova Scotian, had published a letter condemning the colony's ruling magistrate for corruption, and Mr. Howe, as its publisher, was subsequently subjected to a criminal libel trial. Much to the public's delight, his fiery self-defence won him the day, and set the precedent that would one day greatly influence a Canada that had not yet been born.

Since then, generations of liberal and social activists have helped shape this country into a model of human rights and progressive democracy. That is not to say that things are perfect. Only recently have disenfranchised groups like natives, women, and ethnic minorities begun to benefit from the rights and freedoms to which they were long entitled, and much work remains to be done. Compared to the rest of the world, however, Canada is definitely on the right track.

Political correctness is among the most noticeable forms of acceptable contemporary social behaviours. One could argue that it has allowed our increasingly diverse communities to live and work in a welcoming environment, and people can now have a higher expectation not to be harassed or ridiculed for who they are. But political correctness will only remain constructive if we understand and debate its benefits and limitations. One of the challenges, for example, is how

to teach the young not to be violent, sexist, or homophobic if many of the urban artists that they look up to often promote a very different way of life. The danger we face is that political correctness can be reduced to a socially acceptable lingo that is unreflective of one's true attitudes and unhelpful in the creation of the inclusive Canada that we are striving to build.

The danger we face is that political correctness can be reduced to a socially acceptable lingo that is unreflective of one's true attitudes and unhelpful in the creation of the inclusive Canada that we are striving to build.

The solution, then, is not to only preach the values of political correctness, but to debate them. We must let people's concerns and assumptions be voiced, and address those concerns in a constructive manner that invokes the convincing arguments that only recently gave rise to the whole political correctness movement.

And there was certainly a lot of debate on the issue a few years ago. On university campuses especially, calls to limit the freedom of speech in the interest of supporting specific groups were hotly contended. But in an age where the world is more cosmopolitan than ever and our legal rights are being limited under the pretext of national security, the time is ripe for a fresh look at the freedom of speech on campus. We must also examine the guidelines we employ to ensure that we can retain the questioning and inquisitive mission of the university without compromising the rights of everyone to be free of pestering and discrimination.

With that in mind, on Tuesday, Sept. 30 at 7 pm, a panel consisting of professors Ronald Watts, Christine Overall, Geoff Smith, and John Meisel, along with Sarah Hammond, co-editor of the Queen's Journal, will convene in Grant Hall to voice their opinions and discuss the issue. The forum, organized by the Arts and Science Undergraduate Society, is open to all members of the university community and anyone else who wishes to attend. The panel might reiterate views widely accepted on campus, or tackle difficult issues that need to be addressed. Regardless, the discussion promises to be lively, and a testament to the values of democracy and the freedom of expression that we all hold dear. Joseph Howe, for one, would definitely have attended.

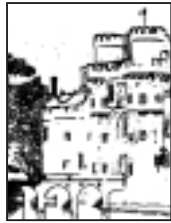
Ahmed "KC" Kayssi is the university rector.

Solid programs, support, put ISC on firm footing

The International Study Centre (ISC) in the fall of 2003 has come a long way since its inception in 1994 towards giving shape and substance to Alfred Bader's early generosity and vision. Already by the fall of 2002, an exquisite location, solid program, distinctive field studies, dedicated staff and faculty, satisfied and often ecstatic students, the academic credibility and steadfast support of Queen's had generated an encouraging platform for the educational identity and financial viability that were clearly essential to the centre's future. Dr. Bader's gift of a further £1 million per year for five years to cover any deficit was the necessary final element that allowed Queen's to put in place an ongoing structure that would immediately allow planning, programming, marketing and recruitment in a still more coherent and effective way than before. A grant from the Helen Bader Foundation added a further capacity to explore longer-term possibilities for the study centre, the castle and the estate.

Over the last several months, much time has been devoted to refining and propagating a vision of the ISC, ever more in line with the original wishes of Dr. Bader, as an intimate, interactive residential community of academic and experiential learning, bringing together students, faculty and staff from a range of cultures, in courses rich in international and interdisciplinary perspectives.

The program has recently seen both additional and replacement courses, with a commitment to a greater global contextualization of classroom and field studies, which nevertheless continue to take maximum advantage of a British and European location. In particular, new courses specific to the ISC – INTS 301, 302, 303 – allow faculty to explore with students pedagogies and connections that take real advantage of the centre's specificity. Courses on global moral issues, world religions, astronomy, Africa, cultural identity, international public



DAVID BEVAN

Notes From Herstonceux

law, have moved in the same direction.

A further modification is a greater emphasis on generic skills, again taking advantage of the small classes typical at the ISC, where highly personalized attention allows the potential for real development in that area. Courses on critical thinking and effective writing are to be cited here.

Finally, in this rapid overview of programmatic directions that now are at the point of consolidation, there is perhaps the most vital part of program delivery at the ISC: field studies. Such experiential learning has been in place since the beginning of the centre, but has been somewhat eroded in the last while. A new structure, put forward in a recent review of student services, is designed to re-energize field studies and re-establish its academic primacy. Christian Lloyd, an academic assistant to the executive director, has taken responsibility for overseeing field studies and ensuring its continuous promotion as a pedagogical imperative, which necessitates understanding of how to integrate it effectively into teaching, learning and evaluation.

Marketing the above, with a view to recruiting the size and diversity of student body, which will guarantee future stability and educational quality of the institution, has also been given significant attention over the past months, but much remains to be done.

In other news, it has been a long, hot summer at the castle. Record-setting temperatures of

up to 40 degrees have scorched the grass, advanced perceptibly the turn of the seasons and tested the tenacity and will of every living thing to survive. Other record-setting challenges include a 40-per-cent increase in enrolment compared with fall, 2002. This has meant logistical anxiety in many areas, as managers devise responses to protect certain-to-be-strained personnel and space resources. Re-thinking and re-organization of the timetable, catering, accommodation, computer and study space, transport arrangements, pastoral services etc. have all been undertaken by a wonderful staff, in the buzz of anticipation that heralded the first fully-enrolled year in the ISC's history!

On Sept. 5, under magically clear blue skies, to an estate gently refreshed the previous evening by the softest of welcoming rains, they arrived. Stepping off the buses in numbers never seen before, excited and curious about every new discovery at 'their' castle, as always seemingly unaffected by journeys of anything from seven to 37 hours... some 200 students from North America, Asia, Eastern Europe, Mexico, from 15 universities and an exhilarating variety of cultural backgrounds – immediately engaged and engaging. Moving easily through orientation, with only the inevitable flickers of home-sickness, to the first classes, and an equally enthusiastic faculty reporting extremely positively on initial encounters, whether in course or on excursions.

I am happy, therefore, to report that, at least today, the ISC is alive and well – and full! – and living in England, from where it embraces the world. To students reading this who are contemplating enriching their studies with an overseas experience, consider the castle – it is unique!

David Bevan is Executive Director of the International Study Centre.
www.queensu.ca/isc

UNIVERSITY ROUNDUP



Minimum grade required

An age-old debate within university circles over whether sports scholarships should be awarded solely on athletic ability or include a minimum academic standard has abated for now. Canadian Interuniversity Sport, the national government body for intercollegiate athletics, has approved a new rule for September 2004 requiring that student athletes achieve a minimum 65 per cent average to qualify for athletic scholarships. Previously, athletes' eligibility depended on them being "in good standing."

University Affairs (Aug/Sept)

Advancing 'skills of freedom'

"Students themselves are also beginning to recognize that there is a need for a renewed focus within the curriculum on issues of ethics and responsible citizenship. What has been encouraging for me is the growing awareness that professional courses are desperately in need of grounding in ethics and values, in the skills of 'freedom'."

Former United Nations Human Rights Commissioner Mary Robinson speaks at the recent Association of Commonwealth Universities (ACU) conference at Queen's University in Belfast about the need to prepare students for the ethical challenges that go with being responsible citizens in a global world where technology and market forces are being so strongly felt.

The Times Higher Education Supplement (Sept. 5)

Reducing drinking on campus

A recent study by the Harvard School of Public Health finds a link between low prices, frequent promotions and advertising on college campuses and volume of alcohol consumption of students. "The availability of large volumes of alcohol (24- and 30-can cases of beer, kegs, party balls), low sale prices, and frequent promotions and advertisements at both on- and off-premise establishments were associated with higher binge drinking rates on the college campuses," the study notes. It recommends the regulation of marketing practices such as sale prices, promotions and advertisements as strategies for reducing binge drinking.

Harvard School of Public Health website

Unfettered views on free trade

"Free trade is, after all, a quest for money rather than enlightenment, which surrenders our own national interests," says Kader Asmal, South Africa's education minister.

