



QUEEN'S GAZETTE

2003 CCAE Gold Medal for best university newspaper

Going for gold P8



The stigma of mental illness P12



What's next for universities?

THURSDAY'S LIBERAL VICTORY CLOUDS FUTURE ON POST-SECONDARY SUPPORT

By CELIA RUSSELL

Although the federal Liberals have assured universities of a continuing commitment to

post-secondary institutions, questions remain on where Ontario Liberals stand on the topic, Principal Bill Leggett says.

"My colleagues from other Ontario universities and I have spent time with (Liberal leader) Mr. (Dalton) McGuinty and have explained the situation to him," Principal Leggett said Friday. "As for how the Liberal victory will affect university funding, I think

we should wait and see before we judge the man."

"We do, however, have a very strong advocate in (Liberal MPP) John Gerretsen. I know John is very supportive of higher education in Kingston, and I am encouraged that we have a sitting member of the government in power."

The fact that the Liberal platform includes a pledge to freeze

tuition is particularly worrisome, Principal Leggett said at last month's Board of Trustees meeting.

Changes in the national political landscape are relatively transparent by comparison, with Paul Martin set to take over as federal Liberal party leader next year, Principal Leggett noted at last month's Senate meeting.

"It is clear that Mr. Martin understands the role that we

(universities) play in the innovation agenda."

Mr. Martin not only supports research funding initiatives, but funding to universities in general, he says.

The Association of Universities and Colleges of Canada (AUCC) has been working diligently and will be increasingly visible, speaking on the issues affecting universities and their needs, he says.

WELCOME HOME



CELIA RUSSELL

Peggy Shanks (left) and Tammy King of Alumni Affairs are two of the smiling faces behind the biggest annual event at Queen's – Homecoming. The two display one of the numerous banners and large-scale signs that were erected at Homecoming events this past weekend.

A new enrolment record

BUT STUDENT NUMBERS EXPECTED TO DECREASE THROUGH GRADUATION AND ATTRITION

By CELIA RUSSELL

More students are attending Queen's this fall than ever before, according to a preliminary enrolment report by the University Registrar.

A total of 20,018 full- and part-time students were registered as of Sept. 25, Jo-Anne Brady told a meeting of Senate, which took place that day.

The announcement prompted an audible reaction from several people at the meeting. In comparison, 18,462 students were registered when Ms. Brady presented her report to Senate in September, 2002.

"I would say to the best of my knowledge, that's the highest enrolment that we've ever registered," Ms. Brady told the *Gazette* after the meeting. "We expect that number will be lower by the time we come to Nov. 1."

Nov. 1 is the day that universities send enrolment reports to the government.

Numbers traditionally go down between now and Nov. 1 because of fall convocations, particularly among graduate students, and also through attrition.

Of the total, 13,700 are undergraduate and professional students.

See ENROLMENT: Page 2

Don't muzzle hatemongers, free speech audience told

By DAVID PULVER

People with hateful and potentially harmful views should not be silenced, says the Queen's emeritus professor who once chaired the controlling body of Canadian broadcasting.

"On campus nothing should stop free enquiry and the free discussion of ideas, although a number of well-meaning people believe that speech must not offend those who have already been hurt by society, such as women and racial minorities," said John Meisel, Sir Edward Peacock Professor Emeritus of Political Science and former head of the

Canadian Radio-Television and Communications Commission.

He was commenting in a panel discussion on freedom of speech organized by the Arts and Science Undergraduate Society, which took place last Tuesday in Grant Hall. The other panelists were Geoff Smith, professor of physical and health education and history; Christine Overall, professor of philosophy and associate dean of Arts and Science; Ron Watts, principal emeritus and professor emeritus of political studies; and Sarah Hammond, co-editor-in-chief of the *Queen's Journal*.

I deplore their existence, but they should not be silenced.

John Meisel

Dr. Meisel called the limitations that some would put on free speech "extremely dangerous, even [if the speakers are] people with whom I disagree absolutely and fundamentally – racists, sexists, Holocaust deniers, war mongers. I deplore

their existence, but they should not be silenced. Their ideas should be debated so that we can lay bare the errors of their ways."

It is the university's responsibility, Dr. Meisel said, to ensure that violence does not erupt because of open discussion.

Dr. Overall challenged this view, saying "Some forms of supposed free speech that is racist, sexist, heterosexist and ableist help to stifle free speech, because the individuals who are targeted are made unsafe and are undermined."

See FREE SPEECH: Page 3

Index

Bulletin Board	16
Calendar	16
Careers	14
Discovery @ Queen's	8
University Roundup	7
Viewpoint	6

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Queen's News Centre

Senate approves space management policy

By CELIA RUSSELL

Senate approved a comprehensive, university-wide space management policy at its first meeting of the term Sept. 25. The policy reaffirms the university's current policy of "All space is university space," says Principal Bill Leggett, although the current building occupants will be given priority.

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

According to the report, concerns had been raised that

- available space was not being used at optimal levels
- it was being allocated inequitably
- the reassignment of space from one use to another was being made in isolation without taking into account the best interests of the university as a whole.

As recommended by the Advisory Committee on Space Management, the university will now look into getting a new, detailed space inventory

system, which would provide more consistent information at institutional, faculty and department levels.

A more detailed system would also enable the university to be more accountable to the provincial government and to justify applications for funds for new space under programs such as the Super-Build 2002 Budget Commitment program.

If such a system were put in place, the Campus Planning department would be given the responsibility to maintain it.

SENATE IN BRIEF

Ardall, Clark remembered

David Bakhurst, head of the Philosophy department, read a tribute to the late Pall Ardall, formerly of the Philosophy department, written by Albert Fell. Tom Harris, dean of Applied Science, read a tribute to the late Reg Clark, formerly of the Chemical Engineering department, written by Henry Becker.

Subcommittee to review academic integrity

The Senate Committee on Academic Development (SCAD) has established a sub-committee on academic integrity, charged with reviewing current policies and practices with respect to academic dishonesty and integrity, and to provide advice to appropriate bodies on issues arising from the review. The committee will examine policies and practices at other universities in Canada and elsewhere, and will identify and develop standards to be practiced and embraced at Queen's.

"I had an unusual experience when recruiting for this committee," says Vice-Principal (Academic) Suzanne Fortier, who added that she was pleased with the enthusiastic response she encountered. "The impetus for the formation of this committee came directly from the students."

A marketing moment

In presenting his report to Senate, Stephen Elliott, chair of the Senate Committee on Creative Arts and Public Lectures, appealed to senators to consider encouraging their departments to submit proposals for the Brockington and Dunning lectureships. After asking permission for "a marketing moment," Dr. Elliott stressed that resources were not being well used and that up to \$16,000 is available for the Dunning and up to \$7,000 is available for the Brockington lectureship. 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. Deadline is Wednesday, Oct. 15.

Senate approved

- An information systems security policy, setting out specific responsibilities of a variety of positions within the university, including researchers responsible for data containing personal information.
- The following to Senate committees: Michelle Bourbonniere (student) and Gayle Sawyer (staff) to Academic Development; Lyndsey Diakow and John-Andrew Pankiw-Petty (students) to Alumni Teaching Award; Jim McLellan (faculty) to Budget Review; Theresa Brennan (staff) to Campus Planning and Development; Elspeth Morgan (staff) to JDUC Council; Shanti Rodrigues (student) to Nominating; Elizabeth Hanson and Henk Meijer (faculty) to Operations Review and Susan Cole (faculty) to University Promotions Advisory Committee
- Revised compositions of the Budget Review, Educational Equity and Internal Academic Review committees;
- Revised terms of reference for the Senate Advisory Research Committee.

IN BRIEF

Engineering students clean up

A team of Queen's undergraduate students, supervised by Kent Novakowski (Civil Engineering) won the prize for best Canadian undergraduate team-based report for 2003 at the Canadian Geotechnical Society (CGS) annual conference, held last week in Winnipeg. The award was provided by the Canadian Foundation for Geotechnique. The CGS graduate student prize went to Jamie van Gulck, who recently completed his PhD under supervision of Kerry Rowe (Civil Engineering). He is the very first person to complete the new, collaborative GeoEngineering graduate program between Queen's and the Royal Military College of Canada. Initiated in 2002, it is the first collaborative graduate program to be established at Queen's.

Enrolment

continued from page 1

The university is very close to its targets for the entering and returning classes, Ms. Brady reported to Senate. She noted that 72 per cent of the entering class is under the age of 19, and that 88.9 per cent was the average entering grade.

"So they are quite a staggering group of young people."

Corrections

John Hanes (Geological Sciences and Geological Engineering) won the Applied Science First Year Teaching and Learning Award (Faculty of Applied Science) for Fall 2002. His name was inadvertently omitted from the teaching award listing on page 16 in the Sept. 22 *Gazette*.

"New program helps immigrants become teachers in Ontario" (page 10, Sept. 22 *Gazette*) was based on out-of-date information. It gave the impression that the first group of Alternative Teacher Accreditation Program candidates was about to start courses. In fact, the first group of ATAPTIE students will graduate on Friday, Oct. 31 at 9:30 am in Grant Hall.



QUEEN'S GAZETTE

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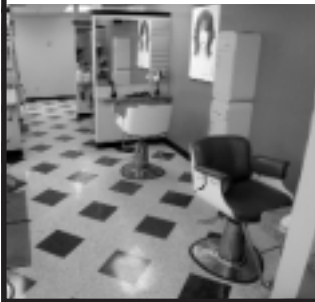
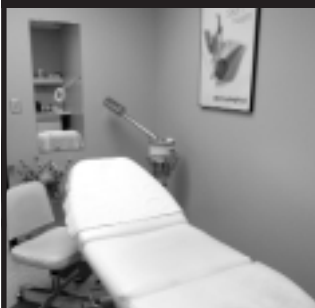
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Interning helps students open the door to the world of work

PARTICIPATION BY FACULTY OF ALL DISCIPLINES ESSENTIAL, PROGRAM COORDINATOR SAYS

By KAY LANGMUIR

If undergraduates were given an opportunity to earn up to \$42,000 for a year of working in their field for a company of their choice, one might think there would be a stampede to sign up.

But despite the money, the resume and character building experience, the often exotic international locations, and the control participants exercise over where and for whom they work, organizers of the Queens University Internship Program (QUIP) have to get out and beat the bushes.

"It's still a hard sell," says Barb Mundell, co-ordinator of employment programs.

"We're traditionally a four-year school, so encouraging students to leave their class is difficult. They want to graduate with their friends."

Now in its 15th year, the internship program currently has 70 students from the schools of applied science, computing and commerce, working throughout Ontario, Canada and even overseas.

The program originated at the University of Toronto when IBM went trolling for bright minds to assist in its expansive operations. The popular idea soon spilled over to other campuses. At Queen's, several companies, such as DuPont, Honda, Gennum, Celestica, and General Electric, recruit interns year after year.

Last year, there were more than 200 internships jobs from 40 different companies posted on campus. About 150 students paid the program's \$35 registration fee, and about half successfully prevailed through the interview process and were offered positions of 12 or 16 months' duration.

Although the program is open to students who have completed their second or third year, Ms. Mundell encourages students who are interested in interning to contact her office in their first year "because then we

can establish a rapport and a relationship with them."

Far from passively waiting for interviews to be arranged for them, the students are actively involved in crafting their internships and encouraged to draw up a "wish list" of companies they would like to work for, as well as preferred locations.

"It keeps us busy looking for employers," and trying to fulfill those wish lists, says Ms. Mundell.

But the payoff is considerable. "The students who come back have a completely different focus," she says. "The faculty can see the improved perspective and maturity of the returning interns."

"I now have a better idea of what I want to do with my future...and I had a blast with the money I made."

Stephen Shaw

One former intern who wrote of his experience, said internships should be mandatory.

