



QUEEN'S GAZETTE

2003 CCAE Gold Medal for best university newspaper



Where science and religion meet P5

Pension plan posts strong return P4



Another strong showing

QUEEN'S TEACHING, LIBRARIES TOPS WITH STUDENTS IN UNIVERSITY REPORT CARD

By ANNE KERSHAW

Queen's professors and its leading-edge libraries scored top marks with the university's students, according to the latest University Report Card released last

week by *The Globe and Mail*, in partnership with Uthink and The Strategic Counsel.

Promoted as the only national review of the Canadian undergraduate university experience based solely on the students' voice, the on-line survey enables participants to give assessments of their institutions in 58 areas of student life under nine categories.

Queen's ranked at the top in 13 areas of campus life, achieving more first-place rankings

than any other university. Areas where Queen's scored first were library facilities, teacher availability outside the classroom, career counselling, online library resources, campus bookstores, academic support counselling, health services, course material online, lab and research equipment, school spirit and diversity of extra-curricular activities. In 11 other areas of student life, Queen's placed second or third.

"This is an excellent result for Queen's, one affirming that our student-centred approach to decision-making and our intense focus on campus life results in an exceptional learning environment and an educational experience that is highly valued by our students," says Principal Bill Leggett.

"This kind of feedback from students is extremely valuable as we continue to assess our programs and move in directions

that ensure we are offering students a world-class educational experience."

In the broader composite categories, Queen's placed second in atmosphere or on-campus life (behind Guelph) and third in career opportunity (after University of Waterloo and Sherbrooke). In the quality of education category, Queen's placed fifth behind Trent, Brock, Guelph and Sherbrooke universities.

See ANOTHER STRONG SHOWING: Page 2

THE MANY FACES OF HOMECOMING



CELIA RUSSELL

A sea of alumni concentrates on the Homecoming football game at Richardson Stadium earlier this month. The Gaels went on to rout the University of Waterloo Warriors 51-3 in front of a near-capacity crowd. For more photos of Homecoming weekend, see pages 6 and 9.

Clinical Trials plays key role in cancer discovery

By NANCY DORRANCE
News and Media Services

A cancer breakthrough announced earlier this month is the result of testing carried out by the Queen's-based National Cancer Institute of Canada Clinical Trials Group (NCIC CTG).

The new drug, letrozole, was shown to reduce the risk of disease recurrence in post-menopausal survivors of breast cancer by 43 per cent.

Led by researchers at Princess Margaret Hospital in Toronto, the international trial was halted early by the Queen's NCIC CTG because results were so positive. Trial coordinators wanted to provide participants receiving a placebo with the opportunity to begin taking letrozole if they wished.

More than 5,000 women from Canada (including 41 from the Kingston/Peterborough area), the United States, and a number of European countries participated in the trial.

The NCIC Clinical Trials Group at Queen's is headed by Joseph Pater, the Edith Eisenhauer Chair in Clinical Cancer Research. Lois Shepherd (Pathology) was physician coordinator for the letrozole clinical trial.

For details about Queen's contribution to this landmark study, see page 8.

Time to examine a new direction for Queen's, Principal Leggett says

Three years ago, Principal Bill Leggett authored *Queen's at the Crossroads*, a call to the university community and its supporters to accept the challenge of forging a new vision and future course for the institution – one worthy of what he sees to be its great strengths and potential. He argued that Queen's was well placed to join the ranks of the truly great universities of the world in this century, citing Stanford and Princeton as examples of universities that have been successful in remaining mid-sized and deeply committed to high quality undergraduate education while at the same time excelling in graduate studies and research.

As he embarks on the final year of his tenure as principal, the *Queen's Gazette* asked Dr. Leggett to take stock of where the university now stands in relation to that goal and the benchmarks he articulated, and to share his thoughts on a direction for the future.

G: Were the goals you articulated in *Queen's at the Crossroads* realistic?

WCL: In my opinion, yes, and I have received a great deal of positive feedback and support for my suggestion that we should strive

for this goal. There are, of course, doubters. I think part of this questioning relates to a misinterpretation of my sense of the time-line involved and of my motive in choosing Princeton and Stanford as benchmarks. In retrospect, I would have tried even harder to make it clear that Queen's goal, in this century, should be to achieve this status. I would also have tried to distinguish between using Princeton and Stanford as role models, which was my intent, and seeking to replicate them at Queen's, which many assumed was my

goal. I have maintained from the outset that Queen's should seek its future as a pro-active member of a high quality, highly accessible public university system. But I also contend that it should be possible for public institutions to achieve levels of accomplishment and quality that rival those of the world's best. If you accept that challenge, then everything we do and every decision we make must contribute to that outcome. If we proceed in this way, the probability of success increases dramatically.

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visit us online @

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Queen's News Centre

IN BRIEF

A gift of genius

The Agnes Etherington Art Centre proudly unveils its latest gift from long-time supporters Alfred and Isabel Bader.



Rembrandt's *Head of an Old Man in a Cap*, long considered a portrait of the artist's father, is only the fourth Rembrandt to enter a Canadian museum. The exhibit *Gift of Genius* traces the fascinating story of the painting's attribution to the Dutch master. With related prints, it also explores his use of the *tronie*, or anonymous character head, to evoke emotions and states of mind, an innovation that would mark Rembrandt as the artistic genius of his generation.

To mark the exhibition opening on Sunday, Oct. 26, Dr. Bader will give an illustrated lecture, "The Rembrandt Research Project and the Collector," at 1 pm in Ellis Hall Auditorium, 58 University Ave. A reception will follow from 2 to 4 pm in the Art Centre Atrium. All are welcome.

"This outstanding donation by the Baders is a testament to their continued commitment to Queen's," says Principal Bill Leggett. "We are deeply grateful and honoured to share it with the Kingston community and all Canadians."

The Rembrandt joins more than 100 paintings the Baders have donated to Queen's over the past three decades. The exhibit is located in the Samuel J. Zacks Gallery of the art centre and runs until Jan. 18, 2004.

www.queensu.ca/ageth

Front-line doctors

Past-president of Doctors Without Borders Michael Schull is this year's H. Garfield Kelly Visiting Lecturer. Dr. Schull, who is professor of Emergency Medicine at the University of Toronto will speak on *Aid, Advocacy and Illusions: Dilemmas for Doctors on the Front Lines* this Thursday, Oct. 23 from 5 to 6 pm in room 1103 Biosciences. Admission is free and all are welcome. For details, visit meds.queensu.ca/ce/lectures/hgkelly2003.html. Dr. Schull's visit is sponsored by the Queen's Aesculapian Medical Undergraduate Society.

A mirror on teaching

Join Caroline Baillie, DuPont Chair in Engineering Education Research and Development this Thursday, Oct. 23 for an inaugural workshop at the Little Cataraqui Creek Conservation Area.



Baillie

Holding a Mirror up to Your Teaching will run 10 am to 4 pm and will incorporate diverse teaching and learning approaches. For registration details, visit ilc.queensu.ca.

On Oct. 24 and 25 Queen's hosts the ASEE St. Lawrence Section meeting featuring integrated learning as the theme. The registration fee is \$285 - students, however, get a discount. Participants will get to take part in technical sessions, receive a copy of the proceedings, attend the opening and closing luncheons and enjoy the dinner banquet. Meeting details are on the web at ilc.queensu.ca/Events/ASEE/.

Email Parveen Grewal at grewalp@ilc.queensu.ca for additional agenda and registration details for both these events.

A SHOT IN THE ARM

Angela Shepherd administers a flu shot to Karen Reid at last year's clinic.

Taking aim at the flu bug

The flu season is just around the corner. Due to the overwhelming response to the Queen's flu shot clinic over the past two years, hours will be extended to a full day this year. Faculty, staff and students are invited to take advantage of this free, Ministry of Health vaccination program, sponsored by the Department of Environmental Health and Safety in conjunction with the KFLA Health Unit. This year's clinic will take place Wednesday, Nov. 5 from 8:30 am to 4:30 pm in Wallace Hall in the John Deutsch University Centre.

Another strong showing

continued from page 1

Another area where the university made a strong showing was graduate studies. It ranked third after University of Toronto (first) and McGill (second).

More than 26,400 undergraduate students at 64 universities took part in the survey, 831 of them from Queen's.

"It's extremely gratifying to know that Queen's reputation in this area is, in fact, very strong.

And it's our intention to further build on our strength in this area," says Dr. Leggett.

More than 26,400 undergraduate students at 64 universities took part in the survey, 831 of them from Queen's.

Last year, Queen's earned top place overall in the survey. However, in response to requests for changes following last year's Report Card, The Strategic Counsel and Uthink eliminated the overall ranking component.

"We believe this change improves the University Report Card, while continuing to make it a useful tool for students, parents and others," says Allan Gregg, Counsel chairman.

Details of the survey can be found at www.universityreportcard.com.

Solar car eyes top-three finish

The Queen's Solar Vehicle Team is optimistic for a top finish at the World Solar Challenge in Australia. The 10-member team arrived last week, and the race was slated to start yesterday.

The team will race Gemini, Canada's first two-seater solar car, through Oct. 28 on a 3,010-km course from Darwin to Adelaide.

Before the race, team members helped other teams with their cars. Andrew Mason, QSVT's Project Manager, has been out helping the Puerto Rican and German teams with their motor-controllers.

Gemini finished this year's American Solar Challenge in seventh place. In 2001, the team's eighth car, Mirage, placed fourth overall at ASC and fifth overall in the World Solar Challenge in Australia.

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.

We require a more enterprising community, one that preserves our highly valued historical landscapes and buildings, and also nurtures livelier growth in our commercial and growth sector to relieve the tax burden on residential owners and tenants.

We need smarter strategy that attracts investment wealth and educated workers, and also keeps the cutting-edge startups incubated at Queen's University from leaving. Why are we spinning our wheels?

Our worn arena, entertainment and convention facilities are making Kingston look as if it has not entered the 21st century. We need renewal.

Let's build more affordable housing to reduce family poverty.

We want our council to help foster the growth and enhancement of the Arts, and better access to the natural environment - the waterfront walkway, our parks and bicycle pathways.

Floyd Patterson, as your councillor for Sydenham District 10, will listen to, and consult with, citizens and groups to help the City Council resolve our problems and improve our community.

Vote to elect Floyd Patterson

Monday, November 10, 2003,
or at the advance polls,
Saturday, November 1, 2003, 8am-6pm
Tuesday, November 4, 2003, 10am-8pm
Friday, November 7, 2003, 10am-7pm

Floyd Patterson

for councillor Sydenham District 10

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Governor-general, human rights advocates among those to be honoured at fall convocation ceremonies

Four prominent Canadians representing the diverse fields of politics, law, journalism, the arts and the military will receive honorary doctorates of law at convocation ceremonies later this month in Grant Hall.

Queen's Excellence in Research Prizes for 2003 will be presented at convocation on Oct. 30. The Queen's community is invited to attend to see Kurt Kyser (Geological Sciences and Geological Engineering) and Ram Murty (Mathematics and Statistics) receive their awards at the 2:30 pm ceremony.



Lloyd Axworthy

Lloyd Axworthy is Director and CEO of the Liu Institute for Global Issues at the University of British Columbia. Canada's Foreign Minister from 1995 to 2000, Lloyd Axworthy's political career spanned 27 years, six of which he served in the Manitoba Legislative Assembly and 21 in the federal parliament. He held several Cabinet positions, notably Minister of Employment and Immigration, Minister Responsible for the Status of Women, Minister of Transport, of Human Resources Development, of Western Economic Diversification and Minister of Foreign Affairs.

In the Foreign Affairs portfolio, Dr. Axworthy became internationally known for his advancement of the human security concept, in particular, the Ottawa Treaty - a landmark global treaty banning anti-personnel landmines. For his leadership on landmines, he was nominated for the Nobel Peace Prize. For his efforts in establishing the International Criminal Court and the Protocol on child soldiers, he received the North-

South Institute's Peace Award.

Since leaving public life in the fall of 2000, Dr. Axworthy has been the recipient of several prestigious awards and honours. The Vietnam Veterans of America Foundation presented him with the Senator Patrick J. Leahy Award in recognition of his leadership in the global effort to outlaw landmines and the use of children as soldiers and to bring war criminals to justice. Princeton University awarded him the Madison Medal for his record of outstanding public service and he received the CARE International Humanitarian Award.

He graduated in 1961 with a BA from United College (now the University of Winnipeg) and obtained his MA in Political Science from Princeton University in 1963, subsequently earning a PhD from Princeton in 1972.

Dr. Axworthy remains involved in international matters, and lectures widely in Canada, the U.S. and abroad. His book, *Navigating a New World - Canada's Global Future*, Knopf Canada, will be released this fall.

Dr. Axworthy will receive his degree on Thursday, Oct. 30 at 2:30 pm.

Adrienne Clarkson

Born in Hong Kong, Her Excellency the Right Honourable Adrienne Clarkson came to Canada as a refugee with her family in 1942.

She received her early education in the Ottawa public school system and later graduated with an Honours BA and MA in English Literature from the University of Toronto. She also did post-graduate work at the Sorbonne in France.

A leading figure in Canada's cultural life, Madame Clarkson has enjoyed a rich and distinguished career in broadcasting, journalism, the arts and public service. From 1982 to 1987, Madame Clarkson served as the first Agent-General for Ontario in Paris, promoting Ontario's business and cultural interests in France, Italy and Spain. She was the President and Publisher of McClelland & Stewart from 1987 to 1988. From 1965 to 1982, she hosted, wrote and produced of several influential programs on CBC Television, including *Take*

Thirty, Adrienne at Large and the Fifth Estate. In 1988, she assumed responsibilities as Executive Producer, Host and Writer for the programs *Adrienne Clarkson's Summer Festival* and *Adrienne Clarkson Presents* for a period of 11 years.



She has also contributed numerous articles to major newspapers and magazines in Canada and written three books. She also wrote and directed several films. Her work in television has garnered her dozens of TV awards in Canada and the U.S.

Madame Clarkson has received numerous prestigious awards both in Canada and abroad in recognition of her outstanding contributions in professional and charitable endeavours. She was appointed an Officer of the Order of Canada in 1992, and upon her appointment as Governor General, she became Chancellor and Principal Companion of the Order of Canada.

Madame Clarkson will receive her degree on Friday, Oct. 31 at 9:30 am.

Roméo Dallaire

Retired Lieutenant-General Roméo Dallaire is an award-winning humanitarian who has worked as an advisor to the Minister of the Canadian International Development Agency. While on United Nations peacekeeping duties in Rwanda in the 1990s, Mr. Dallaire brought the horror of genocide to the attention of the United Nations and the world.

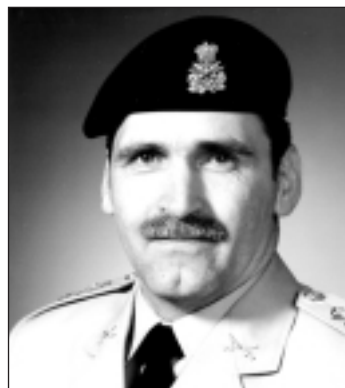
A native of Holland, Mr. Dallaire joined the Canadian Army in 1964. He attended Collège militaire royal de Saint-Jean and graduated with a Bachelor of Sciences in 1969 from Royal Military College in Kingston. He also

attended the Canadian Land Forces Command and Staff College and the United States Marine Corps Command and Staff College in Virginia.

In 1993, he took command of the United Nations Observer Mission - Uganda and Rwanda (UNOMUR) and the United Nations Assistance Mission for Rwanda (UNAMIR). He was awarded the Meritorious Service Cross for this mission.

In 1999, Mr. Dallaire was appointed to the position of Special Advisor to the Chief of the Defence Staff on Officer Professional Development, where he dealt with the Office Corps reform, including the General and Admiral Senior Executive branch, and its Professional Development into the future. He was medically released from the Canadian Forces in April 2000.

He remains on the Canadian Armed Forces Mental Health Project, as well as the Veterans Affairs Canada-Canadian Forces Advisory Council. He is a visiting lecturer at several North American universities and has written several articles and has chapters on Conflict Resolution and Humanitarian Aid/Human Rights.



He is currently the Special Advisor to the Canadian International Development Agency on matters relating to War Affected Children around the world, as well as writing a book on conflict resolution based on his experiences in and after the United Nations Mission to Rwanda in 1993-94.

Mr. Dallaire will receive his degree on Thursday, Oct. 30 at 9:30 am.



Ian Scott

Ian Scott has been a barrister, a politician and a legal educator. In each of his careers, he set high standards of achievement.

As a barrister, he argued many important constitutional cases. He was renowned for charming the courts with his wit and humour while setting out complicated legal arguments. During his career, he also served as Attorney General of Ontario.

As a politician, he brought in the first Freedom of Information Act in Ontario, reformed the Ontario courts, advanced the interests of native and women's groups, acted as a gadfly to his cabinet colleagues and helped make legislative debates lively and important.