"Globalization has some negative aspects that can seriously threaten academics. We have to remain vigilant to ensure increased trade in higher education does not undermine national efforts to transform higher education," says Robert Giroux, president of the Association of Universities and Colleges of Canada.

Education leaders comment at the ACU conference about the threat to universities posed by unfettered trade in higher education under the General Agreement on Trade in Services (Gats).

The Times Higher Education Supplement (Sept. 5)

Recruit Aboriginal athletes

The University of Saskatchewan is being advised to recruit more Aboriginal athletes by offering athletic scholarships earmarked for Aboriginal students. The university's Special Adviser to the President on Aboriginal initiatives says that despite a "huge untapped athletic talent pool" in the Aboriginal community, these athletes "don't seem to be making their way into university athletics." These scholarships would be a way to make a university education more accessible to some young people who couldn't otherwise afford it, says special adviser George Lafond.

University of Saskatchewan's On Campus News (Sept. 5)

Classroom of "customers"?

"I always cringe when I hear students spoken of as the "customers" of higher education... A better model is to think of our students as our 'works in progress,' being finished through a partnership of the student and the teachers. Our final product is our graduates, and our real customers are the advanced programs that admit our graduates and the employers who hire our graduates."

Woodard R. Springstube, associate professor of Business at Concordia University in Austin, Texas weighs in on a student-versus-customer debate being addressed in a column in University Business magazine.

University Business (July)



COURTESY OF THE ISC

New students enjoy an orientation session at the International Study Centre.

Compiled by Anne Kershaw



Bruce Tufts (Biology) studies the impact of tournaments on fresh water fish.

STEPHEN WILD

Freeing fish from stress

NEW, SAFER "CATCH AND RELEASE" PROCEDURES LAUNCHED AT NATIONAL TOURNAMENT

By NANCY DORRANCE
News and Media Services

New research findings from fish physiologist Bruce Tufts are revolutionizing one of North America's fastest-growing recreational industries: sport-fishing tournaments.

As a result of these studies, leaders in the industry have initiated groundbreaking changes to their procedures so that more fish will survive – and be in better physiological condition – following angling tournaments.

Over the past several decades sport fishing tournaments have moved toward the practice of releasing fish, alive and unharmed, at the end of each event. But until now there has been little scientific evidence for designing the most effective live-release procedures. With funding from Shimano Canada Ltd. and a Natural Sciences and Engineering Research Council (NSERC) Collaborative Research and Development grant, Dr. Tufts and his Queen's team have discovered new ways to improve handling procedures for fish at tournaments, which will set key benchmarks in this area.

Based on Dr. Tufts' research, Shimano launched new changes in their live-release procedures earlier this month at what is considered the Stanley Cup of the tournament circuit – the Canadian Fishing Tour Classic in Barrie, Ontario.

"There's a growing awareness in fisheries management that people can enjoy the sport in a way that is ecologically responsible," says Dr. Tufts. "In our lab at Queen's we are working with important fresh water species, such as bass and walleye, to determine the physiological impact of catch and release fishing, and devise ways to ensure survival of the maximum number of fish."

Experiments conducted by

Dr. Tufts' research group have identified that the weigh-in process at the end of these events is one of the most critical times for fish caught by tournament anglers. Throughout the traditional weigh-in procedure, potential dangers to fish arise from their confinement in water-filled bags while waiting to be weighed, as well as their exposure to air during the actual weigh-in.

The Queen's research shows that fish kept in water during the weigh-in process are in much better physiological condition and should be able to resume their normal physical activities much more quickly after they have been released.

"It's encouraging to see a commercial leader in this area seeking solid scientific information to guide their procedures for releasing fish in the best possible condition," says Dr. Tufts. "As researchers, we hope the benefits from this partnership will spread throughout the fishing industry in North America."

New catch-and-release procedures

- Fish are transferred immediately from containment bags to a weigh-in basket, submersed in well-aerated water to ensure proper oxygenation while waiting to be weighed.
- Oxygen levels and water temperature in all holding tanks, as well as live-release boats, are continuously monitored.
- Fish are now weighed while submersed in oxygenated water, without exposure to air.

These Discovery@Queen's pages highlighting Queen's research news and developments are electronically distributed to our major research funding agencies and others who request them.

**NEWS
and
MEDIA
SERVICES**

To inform News and Media Services of your latest research findings or upcoming journal publications, call News and Media Services Coordinator Nancy Marrello, 533-3227, or News and Media Services Writer Nancy Dorrance, 533-2869.

Province grants \$1.2 million to cancer researchers

By NANCY DORRANCE
News and Media Services

Two Queen's scientists will receive more than \$1.2 million from the Ontario Cancer Research Network (OCRN) to support their cancer research projects.

William MacKillop (Community Health & Epidemiology) has been awarded \$845,000 to investigate how well cancer research translates into practical treatments for patients, while Harriet Feilotter (Pathology and Molecular Medicine) will use her \$360,000 grant to identify molecular markers or characteristics that can be used to recognize aggressive cancer tumours.

"Clinical trials have demonstrated that radiotherapy, combined with chemotherapy, is the most effective treatment for certain locally advanced cancers arising in the lungs, and the head and neck regions," says Dr. MacKillop. "This project will determine whether these findings are routinely applied in the treatment of patients in Ontario today."

The findings will help in devising strategies to ensure that research discoveries benefit the maximum number of patients in the future, he adds. It will also demonstrate the feasibility of using electronic data to audit the use of complex

combinations of treatment in the general population of Ontario.

Dr. Feilotter's work focuses on follicular lymphoma (FL), a cancer commonly found in North American adults.

"Some FLs will transform into an aggressive, rapidly fatal form, and patients with these tumours would likely benefit from early initiation of aggressive treatment," she says.

Her project combines molecular studies with clinical and pathological information to identify characteristics that will predict the behaviour of individual tumours. The long-term goal is to develop a new diagnostic tool that can be used in a

clinical setting for early identification of patients with potentially aggressive tumours. This approach would be applicable to other forms of cancer as well, says Dr. Feilotter.

A not-for-profit organization, the OCRN was launched in November, 2001, by the provincial government and will have distributed \$100 million in research funding by 2005. The program focuses on "translational" research – taking promising ideas from the laboratory, developing them into new treatment approaches, and then testing the new approaches to see how well they work.

National study has good and bad news about teen sexual health

By NANCY DORRANCE
News and Media Services

A national survey of adolescent sexual health, coordinated through Queen's Social Program Evaluation Group (SPEG), yields mixed findings about the sexual practices and attitudes of Canadian teenagers.

Although fewer teens are engaging in risky sexual behav-

our today, a "significant proportion" are at risk of HIV and other sexually transmitted infections, as well as pregnancy, the researchers state.

"The study provides a meaningful portrait of the sexual health choices being made by today's teenager," says SPEG director William Boyce. "There are some encouraging as well as

worrisome findings that should be examined by policy makers and program managers. The depth and context provided by this survey give us a clearer understanding of what is happening in the lives of young people."

The study surveyed more than 11,000 youth across Canada in Grades 7, 9 and 11 about their knowledge, attitudes, behaviours, and other factors that influence sexual health. Funded by Health Canada under the Canadian Strategy on HIV/AIDS, the voluntary survey was administered by the Council of Ministers of Education, Canada (CMEC) to students through their schools.

The first of its kind since the landmark 1989 *Canada Youth and AIDS Study (CYAS)*, the current study delves more deeply into the reasons why young people become sexually active. A key aspect of it is its correlation of behaviours with specific sociological factors such as relationships with parents and engagement with the school.

The study was conducted by researchers from Queen's, Acadia, Laval and the University of Alberta. For more details, and a copy of the report, see the CMEC website at www.cmec.ca/releases/index.en.stm



LORINDA PETERSON

New students enjoy an orientation session at the International Study Centre.

IN BRIEF

Reid wins President's Award

Robert Reid (Obstetrics and Gynaecology) was recently recognized by the Society of Obstetricians and Gynaecologists of Canada's with one of its most prestigious honours, the President's Award.

The SOGC President's award is given to a Canadian, in recognition of his or her exceptional performance and department regarding women's health. Dr. Reid was honoured for his career-long commitment to women's health along with his leadership role in medicine.

NSERC holds faculty information session

NSERC staff and Grant Selection Committee members will give a presentation on NSERC News Preparation of a Discovery Grant Application.

It takes place this Wednesday, Sept. 24 from 9 to 11 am in 202 Policy Studies and will cover all NSERC disciplines. For details, contact the Office of Research Services at ext. 36081. All are welcome to attend.