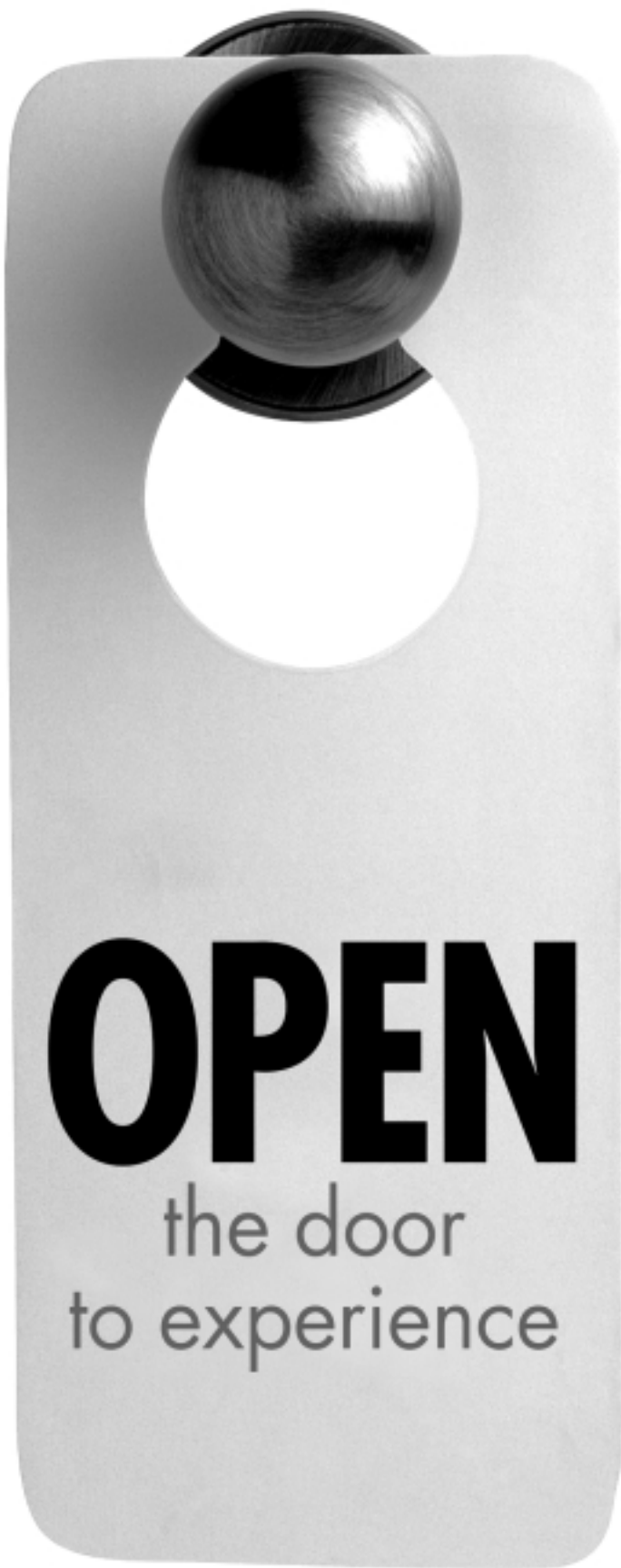
"My experience allowed me to appreciate why I was in school to begin with," Stephen Shaw, an engineering student who interned at DuPont in Kingston, wrote on the program's website.

"I now have a better idea of what I want to do with my future...and I had a blast with the money I made."

"We also want faculty to be aware of the program so they can tell their students about it," says Ms. Mundell. She also encourages faculty of all disciplines with research or corporate ties to contact her about future internship possibilities or if they have questions about the program.

Students wishing more information on the internships can attend an information night this Wednesday, Oct. 8 from 5:30 to 7:30 pm in Room 250, Chernoff Hall. The first round of interviews begins early in 2004.

More detailed information on the program can be found at careers.queensu.ca/quip.



IN BRIEF

Doctors on the front lines

Michael Schull, professor of Emergency Medicine at the University of Toronto and past president of Doctors Without Borders is this year's H. Garfield Kelly Visiting Lecturer.

He will speak on Aid, Advocacy and Illusions: Dilemmas for Doctors on the Front Lines on Thursday, Oct. 23, at 5 pm in room 1103 Biosciences.

Sponsored by the Queen's Aesculapian Medical Undergraduate Society, the lecture is free and all are welcome. For details, see the website at meds.queensu.ca/ce/lectures/hgkelly2003.html

Calling all entrepreneurs

First Capital Challenge invites Queen's community members to put on their brainstorming caps. It's a competition for the best plan to start a new business in Kingston, with the prize being a \$50,000 investment in the new company. It is a great opportunity for someone thinking of starting their own business.

For details, see www.firstcapitalchallenge.com.

Recognizing staff accomplishments

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.

Free speech

continued from page 1

Dr. Overall recalled that when she was taking an undergraduate psychology course called Thinking and Reasoning, the male professor remarked: "We all know that women are less rational, less able to think logically, than men are."

Though the professor would argue that he was merely exercising his right to free speech, Dr. Overall said her primary concern was harm, and whether a particular statement is justified.

"His comment undermined our confidence, and undermined the opinion of the men in the class about what women could do ... Discussion must occur on condition of equality, with the assumption that every person is a full, capable participant."

Dr. Smith asked students not to fit into pre-existing pigeonholes, but to be open to human,

skeptical and thoughtful ideas that help people and the country.

"At the university, as in society, we jeopardize freedom when we stigmatize those who make arguments, rather than discuss the essence of those arguments. Our major role in society is to foster vigorous debate... academic freedom must exist along with freedom to participate in open judicial processes, and freedom to speak at the corner of Union and University."

Dr. Watts acknowledged the difficulty of drawing a hard-and-fast line on free speech because, he said, the context is always significant. He warned of appeals to political correctness, which within a university "can be dangerous where they are used to stifle unpopular ideas or debate."

Sarah Hammond spoke about

her experience as a summer intern with *The Kingston Whig Standard*. She defended her decision to describe in a newspaper article the dress and hair styling of Caroline Baillie at a reception following her appointment to the DuPont Chair of Engineering Research, Education and Development at Queen's.

The next day, three *Whig* writers wrote letters to the editor taking exception to the inclusion of a description of Dr. Baillie's wardrobe, and condemning the reporter's "stereotypical" reporting.

"She was not dressed in traditional business attire and she really stood out from the crowd," said Ms. Hammond. "I also discussed in the article her new role, her academic qualifications and her experience in the field."

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If you prefer to read the *Gazette* online, go to qnc.queensu.ca/gaz_online.php

IN BRIEF

Something new for medical history aficionados



Medical history fans are invited to join the John "Blimey" Austin Society for short, informal talks on on medico-historical topics.

The next meeting takes place on Oct. 23, Michael Fitzpatrick will speak on the History of Sleep Disorders. On Nov. 20, Henry Dinsdale will present a lecture on Professionalism: An Example of Why Medical Students need a Historical Perspective. On Feb. 26, 2004, Tom Dukes will speak on Queen's University Veterinary College? The March 26 lecture is t.b.a. All meetings take place at 5:30 pm at the University Club. For more information or to be added to the email list, contact the secretary-treasurer by email at yal-inc@post.queensu.ca.

Campus Bookstore needs text orders urgently

The deadline for course adoptions for second term was Oct. 1. So far, the Campus Bookstore has received just 24 per cent of the orders.

Instructors are asked to submit their orders as soon as possible. www.campusbookstore.com.

Making the most of your time at Queen's

The International Centre (IC) presents the third, and final, in a series of volunteer information and training sessions, geared toward international and Canadian students alike. The session takes place Tuesday, Oct. 7, from 6 to 7:30 pm. Julia Blackstock of Career Services will present information about volunteering to obtain skills and experience and will work with participants on writing resumes, which include volunteer work experience. For details, stop by the IC (JDUC) or call 533-2604.

Senate subcommittee takes a comprehensive approach to addressing teaching assistant issues

By CELIA RUSSELL

A Senate subcommittee formed in April wants to change the way the university thinks about its teaching assistants.

The mandate of the Subcommittee on Teaching Assistants (TAs) is to make recommendations to the Senate Committee on Academic Development (SCAD) regarding university-wide guidelines covering issues such as dispute resolution, funding and the roles and responsibilities of the university, graduate and undergraduate students working as TAs.

The subcommittee aims to develop the concept of the TA as an educator in training, which its members expect will put Queen's at the forefront of graduate professional development in Canada.

TAs do more than teach classes, mark papers and supervise labs, says Dean of Graduate Studies and Research Uli Scheck, who chairs the subcommittee.

"The idea is to treat TAs as if they were junior colleagues. Since TAs make substantial contributions to the undergraduate learning environment, we need to support them in their work and treat them with respect. We need to provide them with a comprehensive policy that governs their work in a consistent, reasonable and fair manner. Through their work in tutorials, labs and classrooms, our teaching assistants begin to experience the dynamic relationship between teaching and learning which

will prove invaluable to them in the future."

Subcommittee members feel very strongly that a TA is not just an employee but is also developing skills for the future, says Andrzej Antoszkiewicz, president of the Society of Graduate and Professional Students. "The idea is that the TA will be exposed to all facets of teaching in the department."

"The conclusions reached by this subcommittee will have a profound effect on the graduate and professional students of Queen's, as most of us perform teaching assistantship duties at some point in our time here," Mr. Antoszkiewicz said in a recent report to the Board of Trustees.

Queen's has some of the lowest teaching assistant salaries in Ontario, he says. Serious work inequalities exist between departments. In addition, the pedagogy of teaching is consistently applied throughout the university.

The subcommittee will address all these issues and has also begun to define procedures to determine the allotment of TAs per course requirements, a dynamic process that will ensure that TAs have similar workloads.

Over the last few years, considerable progress has been made. New TA support has been put in place including a free course offered by the Instructional Development Centre for TAs whose first language is not English, and a new coordinator position for TA development has

been created.

"The course has been empowering for the training of TAs," says Mr. Antoszkiewicz. "It gives them a good start and a head start over their colleagues from

"The conclusions reached by this subcommittee will have a profound effect on the graduate and professional students of Queen's, as most of us perform teaching assistantship duties at some point in our time here."

Andrzej Antoszkiewicz

other universities."

In addition to their research abilities, future university professors also have to show evidence that they know how to teach, says Dr. Scheck, who noted that demand for the course and many other training opportunities has been growing steadily. For example, the new certificate program in university teaching and learning looks good on a CV, he says.

"It's something that students can take to job interviews. Earning one of the certificates issued

by the Instructional Development Centre can really demonstrate that one is committed to education and teaching."

The course is also invaluable for graduates pursuing a career in industry, says Mr. Antoszkiewicz.

"With the trend toward collaboration in the work place, communication is a critical skill."

Employees can no longer expect that their work relationships will be solely with a computer.

"Communication problems can impede intellectual potential and interfere with an employee's contribution to a company," he says.

Guidelines to be drafted by the subcommittee will also cover TA contracts and integrate all previous TA initiatives. The final recommendations to SCAD will combine existing policies and procedures, and will fill the gaps where necessary.

"If you look at all of the previous initiatives as well as the excellent work of the IDC and the many contributions from faculty and departments committed to supporting our TAs, we are really in the forefront of professional development for graduate students. Supporting our TAs professionally and financially is good for them, and it is very beneficial to the university, because TAs are the backbone of education at Queen's."

For more on Teaching Assistant development, see the Teaching Issues column on page 7.

Find out more about how Art Matters

The second instalment of the popular lunchtime series Art Matters takes place at the Agnes Etherington Art Centre.

On Thursday, Oct. 9 at 12:15 pm Associate Director and Curator Dorothy Farr will give a tour of the exhibition, Our Great Adventure, the Group of Seven.