As a legal educator, he taught trial advocacy and constitutional law to generations of students and mentored many young lawyers who themselves went on to have distinguished legal careers.

As a stroke survivor, he continues to inspire others by his courage and resilience.

Dr. Scott will receive his degree on Friday, Oct. 31 at 2:30 pm.

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.

Symposium recognizes honorary degree recipient

The Faculty of Law is hosting a one-day symposium to honour Ian Scott, a former Attorney General of Ontario.

"The Attorney General in the 21st Century" takes place Thursday, Oct. 30 in Macdonald Hall. Mr. Scott will be presented with an honorary degree at fall convocation the next day at

2:30 pm in Grant Hall.

Several justices from the Supreme Court of Canada, various Ontario courts as well as the Honourable Allan Rock, Minister of Industry, will attend various events throughout the day.

For more information, visit the conference website at silver.queensu.ca/law/scottsymposium.

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Lessons learned from the August blackout

UNIVERSITY
CONSIDERS
CO-GENERATION,
URGES CONTINUING
CONSERVATION

By KAY LANGMUIR

Queen's must increase its emergency power supply if it wishes to limit risks to critical research materials and building systems when the next blackout occurs, says a senior administrator.

"There's a lot of equipment that should be on emergency generation that isn't," says Tom Morrow, associate vice-principal (Operations and Facilities).

The massive Aug. 14 blackout that affected much of the north-eastern U.S. and Ontario, left the university completely dependent on generators for more than 24 hours. It faced rolling black-

outs for an additional day, and ran generators for several days to reduce power on the fragile grid.

Although the ultra-low temperature freezers used in many campus labs can stay cold without power for a fair period, "the researchers were extremely nervous," about the prospect of damage to materials and experiments, Mr. Morrow says.

Many buildings on campus, such as Botterell Hall, did not have enough emergency power to run all critical systems during the blackout, he says. Some buildings have integral pumping and steam distribution systems, and water damage can result if power is out for an extended period. Increased emergency power would come from additional generators and potentially from a co-generation plant now in the planning stages. The plant would produce enough electricity and steam to keep the university's essential

functions operating.

Essential functions include protecting research, keeping residences and food services facilities operating at safe levels, and powering buildings enough to prevent damage such as freezing pipes or flooding.

"Saving money on energy helps us put more money into academic programs."

Tom Morrow

"If there were a big failure, we could island the campus," and keep crucial systems working with a co-generation plant on line, Mr. Morrow says.

However, plans for the plant depend on the results of inde-

pendent analysis and cost-benefit assessments now under way.

The cost of a co-generation plant is in the ballpark of \$20 million, says Andrew Simpson, vice-principal (Operations and Finance). Buying individual generators is also an extremely expensive piecemeal approach, whereas the co-generation plant should save the university money down the road.

"Not only does (the plant) provide effective backup in a power crisis, but hopefully the analysis will show that there are savings to be made on a day-to-day basis," Mr. Simpson says.

The plant might even be able to produce enough power to support other critical areas such as Kingston General Hospital, Mr. Morrow added.

Mr. Simpson says his department hopes to have a report on the plant proposal to take to the finance committee of the Board of Trustees in December.

The university is also taking seriously the need to pare down energy consumption wherever possible, both through efficient design of new buildings and the retrofit of older ones, such as the new high-efficiency lighting system in Mackintosh-Corry Hall.

Current work on the power substation behind Victoria Hall is also expected to increase electrical capacity on campus as well as strengthen the distribution system, Mr. Morrow says.

In the last budget, Operations and Finance also requested and received funding for a half-time position in energy management and conservation, which begins in January.

"But everybody needs to help us save electricity, even just by turning off lights and computers," says Mr. Morrow. "Saving money on energy helps us put more money into academic programs."

Pension plan fund rate tops 9 per cent

A strong Canadian market helped the Queen's Pension Plan post a return for the year ending Aug. 31, 2003 of 9.06 per cent.

For the third consecutive year, all major equity markets experienced considerable volatility, which eased finally in the second quarter of 2003 and resulted in positive returns through each of the last five months of the plan year. Over the last 12 months, the Toronto Stock Exchange was up 15.9 per cent while the U.S. and the non-North American markets were negative again (-0.4 per cent and -5.2 per cent, respectively — returns in local currencies were much higher, but the strong Canadian dollar had a negative impact on foreign returns). The Canadian bond market, however, was up 7.2 per cent.

"With the Canadian market leading the way, the plan earned 9 per cent in the second quarter alone," says Bill Forbes, director of the Department of Pensions and Insurance. "Overall manager performance was outstanding, placing the Queen's plan in the top quartile of RBC Global's universe of pension funds for the quarter and

the year."

While market volatility has been the one constant over recent plan years, producing three negative returns in the last six years, long-term performance remains solid with returns averaging 8.1 per cent over ten years, 9 per cent over 15 years, 10.2 per cent over 20 years, and 11.3 per cent over 25 years.

"With the Canadian market leading the way, the plan earned 9 per cent in the second quarter alone."

Bill Forbes

"The Pension Committee was also mindful of the surging Canadian dollar," Mr. Forbes says, noting that a currency hedge policy from U.S. to Canadian dollars worked particularly well in 2003.

Despite the positive return this year, Queen's retirees will not receive an increase to their pensions. The plan's post-retirement indexing formula is based on a four-year averaging of investment returns, such that annual increases are equal to the interest earned "in excess" of the 6 per cent assumption used to calculate pensions at retirement.

This year's return of 9.06 per cent was not enough to overcome the last two negative returns, resulting in a four-year average that dipped below the necessary 6 per cent threshold needed to produce an increase (Queen's pensions are guaranteed never to reduce regardless of investment performance).

Canadian equities are currently managed by four firms: Burgundy Asset Management, Greystone Capital Management, Letko, Brosseau and Associates, and TD Quantitative Capital (on a passive basis). Canadian bonds are managed by Addenda Capital, Letko, Brosseau and Associates, and TD Quantitative Capital (on a passive basis). Foreign equities continue to be managed by AllianceBernstein and Welling-

ton Management Company. A new asset class, high-yield bonds, is managed by Seix Investment Advisors. Total fund assets at the end of August were approximately \$1 billion.

The return of 9.06 per cent will be reflected in the account balances and projected pensions of all plan members. This information will be included in the individual pension statements that will be distributed by December 2003. The annual general meeting for plan members takes place Wednesday, Dec. 3 from 1:30 to 3:30 pm in Dunning Auditorium.

Pension plan members seeking more information can call the Department of Pensions and Insurance at 533-6414.

IN BRIEF

HPCVL hosts symposium

The High Performance Computing Virtual Laboratory (HPCVL) hosts its third symposium this Friday, Oct. 24 at 1 pm in room B147, Botterell Hall.

The symposium will highlight results from HPCVL research groups, as well as introduce new ideas for the usage of high-performance computing.

Scheduled speakers include Yves Bourgault of the University of Ottawa who will discuss Problems, Models and Computations in Cardiology.

Andrew Pollard of Queen's will speak on Turbulence, Structure And Why An Elephant Can Be Something Else.

Niko Troje of Queen's will discuss Biological Motion And Social Recognition: Towards A Social Virtual Reality.

Thomas Brabec of the University of Ottawa's talk is entitled Nonperturbative Many-Body Dynamics In Strong Laser-Matter Interaction.

And Michael Schulman of Sun Microsystems will speak on Solving Bottlenecks In The Graphics Data Flow Pipeline.

For more details and to register, visit www.hpcvl.org/events/symposium_form.html.

Queen's Pension Plan AGM

The annual general meeting for plan members takes place
Wednesday, Dec. 3
from 1:30 to 3:30 pm
in Dunning Auditorium.



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UNIVERSITY TOPS
ACCOUNTABILITY
RANKING FOR FIFTH
STRAIGHT YEAR

By ANNE KERSHAW

For the fifth straight year, Queen's has ranked first in Canada in a study that tracks openness and accountability in university financial and administrative reporting.

Queen's, along with most of the other universities reviewed, improved its performance over last year. Its score for fiscal year 2002 increased by 23 per cent to 90.9 from 73.6 in 2001.

The annual study, conducted since 1988 by professors at Wilfrid Laurier University, is the only survey to study university accountability in Canada. It examined information from 45 Canadian universities and assigned each a grade on a modified accountability disclosure (MAD) index of 1 to 100. With 100 being the top score MAD score, the mean score increased to 57.5 in 2002 from 47.7 in 2001.

Queen's and the University of Guelph were the only two universities to score in the 90s range.

"This is the first time that a Canadian university has earned such a high score," says Dr. William Banks, Associate Professor of Business in the School of Business and Economics at Wilfrid Laurier, who equated the top two scores to an 'A plus' grade.

"Accountability disclosures at Queen's and Guelph also compare favourably to the best in Australia, New Zealand and the United Kingdom. They deserve our congratulations," he said.

Universities are awarded points based on depth, clarity and quality of information in 26 categories. Everything from a university's mission statement and performance targets to detailed financial statements and research summaries are taken into account, says Dr. Banks.

"We take our commitment to public accountability very seriously and these results, and our longstanding first-place ranking in this survey, are evidence of that," says Glenda Kaye, director of financial analysis and budget with Queen's Financial Services. "As a public institution, we continually strive to improve our accountability reporting to our stakeholders."

Guelph placed a close second to Queen's with a score of 90.6 followed by the University of Moncton at 85.7; the University of McMaster with 83.4; and the University of Victoria with 82.3.

A research article on the accountability scores appeared recently in a 2003 issue of *Canadian Accounting Perspectives* published by the Canadian Academic Accounting Association.

Next year, the study authors plan to update their methodology and rely solely on material found on university websites, says Dr. Banks.

Where science and religion meet

Renowned chemist John Polanyi is this year's Queen's Theological College's Elias Andrews Lecturer in Science and Religion.

His lecture, entitled *Science and Society: Some Thoughts on Technology, Tolerance and Terror*, takes place in room 1101 of the Biosciences complex Thursday, Oct. 30 at 7:30 pm. A reception will follow in Theological Hall, second floor lobby.

A professor of chemistry at the University of Toronto, and a 1986 recipient of the Nobel Prize in Chemistry, Dr. Polanyi's research centers on molecular motions in chemical reactions in gases and at surfaces. He has spoken out about the social role of science, especially with respect to international human rights. He has written on science policy, the control of armaments, and peacekeeping.

In a 1999 article on "The Responsibility of the Scientist," he spoke of science as a "humane pursuit" that "acknowledges the commonality of human experience". In the same essay he stated: "Individual scientists like myself, and many more conspicuous than myself, pointed to the dangers of radioactive fallout over Canada if we were to launch nuclear weapons in an attempt to intercept incoming bombers. On the face of it, this was technical advice. But more fundamen-



BRIAN WILLER, MACLEAN'S MAGAZINE

John Polanyi

tally, it was a philosophical position. We chose to make our calculations regarding fallout because we were opposed to the acquisition of nuclear weapons, not the reverse. I do not mean to discount the technical element. I merely wish to stress that what the scientist sees is influenced by what he believes. In the debate on nuclear weapons, we were using the vocabulary of science to express a world-view: the conviction that nuclear proliferation was dangerous."

Elias Andrews was principal of Queen's Theological College for many years. After Dr. Andrew's death, a lectureship was established in his name to address issues at the juncture of science and religion in contemporary society. www.utoronto.ca/jpolanyi

IN BRIEF

Healing war wounds

Exploitation, mutilation, rape, torture, and displacement, civil war in Sierra Leone has had devastating impacts on women and children.

Theresa Benjamin and Gertrude Vakaba will discuss the brutalities of war and groundbreaking stories of courage and resilience this Thursday, Oct. 23 at 8 pm in room D214 Mackintosh-Corry Hall. Their talk is entitled *Picking Up The Pieces: Women Healing the Wounds of War*.

Sharing their own personal accounts of the impacts of civil war, they will undoubtedly give voice to some of the most unforgettable social justice issues of the century.

CAUSE Canada/WUOMI and QPID are sponsoring their talk.

Guatemalan displacement discussed

Eucebio Figueroa Santos of The Peten Alliance for Life and Peace, Guatemala visits Queen's on Wednesday, Oct. 29 to discuss the displacement of hundreds of indigenous Guatemalan communities.

His talk, *Water, Land and Corn are Ours*, takes place at 7 pm in room B201, Mackintosh Corry Hall. Admission is free. For more information, call 533-3189. His visit is sponsored by The Ontario Public Interest Research Group, opirgin@web.net.

Putting a human face on the justice system

By DAVID PULVER

A quiet revolution is taking place on the steps of Canada's courtrooms, a revolution based on the Restorative Justice Program of Queen's Theological College, which aims to humanize the criminal justice system for victim, offender and the community at large.

The program's director, the Rev. Rod Carter, says the program is unique in Canada, offering an alternative to the current system, and attempting to give back to the community the power to deal with disputes. It places a strong focus on the hurts and needs of victims, and holds offenders responsible for what they have done.

"The program tries to put faces on the victim and the offender, giving them their voices back and enriching and empowering the community," says Rev. Carter.

Now in its seventh year, the program offers a three-week diploma course, which attracts lawyers, parole officers, clergy, police officers, prison volunteers, psychology, sociology and theology students, as well as victims, and offenders – who sometimes attend on an escorted pass from a local institution.

In August, 40 men and women from 20 countries, members of Prison Fellowship International, took the diploma course. The organization was founded by Chuck Colson following his imprisonment and "conversion" after the Watergate burglary.

Rev. Carter, a United Church minister, is seconded to Queen's from the Correctional Service of Canada. Before his appoint-

ment, he was regional chaplain with the Correctional Service, and prison chaplain at Joyceville Institution.

Restorative justice has been defined in many different ways, he says.

One female student wrote that it is "essentially about being accountable to one's limitations, listening to other perspectives, the ongoing journey of healing... confronting truthfully the human capacity to violate and harm..."

A male student wrote: "The basic principles of restorative justice are simple. It is in their application that magic takes place."

"It's giving the dispute back to the people involved in it, not to the legal profession and the court system."

Rev. Rod Carter

And a Kingston police constable wrote: "The Restorative Justice Diploma Program touched my soul. Professionally it transformed me from seeing crime through the lens of a police officer to seeing crime through the eyes of a peace officer. There is a world of difference."

Rev. Carter says that traditional court procedure can be a roadblock to real justice.

"The only thing a victim does in court is to testify, which is no contribution towards healing. When the defence attorney gets

the victim on the witness stand, there's often a re-victimization: Why was she wearing such a short skirt? Why was she out in that [disreputable] area so late at night? The victim might still be having nightmares, or need counseling or medication. There's no opportunity for the criminal to apologize, to offer restitution, no mechanism for these options..."

"When a victim is giving evidence and shows sadness and starts to cry, the court takes a break so the individual can 'regain her composure.' In a restorative justice setting, if you need to cry you cry and if you need to get angry you get angry. It's giving the dispute back to the people involved in it, not to the legal profession and the court system."

Last year, Rev. Carter and a team of experts took the program to South Africa at the invitation of the post-apartheid Truth and Reconciliation Commission. A visit to India was cut short because of tensions between India and Pakistan.

Rev. Carter says that initial research on young offenders shows that the program lowers the recidivism rate. "In terms of customer satisfaction, nearly 100 per cent of victims who participate in a restorative approach say they would recommend the program to other victims."

"Most offenders said they found restorative justice a worthwhile engagement, as opposed to sitting in a prison cell. But some offenders have said they would rather sit in a cell for five years than face their victim and hear from her the full impact of what they did."



STEPHEN WILD

Queen's Restorative Justice Program is unique in Canada, because it gives back the power to the community to deal with disputes, says its director, the Rev. Rod Carter.

VIEWPOINT

GEOFF SMITH

History

Physical Education



Free speech comes with a price

Of values touted as crucial to the intellectual health of the academy and society, the freedom of speech carries heavy weight. The ability to disagree vehemently about first principles, to differ on issues of ends and means and to hold up to critical investigation society's conventional wisdoms and sacred cows denotes a polity that should be as much a community of scholarly inquiry and scepticism as it is a powerful source for the exciting applied research that drives our scientific, medical and technological progress.

In theory, our major role in society is to promote debate on all questions relating to ideas and research as they emerge here and in the broader environments in which we work. Academic freedom matters most when we differ, and we risk it when we stigmatize those who make arguments with which we disagree, rather than consider the essentials of those arguments.

Even in small groups, facilitating discussion and enabling students to develop a voice is not easy.

This obligation has limits – as when speech (an idea or action) crosses a boundary proscribed by the Charter of Rights and Freedoms or Canadian criminal law. A cross burned on a black student's lawn on King Street, or soap delivered anonymously to an Indian student TA, along with nasty notes, are two such incitements to hatred in the recent past that suggest uncomfortable links with lynching and murder. In such instances, one echoes the sentiment of cultural theorist Hortense J. Spillers, who observed recently in discussing the gendered grammar of race against a domestic and international backdrop of atrocity and amnesia, that "at the very least, sticks and stones might break our bones, but words most certainly will kill us."