Key findings from adolescent study

- More boys postponed their first experience with sexual intercourse in 2002 than in 1989.
- The proportion of youth reporting that they have had multiple sexual partners also declined between the two surveys.
- Some teen attitudes may lead to more risk-taking. For example, one-third of girls and one-half of boys either agree, or strongly agree, that it is "all right to have casual sex."
- Six per cent of Grade 9 girls and eight per cent of Grade 11 girls reported that they had been pregnant.
- Knowledge about sexual health has declined somewhat since 1989. For example, one-half of Grade 9 students do not know that AIDS is fatal.

Salmon carry PCBs, new study finds

By NANCY DORRANCE
News and Media Services

Migrating salmon are dumping industrial pollutants in Alaska's lakes, says Queen's biologist John Smol, a member of the international research team that discovered this phenomenon.

Their findings from analysis of eight Alaska lakes show an increase of up to seven times the level of polychlorinated biphenyls (PCBs) in the lakes' sediment, deposited by sockeye salmon after they spawn and die.

Led by scientists from the University of Ottawa, the team also includes Irene Gregory-Eaves, who received her PhD from Queen's while working with the Paleoecological Environmental Assessment and Research Lab (PEARL), as well

as researchers from the Department of Fisheries and Oceans, and the University of Alaska. The results were reported last week in the journal *Nature*.

"This is another example of how we should be prepared for surprises when it comes to environmental issues," says Dr. Smol. "We tend to think of contaminants being deposited out of a pipe or from a smoke stack. But this study shows that contaminant can also move 'up hill', from the ocean, back into rivers, lakes and land."

Salmon in the North Pacific accumulate PCBs in their fat stores as they bulk up for their journey upstream, and the pollutants could find their way into the food chain, the study notes. PCBs are released into the atmosphere and oceans by

industries such as waste incineration, and in humans have been related to cancer, reproductive defects and damage to the nervous system.

The researchers speculate that the fish may be the chief culprits in the pollution of Alaska's fresh water with PCBs. They suggest that the contamination of spawning grounds by returning salmon may pose a risk to their hatchlings, and could even threaten some Alaskan salmon populations.

"This shows how long-term environmental methods, such as lake sediment analyses, can provide information that is not readily apparently using more typical monitoring techniques," says Dr. Smol. "Lake sediments retain an archive of our environmental sins. It is an impor-



CALIFORNIA INLAND FISHERIES FOUNDATION, INC.

tant record, and we should listen to it closely."

Funding support for the research came from the Natural

Sciences and Engineering Research Council (NSERC) and the Department of Fisheries and Oceans.

Kyser and Murty win Queen's Prizes for Excellence in Research



Kyser

Murty

A geologist who established the university's isotope laboratory and an expert in algebraic and analytic number theory are the 2003 winners of Queen's Prizes

for Excellence in Research.

Kurt Kyser (Geological Sciences and Geological Engineering) and Ram Murty (Mathematics and Statistics) will receive their awards at fall Convocation ceremonies Oct. 30. The Queen's Advisory Research Committee selected them for the honour.

"We are delighted to celebrate the outstanding contributions of these two distinguished colleagues with the university's top research prize," says Vice-Principal (Research) Kerry

Rowe. "They exemplify the impressive range of research being pursued at Queen's, from abstract number theory to knowledge buried in the Earth's sedimentary record. We are fortunate to count these leading researchers among our faculty, and I hope that the community will take advantage of the opportunity to learn more about their research at the public lectures that they will deliver later this fall."

A Steacie Fellowship winner, Dr. Kyser has made significant

contributions to our understanding of the evolution of the planet. In addition to his studies on the geo-chemical evolution of the deep Earth, his research has also shed light on interactions among the geosphere and biosphere, and how the oceans have evolved through time.

Dr. Murty, a Queen's Research Chair, has solved several complex problems in the area of number theory. Over the years, his work has been recognized with the awarding of Stea-

cie and Killam Fellowships as well as the Coxeter-James and Jeffrey-Williams Lectureships, the two most prestigious honours conferred by the Canadian Mathematical Society.

The Queen's community is invited to attend the convocation, beginning at 2 pm Thursday Oct. 30 in Grant Hall. Details of the award-winners' public lectures will be announced in the *Gazette* and on the Queen's News Centre web site.

www.queensu.ca/newscentre

Canadian Idol: a bit of an oxymoron?

Canadian Idol has been the talk around water coolers and in chat rooms for the past couple of months. In what was essentially another reality television show, talent from across the country was showcased and a fierce competition for the sought-after title was played out. To help understand the Idol phenomenon and how it has captivated mass audiences in many countries around the world, the Queen's Gazette posed the following questions to Karen Pegley, professor of music and popular culture expert.

G: What is it about Idol shows that have made them a phenomenon in Britain, the United States and Canada?

KP: The *Idol* series is part of the "reality television" genre that is so popular that a new cable television network devoted solely to reality television programs (news, celebrities and fans) has been launched. These shows are flooding our televisions because the networks have discovered how to produce inexpensive programming with wide appeal.

But the Canadian/American *Idol* shows, based on the British *Show Pop Idol*, is a phenomenon in more countries than just these three: there are now *Idol* shows in 12 countries, including Australia, Norway, France, Germany, Iceland, Finland, and others. Many markets are eager for this type of programming because it is produced cheaply and offers a domestic alternative to syndicated American shows (*Friends*, *ER*, etc.). These American programs are now in wide international distribution because they often are sold (and undersold) to countries more cheaply than it costs those countries to produce that type of programming at home. (This is often the case here in Canada). So the *Idol* show serves several economic purposes in smaller markets and so is advertised heavily to get audiences enthusiastic about these domestic offerings.

G: Why did so many people watch Canadian Idol?

KP: In North America, where



KAREN PEGLEY

Q&A

we are deluged with pre-packaged brands and images, the *Idol* series intentionally is presented to viewers as a break from that trend, a show where ordinary folks – untainted, not cynical – can achieve celebrity status and we as audiences can participate – and ultimately determine – that process. To reinforce this and strengthen the base in reality, they even include programs that feature the worst of the competitors. In Canada, audience involvement is even more relished as we are less accustomed to seeing ourselves as celebrities let alone creating one (indeed, *Canadian Idol* is a bit of an oxymoron for we have such a complex relationship with celebrity status here).

It's also important to note the extent to which these performers are connected with particular places, like Calgary or Halifax/Dartmouth. As other Canadian polls have demonstrated, Canadians tend to vote for their hometown favorite. But it's more than that: people in these areas are cheering both for their hometown kids and for their own communities that temporarily are placed in the media limelight. Billy Klippert even stated that he wished he could have won the competition "for Calgary." This connection with particular Canadian locales – a strategy that was in place from the outset – strengthened viewer identification significantly, increasing audience ratings.

We should also take into account how much promotion has gone into the show. *Canadian Idol* was advertised long before it aired, the push starting at the conclusion of *American Idol*. It has been hyped a lot on CTV within station trailers and on its own entertainment shows like *eTalk*. (It works well for them to advertise shows on their own station.) It's difficult

to escape images of *Idol* – including the performers, judges and the host – whenever you turn on CTV.

G: How did the choice of music influence the success of the show?

KP: Viewers of the show know that *Idol* draws upon MOR (middle-of-the-road) music and features songs that appeal, or are least inoffensive, to the widest audience base hoping that the audience will both watch the show and buy the merchandise. Take for example

It's interesting that many Canadians praise our multicultural policies and see them as important Canadian identity markers, yet no one seems to notice or critique the absence of musico-cultural diversity here.

the selections on the *Canadian Idol* Greatest Moments CD, which features mostly adult contemporary and pop songs like Dan Hill's "Sometimes When We Touch," Billy Joel's "Just the Way You Are" and Whitney Houston's "I Will Always Love You." This strategy has worked: the CD was targeted to a wide age demographic and debuted at number five on the Canadian charts.

I haven't seen any reference to the fact that this music is largely of Euro-North American descent. It is clear that hip-hop music of African-Canadians and African-Americans, and music of the African diaspora generally (other than R&B songs which have been assimilated within the pop top 40) has no place here. It's interesting that many Canadians praise our multicultural policies and see them as important Canadian identity markers, yet no one seems to notice or critique the absence of musico-cultural diversity here.

G: What role did the choice of songs play in determining the success individual idols?