Beginning early in the 20th century, the painters who became the Group of Seven began to explore artistic and

nationalist issues through the depiction of the Canadian landscape. With colleagues such as Tom Thomson and others, they painted in the Georgian Bay region of Ontario. Eventually, their ever-widening horizons encompassed painterly possibilities from Québec and British Columbia to Nova Scotia and the arctic. The Group's vividly-coloured wilderness paintings have

become iconic for many Canadians. Drawing on the substantial collections of the Art Centre and Queen's University, the exhibition will present works by the Group of Seven and their colleagues, and provide insight into their multifaceted careers as artists, designers and teachers. As the focus of the Art Centre's School Program in the coming autumn and winter, the exhibition will

provide an exciting opportunity for Kingston's elementary schoolchildren to experience their own great adventure.

Admission is free on Thursdays. The art centre is located at the corner of University Avenue and Queen's Crescent. For information, please call 533-2190.

A photo of a Lawren Harris painting from this exhibition appears on page 16.

Ron Sexsmith and Kyp Harness to perform

Queen's Entertainment Agency presents Ron Sexsmith with Kyp Harness in concert on Monday, Oct. 6 at Grant Hall on University Avenue. Doors open at 8 pm.

Tickets are on sale at the Queen's Used Bookstore on the second floor of the John Deutsch University Centre (corner of University and Clergy). They are \$10 in advance for general admission and \$8 in advance for Queen's students with ID.

The earnest work of boyish Niagara Falls-born singer/songwriter Ron Sexsmith won acclaim not from only critics but from fellow performers like Paul McCartney, Elvis Costello, and John Hiatt, some of the same artists who initially inspired Mr. Sexsmith himself to become a musician.

Returning to the road in support of his latest album, Cobblestone Runway, he continues to grow and discover more than a decade after his debut. "I just feel that I've seen a lot of huge-selling albums or artists disappear off the face of the earth," he says. "So I feel very fortunate and yeah, I think I'm singing better than ever now and the songs... they keep coming. So I still feel like I'm coming in to my own."

Opening for Mr. Sexsmith is Kyp Harness. The Sarnia native has been described as a "songwriter's songwriter," "a kind of genius" and "kind of like Dylan Thomas fronting a punk band." www.ronsexsmith.com www.kyp Harness.com



Ron Sexsmith



Kyp Harness

Board to strike second Queen's Centre committee

The Board of Trustees plans to establish a management committee in the next few weeks to steer the development of the Queen's Centre.

It will be chaired by Vice-Principal (Operations and Finance) Andrew Simpson, Principal Bill Leggett said in his report to trustees at their Sept. 19 meeting. Mr. Simpson will work closely with Vice-Principal (Advancement) George Hood, who directed the development of the Queen's Centre concept.

The board earlier 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 additional 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.

At their May meeting, trustees agreed 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 approval put the wheels in motion for what students and university officials have been requesting for years: new student life and expanded athletics facilities. It calls for the centre 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.

BOARD IN BRIEF

In other news, the board:

- Authorized Luis Hierro of Mexico City, Mexico, to act as attorney in dealing with all matters concerning Queen's entitlement under the last will and testament of Marion Elizabeth Wallace Wonnacott, who died in Xalapa, Mexico, in January, 1977. It also authorized Mara Kelly, Field Conservationist for the Canadian Nature Federation, Ottawa, to act as its attorney in dealing with all matters concerning Queen's entitlement under Ms. Wonnacott's last will and testament. Queen's had been mentioned in her will as a beneficiary, and the university's share of her estate of about \$54,000 Canadian, has been sitting in a Mexican bank account. It could only be released to an agent of the university if the university prepares a power of attorney in accordance with Mexican law.
- Approved financial statements for the year ending April 30, 2003.
- Approved International Study Centre tuition fees for spring 2004 and summer 2004. The board had approved these fees last March. Since then, the Arts and Science spring program has been changed from an eight-week to a six-week term, and a new four-week term will be offered next year. Spring tuition will be \$5,700 (six weeks, three courses) and summer will be \$3,800 (four weeks, two courses).
- Approved an increase in the approved funding for the Frost Wing demolition project to \$1.5 million (from \$1.2 million) with a corresponding reduction of \$300,000 in the approved funding for the Chernoff Hall project to \$51.5 million. Costs associated with the decommissioning of Frost Wing, removal of hazardous materials and relocation of campus services were greater than expected. At the same time, the Chernoff Hall project will now be completed under budget.
- Approved the university signing authorities due to a change in the title Director, Pensions, Investments & Insurance to the new titles of Director, Investment Services or Director, Pensions and Insurance.
- Approved an amendment (No. 5) to the revised pension plan of Queen's University (amended and restated on Jan. 1, 1994). As the two amendments are very technical and lengthy, those interested in reading them in full are asked to contact the University Secretariat, 533-6095. www.queensu.ca/secretariat

CROSSING BORDERS



STEPHEN WILD

University of Wollongong Program Director Ann Baxter (left) discusses opportunities with student Suna Polzin, a third-year exchange student in Philosophy at the recent Crossing Borders Study & Work Abroad Fair in the John Deutsch University Centre.

STEPHEN WILD

Conference to address Quebec and Canada in the new century

Quebec has long been a source of both creative and disruptive tension within the Canadian federation. For the three decades following the Quiet Revolution, Quebec society and politics was captivated by the discourse of sovereignty, a project that posed a fundamental challenge to the legitimacy and integrity of the Canadian federation. Since the 1995 referendum, the political intensity of the sovereignty discourse seems to have abated, and Quebec society appears to be more consumed with issues such as health care, education, employment and economic development, and the environment. Moreover, the 2003 election brought to power a Quebec Liberal government committed to the assertion of Quebec's autonomy within the context of Canadian federalism.

Some interpret these changes as nothing more than a period of temporary quiet in the regular ebb and flow cycle of Quebec nationalism.

Some interpret these changes as nothing more than a period of temporary quiet in the regular ebb and flow cycle of Quebec nationalism. Others attribute the abatement of overt nationalist sentiment to the success of nationalist policies themselves, particularly those in relation to the French language. Others

again see the beginnings of a fundamental realignment of the socio-economic and political forces that are shaping the domestic character and political orientation of Quebec.

The Institute of Intergovernmental Relations presents a conference Oct. 31 and Nov. 1 to assess these recent trends in Quebec society and politics, and to examine their implications for the future management of the Canadian federation. The conference takes place in room 202, Policy Studies Building, and all are welcome to attend.

For more information or details on how to register, contact the Institute of Intergovernmental Relations at 533-2080 or visit our conference website at www.iigr.ca/conferences/311003.




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

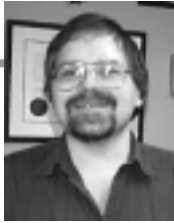
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VIEWPOINT

JOHN SMOL
Biology

Communicating research: We need to expand our audience

John Smol recently received an honorary degree from St. Francis Xavier University. This is an excerpt from his convocation address.

As researchers, we spend much of our time attempting to communicate our findings in publications and conference presentations and lectures to students. Yet, we are not spending enough time communicating what we do and how we do it to the public.

Having been closely involved in a number of environmental issues over the years, such as acid rain over a decade ago, and now global warming and other problems, I am dismayed at how poorly the results of our collective works are being transmitted to decision makers and the general public.

I think we often have made the excuse that the general public and decision-makers like politicians are not interested in science. After spending a significant part of last year working with MPs and other decision-makers on topics related to research, I am now convinced that this is simply not so. Many of them are keenly interested, and they do listen. To some extent they, like a large portion of the general public, are often misinformed and invariably under-informed. We can do a lot better.

In learning to communicate more effectively, we have to find ways to make the point that science is not a democracy. We have to find ways to get the message across that in science not everyone's scientific opinions or ideas have equal weight. I am sure everyone in this room knows this but apparently, a surprising number of journalists and many vested interest groups do not understand that in science, opinions and ideas have to be heavily weighted by empirical data. No matter how "nice" or "interesting" a hypothesis is, or how economically convenient a hypothesis may be, if it cannot withstand the rigors of scientific investigation and data, it is not a good hypothesis.

We, as scientists, must find ways to better explain the way science functions to the general public. In science, we do not have 100-per-cent certainty, nor do we have 100-per-cent agreement. But we do have reproducible and defensible results – in other words, solid, sound research based on the scientific method.

As in other fields, there are always a few scientists who do not agree with the mainstream and this includes some who will defend their viewpoints in the face of overwhelming evidence that they are wrong. Of course, scientists are not infallible, and the skeptics may sometimes turn out to be right. But they have to have reproducible and defensible results to be proven correct. This is a point that is not often understood by the general public, and some journalists.

We must ask: Why are the challenges of the skeptics so seldom seen in the peer-reviewed scientific press yet so frequently heard in the popular media? Looking back at the acid rain debates of a decade or so ago – research that I was closely involved with – I am still dismayed that even though well over 95 per cent of the scientific community was so clearly showing that acid rain from industry was the problem, the remaining five per cent "fringe element," sponsored by industry, received so much media attention.

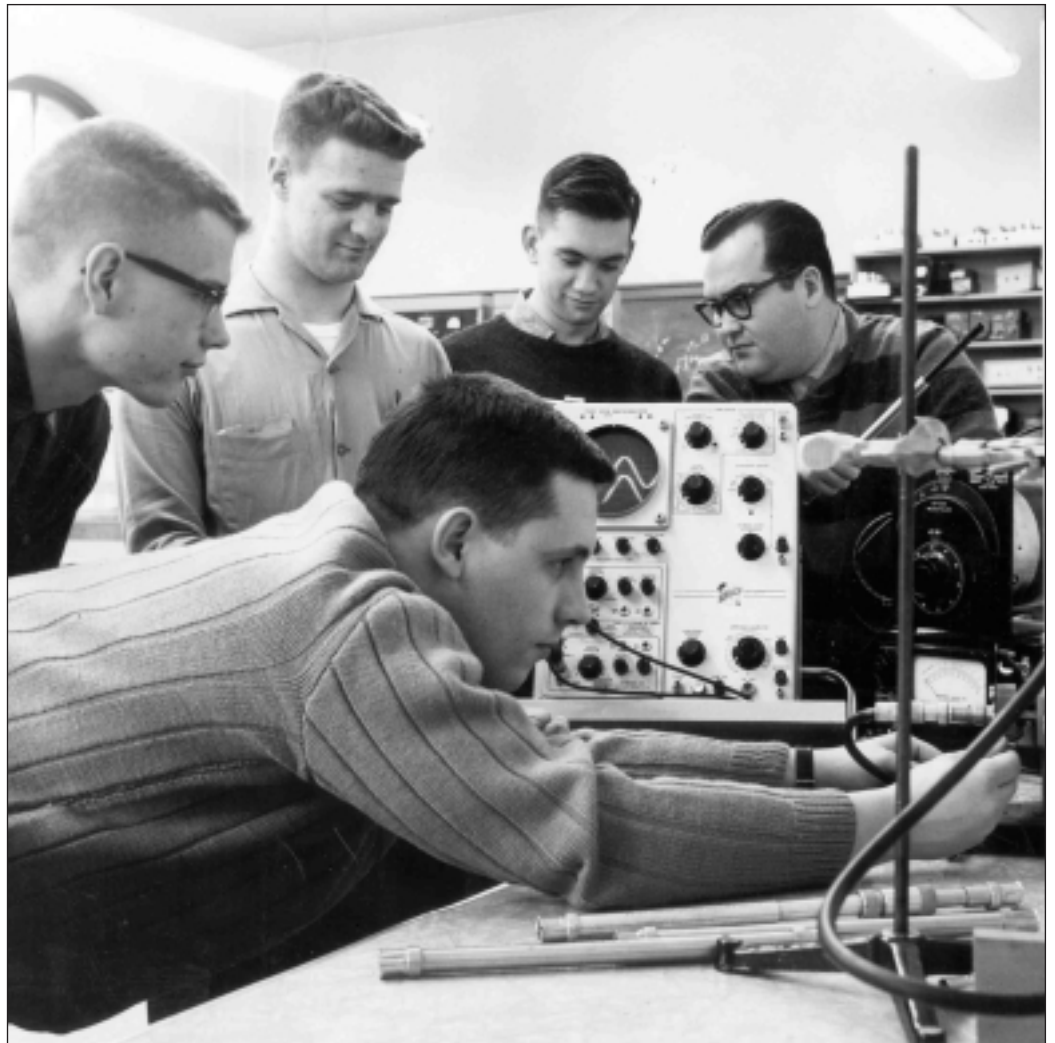
It is happening again with our new environmental problems. So, we must not only find ways to communicate our findings to the public, we must also find ways to educate people to help them understand that not all opinions have the same scientific validity. I know that this is not easy to do, given that journalists, for example, are trained to give so-called "balanced" views of any issue by showing two opposing sides as if they were of equal value. But we have to find ways to inject into policy debates the understanding of how science works so that people can discriminate between solid scientific opinion and simple wish fulfillment.