Society has a huge investment in what transpires here. It is in our interest to provide as broad an arena of debate as possible on all fronts. At times participants and observers will become uncomfortable, and at other times, we will be wrong. Argument with divergent points of view is crucial to defining and resolving the big questions, whether philosophical, or a colleague's research agenda. On this, we must stand firm.

In recent years, "research" has achieved unprecedented star power, with numerous private-sector arrangements adding to and in some instances superseding government-funding programs. Corporate connections to universities have grown significantly, sometimes with strings attached. The federal Canadian Research Chairs at senior and junior levels are one example, providing significant faculty renewal, along with some troublesome hidden costs.

As the research focus burgeoned, government grants for basic arts programs became stingier – a point underscored by Ontario Tory Mike Harris's observation early in his tenure that science was more important than history and hence would have more funding. At the same time, student numbers continued to grow. This demographic became the ballyhooed double cohort of 2003, and it has strained a professoriat seeking to recover from a decade of faculty decline. This disjunction weighs heavily in the Arts and Science undergraduate faculty, where free speech arguably matters most. As well as providing students the chance to develop their knowledge base and hone skills critical to succeeding in a mercenary age, professors confront the vital responsibility of teaching them to think for themselves.

Colleagues note that this is a daunting task, especially in first year, when classes are huge, ambience impersonal and students shy. Enabling students to develop a voice is not easy. But getting them to park their egos and jettison the notion that ideas are owned and might reflect badly on their owners is crucial to student growth. It is worth pursuing – an arts education should be less concerned with an outcome of "fitting in" to the existing order, than of bringing good questions that challenge the status quo. Recognition by students that ideas are community property, in this case the property of a class, provides a good start in thinking about free speech on – and beyond – campus.

This classroom pivot of voice, defined as informed and vigorous debate on questions of importance to all, derives its legitimacy in theory from Queen's broad offering of courses within major and medial concentrations, which seek to provide an intellectual framework that will carry beyond a student's four years in academe. With dwindling government resources for higher education, hands-on attention, once the life-blood of liberal arts – small group discussions, professorial goals to self-reflection and a lot of writing, are more difficult to accomplish. If money for graduate studies and research increased, money for teaching assistants did not.

Classes grew, multiple-choice exams proliferated, and not a few professors lamented that the new corporatism in higher education meant a mass production of graduates, less prepared, less able, and less thoughtful than their predecessors – not because current students lack smarts but because they lack opportunity. Accessibility is not merely a question of who gets in to university. It is also a question of what happens once students are here.

QUEEN'S FLASHBACK: SATURDAY, OCT. 4 2003



CELIA RUSSELL

Walt Breckenridge, Sc'48½ and wife Mavis of Toronto celebrate the class's 55th reunion at Richardson Stadium. In recent years, the Breckenridges have made Homecoming an annual tradition.

Editor's Note: Although this photo may not seem old enough to be considered a flashback, it brings back memories for me. When I was in third year at Queen's, Homecoming organizers arranged for students to buddy up with alumni at Alfie's Pub. Walt and his wife Mavis were my guests that October Friday afternoon, and we had a great time comparing notes about campus life. Until Oct. 4, when I tracked them down at the football game, Walt had me believing that his wife's name was really Myra (as in the late actress). Thanks to some helpful classmates who pointed them out, Walt and Mavis and I got to catch up again, more than two decades later, proving that Queen's spirit really does cross generations. – C.R.

One must call on the Ontario government to put money where its mouth seemed to be during the recent election campaign. Will Dalton McGuinty and his Liberals welcome education as a public good and recognize the need to strengthen arts and science infrastructures, in the trenches, where such reinforcement is so badly needed? The question is more than academic.

Geoff Smith, an historian who lives in the School of Physical and Health Education, will never quit fighting for liberal arts, inclusiveness, and accessibility: -in short, government responsibility for undergraduate education. He took part as a speaker in a recent ASUS-sponsored panel discussion about free speech on campus.

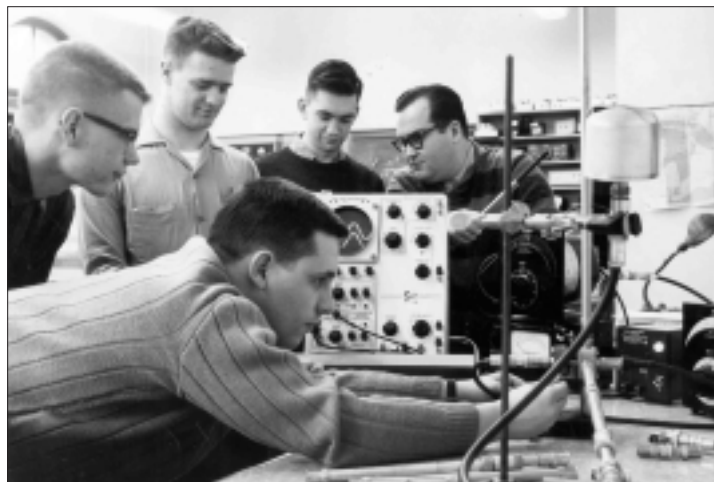
Letter

Positive ID on engineers

This photo (Queen's Flashback photo, Oct. 6, page 6) is of an electrical engineering lab in (probably) Fleming Hall in 1963 or 1964. The people I recognize are Science '64 Electricals. I'm not sure who the body in the foreground is (possibly a lab instruc-

tor) but the other four from left to right are Harold Briggs, Don Sneddon, Don Western and Harold Smolkin. Don Sneddon is still around campus: he is an ITA with the NRC IRAP program and has an office in Ellis Hall.

Bob Pritchard
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Viewpoint Policy

The *Queen's Gazette* welcomes submissions for Viewpoint from faculty and staff. Unless otherwise discussed in advance with the editor, articles should normally range between 600 and 700 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.

Learning outside class a major ISC attraction

As an instructor who has taught literary studies at the International Study Centre (ISC) since 2000, I've had the pleasure of initiating and leading many field studies for my courses.

These occasions have ranged from the sublime – taking students to a Tate exhibition at which they could examine William Blake's engravings from a range of approximately one inch – to the more earthbound – a trip through London's docklands followed by a snack at Goddard's Pie House, a notorious Greenwich victuallers whose interior reactivates for students that exhausted adjective 'Dickensian.' In light of these varied experiences, I'd like to offer my reflections on the opportunities teaching at the ISC allows, and, in particular, on some different pedagogical strategies invited by our situation and developed here in recent years.

For me, and for many other instructors I've talked to, teaching out of the classroom is *the* major draw to working at the ISC. This possibility, given careful preparation of students beforehand, enables us to engage those in a class whose interest in and understanding of the field may, for a variety of reasons, be relatively inactive when it is taught on campus with the possibility of technological aids only. ISC instructors in Shakespearean studies, for instance, have the fortune to be able to take students to the recreation of the Globe theatre for a backstage tour and performance.

These experiences are surprising ones for the majority of first-year students who have only previously experienced Shakespeare in a modern theatre, and are memorable and often motiva-



CHRISTIAN LLOYD

Notes From Herstmonceux

tional. Frequently, such field studies produce newly thoughtful analysis in term papers because they prompt students independently to discard vague, dehistoricized notions of Shakespeare's 'timelessness' in favour of locating his work in its particular moment and cultural context.

For upper years, setting up the Globe field trip as a cultural studies project with attention to the gift shop and other commercial apparatuses in relation to the politics of the performances will generate precise arguments about the place of Shakespeare in *our* culture, how exactly the heritage industry recycles past cultures. What is more, the Globe productions that follow sparse Elizabethan staging conventions are particularly revelatory for students who best learn orally. This variety of possibilities generated by teaching via field studies is the subject of ongoing discussion among instructors at the ISC whose pedagogy is constantly reassessed and refined, both formally and informally.

But if careful planning and teaching at a site like the Globe pay dividends, I've also found that some of the most telling learning on field studies takes place in unexpected ways. One

field study I have frequently taught is a tour of Charleston Farmhouse, the country retreat of the Bloomsbury group in Sussex. Charleston is run by an independent group of enthusiasts, rather than by the National Trust, and the guides are invariably elderly women whose cultural orientation is, I would imagine, not that far from that of the original Bloomsbury group members. On one such visit, I raised with our guide a subject that had been elided in her commentary as we walked round the house: how the issue of class affects our assessment of the Bloomsbury group as a possibly radical force in English culture.

After some polite but forceful exchanges on this subject, our discussion was interrupted by a passing member of the public who bellowed that I was an "oik" [lout] for introducing this critical angle at all. When my students finished laughing, we realized that we had the answer to my question already at hand.

Teaching field studies at the ISC is an experience that never dulls for me, and the range of sites covered is expanding yearly. Offerings this term include a Jack the Ripper tour of Whitechapel, the National Mining Museum, Dieppe, the Thai Temple in London, the Victoria and Albert Museum, the National Opera, and the DEMOS think tank.

If you get the chance, I would heartily recommend teaching here for those who are starting out as instructors, but equally for those who have taught for many years.

Christian Lloyd is academic assistant to the executive director at the International Study Centre at Herstmonceux Castle in Britain.

Legal fiction offers food for thought

Who says a law school curriculum can't be fun?

We know that law students are used to courses that teach them about various areas in which they might one day practice: tax, criminal, contracts, trusts, wills, estates, family and more. The cases students read for their courses often contain interesting stories, but their primary purpose is not to entertain – instead, they are the Brussels sprouts of legal education – nourishing but not necessarily a top-10 menu choice. Despite this, the world outside the law school has a great and seemingly unquenchable desire for fiction – movies, plays, stories – about lawyers and legal cases. This proliferation of legal fiction has caught the attention and interest of law schools, which are now offering courses on the legal imagination and on how lawyers and the legal system are portrayed in legal fiction.

To support these types of courses, the Law library has created a fledgling legal fiction section, called the Mystery of the Law collection, composed of books and DVDs.

The legal fiction collection serves a valuable function. It provides law students with food for thought on what it means to be a lawyer, and the many ways in



NANCY MCCORMACK

Books & Bytes

which lawyers are portrayed in fiction. It also serves as a welcome relief from the daily grind of legal studies, and, happily, is available for borrowing by all members of the Queen's community.

The books include some of the classics of legal fiction written by authors such as Agatha Christie, Dashiell Hammett, and Raymond Chandler. Best-selling authors such as Minette Walters, P.D. James, Elmore Leonard, Lawrence Sanders, Ruth Rendell and Patricia Cornwell appear in the collection, as do works by writers who have or have had careers as judges and/or lawyers including Cecil Henry, John Grisham, Robert K. Tanenbaum, Scott Turow, and Jeffrey Deaver. The collection even contains a fictional work by Queen's own law professor Arthur Cockfield, entitled "The End."

The DVD collection is equally intriguing, containing film classics such as Sydney Lumet's *12 Angry Men*, Otto Preminger's *Anatomy of a Murder*, Frank Capra's *Arsenic and Old Lace*, Alfred Hitchcock's *Strangers on a Train*, and Stanley Kramer's *Inherit the Wind*. Television classics such as *Rumpole of the Bailey* and pop classics such as *Ally McBeal* are also available for viewing. Recent films also make up a good part of the collection including *Legally Blonde*, *Beyond Suspicion*, *Blood Work*, *Changing Lanes*, *Erin Brockovich*, and that perennial favorite of all librarians, *The Mummy* (featuring a beautiful heroine who just happens to be a librarian).

Lawyers in these works are depicted as noble, generous, washed-up, crooked, brave, innocent, champions and victims. They take on hopeless cases, battle enormous odds, desert their clients, give up all for their clients, lose, win or come out somewhere in between. What these fictional works ultimately reveal, however, is the depth of society's hopes and fears about the legal system and the ideals regarding it, which we still collectively appear to share.

Nancy McCormack is reference services librarian at the William R. Lederman Library.

UNIVERSITY ROUNDUP



Internet highway under construction

The Internet must undergo major changes in its infrastructure, if it is to keep up with the growing demand or to accommodate emerging technologies. The National Science Foundation has given researchers at eight U.S. institutions \$7.5 million over five years to investigate the technical possibilities and consequences of a once-in-a-century overhaul. The researchers envision a new fiber optic network reaching 100 million American households within the next few years. Data could enter or leave homes at 100 megabits per second, or about 2,000 times faster than dial-up Internet access and about 100 times faster than DSL (broadband). Over this next-generation network, file size would no longer limit what can be sent over the Internet, removing a major roadblock to delivery of high-definition video on demand.

news-service.stanford.edu

Athlete first; female second

Sex still sells in sport, creating pressure to conform to a "heterosex" image that hurts women's sport and keeps many lesbian athletes "in the closet," says a University of Toronto sociologist. In her recently published book entitled *Out on the Field: Gender, Sport and Sexualities*, Helen Lenskyj provides exposés of coaches' and administrators' complicity in perpetuating the chilly climate for female athletes, in general, and lesbian athletes, in particular. Society needs to consider women athletes as athletes first and foremost, not sex objects, if it wants to encourage young girls to play traditionally male-dominated sports like hockey, she says.

www.newsandevents.utoronto.ca (Sept. 29)

Not green enough

Large regions of Earth have been "greening" in recent decades because of global climate changes that have brought more rainfall, better growing temperatures, and more sunlight, according to findings reported by Ranga Myneni, associate professor of geography at Boston University, and co-investigators in a recent issue of *Science*. The researchers indicate the increase, however, falls far short of the food, shelter, and heating demands of a burgeoning global population. The increase in plant growth has been especially evident in areas such as northern Canada, the upper Great Lakes states of the U.S., Northern Europe, and the Amazon basin in South America, the researchers found. Their analyses may improve the assessment of how long-term changes in patterns of temperature, humidity, cloud cover, and rainfall will affect the environments of plants and humans that inhabit Earth.

www.bu.edu/news

Foreign grads get work break

Foreign students who graduate from a college or university in New Brunswick may work an extra year in the province after graduation, according to an agreement signed between the provincial government and the federal department of citizenship and immigration. In the rest of the country, after successfully completing their studies, foreign students can hold a job related to their field of study for just one year. Now, in New Brunswick, work permits can be renewed for a second year, making it easier for students to continue working in the province. The new agreement is part of the federal government's efforts to make Canada a destination of choice for foreign students, says Denis Coderre, minister of Citizenship and Immigration Canada. Another objective is to encourage foreign students to immigrate to New Brunswick.

University Affairs (October)

Quebec universities feel funding pinch

"All Quebec universities are underfunded in comparison with universities elsewhere in North America – despite the fact that the Quebec government provides more money in grants to universities per student than any other Canadian province. Yet, this does not begin to compensate for the shortfall caused by the much lower tuition fees paid by Quebec students. We respect the commitments made by both the previous and the current governments to continue to freeze tuition fees at about \$1,700 per student per year, as compared with the national average of over \$4,000. But, it must be recognized that Quebec universities are facing a serious financial shortfall that, if not rectified, will soon relegate our system to second-class status. The gap between Quebec and Ontario universities is roughly \$375 million per year."

Excerpted from a recent Concordia University presentation to the National Assembly's Commission Parlementaire sur l'Education by Rector and Vice-Chancellor, Frederick Lowy

Compiled by Celia Russell

Queen's-run trial gives new hope to breast cancer survivors

LARGEST-EVER STUDY
BY CLINICAL TRIALS
GROUP YIELDS
EXTRAORDINARY
RESULTS

By NANCY DORRANCE
News and Media Services

A breakthrough clinical trial – halted earlier this month because of its important implications for breast cancer treatment in post-menopausal women – was conducted by the National Cancer Institute of Canada Clinical Trials Group (NCIC CTG) at Queen's.

In the largest trial ever coordinated by the Queen's group, more than 5,000 women worldwide who had completed five years of tamoxifen therapy were treated with either the drug, letrozole, or a placebo. At a pre-planned interim analysis, the results were so positive that an independent data and safety monitoring committee recommended the trial be halted, and CTG Director Joe Pater agreed.

"We wanted to give participants receiving the placebo an opportunity to begin taking letrozole, if they wished to do so after consulting their oncologists," says Dr. Pater, the Edith Eisenhower Chair in Clinical Cancer Research.

Overall, the risk of breast cancer recurrence was reduced by 43 per cent in the group using the new drug. Researchers believe that tamoxifen, widely used to prevent breast cancer recurrence in post-menopausal women, stops being effective after five years because tumours become resistant to it.

This international trial, involving women from Canada, the United States and Europe, was coordinated by the NCIC CTG at Queen's in partnership with the U.S. National Cancer Institute and its Clinical Trials Cooperative Groups. NCIC CTG receives its core funding from the Canadian Cancer Society. Paul Goss, a medical oncologist at Princess Margaret Hospital in Toronto, was the study chair, and Lois Shepherd, a researcher in the Queen's Pathology

Department, was the physician coordinator for the study.