KP: Again, it's a question of not straying too far from the middle. In the final round of the last three contestants on Sept. 8, the performers chose songs by their own personal idols. Gary chose Stevie Wonder's ballad "Overjoyed"; Ryan chose Billy Joel's slightly edgier "Movin' Out"; and the alternative rocker Billy opted for the Stone Temple Pilots' song "Plush" which easily could have, and likely did, alienate many voters. I believe this song showed Billy at his most comfortable and his musical best. Unfortunately, it probably was an unwise decision for this mainstream competition.

G: What part did image play in determining winners?

KP: This is a delicate area, for artists must demonstrate that they have a unique style without being too unusual: strive for inventiveness, but with limitations. Winner Ryan Malcolm, as many have noted already, is reminiscent of Elvis Costello, (stylistically quirky, fun) but with a traditional and inoffensive musical repertoire. Unique (but not bizarre) talent with a wide appeal was the winning formula.

G: Have these idols become commodities and if so, how was this achieved?

KP: To be eligible contestants, *Canadian Idol* participants signed away the rights to their recording contract: BMG Music has the first option to sign any of these artists up to two months following the show. The two finalists on *American Idol*, Clay and Ruben, had recordings released quickly after the show to capitalize on the contest's momentum. (They were released simultaneously in an attempt to create yet *another* competition.) It's likely that the artists signed from this competition will have quick releases also. Billy and Ryan have reportedly been working on producing a CD together and it's likely that someone will pick them up. Of course, it's the second release that's more significant for the artist's longevity.



www.ctv.ca

Choosing songs of wide appeal helped Kingstonian Ryan Malcolm achieve *Idol* success.

IN BRIEF

Pondering post-graduate work?

Wondering about options after graduation? The annual Professional Schools Fair takes place in Grant Hall on Wednesday, Sept. 24, 11 am to 2 pm.

More than 35 schools and colleges representing a range of post-degree programs will take part.

For students interested in teacher education there will be a strong representation from Ontario faculties of education, as well as from overseas institutions.

For a list of participating institutions, see the Career Services web site at www.careers.queensu.ca.

New program helps immigrants become teachers in Ontario

Queen's and its partners have launched an innovative program designed to help immigrants with international teaching experience gain entry to Ontario's teaching profession.

Funded by the Ontario Ministry of Training, Colleges and Universities, the Alternative Teacher Accreditation Program for Teachers with International Experience (ATAPTIE) will provide immigrants who don't have a teaching degree, but have degrees and international teaching experience, with an alternative model to obtain a Bachelor of Education degree in Ontario.

"It is with great pride, being myself a new Canadian, that I announce the launch of the ATAPTIE program," said Rosa Bruno-Jofré, dean of the Faculty of Education. "As a faculty of education, along with our part-

ners in the education process, we have an obligation to ensure that we celebrate differences, which are a fundamental feature of our Canadian public culture."

The program aims to provide foreign-trained teachers, who don't qualify for the Ontario College of Teachers' certificate of qualification, with a unique BED that both values and builds upon the diverse teaching experiences candidates possess, rather than duplicates what they have already learned elsewhere.

The Faculty of Education provides candidates with an academically rigorous program. Instructors and associate teachers attended cross-cultural workshops to help them plan their courses, ensuring all courses have a cross-cultural focus.

"We see our candidates as a

wonderful addition to the teaching community. We know that they will enrich the schools and communities in which they live and teach," says Susan Lloyd, ATAPTIE program coordinator and adjunct professor of education. ATAPTIE is one of nine projects that recently received funding from the Ministry of Training, Colleges and Universities as part of the provincial government's bridging program, specifically designed to help foreign-trained workers gain speedier access to The first group of candidates, with a wide range of teaching experience across the globe, will begin the program next month. Candidates will complete a 65-day practicum in a specially selected school in the Ottawa-Carleton District School Board with a mentor associate teacher. educ.queensu.ca/~ataptie



EDUC.QUEENSU.CA

United Way kicks off 2003 campaign

ADMINISTRATION TO TAKE ON STAFF IN TWO-PEAT BID FOR VOLLEYBALL SUPREMACY

The official kick off of the 2003 Queen's United Way campaign takes place Monday, Sept. 29 in the Bartlett Gym in the Physical Education Centre.

The event also involves a tip off, as the administration attempts to defeat the staff team in volleyball for the second straight year.

Doors open at 11:30 am and the games begin at noon and wrap up at 1 pm.

Donations to the campaign will be accepted at the door, and food, drinks and treats will be provided to those who attend.

For details, contact United Way co-chair Lauren Sharpe at ext. 36647.



Members of the administration cheer enthusiastically as their team goes on to beat the staff volleyball team in last fall's competition, which also took place during the United Way kick off.

CELIA RUSSELL

SEPTEMBER SUNSHINE



CELIA RUSSELL

A student finds that the warm south-facing wall of Ontario Hall is the perfect place to do some reading. The recent unseasonably warm temperatures and generous amounts of sunshine make it hard to believe that autumn is now here.

IN BRIEF

Money for speakers

The Senate Committee on Creative Arts & Public Lectures invites nominations for the Brockington Visitorship and the Chancellor Dunning Trust Lecture. To encourage the broadest possible range of nominations, any person or group within the Queen's community is eligible to make a nomination.

Proposals will be accepted for up to \$7,000 for the Brockington Visitorship and \$16,000 for the Dunning Trust Lecture. The successful applicant will be responsible for all aspects of the lecture.

For more information and nomination forms, contact the University Secretariat, B400 Mackintosh-Corry Hall, ext. 36095 or visit www.queensu.ca/secretariat/senate/BV_CDTL.html. Proposals will be accepted for up to \$7,000 for the Brockington Visitorship and \$16,000 for the Dunning Trust Lecture. Deadline: Wednesday, Oct. 15.

Recognizing staff expertise

The Special Recognition for Staff Award recognizes staff members who consistently provide outstanding contributions during their workday, directly or indirectly, to the learning and working environment at Queen's at a level significantly beyond what is usually expected (e.g. improving the workplace efficiency, quality of work life, customer service, problem-solving, etc).

Nominations will be accepted in two categories: a) individuals and b) teams (a maximum of two awarded per year). Nomination forms and the Policy & Procedure document are available from the University Secretariat, B 400 Mackintosh-Corry Hall or on the Web at www.queensu.ca/secretariat/staffpol.html.

Deadline for submissions is Oct. 15.

Queen's announces public policy fellow

Joan McCalla has been named as the first Ontario Public Service Amethyst Executive Fellow in Public Policy at Queen's. Currently, Ms. McCalla is Ontario's Corporate Chief Strategist in the Office of the Corporate Chief Information Officer. She has provided policy leadership with respect to intellectual property for the Ontario government.

The fellowship allows a senior member of the Ontario Public Service to join the School of Policy Studies for an academic year. Ms. McCalla will teach a course, interact with and advise students, conduct research and refresh her own knowledge and understanding of current public policy theories and issues.

Homecoming happenings

Queen's annual homecoming festivities take place Friday, Oct. 3 through Sunday, Oct. 5.

For details, see the webpage homecoming.queensu.ca

Presenting award-winning theatre

The first- and second-prize winners in the 2003 Herman Voaden International Playwriting competition receive professional staged readings at the Rotunda Theatre in Theological Hall. On Friday, Sept. 26, at 7:30 pm, see the first-prize winner, *Eyes Catch Fire*, by Jason Hall, a dynamic family saga set in Guyana and Toronto. On Saturday, Sept. 27 at 2 pm, the second-prize winner, *The Malaysia Hotel* by Laurie Fyffe, a powerful confrontation between a well-meaning Canadian writer and a young Cambodian refugee. Free admission. A discussion with authors and cast follows. Information: 533-2104. These plays will also be staged at the Tarragon Theatre in Toronto on Sept. 28. Named for Canadian pioneer playwright, Herman Voaden, this annual nationwide competition is "blind," meaning - the judges do not know the identities of the playwrights until after they have selected the winners.

Brush off the broom



The Queen's Mixed Curling league will begin its season Wednesday Oct. 1 at the Royal

Kingston Curling Club, on Clergy Street behind the Jock Harty Arena. Games take place every Wednesday at 5 pm. New curlers of all levels of experience are welcome. Contact Erwin Batalla at 541-6000 ext. 6415.

What's next?

Wondering about your options after graduation? If your plans include further education, come out to the Professional Schools Fair, Wednesday, Sept. 24 in Grant Hall, 11 am to 2 pm. Participants from more than 35 schools and colleges will be there, representing a wide range of post-degree programs. Presented by Career Services.

Study and work abroad

The annual Crossing Borders: Study & Work Abroad Fair takes place this Thursday, Sept. 25 from 10:30 am to 2:30 pm in Wallace Hall and the Lower Ceilidh, JDUC.