It is time to question whether each major environmental issue must be presented as a polarized scientific debate even though in many cases there is often extraordinary scientific consensus. The fervent wish of vested interest groups to present these scientific issues as unresolved and highly contentious results is nothing less than strategically placed confusion in the public's perception of the problem, which can then easily be translated into delay or cancellation of remedial action.

In learning to communicate more effectively, we have to realize

We, as scientists, must find ways to better explain the way science functions to the general public.

QUEEN'S FLASHBACK: 19XX



COURTESY OF QUEEN'S UNIVERSITY ARCHIVES

Our request for information on the Sept. 22 Flashback photo of the large piece of equipment came up empty. We don't give up easily – so we are trying again with a photo that actually has people in it. The folks at Archives would love to learn more about this photo, where and when it was taken and who is in it. If you have any details, please email gazette@post.queensu.ca.

that economic issues are paramount on most people's minds. We have to face this concern head on.

For example, remember how acid rain controls were going to completely undermine the North American economy? I was told in the late-1980s that if the environmental controls were implemented, then we would have economic ruin in the 1990s. Well, of course, much-delayed controls were finally implemented, and instead we had unprecedented growth in many areas...

The problem is that many of these environmental discussions often degrade to confrontations, with people citing economic reasons for not undertaking mitigation. I continue to be astounded at how much confidence the general public, including many politicians, will put into economic arguments, but then freely dismiss scientific arguments as being "too uncertain to warrant action"...And if people insist on reducing scientific discussions to economic issues, and all they want to talk about are the economic costs of mitigation, then we have to start talking about and explaining more clearly the "true costs" of any decisions.

We have to counter the industry-sponsored estimates of how much it will cost to fix the environment with explanations of the costs of doing nothing. For example, what is the cost of droughts in Alberta? Why is that not in their economic model of costs associated with reductions in greenhouse gases? We have to do a better job of convincing the public that all environmental and social costs must be included in any economic discussion. And it is not just how our actions directly affect humans. As Jose Saramago reminded us in his 1998 Nobel Prize acceptance speech, "man lost respect for himself when he lost respect for his fellow creatures."

When we start communicating our results, we have to choose our words carefully. For example, at this mid-point in my career, I have vowed never again to use the phrase "curiosity-based research." This has become a catch phrase for people lobbying for research funds for work that does not immediately have an easily defined or short-term practical application. Over the last year, having worked with politicians in an attempt to get arctic research back on track in this country, I became convinced that calling some aspects of our collective work "curiosity-driven" has cost us billions of dollars of research funding. Let's call it basic research or fundamental research – but "curiosity-based research" has negative connotations for the public, making it sound as if someone is just pursuing a hobby, at taxpayers' expense.

My field of paleolimnology is an excellent example of how artificial or temporary the boundary is between basic or "curiosity-based research" and applied research. When I was hired at Queen's in the mid 1980's, a major criticism of paleolimnology was that it was totally esoteric. Who really cares how lakes develop over centuries and millennia? Then, all of a sudden, people realized they needed historical perspectives to answer questions such as "Have lakes acidified?" and "If so, when and by how much?" Suddenly, in the blink of an eye, my research program switched from being classified as totally esoteric to totally applied. A good example, I think, of how the difference between fundamental and applied research is just a matter of time.

John Smol is Canada Research Chair in Environmental Change and a professor of Biology.

Viewpoint Policy

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

Letters Policy

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

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.

The trouble with labels

Our need to communicate compels us to label things to define meaning. The trouble with labels is that instead of doing what they were intended to do, which is to clarify things, they can often mislead. At times, this is what happens with the language of "equity". Many of us use the terms "equity" and "human rights" interchangeably.

David Winchester in *The Universal Declaration of Human Rights* puts it this way: "Human rights refer in a general sense to entitlements we all share by the simple fact of our humanity – rights which are inherent in our nature and without which we cannot live as human beings. The rights and freedoms, which allow us to develop fully and use our human qualities: our intelligence, our talents and our conscience, are human rights."

These rights are defined in the Universal Declaration of Human Rights and the Canadian Charter of Rights and Freedoms. These documents include guarantees of fundamental freedoms. The provision of social and economic rights, are meant to cover such basic needs as education, living accommodation and employment. These rights and freedoms are combined with an equally important guarantee, equality rights, which recognize that all of the rights and freedoms belong to each individual equally regardless of race, national or ethnic origin, colour, religion, sex, age, or mental or physical disability.

State signatories to the UN Declaration of Human Rights, including Canada, have been tasked with the responsibility of applying international human rights standards to national realities.



IRÈNE BUJARA

Diversity

In Canada, this means addressing how some groups have been denied the right to meaningful participation in their communities through work. In the early 1980's, the federal government recognized that the changing demographic of its population – through immigration and refugee policies, new technologies that give persons with disabilities more autonomy and women greater freedom to choose careers outside of the home – meant that the available workforce was changing. Still, many groups that made up the available workforce pool were still not fairly represented in the active workforce.

In 1983, Judge Rosalie Abella headed a Royal Commission investigating the best way to promote equality in employment. Her 1984 report identified four groups that were not represented fairly in all levels of the active labour market: women, aboriginal peoples, persons with disabilities and visible minorities. The report also suggested several models to achieve fair employment representation. Today's system makes it mandatory for most organizations that have contracts with the federal government to follow specific guidelines. Judge Abella rec-

ommended that this system be known as "employment equity" to acknowledge the important differences with the United States' system of "affirmative action." This has led to ever-greater synonymy between the terms "equity" and "human rights" in our popular understanding.

Cementing the link to human rights, employment equity policies further seek to eliminate barriers to the retention of designated group members in the workplace by requiring the implementation of anti-harassment/discrimination measures. The Ontario Human Rights Code, which is the legislation that applies to Queen's, includes the following prohibited grounds: race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, marital status, same-sex partnership, family status or disability.

In her report on "Women and Work," Susan Bullock defines work as "a basic element of our common humanity." Employment equity is only one aspect of broader human rights guarantees that seek to ensure each individual lives with dignity. It seeks to identify the groups within the Canadian workforce that are not being represented fairly because of intentional or unintentional institutional barriers, and to correct the situation by changing the way organizations operate. Equity is one direct outgrowth of our interpretation of broadly defined human rights guarantees meant to ensure all individuals are able to contribute their gifts and experiences, without distinction, for the betterment of our community.

Irène Bujara is director of Queen's Human Rights Office.

More than ever, TAs matter

Every year, new students prepare for their new role in university life. While we think of first year students as that group, we should remember to include teaching assistants (TAs). In May 2002, the Senate Sub-Committee on the Training of TAs at Queen's recommended mandatory training for all new graduate students (and undergraduate students) wishing to be TAs.

Although the training program is mandatory and the content varies from department to department, it is evident that graduate students take their role as TAs very seriously and are as concerned about being effective, being fair and managing their workload as any new (or experienced) faculty member.

It is important to recognize that to most graduate students, being a TA is more than just paid employment. There is no doubt that being remunerated for hard work is important but perhaps what is more important is the sense of being valued, that teaching is an integral component of professional training. In this aspect, it is our collective responsibility to recognize the roles TAs play in our courses, departments, and in the university as a whole.

With the double cohort, our class sizes have increased and as such, there is potentially less contact between undergraduate students and their professors. It is the TAs who have been given the added responsibility of filling the gap. This is especially evident in our first year classes, which have become larger and filled with ever increasing num-



ANDY LEGER

Teaching Issues

bers of younger students. In these first-year classes, it is likely that our students first experience tutorials or laboratories, and find they are looking for guidance and role models on how to manage university life. As such TAs have become much more than tutorial leaders or laboratory demonstrators or markers. They can have a large impact on a student's university experience in general.

The Senate sub-committee recognized the importance of training our TAs to do their job well, in all its aspects. However, we must recognize that a single orientation session early in the school year is not sufficient training. We should continue to encourage our TAs to further develop their skills and knowledge such that they can better serve the university community and add to the quality of undergraduate education. This task should not fall solely on the TA coordinator or graduate program chair but should be the responsibility of all supervisors and course instructors.

Opportunities to work with TAs can be a rewarding experi-

ence for faculty and graduate students, affording the potential for both collaboration and teaching development. The following is a list of ideas for supporting TAs throughout the year:

- Hold regular meetings with TAs to discuss their work.
- Be available to address TAs questions or concerns about their work.
- Use a TA contract to discuss the roles, responsibilities and expectations.
- Invite feedback from TAs on your course.
- Encourage and support TAs to take other workshops and participate in teaching development activities.
- Collect and provide feedback on their performance.
- Encourage balance among teaching and other scholarly activities.
- Make the TA experience as professional as possible.

Remember that graduate students are our colleagues of tomorrow, and the more they have been trained in all the aspects of a university career the better off they will be.

How many of us wish that we had some, not just more, formal training for teaching when we took on our first faculty positions?

For more on the services offered by the IDC for TAs, see the website, www.queensu.ca/idc or call Andy Leger at 533-6000, ext. 75303.

Andy Leger is coordinator of TA Development and an assistant professor of Rehabilitation (Physical) Therapy.

UNIVERSITY ROUNDUP



Collegiality gender gap

In a recent report, Princeton University's Task Force on the Status of Women Faculty in the Natural Sciences and Engineering noted that while the percentage of women faculty members in the natural sciences and engineering increased from 8.4 per cent to 13.9 per cent and the number of women with tenure more than doubled between 1992 and 2002, progress in hiring women was "unevenly distributed" and overall numbers of women remained low. Another finding was that "considerably fewer women than men reported a sense of collegiality, inclusion and job satisfaction and female assistant professors were less likely than males to report being mentored." The university has appointed a special assistant to the dean of the faculty to address issues related to gender equality.

Princeton University's Headlines website

Cheating research

Universities with honour codes have fewer reports of cheating, says a Rutgers University expert on cheating and plagiarism on North American campuses. Don McCabe also found that factors associated with the incidence of cheating include chances of getting caught and harshness of penalties. Discussing academic integrity in the classroom is one effective way to reduce the amount of cheating, he says.

University Affairs (October)

Hollywood's take on the ivory tower

There are lots of movies depicting campus life and university professors, everything from the comic classic *The Nutty Professor* to the Academy Award-winning *A Beautiful Mind*. But when Hollywood meets academe, scriptwriters tend to gravitate toward a decidedly salacious portrayal of goings on in the realm of the ivory tower, notes a *University Affairs* article. "It's hard to dramatize electronic submission of research papers to peer-reviewed journals, marking essays, reading books and sitting through committee meetings. So, while filmmakers have long been drawn to the groves of academe, they choose mostly to focus on the ignoble and untoward: lechery, boozing, cut-throat ambition, insanity."