"You always hope for good results, but it's extremely unusual to have a study stopped this early [after only the first of two planned interim analyses] with such positive results," says Dr. Shepherd. "When it all sank in, it was a wonderful feeling to know that we were part of an international, Canadian-led, Queen's-coordinated trial, that ultimately will show such benefit to women around the world."

Because it was a "double-blind, randomized, controlled" clinical trial, no one – neither participants nor researchers – knew which treatment individual patients were on. When the Data Safety Monitoring Committee recommended that the trial be stopped, this meant that those on the placebo could be informed and encouraged to seek advice about whether it might be appropriate to start taking letrozole, Dr. Shepherd explains.

Because it was a "double-blind, randomized, controlled" clinical trial, no one – neither participants nor researchers – knew which treatment individual patients were on.

"The initial intent had been to study the use of letrozole for five years, which was to start within three months of completing tamoxifen therapy, so the question of whether women would benefit after a longer tamoxifen-free interval is still unanswered. It's likely that those at higher risk of a recurrence will be more interested in starting letrozole than lower risk women who have less chance of a relapse, but this is something they need to discuss with their own doctors," she says.

After the results were released



STEPHEN WILD

Joe Pater, director of Queen's National Cancer Institute of Canada Clinical Trials Group and physician/coordinator Lois Shepherd played key roles in the recent groundbreaking trial investigating a new drug for breast cancer survivors. They are pictured here in the NCI CTG new quarters, part of Queen's \$16-million Cancer Research Institute in Botterell Hall.

last week at an international news conference and in an early, online edition of the *New England Journal of Medicine*, the Queen's facility began receiving calls from cancer centers with questions about the new drug. Although the trial in its original form has been halted, the Clinical Trials Group will continue to collect and track information from all participants, including those who now choose to "cross over" from the placebo to letrozole.

Since its inception in 1971 as a cooperative oncology group supported by the Canadian Cancer Society, the NCIC Clinical Trials Group has enrolled more than 30,000 Canadians in more than

275 trials, with thousands more enrolled internationally. Of the 5,187 participants in this study, 1400 are Canadian, and 41 live in the Kingston/Peterborough region. Other countries represented include the U.S., Britain, Belgium, Italy, Ireland, Portugal, Poland and Switzerland.

The letrozole trial is classified as "Phase Three," since it involves a drug that has been used in earlier studies and is administered to a large, randomized population. The Queen's CTG also conducts new drug discovery trials with much smaller groups of patients, and if a therapy looks promising, it may then be taken forward into a Phase

Three study. Currently Dr. Shepherd is the physician responsible for about eight to 10 ongoing Phase Three trials related to breast cancer, and five or six hematology studies.

This study, however, is by far the largest ever undertaken by the Queen's group. "Being larger makes the results more robust," says Dr. Shepherd, "and from our perspective, it's also been an extraordinary feat of coordination!"

Dr. Pater adds, "We are all thrilled to have been responsible for directing a study that will have such a far-reaching impact for women with breast cancer." meds.queensu.ca/medicine/comhepi/groups/ctg.htm

McDonald, Smol up for Canada's top science prize

By NANCY DORRANCE
News and Media Services

Two of the three finalists for the country's top science medal for 2003 are Queen's researchers.

Art McDonald (Physics), founding director of Queen's internationally-acclaimed Sudbury Neutrino Observatory (SNO) and John Smol (Biology), Canada Research Chair in Environmental Change, are finalists for the prestigious Gerhard Herzberg Canada Gold Medal for Science and Engineering – an honour that comes with \$1 million in support of the winner's research.

The third finalist is Richard Bond, Director of the Canadian Institute for Theoretical Astrophysics at the University of Toronto.

Finalists for the prestigious medal, awarded annually by the Natural Sciences and Engineering

Research Council (NSERC) in honour of Canadian Nobel Prize winner Gerhard Herzberg, were announced recently by NSERC President Tom Brzustowski. The winner's NSERC Discovery Grant will be increased to \$1 million over five years (or topped up by a further \$50,000 if the annual grant is already greater than \$150,000), while the two other finalists will each receive \$50,000 Awards of Merit. The 2003 winner will be announced November 24 and awarded the Gold Medal the following day, at a ceremony in Ottawa.

"Securing two of the three finalists for the NSERC Herzberg Gold Medal is tremendous recognition of the excellence of Queen's researchers," says Vice-Principal (Research) Kerry Rowe. "This is a testament to the pre-eminence of

Drs. McDonald and Smol in their fields and receiving these Awards of Merit is truly an honour for them and for Queen's."

An internationally-renowned subatomic physicist, Dr. McDonald uses nuclear and particle physics techniques to explore fundamental laws of physics, from the smallest to the largest scales of the universe. As founding director of the SNO Institute, he has guided discoveries that solved the "solar neutrino problem" and modified the most basic theories for elementary particles.

In both 2001 and 2002, SNO discoveries were ranked among the top 10 in the world by the prestigious international journal *Science*.

Recognized as one of the world's leading environmental scientists, Dr. Smol is founder and co-director of the Paleocological

Environmental Assessment and Research Lab (PEARL) at Queen's. PEARL is considered by many to be the world's premier paleolimnology training ground, where researchers from around the world study aquatic issues ranging from the impact of sewage and fertilizer run-off on lakes and rivers to the impact of increased ultraviolet radiation on freshwater life, and climate change.

This is the second consecutive year that Queen's researchers have been recognized for their sustained excellence, with neuroscientist Barrie Frost receiving a Herzberg Award of Merit in 2002.

Details about the award and the three nominees are posted on the NSERC web site at www.nserc.ca/news/2003/p031007.htm.

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

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Scenes from Homecoming 2003



CELIA RUSSELL



CELIA RUSSELL



CELIA RUSSELL

STRIKE UP THE BANDS

And have some fun. About 4,500 to 5,000 alumni, their family and friends returned to Queen's Oct. 3 through 5 for Homecoming weekend. Clockwise from the lower right: A piper alumnus joins the band as they swing by Grant Hall before preparing to march to the football game at Richardson Stadium at West Campus. Hilary Sirman (Arts'98, MPA'00) hands out registration materials to David Slater (Com'48) at the Big Top on Agnes Benidickson Field. The Golden Gaels prepare to pick up some more yards against the Waterloo Warriors. The Gaels went on to win, 51-3. Cheerleaders encounter a crowd of purple people on the student side at the football game. Queen's Bands members Liz Murray and Bernard Chan show off their new uniforms.



CELIA RUSSELL



CELIA RUSSELL

National identity cards would be used to profile and sort populations, expert says

The implementation of a national identity card that would biometrically identify every Canadian citizen is currently the subject of intense debate by immigration officials, privacy commissioners and concerned citizens. To better understand the steps necessary to developing a national identity system and what it would mean for Canadians, the Gazette posed these questions to David Lyon, sociology professor, director of Queen's Surveillance Project and author of the book *Surveillance after September 11*.

G: What is a national identity card and what is the stated intention behind such a program?

D.L: As the name suggests, a national ID card would be a means of identifying all citizens using a common system. It has been proposed periodically for more than a decade, but the current proposals relate to the security-conscious aftermath of 9/11 and the development of biometric identifiers. The chief stated purpose is to help travellers avoid hassles at border crossings, but it is clear that preventing the entry of members of global guerilla groups such as al-Qaeda is high on the agenda as well.

G: How is the push for a Canadian national identity card influenced by border security in the U.S.?

DL: The connection is direct and deep. Although U.S. Secretary for

Homeland Security Tom Ridge has promised that Canadians will be exempt from the biometric registration required of visitors at the U.S. border, the idea of standard systems for verifying identity has ramifications for Canada. Permanent residents, for instance, will not be exempt. Traffic across the Canada-U.S. border is frequent and heavy, and U.S. enthusiasm for technological solutions in the "War against Terrorism" means that pressure is exerted on Canada at every turn.

G: How much would the implementation of such a program in Canada cost? Is the cost justified?

DL: No firm figure has been given, and estimates vary widely, between \$3 and \$7 billion. For those who argue that a new card is needed, this is a small price to pay for added security. For those who believe that it will neither work for the intended purposes, nor be a socially and politically appropriate tool, it is not justified.

G: What privacy risks are associated with national identity cards?

DL: If the term "privacy" suggests a bulwark against unwanted intrusions, or against the promiscuous sharing of personal information, then privacy risks are present, even with the



DAVID LYON

Q&A

more advanced cards. True, the proposed cards are likely to be fairly secure. But because their purpose is to filter out unwanted visitors and immigrants, they will be used for profiling and sorting populations, which is the real problem. The profiling cannot but be along ethnic and racial lines, which means that certain groups will become vulnerable, just because they are, let's say, "Arab-Muslim." Mounting such a system is hardly consistent with the welcome Canada gives to a diverse range of immigrants every year.

G: Do the benefits associated with identity cards outweigh privacy concerns?

DL: The benefits argued for cards is that they will help to create more security at borders. They may dissuade some from coming to Canada at all, and it is possible that someone with malign intent may be apprehended

(though the evidence is that petty criminals, not violent guerillas, get caught by such measures). If the "privacy" concerns are narrowly construed, as risks of personal exposure or embarrassment, then it may be that they are outweighed by benefits. It's impossible to judge. But if the "privacy" concerns have to do with the loss of hard-won and cherished civil liberties, enjoyed by all Canadian citizens and visitors, then these downsides outweigh by far the benefits claimed for ID cards.

Mounting such a system is hardly consistent with the welcome Canada gives to a diverse range of immigrants every year.

G: Where is support for a national identity card coming from? Who is most opposed?

DL: The support for cards, until a week ago, seemed to come from the Minister for Citizenship and Immigration, Denis Coderre, a few MPs, plus some foreign governments influenced by U.S. Homeland Security policy. European countries are planning biometric enhancements for third-country visas and,

eventually, for passports. There are several companies who would very much like to secure contracts, too. In the U.S.A., Oracle Corporation offered free software to the U.S. government for a national ID card. They were turned down. The opposition seems pretty overwhelming, at least for the recent proposals, and comes from a majority of MPs from different parties, the federal interim Privacy Commissioner Robert Marleau, Provincial Privacy Commissioners, and of course civil liberties groups and other ordinary citizens.

G: How easy or difficult would it be to implement a national identity system?

DL: It is a huge and costly operation, as has been discovered by a number of countries who have already done this. Finland is the only democratic country that has such a system, although would-be democracies such as Hong Kong, Singapore, Malaysia and others already have similar ID cards. In Malaysia, several security features have been scrapped in order to roll out the system faster. In Canada, I think that opposition to the idea will prevent its adoption at least in the short term. If interest shifts to upgrading existing documents like passports, using biometrics, it may be more plausible to the public. But it would carry many of the same risks as a free-standing ID card.

A BRACKEN BIRTHDAY PARTY



KAY LANGMUIR

The university community and former students, staff and faculty recently celebrated the library's birthday at a reception at Botterell Hall. Pictured from the left are Paul Wiens, university librarian; Vivien Ludwin, head of Bracken Health Sciences Library; David Walker, dean of the Faculty of Health Sciences; Sarita Verma, associate dean of Medical Education and Duncan Sinclair, former vice-principal of the faculty of Health Sciences and former dean of the Faculty of Medicine. Interestingly enough, the library also opened on Homecoming weekend in October, 1978, Ms. Ludwin points out.

Bracken launches \$1-million campaign

The Bracken Health Sciences Library celebrated a 25-year milestone on Homecoming weekend by looking ahead to the future.

The event marked the launch of a \$1-million campaign to raise funds for health informatics initiatives and advanced medical education technology. Health Informatics is one of the key strategic directions of the Faculty of Health Sciences.

The goal is to establish a fully integrated, interactive electronic educational centre,

which will occupy the whole public area on the main floor of the library. The major components of this state of the art facility will be the Centre for Health Electronic Education Resources (CHEER), an information commons to provide ready access to computers, and librarian assistance to resolve access to information queries.

The components of this new electronic environment will be designed to meet the teaching and learning objectives of the undergraduate, postgraduate

and faculty development programs. Learning technology and informatics, which will be based upon sound pedagogical principles will help deliver a "state of the art" educational environment to meet the faculty's objective of producing health care professionals to meet the needs of society.

The library is named after its major benefactor, Franklin Bracken (1889-1983), a native of Sealey's Bay and a 1911 Queen's medical graduate. library.queensu.ca/webmed

Playful narratives hallmark of Kingston artist's work

Kingston-based painter, writer and teacher Ben Darrah is a visiting artist this month in the Department of Art.

Mr. Darrah will present a public slide lecture on Tuesday, Oct. 21 at 4:30 pm in room 1103 of the Biosciences Complex. All are invited and admission is free.

"[The] image choices reflect a curiosity in elevating an everyday, recognizable, common object or image to the status of scrutinized subject."

Ben Darrah

Mr. Darrah's recent paintings are playful narratives constructed through use of everyday objects - clouds, trousers and chairs.

He says of his work, "[the] image choices reflect a curiosity in elevating an everyday, recognizable, common object or image to the status of scrutinized subject."

Mr. Darrah's recent work has been shown in several solo and group exhibitions including KAC Juried Art Salon, Kingston, (2003); Place, Verb Gallery,

Kingston, (2002); "Vicinity," James Allen Fine Art, Toronto, (2001); Works on Paper, Fran Hill Gallery, Toronto, (2001); Feel the Warmth, Lester B. Pearson Civic Centre, Elliot Lake, (2001).

The Ingram Gallery, Toronto, ON, currently represents him and his work is included in the Agnes Etherington art rental gallery.



Darrah

Mr. Darrah's community involvement includes participation as one of 10 artists in Kingston InSights, a community based art project sponsored

by the Kingston Art Association that will be shown at the Agnes Etherington Art Centre this fall; teaching a series of business for artists' workshops to senior Queen's BFA students; working as Project Manager at the Kingston Arts Council; and writing a bi-weekly art column for *The Kingston Whig Standard*. He will teach first-year sculpture at Queen's in the winter term, 2004.

The Visiting Artist Lecture Series is part of the Department of Art's practice to bring regional, national and international artists to Kingston as an integral component of its visual arts program. The public is invited to attend the lecture given by the artists.

For details, contact Kathleen Sellars, Visiting Artist Coordinator, (613) 533-6000, ext: 75043 or email sellarsk@post.queensu.ca.

Aboriginal justice is theme of Native Studies symposium

A prominent member of the Métis National Council will deliver the keynote address at the fifth-annual Aboriginal Studies Symposium Nov. 7 through Nov. 9.

With the symposium theme of Aboriginal justice, Jason Madden, General Counsel for the Métis National Council, will speak on the Supreme Court of Canada's recent Powley decision regarding Métis hunting rights.

Organizers are still in the stages of putting together the conference and more speakers are welcome, along with volunteers, says Administrator Heather Green of Queen's Four Directions Aboriginal Student Centre.

"The symposium is shaping up

to be a great time and we have some wonderful speakers coming to this event," she says. Volunteers are needed to help with advance planning, room setup, directing speakers and Elders, food and the closing Sunday feast.

The aim of the symposium is to promote friendship and familiarity among participants, facilitate the expansion of Native Studies, and create a welcoming environment for the growing community of Aboriginal scholars.

The symposium is conducted in a fashion expressing respect for traditional Aboriginal protocol. Presentations take place in a talking circle. The sessions are moderated by an Aboriginal

community leader with the use of a talking stick and given guidance by Aboriginal Elders.

Presented by the student centre and Queen's Aboriginal Council, the symposium opens on Friday, Nov. 7 at 4:30 pm with a social at the centre at 146 Barrie St. featuring native dancing and drumming. The symposium takes place in room 202 Policy Studies starting at 8:30 am on the Saturday and Sunday.

All are invited to attend and admission is free. Light refreshments will be served.

To present a paper on this topic or to help out, please contact Heather Green, email hg4@post.queensu.ca.

www.metisnation.ca

Saving trees, one cover sheet at a time

By CELIA RUSSELL

Senate will be asked this Thursday to approve a university-wide policy that would reduce paper use by streamlining essay requirements.

The proposal would eliminate required essay title pages and would set maximum line spacing to 1.5 on essay pages.

The Senate Committee on Academic Procedures (SCAP) endorses the principle that reducing paper use whenever possible and practi-

cal in students' essay requirements would be a good practice for the university to adopt.

Other action items include a proposal to integrate the MIR program into the School of Policy Studies; a proposal to establish a master's degree program in Environmental Science and Senate elections to committees.

In his report to Senate, Principal Bill Leggett will give an update on enrolment and a post-election

overview. He will also present the inaugural T. Geoffrey Flynn Advancement Champion Award at the beginning of the meeting.

Stephen Elliott of the Faculty of Education will read a tribute to the late Martin Schiralli.

The Senate meeting takes place at 3:30 pm in B147, Botterell Hall. For meeting tickets, call the University Secretariat at 533-6095.

www.queensu.ca/secretariat

Experts on political climate and breast cancer clinical trials in the news

QUEEN'S IN THE NEWS

Highlights of Queen's experts in the media

■ Oct. 1-14, 2003

Douglas Reid (Business) comments in *The Globe and Mail* about WestJet's latest upgrade providing more legroom for passengers. The story is also covered by the *Edmonton Journal* and *The Calgary Herald*.