The fair brings recruiters from a variety of international study, work, teach English, intern and volunteer programs to campus.

Representatives from world youth organizations, volunteer organizations, universities and study abroad programs, language schools, scholarship programs, Queen's programs, teaching English as a second language placement programs, consular/government programs and more will be on hand to answer your questions.

Visit the Crossing Borders web page at www.queensu.ca/quic/wsa/advising/crossingborders.htm for further details and names of participating organizations.

IT Services - Network Security and YOU



See Ed.



See Ed ignore the automatic nag to run Symantec LiveUpdate.



See the icons on Ed's desktop jump around, flicker and disappear along with all the data files on his hard drive.



See it dawn on Ed that maybe the nag isn't such a bad idea.

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

Keeping your Virus Definitions File (VDF) updated is a crucial part of protecting your system with Symantec AntiVirus. See www.its.queensu.ca/secure/ for more information.

Information Technology Services at Queen's University

Faculty Appointments

The following is a new full-time faculty member in the Faculty of Applied Science:

Ying Zou, Electrical and Computer Engineering, Sept. 15, 2003

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

Annette McCallum, Diagnostic Radiology, Sept. 1, 2003

Richard Thomas, Obstetrics and Gynaecology, Sept. 1, 2003

Corinne Schroeder, Oncology, Aug. 1, 2003

Brian Arthur, Ophthalmology, Sept. 1, 2003

Michael Dorris, Physiology, Sept. 1, 2003

Luis Melo, Physiology, Sept. 1, 2003

Kimberly Dow reappointed Head of Paediatrics

Kimberly Dow has been reappointed as Head of Paediatrics at Queen's and Paediatrician-in-Chief at Kingston General Hospital for a five-year term commencing July 1, 2003. These appointments are announced by Principal William Leggett and Carol Mackillop, Chair of the hospital Board of Directors. Dr. Dow is also to be appointed as Paediatrician-in-Chief at Hotel Dieu Hospital for the same period, subject to ratification by their hospital board. Dr. Dow received her MD in 1977 from Queen's where she also completed her internship and residency training in paediatrics. In 1982, following a fellowship in neonatology at Harvard Medical School in Boston, Dr. Dow returned to Queen's Paediatrics as a lecturer. She has served as Acting Medical Director of the Neonatal Intensive Care Unit, as Deputy Head of the department and she was appointed Acting Head in 1997. Dr. Dow attained the rank of professor and was appointed to her first term as Head of Paediatrics and Paediatrician-in-Chief in 1998. She is a member of the Society for Pediatric Research and holds a membership on the awards committee for the Royal College of Physicians and Surgeons of Ontario.

Staff Appointments

Employee Relations Specialist 2003-39 Human Resources
Withdrawn

Senior Secretary 2003-48 Office of the Vice-Principal (Academic)
Withdrawn

Coordinator of TA Development 2003-66 Instructional Development Centre
Andy Leger

Groundskeeper 2003-71 Physical Plant Services
Robert Murphy

Assistant Residence Life Coordinator 2003-76 University Residences
Rob Michaud

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

Animal Care Helper 2003-89 Animal Care Services
Christianne Taul

Animal Care Technician 2003-90 Animal Care Services
Jennifer Scott

Animal Care Technician 2003-91 Animal Care Services
Cheryl DeVries (Animal Care Services)

Caretaking Attendant 2003-94 University Residences
Deborah Asselstine (Residences)

Caretaking Attendant 2003-95 University Residences
Sharon Brazeau (Residences)

Caretaking Attendant 2003-96 University Residences
Heather Brennan (Residences)

Caretaking Attendant 2003-97 University Residences
Ida Bruni (Residences)

Caretaking Attendant 2003-98 University Residences
Sharon Compeau (Residences)

Caretaking Attendant 2003-99 University Residences
Adele Devine (Residences)

Caretaking Attendant 2003-100 University Residences
Carol Grant (Residences)

Caretaking Attendant 2003-101 University Residences
Janet Knox (Residences)

Caretaking Attendant 2003-102 University Residences
Ulin Lee-Foon (Residences)

Custodian 2003-106 University Residences
Sharon Cook (Residences)

Custodian 2003-107 University Residences
Carolyn MacKay (Residences)

Custodian 2003-108 University Residences
Elizabeth McNutt (Residences)

Custodian 2003-109 University Residences
Clive Strachan (Residences)

Custodian 2003-110 University Residences
Barry Yott (Residences)

Maintenance Mechanic 2003-111 University Residences
Gerry Brazeau (Residences)

Maintenance Mechanic 2003-112 University Residences
Dwight Reid (Residences)

Program Administrator/Academic Counsellor 2003-116 School of Business
Christine Coulter (Executive Development Centre, School of Business)

Administrative Secretary 2003-118 University Residences
Catherine Landon (Faculty of Applied Science)

Manager of Operations 2003-121 School of Physical and Health Education
Herb Steacy

Staff Vacancies

Departments requiring casual hourly paid secretarial or clerical assistance should contact the 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, Sept. 30, 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.queensu.ca/>.

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

Senior Secretary Faculty of Health Sciences - Faculty Development 2003-133

Minimum Hiring Salary: \$30,072 (Salary Grade 4) - Salary will be prorated
Terms: Term (3 years, working 50 per cent time)

Animal Health Technician Animal Care Services 2003-134

Minimum Hiring Salary: \$35,748 (Salary Grade 6) - Salary will be prorated
Terms: Term (14-months, 17 hours/week, working Fridays, Saturdays and Sundays)

Executive Assistant to the Dean School of Business 2003-135

Minimum Hiring Salary: \$56,200 (Salary Grade 10)
Terms: Term (3 years)

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

Senior Secretary Health, Counselling and Disability Services 2003-136

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

Building Operations Assistant (CUPE Local 254) Faculty of Health Sciences 2003-137

Tentative Hiring Range: \$30,570 - \$37,295 (186 points) - Salary will be prorated
Terms: Term (3 years, working 87.5 per cent time)

Other Positions

Research technician, Biology
This is a grant-funded, full time position with an initial contract of 12 months including a 3 month probationary period.

Responsibilities: provide technical support for a group of approximately ten researchers engaged in studies of cell cycle control and cellular homeostasis in fission yeast; lab organization; order supplies; monitor accounts; media and solution preparation; yeast and bacterial cell culture; perform and monitor genetic crosses; routine preparation of plasmids and proteins; electro-phoresis; and equipment oversight and maintenance.

Qualifications: experience in a molecular genetics or cell biology environment, preferably with yeast; two year post-secondary program; excellent interpersonal and organizational skills. Consideration will be given to a combination of education and experience.

Salary: Grade 3

For details of laboratory see www.paulyoung.com. Send resume with contact information for three references to P. G. Young, Dept. of Biology, 2443 Biosciences Complex, Queen's University, Kingston ON K7L 3N6. Fax 613-533-6617. No emails or telephone enquiries.

Queen's National Scholars, Education

The Faculty of Education invites applications from outstanding scholars for a faculty appointment under the Queen's National Scholars Program. It is the objective of the Queen's National Scholars Program is to provide an opportunity to improve the proportion of women and members of designated minorities on faculty.

Requirements: academic excellence; doctoral degree; a well-defined research program; relevant work and teaching experience and a record of scholarly publications. Those people who are near completion of a doctorate are welcome to apply. Preference will be given to scholars in the early or mid-career stages.

Responsibilities: maintain an active program of research and publication; teach undergraduate courses in secondary science education and curriculum and related field courses; supervise BEd practicum students; teach and supervise at the MEd and PhD level; develop and maintain relationships within the profession.

Apply with a letter of application, detailing your research

program and how it articulates with secondary science education and curriculum; a curriculum vitae; one sample of recent scholarly work; sample course outlines or teaching evaluations (if available); and the names and addresses (including fax and email addresses) of at least three referees by Oct. 10 for decision in Jan. 2004. Appointments under this special program will be tenure-track in accordance with the Collective Agreement between Queen's and the Queen's University Faculty Association.

Applications and letters of reference should be sent to: Rosa Bruno-Jofre, Dean, Faculty of Education, Queen's University, Kingston, Ontario K7L 3N6. Phone 613-533-6210, Fax: 613-533-6307.

Committees

Principal's Advisory Committee, Vice-Principal (Advancement)

Principal William Leggett announces the membership of the committee that will advise him on the reappointment of George Hood as Vice-Principal (Advancement). Members: Tom O'Neill, Georgina Moore, Kerry Rowe, Vice-Principal (Research); Robert Silverman, Dean, Arts and Science; Ahmed Kayassi, Glenda Kaye; Teresa Alm, Tyler Forkes, Steve Hornsby, William C. Leggett (Chair), Leslie Monkman (Secretary), Elizabeth Gorman, Helena Debnam. Members of the university community are invited to submit their views on this appointment and on the present state and future prospects of the Office of Advancement to the Principal by Oct. 3, 2003. Respondents are asked to state whether or not they wish to have their letters shown, in confidence, to members of the advisory committee.