University Affairs (October)

Public-private partnerships damage

Ontario's universities are being damaged by public-private partnerships, says a new study by the Canadian Centre for Policy Alternatives. This method of funding Ontario higher education "entrenches inequality between and within institutions" and "privileges technology and science disciplines over the liberal arts programs in which the vast majority of students are enrolled," say a centre news release. According to the study, "the convergence of increased student demand due to the double cohort, a rapidly decaying infrastructure, an accumulated debt, under funding, an aging professoriate, and many other factors have created and reinforced vulnerability in the university sector." But, it says, public-private partnerships aren't the solution.

www.policyalternatives.ca

Deconstructing Harry

The Science of Harry Potter: How Magic Really Works by Roger Highfield. The Irresistible Rise of Harry Potter: Kid-Lit in a Globalised World by Andrew Blake. Re-reading Harry Potter by Suman Gupta. While the Potter-enthralled masses patiently await the fifth novel, others are busy explaining what it all means. "Now comes the tide of interpretation with varying approaches and degrees of seriousness," says The Times Higher Education Supplement in an article entitled Harry potters on, and we Muggle through.

The Times Higher Education Supplement (Sept. 19, 2003)

Diversity and student admission

While 74 per cent of colleges and universities in the U.S. articulate a commitment to student diversity in their mission statements, only one-third consider race or ethnicity as a factor when evaluating applications for undergraduate admission, says a new report by the National Association for College Admission Counselling. "The use of race as a factor in admission is far less frequent among institutions of higher education than the public might have suspected," says the report called Diversity and College Admission in 2003.

The Chronicle of Higher Education (Oct. 2)

A gold-medal finalist

MINORITY RIGHTS
EXPERT ADVISES HEADS
OF GOVERNMENT,
INTERNATIONAL
AGENCIES

By NANCY DORRANCE
News and Media Services

A Queen's political philosopher frequently consulted by government leaders on minority rights issues is a finalist for one of Canada's largest and most prestigious prizes in the social sciences and humanities.

Will Kymlicka has been named as one of five finalists for the Social Sciences and Humanities Research Council (SSHRC) Gold Medal – the council's highest honour.

SSHRC describes Dr. Kymlicka as someone whose expertise on minority rights "is not only acknowledged in academic circles but sought out by countries around the world seeking to better accommodate and reflect their ethnic, linguistic and religious diversity."

"As many newly independent European states struggle to resolve centuries-old tensions between competing ethnic groups, he is confirming his role as an intellectual peacekeeper by working with them on citizenship and multicultural issues."

Calling Dr. Kymlicka an "exceptional scholar," Vice Principal (Research) Kerry Rowe says this recognition "is a testament to his outstanding contributions to the understanding of minority rights."

Dr. Kymlicka's award-winning 1995 book, *Multicultural Citizenship*, has been studied closely by politicians and academics alike, and is considered a landmark publication in this field. As well as revolutionizing the existing framework for the protection of minority groups, his work has advanced the Canadian approach to cultural diversity as a model for other

countries.

Currently Dr. Kymlicka is working on a book about minority rights in east and south Asia. In comparison to his earlier study of post-Communist Europe, he says that although sources of conflict within countries may at first appear to be very similar, on closer inspection this is not the case.

"One consequence of globalization has been the worldwide diffusion of a handful of common words or slogans about 'multiculturalism', 'pluralism', 'diversity', 'citizenship' and 'integration'," says Dr. Kymlicka. "But this similarity in discourse is often misleading, since these terms are used to describe very different concepts, and the historical memories attached to them."

There are some surprising and encouraging developments in parts of the world one might not expect.

The Queen's National Scholar says he finds this research particularly exciting because each area he studies has a unique perspective, with "different levels of optimism and pessimism. There are some surprising and encouraging developments in parts of the world one might not expect, largely unnoticed by the larger world, alongside the seemingly intractable cases of ethnic conflict that dominate the daily news."

Cross-appointed to the Department of Political Studies, Dr. Kymlicka also works closely with the School of Policy Studies, and is a visiting professor in the Nationalism Studies program at the Central European University in Budapest.

In 2002 he received both a Queen's Prize for Excellence in Research and a prestigious Killam Fellowship to explore the prospects



BERNARD CLARK

Will Kymlicka finds minority rights research particularly exciting because each area has a unique perspective.

for an international consensus on minority rights. This past summer he was named a Fellow of the Royal Society of Canada.

The SSHRC Gold Medal,

which carries a value of \$100,000 will be awarded for the first time, in Ottawa on Oct. 16. The other finalists are literary theorist Linda Hutcheon, University of Toronto;

musicologist Jean-Jacques Nattiez, Université de Montréal; political scientist Donald Savoie, Université de Moncton and philosopher Charles Taylor, McGill University.

IN BRIEF

Gene, cancer relationship studied

An expert in molecular imaging and bioinformatics has been awarded \$35,000 to develop an intelligent computer system that will identify relationships between genes and cancer. Parvin Mousavi (School of Computing) is one of 14 Canadian researchers to receive funding from Precarn Incorporated, a not-for-profit, Ottawa-based national consortium of corporations, research institutes and government agencies supporting the development of robotics and intelligent systems.

Dr. Mousavi's research will help create a system for disease inference and diagnosis of cancer, which would accelerate patient diagnosis and increase successful treatment and survival rates.

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.

Grad students get \$420,000 scholarship injection

By NANCY DORRANCE
News and Media Services

Queen's master's students in the social sciences and humanities will receive \$420,000 in scholarship funding from a new government initiative to promote post-graduate studies in Canada.

Awarded by the Social Sciences and Humanities Research Council (SSHRC), a total of 1,535 Canadian university students at the master's, doctoral and post-doc levels will receive Canada Graduate Scholarships under the program. At Queen's, 24 master's students have each been granted a one-year \$17,500 scholarship.

Research being conducted by Queen's recipients ranges from gender differences in adolescent aggressors, to the effects of tuition deregulation on post-secondary accessibility, to cultural revitalization in the Guatemalan Maya movement.

"This new government program will supply much needed funding to our top master's and doctoral students for many years to come," says Ulrich Scheck, dean of Graduate Studies and Research. "It will also assist us greatly in providing all funding-eligible graduate students at Queen's with a level of financial support that

allows them to do their research and to complete their programs in a timely fashion."

"For the past decade, students have contended with steeply rising tuition fees, which have forced many to work part-time in order to fund their studies and made it impossible for others to even consider going to graduate school," said SSHRC president Marc Renaud in announcing the new funding. "The new CGS scholarships, combined with SSHRC's own fellowships, will make it possible for more of our best students to complete graduate degrees."

Introduced in the 2003 federal budget, 60 per cent of the awards in the CGS program will go to students in the social sciences and humanities – the proportion of graduate students working in these disciplines at Canadian universities. Master's students receive one-year, \$17,500 scholarships; doctoral students receive fellowships valued at \$19,000 a year for up to four years; and postdoctoral students receive \$35,028 fellowships for a maximum of two years.

A list of recipients and their research areas is online at: www.sshrc.ca

V-P Research wins major geotechnical award

One of the largest and most respected technical societies in the world has selected Vice-Principal (Research) Kerry Rowe to receive its highest honour.

The Canadian Geotechnical Society presented Dr. Rowe with the R.F. Legget Medal at its annual conference last week in Winnipeg.

The medal is the most senior and prestigious award of the soci-

ety. Presented annually, it recognizes achievements of permanent significance to the field of geotechnical engineering in Canada.

"This is an enormous honour," says Dr. Rowe. "In receiving the award I am very mindful of the contributions of the outstanding graduate students and post-doctoral fellows I have supervised, the people in industry who have been associated

with the application of our research in engineering practice, and the amazing colleagues with whom I have had the pleasure of working."

A professor of civil engineering, Dr. Rowe is renowned for his innovative designs of safer landfill sites, and for his development of computer software and engineering guidelines that are used globally today. He was the

first civil engineer to be awarded a prestigious NSERC Steacie Fellowship (in 1989), and is a Fellow of the Engineering Institute of Canada (EIC), the Canadian Academy of Engineering, and the Royal Society of Canada.

Earlier this year Dr. Rowe received the K.Y. Lo Medal from the EIC in recognition of his significant engineering contributions at the international level.

Poster offers lab notebook tips to researchers IN BRIEF

Researchers and their staff now have a new tool for their labs.

The tool, a poster titled *DOs and DON'Ts for Laboratory Notebooks*, offers a list of tips for keeping detailed records of laboratory work. The gold-hued poster was developed by staff at PARTEQ Innovations, the technology transfer arm of Queen's, and is being distributed over coming weeks to faculty in applied and life sciences.

Designed to be quickly and easily scanned, the brief, bulleted tips range from basic infor-

mation, such as using permanently bound books and recording entries in indelible ink, to detailed suggestions for recording non-tangible research work such as discussions and ideas.

"The tips are particularly useful to faculty thinking of commercializing their research, since good documentation is key to patent protection, the vital first step in the commercial development process," says Carol Miernicki Steeg, PARTEQ's vice president of intellectual property.

However, the poster is also

helpful to anyone who works in a lab, says Anne Vivian-Scott, Director, Commercial Development at PARTEQ. "Keeping detailed records is good professional practice, no matter what you're planning to do," she says. "You never know what information might be useful later on for talks, reviews, articles or a thesis. If you've kept good lab notes, all the details are there."

The poster also provides a brief overview of PARTEQ's services, as well as pointers for protecting intellectual property. "It's

a way of getting researchers to think about their intellectual property," Dr. Miernicki Steeg says. "Even if a researcher has no interest in commercial applications right now, being aware of the issues associated with intellectual property allows him or her to make an informed decision about any IP later on."

The 11 by 17-inch poster is available to members of the Queen's community and can be obtained by calling PARTEQ at 533-2342, or via email, at parteq@parteqinnovations.com.

Community builders wanted

The Robert Sutherland Visitorship Committee would like the Queen's community to submit ideas for possible candidates for the 2004 Robert Sutherland Visitor. The Visitorship was established in 1996 in memory of lawyer Robert Sutherland, the first person of African heritage to graduate from Queen's and the university's first major benefactor. The selected candidate should be a person of national or international distinction in the fields of equity and community building.

Past visitors have included lawyer and activist Esmeralda Thornhill, author and educator Enid Lee, author and journalist Ken Wiwa, sociologist and human rights activist Patricia Mc Fadden and musician and prison rights advocate Faith Nolan.

To recommend a visitor or to obtain more information, please contact Stephanie Simpson at 533-6000 ext. 75194 or email the committee at robsuth-l@post.queensu.ca.

HPCVL presents data visualization workshops

Canada's High Performance Computing Virtual Laboratory (HPCVL) and the worldwide Numerical Algorithms Group (NAG) are hosting two-day hands-on training sessions for researchers in a broad range of scientific and social science fields on data visualization using IRIS Explorer™, the award-winning programming environment for 3D data visualization, animation, and manipulation.

The free sessions take place Oct. 20 and 21 at the University of Ottawa and Oct. 22 and 23 at Queen's. They are open to HPCVL-affiliated researchers as well as others.

These workshops are especially timely, says HPCVL Executive Director Ken Edgecombe.

"Given the volume of research data and experimental data being generated today, researchers need tools to visualize and analyze the results of their calculations and experiments. We feel that this training is a part of HPCVL's mandate to provide the very best tools for the innovative researchers using our resources."

The workshops will provide an overview and training on visualization techniques for analyzing data, instructions on how to build applications and custom modules in the IRIS Explorer environment, and a brief over-view of advanced topics such as real-time visualization of simulation output, computational steering, and visualization on the Grid.

Pre-registration for the workshops is recommended to ensure a place and can be done online at www.hpcvl.org.

HPCVL has grown quickly to become one of the largest high-performance computing centres in Canada, and is listed in the top 500 supercomputers in the world. HPCVL consists of a university consortium of Queen's and Carleton universities.

SNOW ALREADY?



CELIA RUSSELL

A worker labours in a sea of white, as he and several others from Kingston Tent and Party Rentals erect the Homecoming Big Top last week on Agnes Benidickson Field. On Friday, when the *Gazette* went to press, the field had been transformed into a tent city, with a main tent, a couple of smaller tents and a patio area for those souls who dared to brave the elements. Returning alumni and families were able to register for events, meet old classmates and pick up a new Queen's sweater or two under the massive complex.