Anand

Anita Anand (Law) comments in a *Globe and Mail* story about the formation of the Canadian Coalition for Good Governance.

Laurie Ross (Business) comments in a *Globe and Mail* story about the recent *Economist* survey for ranking business schools.

In *The Globe and Mail Report on Business*, **Roger Wright** (Business) discusses financing available to EMBA students.



Courchene

Tom Courchene (Policy Studies) comments in the *National Post* about the pressures of opposition politics once Paul Martin becomes prime minister.

Results of a national study co-authored by **William Boyce** (Education) about the sexual health of adolescents initially featured in the *National Post* continues to receive coverage, including *Global TV* and *CBC Radio* (Halifax, Toronto).

Lois Shepherd (NCIC Clinical Trials Group) comments in a *Toronto Star* story about how clinical trials on a new breast cancer drug were halted early due to positive results. **Joe Pater** (NCIC CTG) discusses the trials on the front page of *The Kingston Whig-Standard*, *CBC Radio's Ontario Morning* show and *CFLY* radio.

Susan Lloyd (Education) comments in the *Ottawa Citizen* about the Alternative Teacher Accreditation Program for Teachers with International Experience (ATAPITIE).

Jonathan Rose (Political Studies) discusses in a *Canadian Press* story the extent of Cabinet changes after Paul Martin becomes prime minister. He also discusses the recent provincial election results on *CBC TV's The National* and *CBC Radio's Ontario Today*.



Zoutman

Comments by **Dick Zoutman** (Pathology) about the province's refusal to share data during the SARS outbreak are carried in a *Canadian Press* story.

Sharon Sutherland (Policy Studies) comments in a *Canadian Press* story about how successive headlines highlighting political scandal shake public confidence.

Gerald Evans (Infectious Diseases) predicts in a *Kingston Whig-Standard* story what follow-up is likely to occur from the recommendations of the recent federal investigation into the Canadian SARS outbreak.

An op-ed about Mental Illness Awareness Week by **Julio Arboleda-Florez** (Psychiatry) is published in *The Kingston Whig-Standard*.

Ken Edwards (Clinical Teachers' Association) comments in *The Kingston Whig-Standard* about plans to overturn the five-year-old restructuring plan for Kingston hospitals.

David McDonald (Development Studies) is interviewed about the effects of privatizing municipal services in *The Kingston Whig-Standard*.

Hugh Thorburn (Political Studies) discusses the outcome of the recent provincial election in the *Whig-Standard*.

Vivien Ludwin (Library System) comments in *The Kingston Whig-Standard* about the creation of a new electronic education resource centre that will revolutionize Bracken Library.

Bill James (Theological College) comments in the *The Kingston Whig-Standard* about his study of religion in Kingston.



Murray

Elsbeth Murray (Business) is quoted in *Canadian Business* magazine about her research on the value of advisory boards to company CEOs.



Simpson

Stephanie Simpson (Human Rights) comments on *CBC's Ontario Morning* about the use of racial profiling by Kingston police.

CKWS TV highlights the *Forbes* magazine ranking of business schools around the world that ranked **Queen's School of Business** as the top business school in North America when it comes to payback on a student's investment. Queen's ranked tenth overall among all non-U.S. business schools.



See Armand.



See Armand read an e-mail from a friend, warning him to delete a certain file that could infect his system.



See Armand forward the e-mail to some of his friends and associates.



See Armand discover that he's just encouraged fifty people to delete an important Windows' operating file.

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

Don't be fooled by Hoaxes. Check out www.its.queensu.ca/secure/ for more information about valid virus alerts and other tips on how to practice secure computing.

Information Technology Services - Network Security and You



New direction for Queen's

continued from page 1

The alternative is to allow the institution to be driven by short-term pressures and expediency.

G: But can those goals be achieved?

WCL: From my perspective, in order to answer this question adequately, one must first reflect on the Queen's of today – one of Canada's premier universities, renowned for the quality of its undergraduates and the education they receive, ranked among the top 10 research universities in the country, a leader in ensuring that the product of its research initiatives contributes to the social and economic advancement of Canada. A university widely admired, indeed envied. The university has evolved to this status over 162 years, from very humble beginnings – a rented house and a handful of faculty and students. There is no reason that we, and those who follow us, cannot achieve in the next 100 years what the founders of this wonderful university and their successors achieved in bringing Queen's to its current stature. To do otherwise would be to violate their trust, while to do so would be to realize the goal I articulated.

... If Queen's is to play a central role in the life of Canada, we must also expand and enhance our performance in graduate and professional education, and in research and scholarship. This has been a longstanding priority. It is time to move forward.

G: What evidence is there that Queen's can control its destiny in this way?

WCL: Again, history is a strong guide. Time and again, Queen's has shown itself capable of making very difficult but highly strategic decisions that have dramatically shaped its future and its reputation – the decision to become a secular university; the decision to remain independent when many universities its size, faced with similar financial and other challenges, opted to become absorbed by the University of Toronto; the decision to limit growth in the 1960s and 1970s and again in 2001-2 and 2002-3 when the pressure for growth was enormous and the financial incentives were exclusively aligned for growth. Each of these decisions required courage, commitment, and a clear sense of the institution's fundamental priorities and principles. These decisions defined Queen's, and they contributed to the reputation for quality that the university enjoys today.

G: What were some of those priorities and principles?

WCL: There were many. Among the most important, I would list a determination by Queen's to remain in control of its own des-

tiny, to be financially strong and responsible, to remain accessible to all members of society, to ensure that the university's size is consistent with the goal of treating each student as the important individual he or she is, to strive for excellence, and to contribute in a meaningful way to the advancement of society.

These principles and priorities continue to guide us. We have once again shown ourselves willing to chart a different course with respect to enrolment. We have managed, in spite of very difficult times over the past decade, to avoid deficits and to rebuild our infrastructure in important ways without assuming debt. We have dramatically increased our capacity to assist students with financial need. We have managed to make modest improvements in our student/faculty ratio, and we have continued to attract and retain outstanding faculty and staff in support of our overall mission. And in so doing, we have inspired others to believe in Queen's and in what it stands for. The remarkable success of the *Campaign For Queen's* is a testament to the belief of others in what Queen's stands for, and to their willingness to invest in our future, and our goals.

G: How has Queen's recommitment to limiting the size of the undergraduate student body, as most recently illustrated by its approach to the double-cohort challenge, served the university's larger goals?

WCL: This was another pivotal moment in our history. We were forced to decide what we stood for, and what we sought to be as an institution. There was, of course, an obligation to be part of the solution to a significant societal problem. However, had we opted for expansive growth, as many others did, we would have fundamentally and permanently changed the face of Queen's. Instead, from my perspective, we re-dedicated ourselves to the importance of maintaining an educational environment focused on the distinctiveness of the individual, and on the opportunity for individual growth, both intellectual and personal. In so doing, we retained control of our future, and of our capacity to achieve the goal of true international excellence.

Had we opted for more dramatic growth, we would have immediately diluted our endowment and our ability to provide the highest per-capita levels of student financial aid in Canada. Each new endowment dollar raised in support of our academic mission and of student aid would have been discounted as a result of the increased numbers of students seeking support from those new monies. Simply holding ground on the quality front would have required dramatic increases in our physical plant and in our faculty complement, neither of which are sustainable given current government funding levels. And we would have sacrificed our ability to provide and support the exceptional, beyond-the-classroom learning environment that helps to define the educational excellence for which Queen's is widely known. But most importantly, we would have been drawn into a situation in which we became even more dependent on, and beholden to, government funding and priorities. This would only weaken our ability to control our destiny and to achieve our goals.



BERNARD CLARK

Principal Bill Leggett

G: What do you see to be the critical next steps for Queen's?

WCL: Queen's commitment to exceptional undergraduate education has been one of its defining characteristics. Our ability to deliver on this commitment has been severely challenged over the past two decades. We must re-dedicate ourselves to this goal. Enhancing our ability to engage our students in one-on-one and small-group dialogue with their professors, and to become inspired by the opportunity to participate directly in the advancement of knowledge through research are key. To achieve this we must restore our student/faculty ratio to levels that are consistent with those of the leading public universities of North America. These currently average about 14 to one, a level enjoyed in the Ontario university system before the long slide in per-student funding experienced over the past two decades.

In seeking to achieve this goal, however, we must bear in mind the evolving expectations of society, and Queen's role in meeting those expectations. In particular, I would note that the demand for access to professional and graduate programs is rising dramatically and will continue to do so. It is also true that Canada's universities are playing an increasingly important role in support of the country's innovation agenda, which is widely accepted to be the blueprint for our economic and social well-being in this century.

Looking forward, if Queen's is to play a central role in the life of Canada, we must also expand and enhance our performance in graduate and professional education, and in research and scholarship. This has been a longstanding priority. It is time to move forward.

G: How do you balance the seemingly competing priorities of improving the learning environment for both undergraduate and graduate education?

WCL: I do not see them as competing. At the core of our ability to deliver on both is the quality of the faculty we attract, and the opportunities they enjoy to interact meaningfully with individual students, both undergraduate and graduate. The conventional approach to this goal is to grow, hire more faculty,

and assume greater financial obligations for infrastructure. As I have noted, Queen's has a history of unconventional thinking and action. I believe we should remain true to that legacy and pursue our own path.

This alternative direction that we are now actively examining is to improve Queen's undergraduate student/faculty ratio by both maintaining or modestly increasing our faculty complement while also reducing undergraduate enrolment. This would create conditions for more of the personal interaction so central to high-quality education, and an opportunity and capacity to expand graduate and professional programs and research. Under this model, we could also use graduate students and post-doctoral fellows more effectively in support of the teaching/mentoring role, and engage a greater proportion of our undergraduates in the excitement of original intellectual inquiry. We would enhance, rather than dilute, our ability both to maintain and enrich the "broader learning environment" for both undergraduate and graduate students and to provide higher levels of financial assistance to those in need. This is a well-established model adopted by many of the world's leading mid-sized universities.

I am convinced, however, that the "second double cohort" – the graduates of the classes of 2006, 2007 and 2008 will expect the same opportunities for professional and graduate education enjoyed by those who went before them.

G: Has the university begun to move in this direction? Are there initiatives that you can point to?

WCL: The decisions we took with respect to the double cohort kept the door open to this new course. We have now begun to carefully assess what would be required to achieve this altered state. The first step in this process was the work of the Enrolment Planning Working Group, which was established in 2001 to study a range of scenarios for the future as a guide to our decisions with respect to the double cohort. More recently, an ad hoc working group has been charged with the task of exploring the resource implications of such a restructuring of enrolment, the changes in government support for graduate programs that might be required, and the implications for individual faculties and units across the university. This working group has been asked to present its initial findings to me by early November. As part of their work, they will be examining best practices at other leading universities in Canada and the U.S.

I should emphasize that I fully expect to hear that we cannot easily get there from here because of the structure of

government funding of undergraduate and graduate studies. I am convinced, however, that the "second double cohort" – the graduates of the classes of 2006, 2007 and 2008 will expect the same opportunities for professional and graduate education enjoyed by those who went before them. This demand will create an opportunity for dialogue on what is required to make that happen. Queen's must be ready to guide that dialogue, and to take advantage of the opportunities that it presents.

G: What do you see to be some of the key issues and challenges facing the university as it goes forward on this path?

WCL: There can be no doubt that the level of funding available per student is a critical factor in the quality of education that can be delivered. I am convinced that government funding will never provide more than a foundation upon which to build the quality we collectively seek to achieve. To be successful, we must continue to engage our alumni and friends in our plans, our accomplishments and our goals, and to benefit from their support. We must also ensure that we do so in ways that are consistent with the principles and priorities that have guided the university throughout its history, and in particular in its relations with government.

G: What are the implications of this model for accessibility to Queen's?

WCL: Under the model I propose, Queen's will make a slightly smaller contribution to enrolment at the undergraduate level (we currently constitute approximately six per cent of the total undergraduate enrolment in Ontario). However, because of the size of our student assistance endowment, Queen's will be in a stronger position to provide financial assistance to students of limited financial means. Additionally, the small decrease in undergraduate enrolment would be offset by a significant increase in our contribution to access at the level of graduate and professional programs.

G: What role can students, faculty and staff play in developing and supporting this proposed new direction?

WCL: I intend to ensure that the ideas proposed enjoy a full debate. It is important, however, that we enter into that debate well armed with an understanding of the fundamental challenges involved, and of possible solutions. The research of the ad hoc working group should place us in a much better position with respect to defining these by the new year, after which we will seek to engage the debate fully.

G: Where will this all ultimately lead Queen's?

WCL: Regardless of the direction we ultimately take, the act of seriously discussing the future of the university, and by extension the most desired future state, will significantly enhance the probability that we will achieve our continuing goal of increasing the quality of what we do and of what we create in educational opportunities and new knowledge.

Faculty Appointments

The following is a new full-time faculty member in the Faculty of Health Sciences:

Tadaaki Hiruki,
Pathology and Molecular
Medicine (Oct. 1/03)

Dean, Faculty of Arts and Science

Principal William Leggett is pleased to announce that Robert Silverman has accepted a two-year extension to June 30, 2006 to complete his second term as Dean of Arts and Science. The extension has received the strong endorsement and support of the university community. In making this announcement, Principal Leggett thanks members of the university community for their continuing support of Dr. Silverman in his role as Dean of Arts and Science.

Committees

Headship Search, Biology

Peter Boag's term as head of Biology ends June 30, 2004 and he has declined to consider reappointment. In accordance with the Collective Agreement between Queen's University Faculty Association and Queen's University at Kingston, the principal has appointed a selection committee to advise him on Dr. Boag's successor. Elected members: Chris Eckert, Kenton Ko, Chris Moyes, Laurene Ratcliffe, John Smol, Bruce Tufts. Appointed members: Julie

French, Kate Neville (undergraduate student), Karen Samis (doctoral candidate), Heather Jamieson. Non-voting members: Roland Boegman, Associate Dean, Graduate Studies and Research; Robert Silverman, Dean, Arts and Science. Chair: Alistair MacLean, Associate Dean, Arts and Science. Faculty, students and staff are invited to submit their comments on the present state and future prospects of Biology and the names of possible candidates for the headship to the chair of the committee at macleana@psyc.queensu.ca by Friday, Oct. 31, 2003. All letters will be reviewed by the selection committee and will become part of the record of decision-making.

Staff Appointments

Junior Safety Technician 2003-44
Environmental Health and Safety
Lisa Tracey

Laboratory Technician 2003-88
Microbiology and Immunology
Charlotte Patterson

Teaching and Research Laboratory
Technician 2003-124 Pharmacology
and Toxicology
Tracy Gifford

Safety Technician 2003-125
Environmental Health and Safety
Tom Martinek
(Environmental Health and Safety)

Building Operations Assistant
2003-137 Faculty of Health Sciences
Earl Donaldson
(Faculty of Health Sciences)

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 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, Oct. 28, 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 has an employment equity programme, welcomes diversity in the workplace and encourages applications from all qualified candidates including women, aboriginal peoples, persons with disabilities and racial minorities.

Job details for positions advertised under 'Staff Vacancies', with the exception of CUPE Local 229 postings, continue to be available in the HR department and on the HR website: www.hr.queensu.ca/.

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

Financial Assistant Faculty of Applied Science 2003-142

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

Web Designer School of Medicine – Education Technology Unit 2003-143

Minimum Hiring Salary: \$40,537
(Salary Grade 7)
Terms: One-year term appointment

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

Account Representative Associate Dean of Student Affairs 2003-144

Minimum Hiring Salary: \$31,523
(Salary Grade 5), plus 14.29% premium for longer hours
Terms: Term (until Dec. 1, 2004)

Account Representative Associate Dean of Student Affairs 2003-145

Minimum Hiring Salary: \$31,523

(Salary Grade 5), plus 14.29% premium for longer hours
Terms: Full-time continuing

Departmental Assistant Vice-Principal (Academic) 2003-146

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

Faculty Services Administrator Office of the University Registrar 2003-147

Minimum Hiring Salary: \$35,748
(Salary Grade 6)
Terms: Full-time continuing

Coordinator (Conferences) Associate Dean of Student Affairs 2003-148

Minimum Hiring Salary: \$40,537
(Salary Grade 7), plus 14.29% premium for longer hours
Terms: Full-time continuing


Finance and Staffing Manager Dean of Student Affairs 2003-149

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

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.