Dean of Health Sciences and Director of Medicine

David Walker's appointments as Director of Medicine and Dean of Health Sciences will expire on June 30, 2004 and June 30, 2006, respectively. Dr. Walker has indicated his willingness to be reappointed as director for a further five-year term to June 30, 2009 and to extend his term as dean for an additional three years to the same date, should it be the

wish of the university community. In accordance with the procedures established by Senate for the appointment and review of deans, a committee chaired by Suzanne Fortier, Vice-Principal (Academic), will be established to advise the principal on the present state and future prospects of Health Sciences and on the leadership of Dean Walker. The committee will also be charged with the responsibility of advising on the present state and future prospects of Medicine and the directorship of Dr. Walker. Suggestions for membership on the advisory committee should be submitted in writing to the Office of the Vice-Principal (Academic) by Sept. 30, 2003. Members of the university community are also invited to offer comments on the present state and future prospects of Health Sciences and Medicine and their leadership in writing by Oct. 12 to Suzanne Fortier, Vice-Principal (Academic). Respondents are asked to state whether they wish to have their letters shown, in confidence, to the members of the advisory committee.

Headship search, Mathematics and Statistics

Robert Erdahl's term as Head of Mathematics and Statistics ends June 30, 2004. In accordance with the Collective Agreement between Queens University Faculty Association and Queens University at Kingston, the principal has appointed a selection committee to advise him on appointing Dr. Erdahl's successor. Elected Members: Fady Alajaji; Leo Jonker; Andrew Lewis; Ram Murty; Grace Orzech. Appointed Members: Marge Lambert; Karen Roberts, undergraduate student; Susan Cooper, doctoral candidate; Henk Meijer. Non-voting members: Roland Boegman, Associate Dean, Graduate Studies and Research; Tom Harris, Dean, Applied Science; Robert Silverman, Dean, Arts and Science (Chair). Faculty, students and staff are invited to submit their comments on the present state and future prospects of Mathematics and Statistics, and the names of possible candidates for the headship to Dean Silverman at deanartsci@post.queensu.ca by Tuesday, Sept. 30. All letters will be reviewed by the selection committee and will become part of the record of decision-making.

Headship search, Sociology

Roberta Hamilton's term as Head of Sociology ends June 30, 2004. In accordance with the Collective Agreement between Queen's University Faculty Association and Queen's University at Kingston, the principal has appointed a selection committee to advise him on appointing Dr. Hamilton's successor. Elected members: Annette Burfoot, Richard Day, David Lyon, Vince Sacco and Lauren Snider. Appointed members: Lynn O'Malley, Zahra Kaderali, undergraduate student; Zoey Michele, doctoral candidate; Janice Helland. Non-voting members: Roland Boegman, Associate Dean, Graduate Studies and Research; Robert Silverman, Dean, Arts and Science; Alistair MacLean, Associate Dean, Arts and Science (Chair). Faculty, students and staff are invited to submit their comments on the present state and future prospects of Sociology, and the names of possible candidates for the headship to Associate Dean MacLean at macleana@psyc.queensu.ca, by Tuesday, Sept. 30. All letters will be reviewed by the selection committee and will become part of the record of decision-making.

Milestones

Compiled by Faye Baudoux
If you have a milestone of 5, 10, 15, 20, 25, 30, 35, 40 years or more of continuous service coming up and you do not wish your name to be included in the listing, please contact Faye in Human Resources at 77791.

Congratulations to those who reached the following milestones in August 2003

35 years: Ralph Koolen, Biochemistry.

30 years: Janet Burgess, Engineering Science Library; Lorne Kidd, Cataloguing, Technical Services.

25 years: Wanda Badger, Mining Engineering; Christine Berga, The Principal's Office; Mary Fraser, Art; Donald Napier, Stauffer Library; Hilary Richardson, Engineering Science Library; Lee Tierney, University Secretariat.

20 years: Brian Yealland, Chaplain's Office.

15 years: Stephen Agent, Custodial Services; Jane Bertrim, Stauffer Library; Bruce Griffiths, Residences; Margaret Lawson, Psychology; John McCallum, PPS; Karen Walker, PPS.

10 years: Julia Blackstock, Career Services.

Five years: Christine Bertrim, Clinical Trials; Lilian Davies, School of Rehabilitation Therapy; Douglas Ford, Pathology; Kimberley Garrison, Development; Eric Hansen, Chemistry; Joan Jones, Community Liaison; Joanne Organ, Human Resources.

Employee Assistance Program

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

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

Tracy Trothen – Theology
533-2110 ext. 74319

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:

Doug Morrow
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 Doug Morrow, 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 Paul Tetro
533-6095

Employee Assistance Program

1 800 387-4765
University Chaplain:
Brian Yealland
533-2186

Rector
Ahmed Kayssi
533-2733

Student Counselling Service

533-2893

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

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

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

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, 533-3227, or News and Media Services Writer Nancy Dorrance, 533-2869.

Awards and Grants

Alumni Association grants for innovative programs

The Alumni Association has set aside a small fund to help Queen's groups introduce innovative programs. Awards from the fund normally are for a few hundred dollars. Application forms can be picked up at Alumni Affairs, Summerhill, West Wing. Applications are reviewed twice each year; next deadline is Friday, Sept. 26. For more information, please contact Deborah Shea at 533-6000 ext. 74008, 1-800-267-7837 or shea@post.queensu.ca.

Chancellor Richardson Memorial Fund

The advisory committee of the Chancellor Richardson Memorial Fund invites departments and other university agencies involved in Canadian studies to submit proposals for the purchase of Canadiana teaching and research materials. Proposal guidelines have been mailed to department heads and are also available from Brian Osborne, ext. 36042 or Deborah Shea, ext. 74008. Proposals submitted by Nov. 3 to Deborah Shea will be considered for funding.

Governance

The Senate Committee on Creative Arts and Public Lectures

All interested persons or groups are

invited to make nominations for the Brockington Visitorship and the Chancellor Dunning Trust Lecture. The terms of reference for the **Brockington Visitorship** are 'to invite a person of international distinction to come to Queen's to deliver a public lecture and to meet formally and informally with faculty and students.' The terms of reference for the **Chancellor Dunning Trust Lecture** are 'to identify and invite a person of distinction to be the Chancellor Dunning Trust Lecturer'. The Chancellor Dunning Lecturer will be expected to deliver a public lecture that promotes the understanding and appreciation of the supreme importance of the dignity, freedom and responsibility of the individual person in human society. Nomination forms can be requested from the University Secretariat, B 400 Mackintosh-Corry Hall, ext. 36095 or at: www.queensu.ca/secrariat/senate/BV_CDTL.html. Proposals will be accepted until Wednesday, Oct. 15 for up to \$7,000 for the Brockington Visitorship and \$16,000 for the Dunning Trust Lecture. The successful applicant will be responsible for all aspects of the lecture.

Notices

Queen's mixed curling

The Queen's mixed curling league will begin its season on Wednesday, Oct. 1. Games take place

every Wednesday at 5 pm. Curlers with all levels of experience who are interested in taking part should contact Erwin Batalla at 541-6000, ext. 6415.

PhD examinations

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

Monday, Sept. 22

Christopher Paul McCreery, History. 'Honour, nation and citizenship in a multicultural polity: the foundations of Canada's Federal Honours System'. Supervisor: I.G. McKay. Memorial Room, John Deutch University Centre, 1 pm.

Robert Sean Purdy, History. 'From place of hope to outcast space: territorial regulation and tenant resistance in Regent Park Housing Project, 1949-2001'. Supervisor: B. Palmer. D209 Mackintosh-Corry, 10 am.

Stephane Sol, Geological Sciences and Geological Engineering. 'Teleseismic waveform analysis and velocity structure beneath the western superior province: glimpses into the deeper architecture of an Archean craton'. Supervisor: C.J. Thomson. M100A Miller Hall, 2 pm.

Wednesday, Sept. 24

Kara Anne Arnold, Management. 'Dirty work and well-being'. Supervisor: J.I. Barling. Video Conference Room #8, Donald Gordon Centre, 3 pm.

Thursday, Sept. 25

Haryo Dwito Armono, Civil Engineering. 'Hemispherical shaped artificial reefs'. Supervisor: K.R. Hall. 212 Ellis, 1:30 pm.