CELIA RUSSELL

Admin two-peats in volleyball thriller

ANNUAL CHALLENGE MARKS OFFICIAL START TO QUEEN'S UNITED WAY CAMPAIGN

By CELIA RUSSELL

The administration came from behind to narrowly defeat the staff team in the annual noon-hour United Way volleyball challenge Sept. 29 at Bartlett Gym in the Physical Education Centre.

"That was a cliff hanger," Principal Bill Leggett was heard to say after the series, the official kick-off to Queen's 2003 campaign.

Disappointed United Way co-chair and staff team member Lauren Sharpe pointed out that the staff team technically did win the best two games out of three, as originally advertised.

However, midway through the competition, when it looked as if the staff had a lock on a rout, the team captains agreed to a three-out-of-five match.

The staff team won the first two games and was up 14 to 11 in

the third when the tide turned. The administration roared back into action, winning the third game 16 to 14, and won the last two games to take the match three games to two. It was their second win in a row.

Professor Geoff Smith and Rector Ahmed "KC" Kayssi provided excellent play-by-play and colour commentary, while Carrie Allen kept an eye on the scoring.

Despite the occasional accusatory remark from each side, referee Bill Lucas successfully kept players focused on the game. Bhavana Varma and Michelle Boucher from the Kingston United Way Campaign made the line calls.

Campaign Co-chairs Lauren Sharpe, Eddy Campbell and Mark Publicover also thank Kelly Smith and PhysEd Centre staff for their help with setup and facilities, Sodexho for providing the refreshments, the players and the JDUC for electronic advertising and all the fans who came and cheered, especially those from Professor Smith's PhysEd class.



CELIA RUSSELL



CELIA RUSSELL

THE \$260,000 CHALLENGE

Queen's United Way campaign has set the bar at \$260,000 for the fall 2003 campaign. To kick off the campaign, the administration and staff teams battled it out at Bartlett Gym last Monday for volleyball supremacy.

Above, staff team members Susann Gauthier, Paul Pearsall and Linda Grant celebrate a kill while administration team member Shelley Aylesworth-Spink (right) covers her face in anguish.

At left, the administration team celebrates their best-of-five, come-from-behind victory.

Lower left, Ray Satterthwaite spikes the ball while his admin team members Marie Miller and Sean Reynolds look on.

Below, enthusiastic students from emcee Geoff Smith's PhysEd classes cheer on the action.



CELIA RUSSELL



CELIA RUSSELL

Sit up and pay attention

NETWORK SECURITY ISSUES AFFECT EVERYONE



BY ITSERVICES STAFF

Plugged In

As a computer user at Queen's, you've heard the same messages time and time again. Make sure your version of Symantec AntiVirus (SAV) is up to date. Get the latest virus definitions file using LiveUpdate. Use Microsoft Windows Update and install any critical updates for your version of Windows. These messages have been repeated frequently on campus, but now, more than ever it's time to sit up and pay attention.

Last July, Microsoft announced a vulnerability to Microsoft Windows software. A mere month later, the Blaster worm took advantage of this flaw and appeared seemingly everywhere. ITServives was able to minimize damage on campus. Coincidentally, Blaster arrived the same day Team Packman was preparing the final burn of the Windows image for the ITServives Start-Up CD 2003. Thanks to the lucky timing, Blaster countermeasures were added to the CD. As a result, when the CD runs it tests whether or not a computer is vulnerable to Blaster, and if so, installs the Microsoft DCOM patch. It then tests to see if the computer is infected by Blaster and if so, removes the worm. To date, the CD has been used on 4,568 Windows computers. Of those computers, 2,121 needed the patch (close to 50 per cent), and 99 were

cleaned of a Blaster infection.

The Blaster worm is a prime example of the increasing proficiency among hackers and virus creators. In the past, a threat could be expected to surface months after the discovery of software vulnerability; in this case it took only one month. Future incidents could hit campus harder, yielding more critical damage than Blaster.

The Blaster worm is a prime example of the increasing proficiency among hackers and virus creators.

The reality of network security is that network maintainers will always be at least one step behind the evildoers. ITServives is actively trying to keep up with the latest news and threats. One initiative is the formation of the

Computer Security Response Team (CSRT), which hopes to improve campus awareness and response, and foster good practices among computer users at Queen's. The CSRT is made up of members of ITServives. They play a role in identifying, assessing, responding to, and recovering from network security threats. Keep your eye out for CSRT alerts and information that may be e-mailed, published in campus newspapers, or posted on the ITS web pages and the Queen's News Centre online.

Since the CSRT was formed, Microsoft announced a second DCOM vulnerability. The announcement occurred days before the release of Packman 7.1. Consequently a new Critical Update warning was added to Packman. Now when you perform a Packman Check Server you'll be notified if your computer is vulnerable to attacks identified by the CSRT. Packman will launch Windows Update so that you can install the necessary patch.

The CSRT hopes to raise campus awareness regarding specific network security issues, and to take measures to prevent damage to machines on the Queen's network, but all users have to do their part. Computer users at Queen's have a responsibility to minimize risk to the computer network. It is up to you to take actions that ensure your computers preserve the integrity of the Queen's network.

www.its.queensu.ca/alerts
www.queensu.ca/newscentre

Queen's accessibility plan goes online

Queen's accessibility plan to address the Ontarians with Disabilities Act (ODA) is now online at www.queensu.ca/equity.

The plan will go before the Board of Trustees for approval at the next meeting on Dec. 5.

The ODA set a deadline of Sept. 30, 2003 for all colleges, universities, school boards, hospitals, municipalities and public

transportation organizations to develop accessibility plans. The plans must document barriers to accessibility that have been removed for all disability groups, and identify those barriers that will be removed in the coming year. They must also identify how the barriers will be removed, and present an ongoing implementation plan for removing

barriers in the future as well as preventing the development of new barriers. Plans are required to be made public and accessible, for input and contributions from the wider community.

The Queen's plan aims to increase interdepartmental communication, and provides a unified structure to address Queen's accessibility issues.

A FUTURE DOWN UNDER



CELIA RUSSELL

Matt Miernik of OzTrekk Educational Services helps fourth-year student Erin Flom map out her plans to pursue a law degree in Australia. More than 35 schools and colleges from North America and overseas representing a range of post-degree programs took part in the recent Professional Schools Fair in Grant Hall.



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

Stigma of mental illness is still a major barrier, Queen's expert says

This week, the World Psychiatric Association will hold its *Together Against Stigma* conference at Queen's, bringing together more than 50 international experts on the topic. In recent years, experts in more than 20 countries around the world have supported initiatives to fight stigma and discrimination associated with mental illness through the World Psychiatric Association's *Open the Doors* program. Consumer and family support groups, psychiatrists and mental health workers, teachers, and members of the media, as well as governmental and nongovernmental representatives have united in an attempt to increase awareness and knowledge of the nature of mental illness and its treatment and to take steps to eliminate discrimination and prejudice.

To better understand stigmas of mental illness and get a sense of whether these programs are making a difference, the *Queen's Gazette* posed the following questions to Heather Stuart, associate professor in Community Health and Epidemiology/Psychiatry, and Scientific Coordinator for this week's conference.

G: Why are there stigmas associated with mental illness?

HS: Stigma occurs when those with a mental illness are perceived negatively simply by virtue of having that illness. Stigma turns into discrimination when those with a mental illness are denied social or legal entitlements that others enjoy. Discrimination can range from

overt actions to indirect acts of omission and neglect. Stigma against the mentally ill dates back to the dawn of civilization, perhaps because we are afraid of the unfamiliar. A key aspect of stigma is the perception that people with a mental illness are dangerous and unpredictable. The mass media and the entertainment industry perpetuate this myth in many ways, fostering an exaggerated sense of personal risk among members of the community who may come into infrequent contact with the mentally ill. In fact, the contribution of the mentally ill to community violence or criminality is negligible. Those with a serious mental illness are more often the victims of violence and criminality than the perpetrators. As this does not sell news or thrill viewing audiences, it is seldom reported.

G: Has the considerable investment in media public awareness campaigns succeeded in reducing the stigma of mental illness?

HS: These initiatives are rarely evaluated so it is difficult to say. The few that have been evaluated have shown meagre results, particularly when it comes to changing the way people behave toward those who have a mental illness. As we know from public education efforts in the areas of smoking and nutrition, improved knowledge doesn't necessarily translate into



HEATHER STUART

Q&A

improved actions. Many people know they shouldn't smoke, but they still do. The same is true of anti-stigma efforts. Knowledge about mental illnesses and their treatments doesn't necessarily reduce the fear or the social distance people feel toward those with a mental illness.

G: Is the apparent societal openness around the use of anti-depressant medication an indication of changing perceptions of mental health?

HS: Some believe so, but those with serious and persistent disorders still feel as stigmatized as ever, and they continue to face significant inequalities in their access to social program resources, disability benefits, employment, housing, and a host of other things that most of us take for granted. Only about a quarter of those with current mental disorders are receiving medical care, even though success rates for most mental health

treatments are comparable to those in other areas of medicine. Many people delay seeking treatment because they don't want to be stigmatized or labelled. Perhaps a greater openness around the use of anti-depressant medication will reinforce a more modern view of mental health care and transmit the important message that mental disorders are treatable.

Knowledge about mental illnesses and their treatments doesn't necessarily reduce the fear or the social distance people feel toward those with a mental illness.

G: What steps are needed to eliminate discrimination against people with mental illness?

HS: The first thing is to recognize that stigma and discrimination are large and complex problems with no easy solutions. Through the World Psychiatric Association's *Open the Doors* program to reduce stigma and discrimination toward

schizophrenia, we have learned several important lessons. First, although stigma may be universal, stigma programs must be specific so that they address locally felt needs and priorities. Second, they must use strategies that are sustainable over the long term on relatively meagre budgets. Funding for these programs is typically small or sporadic. Third, focussed programs that use personal contact seem to work best. Not only can they deal with more complex subjects, they can incorporate mental-health consumers to deliver program messages and evoke emotional responses in program participants. Consequently, they have a greater impact on attitudes and feelings of social distance toward people with a mental illness. Our greatest successes have been when mental health consumers have interacted directly with members of the public, for example through school-based programs or theatre performances. Fourth, programs that aim for policy change have also been successful, as these have a positive impact on a large number of people. Finally, we have learned that we all stigmatize in one way or another, or at some time or another. This is because we have been socialized to do so. Breaking this cycle is difficult. It requires concerted effort, teamwork, and a long-term view. For more information about the *Open the Doors* program go to www.openthedoors.com.

Experts on provincial politics, tuition and student loans and Air Canada restructuring in the news

QUEEN'S IN THE NEWS

Highlights of Queen's experts in the media

■ Sept. 19-29, 2003



Mendelsohn

Matthew Mendelsohn (Political Studies) comments in *The Globe and Mail*, *The Sault Star*, and *The Peterborough Examiner* about polling results in the provincial election campaign. He is also quoted extensively about the possible impact of the provincial election debate in a *Canadian Press* story.

Ken Wong (Business) comments in *The Globe and Mail* about choosing partners for cross-promotional marketing.

Ian Gemmill (Medicine) comments on *CTV News and Current Affairs* about the flu vaccine.

A commentary by **Daniel Thornton** (Business) about accounting standards appears in the *National Post*.



Tufts

Bruce Tufts' (Biology) research findings that have initiated ground-breaking new catch and release procedures for sports fishing are highlighted in *The Globe and Mail* and *The Kingston Whig-Standard*.



Côté

Jean Côté (Physical Health and Education) appears on CBC TV *Newsworld* discussing parents' violence in children's hockey.

The *Toronto Star* features an op-ed by **Principal Bill Leggett** about the impact of a tuition freeze or rollback on universities.

Douglas Reid (Business) appears on CBC TV *Newsworld* to discuss Bombardier. He also comments about re-structuring at Air Canada in the *National Post*, and about Air Canada's worsening plight in a *Canadian Press* story picked up by newspapers across the country including *The Ottawa Citizen*, *The London Free Press*, *The Ottawa Sun*, *Edmonton Journal*, *Calgary Sun*, *The Guardian (Charlottetown)* and *The Vancouver Province*.