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IN THE MONEY



LORINDA PETERSON

These Human Resources staffers have a reason to smile. Twenty-eight of them are now \$9,000 richer, thanks to a \$250,000 payout in the Oct. 3 Super 7 Encore draw. Pictured here are (first row, left to right) Deborah Mills, Lisa Latour, Morgan Wagar, Darlene Jewell, Lynne Gaudet; (second row) Linda Horton, Bonnie Staveley, Allison Redmond, Julie Mekarski, Beth Lake; (third row) Joanne Organ, Rita Millard, Scott Wylie, Don Cowin, Richard Weatherdon; (fourth row) Lorna Baxter, Sandi Cassidy, Brooke Gurney, Laura Pollock, Susan Goodfellow; (fifth row) Laurie Gee.

Congratulations to those who reached the following milestones in October 2003

35 years Wendy Lloyd, Human Resources

30 years Paul Amodeo, Physical Plant Services; Jo-Ann Black, Psychiatry; Randy Smith, Physical Plant Services

25 years: Richard Bayly, Pathology and Molecular Medicine; Darlene Lake, Bracken Library; Jane Leach, Psychology; Donna McTaggart, University Information Systems; Bernard Poels, University Information Systems

20 years: Jude Byrne, Office of the University Registrar; Brian Hogan, Custodial Services; Brian McLaughlin, Pharmacology and Toxicology; Patricia Morgan, Bracken Library; Linda Seymour, Residences; Monica St Pierre, Office of Research Services; Shui-Pang Tam, Biochemistry

15 years: Stephen Bowden, Information Technology Services; Cliff Ewart, Custodial Services; Gail Ferland, Campus Telecommunications and Networks; Leo Frid, Custodial Services; Sally Gauthier, Custodial Services; Lisa

Graham, Faculty of Law; Richard Smith, Custodial Services

10 years: Katherine Arney, Vice-Principal (Advancement); Ivanka Franjkovic, Alumni Affairs; Geoffrey Leboldus, Information Technology Services; David Smith, Video and Multimedia Presentations

Five years: John Corrigan, Campus Telecommunications and Networks; Michelle Knapp, Mining Engineering; Michael Law, Apartment and Housing; Jennifer McNeely, Faculty of Education; Suzann Paquin, School of Graduate Studies; Joanne Rose, Vice-Principal (Research); Shakeel Virk, Pathology and Molecular Medicine; Corey Willman, Clinical Trials

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/

BULLETIN BOARD

Convocation

Faculty Invitation to Fall Convocation Ceremonies 2003

Faculty and staff are invited to attend the Fall 2003 Convocations in Grant Hall on Thursday, Oct. 30 and Friday, Oct. 31, 2003. The Convocations will take place as outlined below:

Thursday, Oct. 30, 2003, 9:30 am
Queen's Theological College, Faculty of Arts and Science and School of Graduate Studies and Research (*Anatomy to English*)

Honorary Graduand: Romualius Dallaire, LLD

Thursday, Oct. 30, 2003, 2:30 pm
Faculty of Arts and Science and School of Graduate Studies and Research (*Environmental Studies to Physiology*); School of Physical and Health Education

Honorary Graduand: Lloyd Axworthy, LLD

Friday, Oct. 31, 2003, 9:30 am
Faculty of Arts and Science and School of Graduate Studies and Research (*Political Studies to*

Women's Studies); Faculty of Education

Honorary Graduand: Adrienne Clarkson, LLD

Friday, Oct. 31, 2003, 2:30 pm

Faculty of Applied Science, Faculty of Health Sciences, Faculty of Law, School of Business, School of Graduate Studies and Research, School of Industrial Relations, School of Policy Studies School of Urban and Regional Planning

Honorary Graduand: Ian Scott, LLD

Note: Dr. Daniel Patrick Moynihan accepted the invitation to receive the Honorary Degree of Doctor of Laws from Queen's in the fall of 2003. Dr. Moynihan passed away on March 26, 2003. In accordance with Queen's policy, the degree will be awarded posthumously.

Assembly: The Academic Procession assembles in Kingston Hall thirty minutes prior to the Convocation times. If you will be joining the Academic Procession, please call 533-6095, e-mail

smithma@post.queensu.ca or complete our online form prior to Oct.17, 2003 at www.queensu.ca/secretariat/convocation/RSVPform.html so that sufficient seats may be reserved.

Academic Regalia: Members of the Academic Procession who do not have a hood or gown should make arrangements with the Alma Mater Society (located on the second floor of Kingston Hall) one half hour before each ceremony. Please present your faculty card for identification.

*Note: Members of the Academic Procession who are **not graduates of Queen's** will use their own gown and hood, however they can borrow a black gown from the AMS.*

Receptions: Receptions are the responsibility of the faculty or school concerned. You are encouraged to attend these functions and meet with the graduands and their families.

Governance

Internal Academic Reviews
Suzanne Fortier, Vice-Principal (Academic) and Chair of Senate's Internal Academic Review Committee, announces the names of consultants and review team members for the internal academic reviews to be conducted in Arts and Science in the coming year. Also being reviewed during this IAR cycle are Education and Theology. Consultants and review teams for these reviews will be announced in the near future.

Department of Classics
Consultants: Phillip Harding, University of British Columbia; Patricia Johnston, Brandeis University. Review team: Joanne Brett; Al-Nashir Charania, undergraduate student; Nancy Hutchinson; Rick Jackson; Susan Mersereau, graduate student; William Morrow, Religious Studies (Chair); Noriko Yui.

Department of English
Consultants: Diana Brydon, University of Western Ontario; Vincent Sherry, Villanova University.

Review team: Diane Bedrossian, undergraduate student; Frank Burke; Michael Helfield, graduate student; Elizabeth Kauffmann; Wendy Lloyd; Kevin Munhall; Rena Uptis, (Chair).

Department of Religious Studies
Consultants: TBA. Review team: Stan Brown, Keri Cronin, graduate student; Nancy Dorrance, Pradeep Kumar, Ruth Rees, Krysia Spirydowicz (Chair); Sean Van Leeuwen, undergraduate student.

Department of Women's Studies
Consultants: C. Janet Berlo, University of Rochester; Eleanor Ty, Wilfred Laurier University. Review team: Kathleen Cooper, undergraduate student; William Flanagan, (Chair); Anne Godlewska, Andrew Lewis, Mary Ann McColl, Stephanie Simpson, Wayne Zhu, undergraduate student. Members of the university community wishing to provide comment on any of these units are invited to do so, in writing, to the chair of the review team. Submissions deadline: Nov. 14, 2003.

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Senate Meeting

Thursday Oct. 23 2003, 3:30 pm, B147 Botterell.

Agenda

Preliminary Proceedings:

1. A tribute will be read to the late Martin Schiralli, by Stephen Elliott, Education.
2. The T.Geoffrey Flynn Advancement Champion Award will be presented by Principal Leggett.

I Opening Session

1. Adoption of agenda
2. Adoption of the minutes of the meeting of Sept. 25, 2003
3. Business arising from the minutes
4. Principal's Report
 - a) Research Report [Information]
 - b)c)d) Board of Trustees meeting Sept. 19/20; 2003 COU meeting, Oct. 17, 2003; update on enrolment [Information]
 - e) Post-election overview [Information]
 - f) Other [Information]
5. Senate Policy on Student Appeals, Rights and Discipline. Introduction and discussion on revised policy. [Discussion]

II Question Period

1. From Vasuda Sinha, ASUS Senator, regarding current working conditions and pay levels for teaching assistants.

III Reports of Committees

1. Academic Development
 - a) Proposal to integrate the MIR program into the School of Policy Studies [Action]
 2. Academic Development/Budget Review) Proposal to Establish a Masters Degree Program in Environmental Science [Action]
 3. Academic Procedures a) Report on the Reduction of Paper

[Action]

4. Internal Academic Review a) Consolidated Schedule 2003-2004 to 2009-2010 [Information]

5. Nominating

- a) Elections [Action]

IV Reports of Faculties and Affiliated Colleges

None Received

V Motions

None Received

VI Communications

None Received

VII Matters Referred to Standing Committees

1. Queen's Centre for Knowledge-Based Enterprises – Annual Report [referred to the Senate Committee on Academic Development (SCAD)]
2. Ban Righ Foundation for Continuing University Education, Annual Report – May 2002-April 2003 [referred to the Senate Committee on Academic Development (SCAD)]

VIII Other Business

IX Closed Session

CONFIDENTIAL

- a) Requirements To Withdraw Minutes, agenda and attachments available at www.queensu.ca/secretariat/senate/.

Notices

Lump sum additional voluntary contributions due

Members of the Queen's Pension Plan (QPP) with pensionable earnings under \$100,000 will have the opportunity to make a single, lump sum additional voluntary contribution (AVC) to their pension accounts by Nov. 14. Plan members who are currently making monthly AVCs by payroll

deduction should receive a memorandum this week from Pensions and Insurance setting out the maximum lump sum contribution that they are entitled to make (please note, however, that in order to avoid over contribution problems, only members whose estimate is in excess of \$200 will be notified). Members who are not making AVCs in 2003 but who would like to make a lump sum contribution in Nov. should contact the Pensions Office, ext. 36414 for an individualized calculation setting out their AVC limits for 2003. The deadline for returning completed forms and a cheque to the Compensation Unit of Human Resources is Nov. 14 (although cheques may be postdated to Nov. 30). Contributions received after this date will not be accepted. For more information on AVCs and how they impact RRSP contribution limits, please visit www.queensu.ca/fins/dept/pension.html.

SWEP 2004

Faculty and staff can submit proposals for the employment of returning undergraduate students in career-related summer jobs. If you have a project that could benefit from the work of a student, SWEP information and the proposal form is at careers.queensu.ca. Deadline is Oct. 21. For information contact Liann Joannette at 533-6000, ext. 74044 or ldj@post.queensu.ca.

PhD examinations

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

Monday, Oct. 20

Robert Milburn, Chemistry. Tertiary aryl sulfonamides as new cross coupling partners for ni catalyzed Kumada-Corriu-Tamo reductive and C-C bond forming cross coupling reactions. Supervisor: V. Snieckus. 517 Chernoff, 11 am.

Tuesday, Oct. 21

Stéphane Blouin, Chemical Engineering. Finite-state machine abstractions of continuous systems. Supervisors: M. Guay and K. Rudie. 312 Dupuis, 1:30 pm.

Wednesday, Oct. 22

Deborah McBride, Anatomy and Cell Biology. Studies of stage-specific modifications in oviductin expression in the golden hamster (*Mesocricetus auratus*) during the estrous cycle. Supervisor: F.W.K. Kan. 912 Botterell, 10:30 am.

Thursday, Oct. 23

Nicos Pelavas, Physics. Applications of invariants in general relativity. Supervisor: K.W. Lake. 201 Stirling, 9:30 am.

Friday, Oct. 24

James Austin, Biology. Multiscale perspectives on the genetic structure of a widespread amphibian, the North American bullfrog (*Rana catesbeiana*). Supervisors: S. Loughheed and P Boag. 3110 Biosciences, 1:30 pm.

Monday, Oct. 27

Weidong Huang, Mechanical Engineering. The measurement of precise solute diffusion coefficient in molten metals and semiconductors. Supervisors: R.W. Smith and J.D. Boyd. 227 Nicole, 2 pm.

Monday, Nov. 3

Jason Vlahakis, Chemistry. A study of unsymmetrical thioindigo

HELP LINES

Campus Security Emergency Report Centre:

533-6111

Human Rights Office
533-6886
Irène Bujara, Director

Sexual Harassment Complainant Advisors:

Margot Coulter, Coordinator
533-6629
Tracy Trothen – Theology
533-2110 ext. 74319

Chuck Vetere – Student Counselling
533-2893 ext. 77978

Anti-Racism Complainant Advisors:

Stephanie Simpson, Coordinator
533-6886
Audrey Kobayashi – Geography,
533-3035

Anti-Heterosexism/Transphobia Complainant Advisors:

Julie Darke, Coordinator
533-6886
Eleanor MacDonald, Politics
533-6631

Coordinator of Dispute Resolution Mechanisms:

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

Sexual Harassment Respondent Advisors:

Paul Banfield – Archives
533-6000 ext. 74460
Mike Stefano – Purchasing
533-6000 ext. 74232
Greg Wanless – Drama
533-6000 ext. 74330

Anti-Racism Respondent Advisor:

Ellie Deir – Education
533-6000 ext. 77673

Internal Dispute Resolution SGPS Student Advisor Program

533-3169

University Grievance Advisors – Students:

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

University Grievance Advisors – Staff:

Jane Baldwin – Surgery
533-6302
Kathy Beers – Student Affairs
533-6944
Bob Burge – IT Services
533-6000 ext. 32447
Sandra Howard-Ferreira (On Leave)
School of Graduate Studies and Research
Gary Racine – Telecommunications
533-3037

Freedom of Information and Privacy Protection

Officer Don Richan 533-2378
Commissioner Paul Tetro
533-6095

Employee Assistance Program

1 800 387-4765

University Chaplain:

Brian Yealland
533-2186

Rector
Ahmed Kayssi
533-2733

Student Counselling Service

533-2893

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

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Chris Mason



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

dopants for ferroelectric liquid crystal photoswitches. Supervisor: R.P. Lemieux. 515 Dupuis, 1:30 pm.

Surplus items

Arts and Science

1 Canon Canoscan Film Slide Scanner purchased in Sept. 2000 for \$919.99. Asking \$250.00 or best offer. For information or to view call Diane Reid, ext. 77173.

Submit sealed bids marked "Faculty of Arts and Science" to Fran Lanovaz, Purchasing Services by 4 pm on Monday, Oct. 27.

Human Mobility Research Centre

Various types of machine shop equipment. For a complete list, go to <http://www.queensu.ca/fins/index.html>. Bid on individual items or the whole lot. Bidding on the lot will begin at \$10,000.

To view please call Leone, 549-6666 ext. 4222. If bidding on individual items, put the lot number and name of the item. Submit sealed bids marked "H.M.R.C." to Patti George, Purchasing Services by 4 pm on Monday, Oct. 27.

Physical Plant

1980's Tennant 275 gas vacuum sweeper unit. .6 L gas engine, detachable scrubber unit and an

extra brush. Needs some work. Minimum bid \$2000. 1998 Parker litter vacuum, Model Vac 35, 5 Hp gasoline engine, rear bag collection, 15 foot hose. Minimum bid \$2500 (rarely used). For information or to view, please call Deborah McElroy at ext. 77588 or 533-6431 or email mcelroyd@post.queensu.ca. Submit sealed bids naming the item to Deborah McElroy, Physical Plant Services

by 3 pm on Oct. 23. Items must be removed by Tuesday, Oct. 28. Put each bid into a sealed envelope. Please mark all bids "Confidential".

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

CALENDAR

Art

The Agnes Etherington Art Centre

University Avenue

Ongoing exhibitions – The Davies Foundation Gallery, *Gary Kibbins: Grammar Horses* Oct. 11 to Jan. 11; Samuel J. Zacks Gallery, *Gift of Genius: A Rembrandt for Kingston* Oct. 26 to Jan. 18; Contemporary Feature Gallery, *Andre Bieler: Draughtsman and Printmaker* Nov. 2 to Jan. 18; *Our Great Adventure: The Group of Seven* to May 9.

Events

Sunday, Oct. 26 – Opening reception and lecture by Alfred Bader for *Gift of Genius: A Rembrandt for Kingston*, 1 pm.

Thursday, Oct 30 and Friday Oct. 31 – Stratford Festival Tour. Call 544-3986 or 548-3089 for details.

Sunday, Nov. 2 – Opening reception for *Andre Bieler: Draughtsman and Printmaker*, 2 pm. 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 to Oct. 28; *The Space Between Us*, Katy Chambers, Vanathy Ganesharajah, JR Hunter and Claire Li, Nov. 4 to 25, 2003

Events

Reception for *The Space Between Us* Saturday, Nov. 8, 6 pm. stauffer.queensu.ca/webugall

Music

Friday, Oct. 31

School of Music
Malcolm Balk, National Theatre School. *Introduction to the Alexander Technique*. 124 Harrison-LeCaine 12:30 pm. Free.

Sunday Nov. 2

School of Music and ORMTA
Tarina Kim, winner of the 2003 ORMTA Young Artist Competition and the CFMTA award for the best performance of a Canadian composition. Dunning Auditorium, 2:30 pm. Free.

Departmental seminar schedules

Biochemistry
www.meds.queensu.ca/medicine/biochemistry/seminar.htm

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

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

Chemistry

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

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

Economics

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

Human Mobility Research Centre
www.hmrc.ca

Pharmacology/Toxicology

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

Physiology

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

Public Lectures

Tuesday, Oct. 21

Art
Ben Darrah, Kingston. Public slide lecture. 1103 Biosciences, 4:30 pm.

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

History

Rosanne Currarino, Queen's. Concealing class: contract law, property and individual rights in progressive era America. 517 Watson, noon.

Jewish Studies

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

Thursday, Oct. 23

Art

Malcolm Thurlby, York University. Roman and Romanesque. Dunning Auditorium, 5:30 pm.

History of Medicine

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

Philosophy

Christine Tapplet, Universite de Montreal. Values and normative reasons. 517 Watson, 7:30 pm.