Corey Michael Seward, Chemistry. 'Supramolecular luminescent metal complexes'. Supervisor: S. Wang. 515 Chernoff, 9:30 am.

Tuesday, Sept. 30

Janet Boseovski, Psychology. 'Children's use of attributional cues to make behavioural predictions and global personality attributions'. Supervisor: K. Lee (Teleconferencing). 228 Humphrey, 9 am.

Olivier Loudig, Biochemistry. 'Molecular characterization of the mouse CYP26A1 promoter: The cytochrome P450 retinoic acid (RA) 4-hydroxylase is transcriptionally regulated by RA'. Supervisor: P.M. Petkovich. 246 Botterell, 10 am.

Ning Cheng, Electrical and Computer Engineering. 'Optical modulation and wavelength conversion using electroabsorption modulators'. Supervisor: J.C. Cartledge. 302 Walter Light, 10 am.

Catherine Jean Nash, Geography. 'Toronto's gay ghetto: politics and the disciplining of identity and space (1969-1982)'. Supervisor: P.G. Goheen. E310 Mackintosh-Corry, 3 pm.

Wednesday, Oct. 1

Nicole Gombay, Geography. 'Making a living: place and the commoditisation of country foods in a Nunavik community'. Supervisor: B.S. Osborne. E310 Mackintosh-Corry, 2:30 pm.

Friday, Oct. 3

Heather Anne Evans, English. 'The new woman's new appetite: cooking, eating and feeding in Sarah Grand's new woman fiction'. Supervisor: M.W. Carpenter. 517 Watson, 10 am.

Monday, Oct. 6

James Gluseppe Perretta, Psychology. 'Effects of parkinson's disease and attention-deficit/hyperactivity disorder on implicit memory and learning'. Supervisor: R.J. Beninger. H228 Humphrey, 9 am.

Tuesday, Oct. 7

David Kent Arrell, Physiology. 'Proteomic insights into pharmacological preconditioning'. Supervisor: J.E. Van Eyk. 449 Botterell, 9 am.

Wednesday, Oct. 8

Jeremy Andrew Simpson, Physiology, PHGY. 'Myofibrillar proteins and skeletal muscle dysfunction'. Supervisor: S.D. Iscoe and J.E. Van Eyk. 449 Botterell, 1 pm.

Surplus items

Arts and Science

For sale: 1 Canon Canoscan Film Slide Scanner purchased in Sept. 2000 for \$ 919.99. Minimum bid \$250.

For information or to view call Diane Reid at ext. 77173. Submit sealed bids marked "Faculty of Arts and Science" to Fran Lanovaz, Purchasing Services by 4 pm on Monday, Sept. 29. Please mark bids "Confidential".

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

Volunteers

Calling all mums, dads, babies, tots and youths

Queen's Clinical Education Centre needs families with children six months old through high school age to assist health science students learn interviewing, physical examination and developmental assessment skills. We also need pregnant mothers for our nursing program. Parking/transportation provided. Contact: Cheryl Descent, 533-2380 or grossc@post.queensu.ca.

Standardized patients

We will train people from the community to play the roles of patients on Tuesday afternoons from mid-Sept. to late March, and on Thursday afternoons from early March to early May. Everyone is welcome to apply especially men aged 20 to 40 and people of colour. For information contact Diane Morales, 533-6887, dlm1@post.queensu.ca or www.meds.queensu.ca/~webspp/.

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



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Gus Brown



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Art

The Agnes Etherington Art Centre

University Avenue

Ongoing exhibitions – 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; *Light Conditions*, from the Premiere series of exhibitions featuring recent exhibitions to Oct. 12; *Our Great Adventure: The Group of Seven*, to May 9, 2004.

Events

Sept. 25 – Art Matters. Artists Bernard Clark, Maggie Hogan and Milly Ristvedt discuss their work and selections in *Connected: contemporary art in Kingston*. 12:15 to 1 pm.

Sept. 28 – Architecture Week 2003. Opening reception 5 to 8 pm. Tour of award-winning designs Oct. 4, 2 pm. Information – France Pellicano-Laycock, 542-3712.

Oct. 4 – *Tour Our Great Adventure: the Group of Seven*. 10 am. Gallery opens early for Homecoming Weekend. Free to Alumni. www.queensu.ca/ageth/

Union Gallery

we are who we are, east man & co: Cameron, Shintaro Yamakawa, James Kim to Sept. 30. Reception Saturday, Sept. 27, 6 pm. *Searching for the Suburbs* – A fifteen minute long exploration through the body of suburban representation. Justin Cutler, Steve Rifkin and Eric Scott in the new project room to Sept. 30. stauffer.queensu.ca/webugall

Film

Friday, Sept. 26 and Saturday, Sept. 27
Award-winning theatre!
Professional staged readings at

Rotunda Theatre (Theological Hall). Friday, 7:30 pm, *Eyes Catch Fire* by Jason Hall, Saturday 2 pm, *The Malaysia Hotel* by Laurie Fyffe. All readings free. Discussions with authors and casts follow. Information: 533-2104.

Music

Wednesday, Oct. 15
Jewish Studies
Neshama Carlebach, New York City. Presented by Harry Rosen Memorial Symposia in Jewish Studies Program. Grant Hall, 7 pm. Listen to Neshama at www.neshamacarlebach.com.

Departmental Seminar Schedules

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

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

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

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

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

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

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

Public Lectures

Thursday, Sept. 25
Policy Studies
Matthew Mendelsohn, Queen's. The new Canada – changing policy perspectives. 334 Policy Studies, 11:45 am.

Friday, Sept. 26
Physics
Joke Haderman, University of Antwerp. Structure determination with transmission electron microscopy. Lecture Hall C, Stirling, 12:30 pm.

Monday, Sept. 29
Physics
Joke Haderman, University of Antwerp. The value of TEM in the study of materials. Lecture Hall C, Stirling, 2:30 pm.

Wednesday, Oct. 1
Jewish Studies
Laurie Gashinski, A tour of Jewish Prague, 517 Watson, 7:30 pm.

History
Paul Jackson, Queen's. From doctorate to documentary: on the pitfalls and possibilities in switching media to represent homosexual soldiers from the Second World War, 517 Watson, noon.

Thursday, Oct. 2
Ban Righ Centre
Arthur Cockfield, Queen's. Do we have any right to privacy? This talk will review the legal landscape that surrounds privacy rights. Noon.

Policy Studies
Bob Wolfe, Queen's. The WTO after Cancun. 334 Policy Studies, 11:45 am.

Friday, Oct. 3
Policy Studies
Election 2003 – Aftermath, TBA. Westcoast Energy Lecture Series. 202 Policy Studies, 11:45 am.

Thursday, Oct 9
Annual Archives Lecture
Sam Solecki, University of Toronto. "In the Archives with D.H. Lawrence, Jack McClelland, Earle Birney and Al Purdy." 202 Policy Studies, 3 pm. RSVP 533-2378.

Special Events

Tuesday, Sept. 16
Feminist Book Club
The Secret Lives of Bees by Sue Monk Kidd. Read the book and join the discussion or come to listen. Alison Quattrocchi amq_1975@yahoo.ca will facilitate. Ban Righ Centre, 32 Queen's Crescent, noon.

Wednesday, Sept. 24
Ban Righ Center
Pesticides – Friend or foe? The health effects of pesticides. Cathy Vakil. Brown bag lunch, noon.

NSERC information session for professors
NSERC staff and Grant Selection Committee (GSC) members will give a presentation on *NSERC news preparation of a Discovery Grant application*. 202 Policy Studies, 9 to 11 am. All NSERC disciplines welcome. For information call ext. 36081.

Professional schools fair
If you are interested in further education after graduation, participants from more than 35 schools and colleges will represent a wide range of post-degree programs with a strong representation from Ontario faculties of education and overseas institutions. Grant Hall, 11 am to 2 pm. A list of participating institutions is at www.careers.queensu.ca.

Thursday Sept. 25, 2003
Ban Righ Centre
The Malaysia Hotel, Laurie Fyffe and Kathryn Mackay. Toronto playwright Laurie Fyffe and Kingston director/actor Kathryn MacKay will speak about Ms. Fyffe's powerful play *The Malaysia Hotel* and her other work. Noon

7th Annual A.A. Travill Debate
Be it resolved that "This House believes that since effective expensive medical devices, treatment, and procedures are available, they should routinely be offered". Christopher Simpson vs

F. James Brennan, Etherington Hall Auditorium, 5 to 6 pm.

Tuesday, Sept. 30
Freedom of Speech on Campus
Forum discussion featuring Professors Emeriti Ron Watts and John Meisel, Professors Geoff Smith and Christine Overall and student Sarah Hammond of the Queen's Journal. Grant Hall, 7 pm. Presented by the Office of the Rector.