Ned Franks (Political Studies) discusses Parliament's investigation of recent spending by the Governor General's office in a front-page *Ottawa Citizen* story.

Ross Finnie (Policy Studies) comments in *The Ottawa Citizen* and *Victoria Times Colonist* about the need for a new designation policy for institutions qualifying under the government student loans program.



Lindsay

Rod Lindsay (Psychology) discusses the nature of children's lies in *The Toronto Sun*.

Jonathan Rose (Political Studies) comments about the focus on leadership styles in the current election campaign in a *Canadian Press* story picked up by *The Standard* (St. Catharines - Niagara), *The Expositor* (Brantford) and *The Kingston Whig-Standard*. Rose also makes predictions about the results of the upcoming provincial election in a front-page *Kingston Whig-Standard* story.

Rena Uptis and Katharine Smithrim (Education) comment extensively in *Maclean's* and *Today's Parent* about their research findings that show students who participate in the arts at school perform better in math.



Katzmarzyk

Peter Katzmarzyk (Physical Health & Education) discusses childhood obesity in *The Vancouver Sun*.

Marc Busch (Business) comments in a *Kingston Whig-Standard* story about funding for the Kingston Economic Development Corporation (KEDCO).



Adams

Mary Louise Adams (Physical Health & Education) discusses on *CBC Radio* the new interest in women's amateur soccer exemplified by 10,000 spectators at the Canada-Australia women's soccer game held recently at Queen's.

Principal Bill Leggett and **Roger Healey** (Institutional Research & Planning) comment in a front-page *Kingston Whig-Standard* story about a recent Queen's study that highlights the university's \$1-billion impact on the Greater Kingston area economy.



Saunders

David Saunders (Business) comments in a *Calgary Herald* story about the consequences of unethical corporate behaviour.



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.

Donating books for a great cause

The School of English recently launched the first phase of a Book Donation Project, aiding three not-for-profit Kingston organizations and their clients, as well as the Limestone District School Board. The organizations received more than 1,200 books, valued at approximately \$40,000. The volumes included dozens of class sets, as well as resource books. A vocational college in China is the first international recipient of books retired from the school's current curriculum.

"Each of the four local organizations received books tailored to their clientele's specific

needs," says Andy Curtis, Director of the School of English. "We were particularly pleased that approximately 20 class sets will continue to benefit ESL learners. We also look forward to the international phase of the project, beginning this summer with a donation to teachers from a vocational college in southern China."

Kingston and District Immigrant Services will offer the books to volunteer hosts and tutors, and to adult learners in their lending library.

The Open Book Project, affiliated with the Algonquin and Lakeshore Catholic District School

Board, will use the textbooks in one-to-one and small group instruction of adult English as a Second Language (ESL) learners.

Loyalist Collegiate Vocational Institute (LCVI) will use the donated textbooks in ESL programs for secondary school students and adults. There is also a need for English books for remedial classes for secondary students whose first language is English. The Kingston affiliate of TESL Ontario (Teachers of English as a Second Language) sells the textbooks at nominal cost to area ESL teachers to help raise funds for their professional development program.

IN BRIEF

Musical happenings

Find out what prevents you from being the best you can be.

Andrea Leyton will present a free workshop on Neuro-linguistic Programming – Motivation in Music on Wednesday, Oct. 8 at 1:30 pm in room 120, Harrison LeCaine Hall on Queen's Crescent. Participants will be given tools on how to achieve optimal results in their music lessons and practice. All are welcome.

Mark Tuesday, Oct. 14 on the calendar. That's when the school presents a showcase concert, fea-

turing performances by the School of Music bands, orchestra, choirs, and jazz ensemble at Grant Hall. It will be an evening of great music sure to please. Show time is 7:30 pm. Admission is \$6 for adults and \$3 students and seniors, and tickets will be available at the door.

Free trade and Mexico

On Thursday, Oct. 9 at 1 pm economist and researcher Miguel Pickard will speak about the impact of Free Trade in Mexico and the search for local alternatives to economic policies

that are having a devastating social development impact in the world. His talk takes place in room B204 Mackintosh-Corry. He is the co-founder of CIEPAC - Centro de Investigaciones Económicas y Políticas de Acción Comunitaria (Center for Economic and Political Research for Community Action) based in Chiapas, Mexico. Plan Puebla Panama, he argues, is a vast infrastructure project covering Mexico and Central America that is designed to benefit multinational corporations, but does not address the structural injustices that continue to deepen poverty in the region. His talk is presented by SNID and Horizons for Friendship.

CINEMA KINGSTON



Audrey Tautou and Chiwetel Ejiofor star in Dirty Pretty Things.

Dirty Pretty Things screens at Etherington Hall

Stephen Frears, the director of such modern classics as *The Grifters* and *Dangerous Liaisons* returns with the provocative new film *Dirty Pretty Things*.

The screening takes place Sunday, Oct. 19 at 7:30 pm at Etherington Auditorium on Stuart Street and features special guests and additional background before the show. Tickets are \$8 at the door.

Mr. Frears (who won the Sergio Trasatti Award for Best Director at the 2002 Venice Film Festival for the film) explores contemporary London entirely through the eyes of a "non-WASP" subculture peopled by Turks, Chinese, Nigerians, and

Spaniards – all who work in service jobs on the margins of English society.

Chiwetel Ejiofor, who served notice of great things in *Amistad*, and Audrey Tautou, whom audiences adored in *Amelie*, play illegal immigrants Okwe and Senay who live in an unstable netherworld of stalking immigrant officials and under-the-table paying jobs. Combining Frears' deeply rooted compassion for the downtrodden with an almost Hitchcockian style of horror and suspense, *Dirty Pretty Things* captures as a revealing social document and grips as a shocking tale of spiraling intrigue.



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Faculty Appointments

Reappointment, renewal and tenure appointments for GFT faculty members – Health Sciences 2003

Reappointment/Renewal: Mohamed Ali, Ian Gilron**, Melanie Jaeger, Kim Turner (Anesthesiology); Marco Sivilotti (Emergency Medicine); Ian Casson (Family Medicine); Gerald Adams (Medicine); Christopher Frank (Medicine); Waitak Kong (Medicine); David Lee** (Medicine); Susan Chamberlain (Obstetrics and Gynaecology); Russell Hollins (Otolaryngology); Dilys Rapson (Pathology); Stephen Bagg**, Matthew Faris (Physical Medicine and Rehabilitation); Leslie Flynn, Cherie Jones-Hiscock, Nasreen Roberts, Michael Robinson (Psychiatry); Mark Harrison, Diederick Jalink, Ross Walker (Surgery); Robert Siemens (Urology) **also promoted to Associate Professor (see below).

Granted Tenure

Angela Garcia (Department of Medicine).

Promoted to Assistant Professor

John Geddes (Family Medicine); Kathryn Suh (Medicine); Greg Salomons (Oncology).

Promoted to Associate Professor

Ian Gilron (Anesthesiology); Robert McGraw (Emergency Medicine); David Lee (Medicine);

Shawna Johnston (Obstetrics and Gynaecology); Stephen Bagg (Physical Medicine and Rehabilitation); John Drover (Surgery).

Promoted to Professor

Marshall Godwin (Family Medicine); Deborah Dudgeon (Medicine); Heather Onyett (Paediatrics); Iain Young (Pathology); Paul Belliveau (Surgery).

Alastair Ferguson reappointed Head of Physiology

Principal William Leggett announces that Alastair Ferguson has been reappointed head of Physiology for a five-year term commencing July 1, 2003. Dr. Ferguson graduated from Birmingham University, England in 1977 with his BSc and from the University of Calgary in 1982 with his PhD. Following two years as a research fellow at McGill University, he was appointed to Physiology in 1984 as an assistant professor. He was promoted to associate professor in 1989 and to professor in 1992. In 1996, he was appointed as associate dean for Life Sciences in the Faculty of Health Sciences and in 1998 he was appointed to his first term as the Head of Physiology. In addition to his duties as head of Physiology, Dr. Ferguson has been a member of numerous faculty and university committees, and played an active role in Queen's athletics as a coach in the Men's Intercollegiate Rugby

Program, and as chair of the board which runs the Rugby Canada Academy at Queen's. He has demonstrated his leadership skills with his participation in developing the Stroke Initiative submitted to the Heart and Stroke Foundation, and currently serves on the board of directors of the Heart and Stroke Foundation of Ontario, as well as chairing the research committee of this organization.

He is an active participant in a number of scientific societies and organizations and has authored or co-authored well over 100 peer-reviewed publications. Dr. Ferguson's research interests focus on the neurobiology of autonomic diseases such as stroke, hypertension, and obesity. He maintains an internationally recognized research program currently funded by the NIH, CIHR and the Heart and Stroke Foundation. In making this announcement, Principal Leggett conveys his appreciation to Dr. Ferguson for his many academic and administrative contributions to the Queen's community.

William Morrow appointed Acting Head of Religious Studies

Principal Jean Stairs, Queen's Theological College, announces that William Morrow has been appointed acting head of Religious Studies for a six-month period, from Jan. 1, 2004 to June 30, 2004, during Pamela Dickey Young's six-month sabbatical. Dr. Morrow

holds a PhD from the University of Toronto, an MDiv from Knox College, and a BA from Trinity College, University of Toronto. He joined the faculty in 1987, and is an associate professor of Hebrew and Hebrew Scriptures in both Religious Studies and the Theological College. Dr. Morrow brings to the task his previous experience serving as acting head of the department in the fall of 2002.

Staff Appointments

Counselling Intake Coordinator 2003-119 Health, Counselling and Disability Services
Cathy Touzel

Office Assistant 2003-122 Pensions and Insurance/Investment Services
Louise Segsworth (Centre for Neuroscience Studies)

Staff Vacancies

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

Requisitions for staff replacement, with appropriate approvals, must reach the Department of Human Resources by noon of the Monday one week prior to the date of issue.

Applications received from internal candidates will be acknowledged by the Department of Human Resources. The results of each competition will be posted under the Gazette heading "Staff Appointments" as soon as possible after the conclusion of the recruitment and selection process.

Closing date for the following positions is **Tuesday, October 14th, 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 **Pat Eaton** in Human Resources

Faculty Projects Assistant Department of Development 2003-138

Minimum Hiring Salary: \$31,523 (Salary Grade 5)
Terms: Term (until April 30, 2005)

Network Communications Technologist (CUPE Local 254) Information Technology Services 2003-139

Tentative Hiring Range: \$38,006 - \$46,368 (314 points)
Terms: Term (one year)

Senior Anatomy Technician (CUPE Local 254) Anatomy and Cell Biology 2003-140

Tentative Hiring Range: \$41,957 - \$51,188 (382 points)
Terms: Continuing

Secretary/Receptionist Instructional Development Centre (Faculty and Staff Learning Facilities) 2003-141

Minimum Hiring Salary: \$28,582 (Salary Grade 3)
Terms: Term (until April 30, 2004)

Other Positions

Research Technician, Biology

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

Responsibilities: provide technical support for a group of approximately ten researchers engaged in studies of cell cycle

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Qualifications: experience in a molecular genetics or cell biology environment, preferably with yeast; a 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.paulgyoung.com. Send resume with contact information for three references to P. G. Young, Dept. of Biology, R. 2443 Biosciences Complex, Queen's University, Kingston ON K7L 3N6. Fax 613-533-6617. No emails or telephone enquiries.

Continuing Education and Recruiting Officer, Theological College

This is a two-year term contract beginning Dec. 1, 2003 to be reviewed annually for renewal consideration.

Major responsibilities: create, develop, organize, oversee and evaluate the college's Continuing Education programs, including Summer School, with direction and supervision provided by the principal, director, and heads where appropriate; develop annual recruitment goals; represent and promote the college in various constituencies, and actively recruit students for all of the college's programs.