Policy Studies

Harvey Lazar, Queens. The fiscal side of health care financing. 334 Policy Studies, 11:45 am.

Theological College

H. Garfield Kelly Visiting Lectureship

Michael Schull, University of Toronto. Aid, advocacy and illusions: dilemmas for doctors on the front lines, 1103 Biosciences, 5 pm.

Thursday, Oct. 30

Philosophy

Carolyn McLeod, University of Western Ontario. How to distinguish autonomy from integrity. 517 Watson, 7:30 pm.

Theological College

Elias Andrews Lecture in Science and Religion

John Polanyi, University of Toronto. Science and society: some thoughts on technology, tolerance, and terror. 1101 Biosciences, 7:30pm. Reception following.

Friday, Oct. 31

Policy Studies

Westcoast Energy Lecture Series
Ed Broadbent, former NDP leader. Globalization, transnational corporations and worker rights. 12 Dunning, 11:45.

Tuesday, Nov. 4

History

Bettina Bradbury, York University.

Family historians, affidavits, and the case for and against gay marriage. 517 Watson, 7 pm.

Wednesday, Nov. 5

Internet Studies @ Queen's
Vincent Mosco, Queen's. Trade unions and convergence in the communications industry. 303 Goodes, 11:30 am.

Thursday, Nov. 6

Philosophy

Steven Davis, Carleton University. A descriptive theory of the simple demonstratives. 517 Watson, 7:30 pm.

Special Events

Tuesday, Oct. 21

Ban Righ Centre

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.

Wednesday, Oct. 29

Ban Righ Centre

Patricia Dupras, Kingston. Discussing both her photography and the need for such an outlet in her life. Noon.

Saturday, Nov. 15

The John Orr Award Dinner

The John Orr Award Dinner and Dance honours the 2003 John Orr Award recipients William and Claire Leggett for their unwavering dedication, enthusiasm and commitment to Queen's. Reception, 6:30 pm; dinner, 7:30 pm; dance, 9:30 pm. Formal (Black Tie Optional). RSVP dinner and dance by 5 pm on Nov. 7, \$85 per person; dance only by 5 pm on Nov. 12, \$25 per person. Special price dance only for 2003 graduates and current students, \$20 per person. Toronto Marriott Eaton Centre, 525 Bay St. MasterCard, VISA and cheques accepted.

SUMMERHILL BLOOMS



CELIA RUSSELL

Physical Plant Services grounds crew show off the award they won from the recent Kingston Blooms competition. Queen's was also included in Kingston's entry into the national Communities in Bloom competition, which won for its category. In addition to its gardens, the national competition noted the Summerhill arboretum and the attention paid to green space. In the recent University Report Card survey (see story on page 1), students ranked Queen's second in campus appearance, citing the beautiful grounds as a reason for choosing to attend the university. From the left are, Keith Smith, Bob Murphy, Dave Swinton (seated), Bob Twort, Gord Maxwell and Brian Locke. Team members absent from the photo are Bill Walker and Keith George.

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 Monday, Oct. 27 at noon.



Our New Faculty

As Queen's embarks on a new year of learning and discovery, we take this opportunity to introduce and welcome our new faculty. This special supplement to the *Queen's Gazette* offers you an at-a-glance guide to many of the new faces on campus and a profile of some key services for advancing teaching, research and the transfer of knowledge that enriches society.

In the current highly competitive environment for recruiting faculty, Queen's is proud to have attracted so many outstanding teachers and scholars. All exemplify what Queen's looks for in a faculty member: a commitment to the highest quality in both teaching and research. "The individualized, focused attention that defines a Queen's education is characterized by our ability to deliver high quality instruction to both undergraduate and graduate students, in the classroom and beyond. This requires faculty who are equally committed to excellence in teaching, and thoughtful, scholarly investigation," says Principal Bill Leggett. "It is no surprise that those most able to inspire students are also the best researchers in their fields, publishing leading papers, stimulating new perspectives and contributing to breakthroughs across many fields."

With close to 100 new faculty on campus since last September, Queen's is seeing significant renewal in both the classroom and the research lab. This new wave of faculty and the expectations and aspirations they bring to their work reflect some larger trends in the realm of higher education.

Increasingly, faculty express a desire to work as part of a larger team of researchers, an approach common to the sciences but now extending to the humanities and social sciences. Faculty are taking a more interdisciplinary approach to both research and teaching. "We are more often seeing teaching that crosses boundaries in all the disciplines," says Suzanne Fortier, vice-principal (Academic). "Where 25 years ago, you had appointments that were more clearly slotted into a particular discipline in a particular department, there is now more blurring of the lines."

With support from various provincial and federal programs including Canada Research Chairs, universities are now in a position to recruit facul-

ty at a more advanced stage of their careers. "For these people, there is not a 'Queen's way'. They bring their own ideas," Dr. Fortier says. "They look at the way we do things with a different eye and that often means they can be agents of change in a very positive and healthy way."

As frequently noted by Principal Leggett, attracting and supporting the world's best faculty is critical to Queen's future success. With this in mind, Queen's two years ago launched its Faculty Recruitment and Support Program, an initiative recognizing the importance of addressing both the career and life goals for faculty and their families.

"I would like our faculty to know that Queen's is here to support them," says Principal Leggett. "We want to create an environment that enables faculty to reach their fullest potential for the benefit of both students and society."

"It's my hope that all our faculty actively seek opportunities to act as mentors: this may be our highest calling as educators and scholars. My own life has been profoundly shaped by four or five people who took the time to guide me, both as mentors and teachers. I know of many others who share this experience."

PROFILES



Luke Bisby
PhD, Civil Engineering (Queens)
Assistant professor, Civil Engineering

Where was your last appointment?
Queens University

Area(s) of expertise/current research: Structural design for fire safety; advanced composite materials in civil engineering; design and rehabilitation of reinforced concrete structures

What motivates your teaching strategy?

My belief that an undergraduate engineering education should give students a sound comprehension of the fundamentals of engineering mechanics and design, with an emphasis on the basic concepts from which design equations and empiricism follow; a desire to impart greater awareness of the social and environmental issues associated with the practice of engineering, as well as a sound historical perspective on the engineering profession as fundamental to the development of core values that will be of future benefit to society

Interests: Carpentry/home renovation; physical fitness



Chris Bongie
PhD, Comparative Literature (Stanford)
Professor, English; Queens National Scholar

Where was your last appointment?
College of William and Mary

Area(s) of expertise/current research: Caribbean and post-colonial literature; nineteenth-century French literature; translation of Victor Hugo's *Bug-Jargal* (1826), coming out next year

What motivates your teaching strategy?

Trying to convince students that even though I may not be everybody's cup of tea, if they listen carefully I might nonetheless turn out to be their preferred liqueur

Interests: Taking care of 100 acres in Harrowsmith

Project Coordinator

Lorinda Peterson, Queen's News and Media Services

Associate Director (Communications)

Anne Kershaw

Production

Graphic Design Services

Contributors:

Mary Anne Beaudette, communications manager, PARTEQ Innovations; Nancy Dorrance, writer, News and Media Services; Nancy Marrello, coordinator, News and Media Services; Lorinda Peterson, communications assistant, News and Media Services; Celia Russell, editor, *Queen's Gazette*.



A publication of the Department of Marketing and Communications



Kathryn Brohman
PhD (Western Ontario)
Assistant professor, Management Information Systems, School of Business

Where was your last appointment?
University of Georgia

Area(s) of expertise/current research: Project management; customer service systems; and data warehousing

What motivates your teaching strategy?

Application-based instruction and case teaching

Interests: Golf, traveling and photography



Catherine (Cathy) Cahill
PhD, Pharmacology (Dalhousie)
Assistant professor, Pharmacology and Toxicology, Anesthesiology; Canada Research Chair in Chronic Pain Research

Where was your last appointment?

The Montreal Neurological Institute, McGill University

Area(s) of expertise/current research: Opioid pharmacology and chronic pain research; investigating opioid receptor trafficking in a model of neuropathic pain

What motivates your teaching strategy?

A desire to advocate for adequate and effective pain management

Interests: Curling



Laura Cameron
PhD, Geography (Cambridge)
Assistant professor, Geography; Canada Research Chair in Historical Geographies of Nature

Where was your last appointment?

University of Cambridge

Area(s) of expertise/current research: Historical geographies of British and Canadian conservation and ecology; cultures of nature

What motivates your teaching strategy?

Desire to help connect and grow

Interests: Finding places to swim and hike near Kingston with my son and partner



Joyce Davidson
PhD, Geography (Edinburgh)
Assistant professor, Geography

Where was your last appointment?

Institute for Health Research, Lancaster University

Area(s) of expertise/current research: Geographies of health; gender; embodiment and emotion

What motivates your teaching strategy?

Approaches to teaching are shaped by students, research and the experience of being taught

Interests: Cats, cooking and canoeing



Deborah Elliott
MD (Queens), FRCPC

Assistant professor, Psychiatry, Chair, Developmental Disabilities

Where was your last appointment?

Community-based psychiatric practice in Yarmouth, Nova Scotia

Area(s) of expertise/current research: Developmental disabilities; autism spectrum disorders

What motivates your teaching strategy?

Training our future physicians to practice medicine/psychiatry in a variety of settings; encouraging students to enjoy the challenges of working with individuals who have complex psychiatric conditions; case or problem-based learning as a tool to allow the student to explore the many facets of difficult cases

Interests: Gardening, reading and hiking



Marc Epprecht
PhD, History (Dalhousie)

Assistant professor, History, Development Studies

Where was your last appointment?

Queens University – promoted from adjunct to assistant professor

Area(s) of expertise/current research: Gender and sexuality in southern Africa; finishing a book about the history of same-sex sexuality and homophobia in (mainly) Zimbabwe, South Africa and Lesotho; developing two large, multi-disciplinary, applied research projects in KwaZulu-Natal, one on gender violence and HIV/AIDS, and the other on environmental sustainability in peri-urban areas

What motivates your teaching strategy?

A desire to help students see through the haze of euro, androcentric, and class-biased assumptions that pervade the dominant culture in North America, especially as they relate to Africa south of the Sahara; a desire to enjoy myself, to draw inspiration from the students, and to keep making the kind of new intellectual and professional connections that teaching affords so much better than does a narrow research focus

Interests: Raising three children to be engaged citizens of the world, who know how to have fun and make wise choices; camping, hiking and canoeing, doing flips as I jump into the lake; traveling off the beaten track, playing soccer and riding my bike



Amir Fam
PhD, Structural Engineering (Manitoba)

Assistant professor, Civil Engineering; Canada Research Chair in Innovative and Retrofitted Structures

Where was your last appointment?

North Carolina State University

Area(s) of expertise/current research: Structural engineering; reinforced and pre-stressed concrete structures; innovative structural systems; fiber reinforced polymers; retrofit of structures

What motivates your teaching strategy?

Being a teacher is like directing a movie: the story must be made interesting; scenes must all fall in the right order; different components must complement each other; the beginning must make the audience excited and willing to stay for the rest of the movie to see how it ends; and the movie must stimulate the mind of the audience and treat them as intelligent people

Interests: Swimming, tennis and watching movies



Harriet Feilotter

PhD, Biology (Queen's); FCCMG
(Kingston General Hospital)

Adjunct assistant professor, Pathology and Molecular Medicine; Associate Member, Queen's Cancer Research Institute; Director, Microarray Facility; Lecturer, Oncology

Where was your last appointment?

Queen's University – promoted from adjunct to assistant professor

Area(s) of expertise/current research: Cancer genetics; microarrays; development of novel molecular tools for cancer diagnosis and prognosis

What motivates your teaching strategy?

A desire for students to be excited by developments in molecular genetics and their applications to human disease

Interests: My daughter, reading and playing piano



Peer Fiss

PhD, Management & Organizations,
Sociology (Northwestern)

Assistant professor, Strategy,
School of Business

Where was your last appointment?

Northwestern University

Area(s) of expertise/current research: The intersection of strategic management and economic sociology; corporate governance and the diffusion of practices among corporations; process and consequences of globalization symbolic management and organizational impression management; the application of set-theoretic methods in management and the social sciences

What motivates your teaching strategy?

A genuine passion for the subject and a willingness to learn with and from our students form the foundation for excellent teaching

Interests: Cooking, literature and travel



Stanka Fitneva

PhD, Psychology (Cornell)

Assistant professor, Psychology

Where was your last appointment?

Cornell University

Area(s) of expertise/current research: Children's theories of evidence - cognitive and cultural factors in the assessment of information; memory development and suggestibility; and psycholinguistics

What motivates your teaching strategy?

Seeking to foster appreciation for the scientific process so students can evaluate for themselves research findings and implications; providing opportunities for experiential and interactive learning, and promoting a culture for sharing ideas in the classroom

Interests: Drawing



Melinda Lorenzo Fleming

MD (Toronto); FRCP (British Columbia)

Assistant professor, Anesthesiology

Where was your last appointment?

Harvard University

Area(s) of expertise/current research: Thoracic anesthesia and medical education

What motivates your teaching strategy?

The thought of continuing the impressive traditions and institutions of learning that I have experienced and that have benefited me - to whom much has been given much is expected

Interests: Family, running, soccer, tennis, canoeing, hiking, skiing, and kayaking

DID YOU KNOW?

Faculty Recruitment and Support offers support to new faculty from the candidacy stage to the settlement stage

You can get assistance to find rental accommodation or connect with a real estate agent through Faculty Recruitment and Support

Faculty Recruitment and Support can help your spouse or partner find employment in Kingston



Laurent Godin

PhD, Earth Sciences (Carleton)

Assistant professor, Geological Sciences & Geological Engineering

Where was your last appointment?

Simon Fraser University

Area(s) of expertise/current research: Structural geology and tectonics; Himalayan tectonics (Nepal, Pakistan & Tibet); precambrian geology (Canadian Shield); and Neotectonics (active tectonics in the Toronto area)

What motivates your teaching strategy?

To provide a collegial exchange of knowledge and discussion with students; a dynamic classroom, where the teaching is two-way; teachers can learn a great deal from students

Interests: Telemark skiing and scuba diving



Michael (Mike) Green

MD (British Columbia); MPH
(Johns Hopkins Bloomberg School of Public Health); CCFP (Memorial)

Assistant professor, Family Medicine,
Cross Appointment (pending)
Community Health and Epidemiology

Where was your last appointment?

Queen's, Moose Factory

Area(s) of expertise/current research: Aboriginal health; equity in health; health policy; medical error; primary care, health systems; international health

What motivates your teaching strategy?

Finding and working with the students own learning style

Interests: Playing violin (for 30 years); family (2 young children)



Paul Grogan

PhD (California)

Assistant professor, Biology; Canada
Research Chair in Climate Change
and Northern Ecosystems

Where was your last appointment?

Cranfield University, U.K.

Area(s) of expertise/current research: Terrestrial ecosystem ecology; plant-soil-microbial interactions; biogeochemistry in northern ecosystems; and effects of climate change

What motivates your teaching strategy?

Igniting sparks of interest, motivation and intuition among students

Interests: My three children and future plans to enjoy hiking, music and woodworking



Patti Groome

PhD (McGill)

Associate Professor, Community Health and Epidemiology, Oncology; Canada Research Chair in Cancer Care Evaluation

Where was your last appointment?

Queen's University – promoted from adjunct to associate professor

Area(s) of expertise/current research: Clinical epidemiology; health services research; practice patterns and outcome in head and neck cancers and prostate cancer; cancer staging; and access to care for patients with cancer

What motivates your teaching strategy?

A desire to instill enthusiasm in students for applied health research and to make a contribution to the future; and a desire to ensure that students will conduct valid and important research by helping them develop their research skills and ability to identify important research questions

Interests: Painting



Stephen (Steve) Gyimah

PhD Sociology-Demography
(Western Ontario)

Assistant professor, Sociology

Where was your last appointment?

University of Western Ontario

Area(s) of expertise/current research: The Demography of sub-Saharan Africa; ethnic and immigrant integration (cultural, socio-economic and spatial); social statistics

What motivates your teaching philosophy?

Making the subject matter of social statistics practical by highlighting the usefulness of statistics in day-to-day life; attempting to dispel the psychological barriers most sociology students face by emphasizing that all students can be trained to learn statistics

Interests: Working out at the gym



Jay Handelman

PhD, Marketing (Queen's)

Associate professor, Marketing,
School of Business

Where was your last appointment?

University of Lethbridge

Area(s) of expertise/current research: Ways in which marketers integrate social responsibility into their traditional marketing strategies; tactics used by consumer activists (such as boycotters) as they target corporations and their brands; examining the effects consumer activists have on consumers and companies; the responses by corporate marketers to these activist threats

What motivates your teaching strategy?