Friday, Oct. 3
Ban Righ Centre
Open House – Home Coming Weekend. Come for tea, conversation and sharing memories. 10 am to 3 pm.

Courses and Workshops

Free Queen's
Monday's Sept. 29 to Nov. 24
Microbiology: The large world of small life, a course for the general public presented by Microbiology and Immunology, focuses on infectious diseases (SARS, West Nile virus, AIDS, tuberculosis), the use of vaccines and antibiotics, biological warfare and emerging biotechnology. B143 Botterell, corner of Stuart and George Sts., 6:30 to 9 pm. No fee, and all welcome, but places limited. Call 533-2563 to register. Childcare available.

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 **Monday, Sept. 29 at noon.**

INSTRUCTIONAL SPORTS SKILLS PROGRAMS

Register at the
Queen's University Physical Education Centre
Monday - Friday 10:00 am - 4:30 pm

Fall Session Public Registrations start September 16th
students/staff/faculty/members/children's programs
can register NOW!

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(Minimum Age 18 years old unless specified)

FOR MORE INFORMATION

- Pick-up an ISS Brochure at the Queen's Physical Education Centre
- Visit our Website at www.goldengaels.com/iss
- Email us at isshelp@post.queensu.ca
- Call us at 533-6000 x 74715



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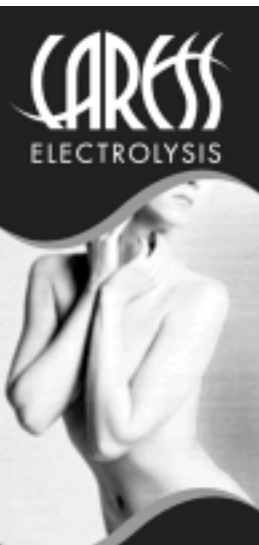
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EXCELLENCE IN TEACHING



STEPHEN WILD

Some of the university's best teachers pose for the *Gazette* annual photo in front of Stauffer Library. **Front row, from left:** Bill Newstead, Miles Bowman, Richard Brachman, John Brownie, Robert Nolan, Joan McDuff, Anne O'Riordan, Anjanie McCarthy, Andre Tan, Rick Jackson, Kunal Karan. **Second row:** Bill Sparrow, Mary Louise Adams, Michael Korenberg, Mike Baird, Peter Kissick, Ross Morton, Michael Levison, John Matthews, Ena Howse, Andrew Kropinski, Edward Lobb, Conrad Reifel. **Third row:** Dale Mercer, Iannick Monfils, Alan Brown, Tom Dean, Michael Flavin, Ann Martin, Karen Schultz, Skip Hills, Brian Milne, Neil Merritt, Kathleen Norman, John Hanes, Lewis Tomalty, Ian Towner, Steve Loughheed.

Queen's honours its best instructors

Each year at Queen's, students recognize a select group of teachers and teaching assistants for their outstanding contributions as educators and mentors. The *Gazette* proudly presents the recipients of this year's teaching awards. Unless otherwise mentioned, awards are for the academic year 2002-03.

UNIVERSITY-WIDE AWARDS

Alumni Award for Excellence in Teaching (Alumni Affairs)

2003: Bill Newstead, Chemistry

Christopher Knapper Award for Excellence in Teaching Assistance (Alma Mater Society)

Bart Bonikowski, Film Studies, Miles Bowman, Psychology, Alan Brown, Biology

Frank Knox Award (Alma Mater Society)

Edward Lobb, English, Bill Newstead, Chemistry

APPLIED SCIENCE

Applied Science First Year Teaching and Learning Award (Faculty of Applied Science)

Winter 2003: Robin Fletcher, Physics

Education Catalyst Award (Chemical Engineering)

No recipient

Civil Engineering Teaching Assistant Award (Civil Engineering)

Winter 2003: Aaron Dent

Fall 2002: Simon Gudina

Civil Engineering Teaching Award (Civil Engineering)

Richard Brachman

Electrical and Computer Engineering Teaching Award (Electrical and Computer Engineering)

Michael Greenspan, second-year winner, Michael Korenberg, third-year winner, Stan Simmons, third- and fourth-year winner

Teacher Assistant Award (Electrical and Computer Engineering)

Justin Verity, second-year winner, Nathan Fredrickson, third-year winner, Patrick Li, third-year winner, Iannick Monfils, fourth-year winner, Dali Zhang, fourth-year winner

Golden Apple Award (Engineering Society)

Garston Blackwell, Mining Engineering, Tom Dean, Electrical and Computer Engineering, Kunal Karan, Chemical Engineering

ARTS AND SCIENCE

W.J. Barnes Teaching Excellence Award

for Arts and Science

Undergraduate Society (ASUS)

Laura Murray, Ann Martin, English Stephen Loughheed, Biology

Biology Departmental Student Council Award for Excellence in Teaching (Biology)

Stephen Loughheed

Biology Award for Excellence (Demonstrators) (Biology)

Michael Kim

William Patrick Doolan Award (Chemistry)

John Brownie

Alison Holliday

Graduating Class Award for Excellence in Teaching Chemistry (Chemistry)

Michael Baird

Howard Staveley Teaching Award (School of Computing)

Michael Levison

Excellence in Teaching Assistance (School of Computing)

Jeremy Bradbury

Undergraduate Award for Excellence in Teaching Physics (Physics)

Ian Towner

Teaching Assistant Prize in Psychology (Psychology)

Anjanie McCarthy

SCHOOL OF BUSINESS

School of Business Teaching Excellence Award

Richard Jackson

MBA Society Teaching Excellence Award

Ken Wong

Commerce '89 Professor-Student Life Award

Peter Kissick

FACULTY OF EDUCATION

Golden Apple Award

Skip Hills

Joan McDuff

FACULTY OF HEALTH SCIENCES

Faculty of Medicine Education Award

Wally Bartfay, Ena Howse, School of Nursing Andrew Kropinski, Microbiology and Immunology Brian Milne, Anesthesiology Ross Morton, Medicine Simon O'Brien, Psychiatry Andre Tan, Otolaryngology

PAIRO Excellence in Clinical Teaching Award

Robert Nolan, Diagnostic Radiology

Resident Prize for Excellence in Undergraduate Teaching

Neil Merritt, General Surgery Resident

W. Ford Connell Award for Excellence in Teaching

Ross Morton, Nephrology

Aesculapian Lectureship Award, 2002

Phase I: Conrad Reifel, Anatomy and Cell Biology

Phase IIA: John Matthews, Oncology, Hematology

Phase IIB: Michel Melanson, Neurology

Phase IIC: Anthony Sanfilippo, Cardiology

Phase IIE: Peter O'Neill, Obstetrics and Gynaecology

Clinical Skills Teachers in the School of Medicine Award for Excellence in Teaching:

Phase 1: Susan Chamberlain, Isaac Dwosh, Melanie Jaeger, Sue MacDonald, Linda O'Connor, Heather Ostic

Phase 2A: Catherine de Metz, Sue MacDonald, Linda O'Connor, Heather Ostic, Tony Sanfilippo, Wayne Spotswood, Anna Tomiak

Phase 2B: Gary Burggraf, Jenny Molson, Don Potvin (posthumously), Linda O'Connor, Kevin Power

Phase 2C: Ken Edwards, Peter Ellis, Jenny Molson, Linda O'Connor, Don Potvin (posthumously), Kevin Power

Phase 2E: Fran Crawford, Gerald Evans, Michael Flavin, Dale Mercer, Lindsey Patterson, Kevin Power, Karen Schultz

General Clinical Skills: Ivan Beck, Michael Singer

NURSING

Nursing '84 Award for Excellence in Clinical Teaching

Wenda Caswell

Reddick Award for Excellence in Nursing Education

Lewis Tomalty, first-year winner

Marion Luctkar-Flude, second-year winner

Nicola Brown, third-year winner

Shirley Eastabrook, fourth-year winner

REHABILITATION THERAPY

Blue Star Award for Teaching Excellence

2003: Kathleen Norman, Anne O'Riordan

FACULTY OF LAW

Law Student Society Special Lecturer Award

Winter 2002: David Stratas

PHYSICAL AND HEALTH EDUCATION

Physical and Health Education Student Association

(PHESA) Teaching Award

Mary Louise Adams, Academics

Bill Sparrow, Activities

www.queensu.ca/idc