Qualifications: undergraduate degree or equivalent is required; a graduate degree is recommended, with theological training an asset; experience in planning, developing and coordinating continuing education programs; and an awareness of educational methodology and adult learning processes; experience recruiting in academic constituencies is an asset; excellent administrative and organization skills, with the ability to work independently and creatively; a proficiency with various computer software packages such as Office '97 including Excel, Microsoft Word, and Access; ability to create, maneuver and manage various databases; excellent communication skills, strong public relations and interpersonal skills to support recruiting activities; experience of the United Church of Canada; appreciation for the diverse expressions of ministry (lay and clergy); ability to work with diverse constituencies including church, college and university; willingness to carry out work as required by distant settings, travel and irregular blocks of time.

Minimum Hiring Salary: \$42,598. Salary negotiable with experience.

Apply by Monday, Oct. 27 to: Heather Cooke, Director, Queen's Theological College, Rm. 206 Theological Hall, phone, 533-2108; fax, 533-6879; heather@post.queensu.ca

Committees

Canada Foundation for Innovation (CFI) Procedures Committee

Matters the committee will consider include award finalization, purchasing, financial record keeping and reporting, documentation required for audit purposes, project monitoring and project reporting. Committee members: Rick Boswell (Chemistry), Pat Caulfeild (Physical Plant), Gail Harvey (Finance), Hollie Hoiles, Secretary (eQUIP Task Force), Alan Mak (Biochemistry), Mary Purcell, Chair (eQUIP Task Force), Mike Stefano (Purchasing), Gail Wood, (eQUIP Task Force). Members of the university community who wish to comment on the issues being addressed by the CFI Procedures committee are invited to do so in writing to the chair of the Committee.

Dean, Faculty of Health Sciences and Director, School of Medicine

David Walker's appointments as Director of the School of Medicine and Dean of the Faculty 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 of the School of Medicine 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 the Faculty 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 the School of Medicine and the directorship of Dr. Walker. Members of the university community are also invited to offer comments on the present state and future prospects of the Faculty of Health Sciences and the School of Medicine and their leadership. These comments should be submitted in writing by Oct. 12, 2003 to Suzanne Fortier, Vice-Principal (Academic), and respondents are asked to state whether they wish to have their letters shown, in confidence, to the members of the advisory committee.

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 September 2003.

35 years
Marjorie Lambert, Mathematics and Statistics; Ivan MacKeen, PPS.

30 years
Thomas Morrow, PPS.

25 years
Jack Bauder, Residences; Maureen Knowles, William R. Lederman

Law Library; Joan Knox, Geography; Gary Wilson, William R. Lederman Law Library.

20 years

Douglas Archibald, Geological Sciences; Theresa Brennan, Economics; Ruth Burtch-Wright, Cancer Research Labs; David Dumond, PPS; Joel Kimmett, Residences; Elizabeth McNutt, Residences; Carolyn Morrison, Faculty of Health Sciences; Mark Publicover, Geography; Christopher Russell, PPS; Katherine Willis, William R. Lederman Law Library; Brian Zufelt, Faculty of Education.

15 years

Mary Andrews, School of Environmental Studies; Denise Cameron, Athletics and Administration; Beverly Graham, Residences; Carol Harris, Health, Counselling and Disability Services; Kathy Jackson, Athletics and Administration; Caroline Johnson, Faculty of Law; Brenda Jordison, Residences; Shelli Mackie, PPS; Sharon Musgrave, Stauffer Library; Maureen Myers, Stauffer Library; Patricia Shaw, Residences; Angela Swain, Residences.

10 years

Alison Langille, Development Consulting Program; Lynda MacDonald, Faculty of Arts and Science; Ronald Murdoch, Faculty of Law; Brenda Willis, Athletics and Administration.

Five years

Maria Burns, Bracken Library; Alexandra Cooper, Education Library; Brian Deir, PPS; Michelle Ellis, Sociology; Heather Green, Aboriginal Student Services; Sandra Halliday, Bracken Library; Evelyn Harding, Clinical Trials Group; Goran Kapetanovic, Family Medicine; Loanne Meldrum, Physics; Robin Moon, Alumni Affairs; Michael Morrow, ITS; David Nishina, ITS; Ted Roddy, PPS; Francoise Sauriol, Chemistry; Nicola Sikkema, Stauffer Library.

Employee Development

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

Friday, Oct. 17

E-Mails @ Work

This half-day workshop explores how people read e-mails and how you can increase your chances of getting quick action on your message. Learn to: prepare professional messages; check your e-mail etiquette; survive your reader's in-box; determine what's legal, what's not; eliminate "bedtime" stories; obtain fast action and get the results you want from your message. Jane Watson, *J. Watson Associates Inc.* 9 am to noon.

Writing for the Web: Thinking and Organizing Techniques

This half-day workshop focuses on the thinking process behind an easy-to-read electronic document. In addition, you will explore the reading habits of the people who land on your site and learn organizational techniques to keep their attention and maintain "stickiness." Jane Watson, *J. Watson Associates Inc.* 1-4 pm.

Wednesday Oct. 22

The Effective Manager Series: Leadership Styles

Seasoned supervisors and managers will gain additional insights into the way you lead others. Recognize four different leadership styles; realize your preferred leadership style; understand the importance of matching your leadership style to your workforce, to the business problem, and to the time available. Wendy Lloyd, Human Resources. 9 am to noon.

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
Irene 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.

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

Place an ad in the

QUEEN'S GAZETTE

For rates and inquires:

phone: (613) 533-6000 ext. 75464
e-mail: gazad@post.queensu.ca

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

Health Sciences internal funding opportunities

The Harry Botterell Foundation supports research in the neurological sciences up to \$10,000. The Garfield Kelly Cardiovascular Research and Development Fund supports basic or clinical studies in cardiovascular function in health or disease up to \$5,000. The Violet Powell Research Fund supports research in encephalitis. Awards normally do not exceed \$5,000. Applications for these competitions should be submitted on the Health Sciences application form to the Office of Research Services by Nov. 1. Forms and terms are available from the Office of Research Services, 301 Fleming-Jemmett (74096) or at www.queensu.ca/vpr/sources/internal.html.

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 Trust 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/secretariat/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.

Senate Orientation Activities Review (SOARB)

SOARB has student and non-student openings. Nominations close Oct. 24; terms start Jan. 2004. Application forms and committee information are available at

www.queensu.ca/secretariat/senate/vacancy/, 533-6095, or B 400 Mackintosh-Corry.

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.

Exercise study for senior men and women

Researchers at Queen's University are looking for overweight,

inactive men and women 60-80 years old, to volunteer for an exercise study looking at the effects of aging, body fat and physical activity on risk factors for heart disease and diabetes. If you are interested in participating or would like more information, please contact Ann-Marie Kungl at 533-6000 ext. 75118.

Standardized patients

We will train people from the community to play the roles of patients or the relatives 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, d1m1@post.queensu.ca or www.meds.queensu.ca/~webspp/.

CALENDAR

GROUP OF SEVEN TREASURES



CELIA RUSSELL

Lawren Harris painted *Evening Solitude*, an oil on canvas, in 1919. It is on display as part of *Our Great Adventure, The Group of Seven in the Historical Feature and R. Fraser Elliott Galleries* at the Agnes Etherington Art Centre until May 9, 2004.

Art

The Agnes Etherington Art Centre

University Avenue

Ongoing exhibitions: 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* to Oct. 12; Frances K. Smith Gallery, *Choice* Oct. 19 to Feb. 22, 2004; The Davies Foundation Gallery, *Grammar Horses* Oct. 11 to Jan 11, 2004; *Our Great Adventure: The Group of Seven* to May 9, 2004.

Events

Thursday, Oct. 9 – Dorothy Farr offers a tour of *Our Great Adventure: The Group of Seven*, 12:15 pm. Free. Thursday, Oct. 16 – Highlights tour of the exhibitions on view, 12:15 pm. Free.

Sunday, Oct. 19 – Guest curator's talk: W. McAllister Johnson gives an illustrated lecture in conjunc-

tion with *Choice*, an exhibition celebrating over 20 years of thoughtful collaboration between this scholar and the Art Centre in the area of print collecting, 2 pm. Free. www.queensu.ca/ageth/

Union Gallery

Main gallery, *elucidate, erin skalski and Victoria kuzma* and Project room, *Fine Romances (Making a Fine Romance)* Erik Martinson, *(A Fine romance in Three Parts)* Jim Verburg, Oct. 4 to Oct. 28. Reception Saturday, Oct. 4, 6 pm. stauffer.queensu.ca/webugall

Film

Cinema Kingston
www.film.queensu.ca/cinemakingston

Sunday, Oct. 19

Dirty Pretty Things by Stephen Frears. Etherington Auditorium, Stuart St., 7:30 pm. Tickets \$8 at the door.

Music

Wednesday, Oct. 15

Jewish Studies
Neshama Carlebach, New York City. Free concert. Grant Hall, 7 pm. For further information please contact Justin Jaron Lewis, Director, Jewish Studies Program, 533-6359, judaism@post.queensu.ca.

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

Wednesday, Oct. 8

Internet Studies @ Queen's
Kim Nossal, Queen's. The role of the internet in the anti-globalization movement: evidence from the Australian experience. 303 Goodes, 11:30 am.

Thursday, Oct. 9

Philosophy
Don Ainslie, University of Toronto. Hume's sceptical conclusion. 517 Watson, 7:30 pm.

Wednesday, Oct. 15

History
Tiffany Jones, Queen's. Monopoly on madness? Private long-term mental institutions in South Africa between 1963 and 1989. 517 Watson, noon.

Thursday, Oct. 16

Policy Studies
Sean Conway, MPP. The Ontario reality: critical choices going forward. 334 Policy Studies, 11:45 am.

Tuesday, Oct. 21

Eighteenth- and Nineteenth-Century Studies Group
Christopher Fanning, Queen's. The idea of authorship in British encyclopaedias of the eighteenth century. 517 Watson, 7:30 pm.

Wednesday, Oct. 22

Jewish Studies
Elaine Gold, Queen's. English-shmenglish: Yiddish words in Canadian English. 517 Watson, 7:30 pm.

Thursday, Oct. 23

History of Medicine
John Austin Society
Michael Fitzpatrick, History of sleep disorders. University Club, 5:30 pm.

Special Events

Ban Righ Centre

Thursday, Oct. 16
Regina Paul-Bloxham reads from and discusses her book *Out of the Ashes* which takes place following the collapse of the Soviet Union. Noon.

Tuesday, Oct. 21

Christine Overall, Queen's. Aging, death, and human longevity: Is a longer life a better life? Noon.

Wednesday, Oct. 22

Museum of Healthcare
Phaedra Livingstone, Queen's. Snake Oil & Mother's Milk. An illustrated talk about the museum's collection of patent medicine trade cards to see how this pioneer form of medical advertising portrayed women and their quest for health. Followed by discussion and refreshments, 7:30 pm.

Upcoming Conferences

Oct. 17 and Oct. 18

The Ontario Women's History Network Annual Conference
Body and Soul: Women and Healthcare in Historical Perspective. Non-members are welcome, but there is a registration fee. For more information, contact Jane Errington at errington-j@rmc.ca.

Oct. 31 and Nov. 1

Quebec and Canada in the New Century: New Dynamics, New Opportunities. Please contact the Institute of Intergovernmental Relations at 533-2080 for details, or visit www.iigr.ca/conferences/311003. 202 Policy Studies Building

Courses and Workshops

Data Visualization Workshop, HPCVL and NAG

Free two-day hands-on training sessions for researchers in a broad range of scientific and social science fields on data visualization. Oct. 20 and Oct. 21 at the University of Ottawa and Oct. 22 and Oct. 23 at Queen's. Pre-register at www.hpcvl.org. For information call Amy Munice, ALM Communications, (773) 862-6800, Fax (773) 862-6900, alm@almcommunications.com.

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 appropriate.

Please submit your information in the body of an email message to gazette@post.queensu.ca.

The next *Gazette* deadline is Friday, Oct. 10 at noon.