An opportunity for creative expression; developing new ways to share knowledge about a given topic; and an opportunity to continually learn by exploring new ideas and concepts alongside bright and highly motivated students

Interests: Biking, traveling and reading about social activism and politics

Research Lifecycle

Starting your research program									Research pr
Define and clarify research objectives and plan	Identify potential funding sources	Prepare grant applications	Obtain assistance and advice about content and presentation of application	Discuss potential for partnering with the private sector and leveraging funds with government programs	Investigate potential for commercialization and need for patent protection	Secure appropriate approvals (human ethics; biohazards; animal care)	Review grant application for institutional signature	Negotiate and finalize contracts, confidentiality agreements, material transfer agreements and non disclosure agreements	Establish your program including: <ul style="list-style-type: none"> • access to funding • access to people • access to equipment
								ORS may consult with PARTEQ at this time on your behalf	

Office of Research Services: Providing support to researchers

Recent re-structuring at the Office of Research Services has improved the quality of research project support for Queen's faculty.

"We are a service-oriented resource providing assistance to faculty at all stages of the research process from project definition to closing out budget accounts when the project is completed," says Director Sandra Crocker.

To do this more effectively, Research Services has reoriented its staff to create three grant facilitator positions, one in each of the broad areas of tri-council programming. They are the first point of contact for researchers when they are seeking funding and approvals for research projects.

The grant facilitators work exclusively with a group of faculty in specific disciplines to assist in identifying all sources of funding, both internal and external, for a given research program. They actively search for new funding sources to assist researchers who are expected to be nationally competitive for funding.

The office subscribes to a variety of databases of

OFFICE of RESEARCH SERVICES

funding agencies where the facilitators and faculty themselves can search for potential funding sources once the researcher has developed an idea.

The grant facilitators send funding opportunities to researchers through a "fund-ops" listserv, and maintain archives of opportunities and up-to-date deadlines through the office's deadlines calendar found on its web page. Throughout the year, each grant facilitator co-ordinates and hosts a variety of workshops designed to help with the application process.

Grant facilitators also provide advice on incorporating graduate students into projects, encouraging researchers to build stipends for them into funding proposals. This creates another intersection between teaching and research, providing out-of-the-classroom teaching opportunities for researchers and enriching the learning environment for graduate students.

In addition to grant facilitators, a new associate director oversees the grants application process and provides direction in the area of research with human participants.

The associate director provides help in reviewing a research plan so that it reflects both a coherent vision and realistic goals for all aspects of the project, from acquiring funding to publishing findings, says Ms. Crocker.

Once funding has been obtained, the associate director approves the opening of budget project accounts. As the research unfolds, the post-award administrator helps with any issues that may arise and, at the completion of projects, assists with closing out the award.

Publishing is an important academic activity and a determinant of ongoing success in securing future funding, says Ms. Crocker. Often a researcher must apply for funding more than once and to more than one agency. After providing initial funding, granting agencies and other funders will look for findings and results when assessing the merits of further investment.

Research Services reviews and signs off on approximately 1,000 grant and contract proposals a year. Secured funding increased to \$143 million last fiscal year, up from \$60 million five years ago. There are currently more than 21,000 different funding programs to which faculty apply.

Contact Director Sandra Crocker, 533-6081 or visit www.queensu.ca/vpr.

PARTEQ: Advising researchers and advancing discoveries

PARTEQ Innovations sums up its role at Queen's in two words: advancing discovery.

"It's an elegant and more active descriptor of our function than 'technology transfer office,' which is what we are," explains John Molloy, PARTEQ's president and CEO.

PARTEQ is one of more than 50 such offices in Canada focused on capturing the value of innovations discovered mainly through publicly funded research at Canadian universities, hospitals and research institutions. Insulin, Plexiglas, Visudyne and 3TC are some of the better-known innovations spawned by basic research at Canadian universities.

At Queen's, PARTEQ supports researchers in advancing the benefits of scientific discovery to the public, while returning the proceeds of those breakthroughs to their inventors, and to the university. A not-for-profit organization, PARTEQ's services include identifying, assessing and protecting intellectual property arising from research discoveries with commercial potential, and ultimately, finding ways to bring that intellectual

property through the commercialization process.

"The most important thing that we do is to help researchers make informed decisions about their intellectual property, and help realize the value in that IP," says Carol Miernicki Steeg, vice-president of Intellectual Property at PARTEQ. "The journey from lab bench to the market is a long and costly one, and we're here to make that process as smooth as possible."

PARTEQ is unique among technology transfer offices at Canadian universities in having two registered patent agents on staff. "In the end, the success of a research discovery depends on how well it has been protected through patenting," Mr. Molloy says. "Our reputation for good, solid protection of researchers' IP is a direct result of having patent expertise available at all times, and it has been one of the keys to our success."



Queen's-generated therapeutic discoveries that have progressed to marketed products include treatments for various conditions including pre-cancerous skin lesions, several forms of cancer, and male impotence. Other products include a wheelchair restraint system, a solar-powered hot water heater, an artificial elbow implant, chemical instrumentation, biological reagents, and novel ceramic coatings used in the plastics and household appliance industries.

Potential therapies in development include treatments for Alzheimer's, diabetes, epilepsy, inflammatory diseases and stroke.

"We're always interested in hearing what researchers are doing," says Mr. Molloy. "Give us a call. We're here to help."

Contact Communications Manager Mary Anne Beaudette, 533-2342 or visit www.parteqinnovations.com.

Office of Research Services

PARTEQ

News & Media Services



c o l l a b o r a t i v e · r e s p o n s i v e · p r a g m a t i c

Instructional DEVELOPMENT CENTRE

Promoting an equitable learning environment

The Instructional Development Centre (IDC) provides programs, services and resources to help faculty reflect on their teaching and whether they are creating a learning environment that is accessible to all students.

Teaching in only one way creates inequity in the classroom, says IDC Director Joy Mighty. Where there is a diversity of learning styles in students, there needs to be a diversity of teaching styles in the classroom.

In the Queen's learning environment, where teaching and research are valued equally, it's important for each faculty member to develop a teaching style and philosophy that will best facilitate learning for students. Teachers need to ask themselves where they find motivation in their teaching and where they can improve, Dr. Mighty says. "We're here for private consultations to help with specific challenges as teachers develop their teaching dossiers."

As well as individual consultations, the IDC provides opportunities for teachers to meet formally and informally with each other.

In September 2002, the centre launched a two-year program with a focus on teaching foundations. The 16 core sessions that provide a set of building blocks for teaching and learning are offered on a regular basis for anyone who teaches at Queen's. Formal recognition is available by registering for the Focus on Foundations Certificate Program.

The objective is to take the isolation out of teaching, says Dr. Mighty. "It's about teachers making public what they do and also learning from one another. As with research, peer review and feedback promote teaching excellence," she says.

SOME IDC PROGRAMS:

- **The Teacher's Reading Circle** provides an opportunity for faculty members to reflect together on their approaches to teaching, and do it through the lens of literature.
- **Meet the Teacher** features accomplished teachers from a variety of disciplines who present their methods, reflect on the reasons for teaching as they do, and respond to questions and comments.
- **Teaching Matters** fosters high quality teaching and learning in Applied Science. The program aims to welcome new and junior faculty members to their teaching responsibilities while, at the same time, facilitating faculty-wide communication about teaching and learning and focusing on the educational challenges that are most relevant to engineering education in the Queen's environment.

IDC staff also provides expertise to departments on department-wide initiatives such as curriculum development. They assist faculty at every stage, from structuring the curriculum development proposals and implementing the curricular change to monitoring and assessing the impact of the change.

Appropriate and informed use of technology for teaching and learning in the online environment can open the doors for increased participation and collaboration in any classroom, says Dr. Mighty. The IDC, in partnership with the Learning Technology Faculty Associates (LTFAs) at the Learning Technology Unit, provides courses and consultation to help faculty effectively integrate technology into their courses.

"In the end, students want good teaching and we have to be responsive," she says. "We need to provide the best kind of learning environment possible for our students." Contact Director Joy Mighty, 533-6438 or visit www.queensu.ca/idc/index.html.

News and Media Services: Gaining a public profile

Do you think your research might be "newsworthy"? Have you ever wondered how to go about getting media coverage? Would you be willing to be interviewed by a reporter about your area of expertise?

Queen's News and Media Services, a division of the Department of Marketing and Communications, works closely with faculty to identify the point at which their research may become newsworthy, determine how to most effectively convey the significance of their work to capture the interest of media, and prepare them for communicating complex and often highly technical material to the larger community.

"There is a strong appetite on the part of the public for information about discoveries and advances in knowledge across all fields of academic endeavour. We work with both the local and national media to ensure they are aware of exciting research breakthroughs at Queen's, and the Queen's experts who can



comment and shed light on issues and events related to news headlines of the day," says Anne Kershaw, associate director (Communications).

Queen's News and Media Services offers faculty members a range of services: Our Faculty Experts List, an online resource guide for the media, provides journalists seeking expert opinion on the news of the day with a central listing of 500 Queen's faculty. Faculty are invited to add themselves to the list via the pop-up electronic form on the Queen's News Centre at qnc.queensu.ca/experts/experts.php.

On a daily basis, we look for opportunities to highlight Queen's expertise as it relates to issues of high public interest. We also subscribe to ProfNet (Professors Network), a service that links journalists and public relations practitioners. Through Profnet's daily e-mail feed, we gain access to reporters' requests for experts and can alert them to relevant faculty expertise. To alert the

media to Queen's latest science-related research findings, we also post our news releases on *EurekAlert*, an online press service that is monitored daily by national and international science/medical reporters.

To expand opportunities for our faculty to do national television interviews, News and Media Services has established Queen's *VideoRoute*, a broadcast service that enables faculty to do interviews right from Queen's campus.

News and Media Services tracks Queen's media coverage and reports back to the Queen's community via our "Queen's in the News" column in the *Queen's Gazette* and online, daily, on the Queen's News Centre at www.queensu.ca/newscentre.

Faculty members are encouraged to inform News and Media Services when they have preliminary or full results from their research, when their findings are about to be presented at a national or international conference, or are soon to be published in an academic journal.

Contact Communications Assistant, Lorinda Peterson, 533-3234 or visit www.queensu.ca/newscentre.



Philip Jessop

PhD, Inorganic chemistry (British Columbia)

Associate professor, Chemistry; Canada Research Chair in Green Chemistry

Where was your last appointment?

University of California, Davis

Area(s) of expertise/current research: Green chemistry; homogeneous catalysis; recycling waste carbon dioxide (CO₂) by converting it to useful products; developing green solvents to replace chlorinated, toxic or volatile solvents for the preparation of pharmaceuticals and related products

What motivates your teaching strategy?

For undergraduates, emphasizing applications to real life to maintain their interest; informal and free-ranging practical discussions; and in-class chemical demonstrations. For graduate students, teaching not only the "necessary material" but also intellectual skills they need to be independent researchers

Interests: Kayaking and family, including two wonderful boys



Samantha King

PhD, Kinesiology (Illinois)

Assistant professor, Physical and Health Education

Where was your last appointment?

University of Arizona

Area(s) of expertise/current research: Cultural studies, with a particular focus on the body, health, and sport; the commodification of breast cancer activism in the past two decades and how practices such as breast cancer-related marketing have shaped the way that the disease is perceived by the public, treated by biomedical professionals, and experienced by the women who live with it

What motivates your teaching strategy?

Encouraging students to recognise the complexity of the social world and to develop the tools with which to continually question the institutions, practices, and relations that comprise it

Interests: Traveling



Steven Lehrer

PhD, Economics (Pittsburgh)

Assistant professor, Policy Studies

Where was your last appointment?

University of Pennsylvania

Area(s) of expertise/current research: Economics of education; health economics; applied microeconometrics; experimental economics; adolescent development; estimation of dynamic treatment effects to estimate the effectiveness of class size reductions; the relationship between the utilization of health-care services and adolescent development; the roles of dopamine, testosterone and cortisol levels on adolescent behaviour; and whether there are gains from allowing more general forms of heterogeneity when using propensity score matching strategies to estimate causal effects

What motivates your teaching strategy?

Current policy debates

Interests: Windsurfing



Christopher Justinich

MD (Queens); FRCPC

Associate professor, Pediatrics, Gastroenterology, GI Diseases Research Unit

Where was your last appointment?

Jefferson Medical College, Philadelphia

Area(s) of expertise/current research: Pediatric gastroenterology and nutrition; food allergy; immunology of the gastrointestinal tract; pathogenesis of ophagitis; allergic bowel diseases

What motivates your teaching strategy?

Teaching should be fun for the students, but at the same time demanding of their thinking/input

Interests: Food allergy, woodworking, cycling, windsurfing and hockey



Barbara Klempan

OACA (Ontario College of Art)

Professor, Painting Conservation, Art

Where was your last appointment?

University of Canberra, Australia

Area(s) of expertise/current research: Conservation of paintings of all periods; painting techniques and artists' materials

What motivates your teaching strategy?

The opportunity to share knowledge and techniques acquired over many years in working within the fascinating field of art conservation

Interests: Traveling, visiting cultural institutions and hunting down interesting antiques



Tanya Levin

PhD candidate, Management (Rutgers)

Assistant professor, Management Science, School of Business

Where was your last appointment?

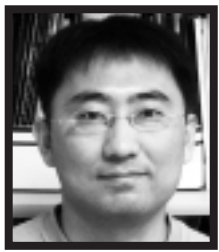
Rutgers University, New Jersey

Area(s) of expertise/current research: Portfolio analysis; on-line learning algorithms; e-commerce; knowledge management; and new strategies for selecting portfolios in the stock market (Vovk's Markov switching strategies)

What motivates your teaching strategy?

Business statistics; forecasting; and mathematical finance

Interests: Reading, photography, skating and biking



Il Min Kim

PhD (Korea Advanced Institute of Science and Technology)

Assistant Professor, Electrical and Computer Engineering

Where was your last appointment?

Harvard University

Area(s) of expertise/current research: Communication theory and wireless communications

What motivates your teaching strategy?

The teacher should be student centered and show respect for all students in the class

Interests: Swimming and skiing



Robert Knobel

PhD, Physics (Pennsylvania State)

Assistant professor, Physics

Where was your last appointment?

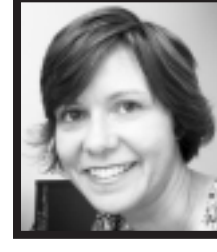
University of California

Area(s) of expertise/current research: Solid state and low temperature physics; mechanics and electronics of nanoscale devices

What motivates your teaching strategy?

A desire to convey the excitement of discovery and the satisfaction of understanding to students, so that they motivate themselves to learn and continue to learn after the course is over

Interests: Cycling and windsurfing



Norma MacIntyre

PhD, Medical Sciences (McMaster)

Assistant professor, Rehabilitation Therapy

Where was your last appointment?

Queens University, Human Mobility Research Centre, Post-doctoral Fellowship

Area(s) of expertise/current research: The in vivo assessment of bone quality, and patellar (knee cap) motion; to characterize the determinants of age-dependent changes in bone structure using a novel magnetic resonance imaging-based method developed at Queens

What motivates your teaching strategy?

The unique opportunity to have an immediate influence on clinical practice and the care received by individuals with musculoskeletal health problems; translation of cutting edge research findings into the clinical setting through teaching; coaching students to identify key learning issues and apply new (and prior) knowledge to clinical scenarios in a way that is appropriately challenging and relevant

Interests: Dancing, listening to live music, playing squash, sailing and kayaking

DID YOU KNOW?

Faculty Recruitment and Support will assist in locating health care and explaining health coverage in Ontario

Faculty Recruitment and Support will provide information about children's activities, childcare and education in Kingston

Faculty Recruitment and Support hosts events throughout the year designed to introduce new faculty and their families to each other and to the Kingston area



Anita Krajnc

PhD, Political Science (Toronto)

Adjunct assistant professor, Political Studies; Inaugural Skelton-Clark Post-Doctoral Fellow in Canadian Affairs

Where was your last appointment?

McMaster University

Area(s) of expertise/current research: Social movements; political activism; writing a book entitled Adapting Social Movement Strategies

What motivates your teaching strategy?

Promoting student-centered, active learning; encouraging socially and environmentally responsible citizenship; combining lecturing with active student interaction to ensure that students develop their verbal and critical skills, have a chance to express their ideas and develop them in a context which emphasizes both the individual and collaborative journey that learning involves; emphasizing the policy relevance of the discipline; relating academic theories and concepts to social needs and environmental concerns

Interests: Volunteering for environmental groups, playing sports and watching films



Nancy McCormack

LLM (York)

Reference Librarian, Lederman Law Library

Where was your last appointment?

University of Toronto

Area(s) of expertise/current research: Legal Research: recently wrote bar exams and expects to be called to the Bar this fall

What motivates your teaching strategy?

A desire to familiarize students with the tools and methods of legal research.

Interests: Music, film and literature



Gabrielle McIntire

PhD, English and American Literature (Cornell)

Assistant professor, English

Where was your last appointment?

University of Toronto

Area(s) of expertise/current research: American and British literary modernism; 20th-century poetry and fiction; queer, feminist, and postcolonial theory; gender studies; theories of memory and history

What motivates your teaching strategy?

A passionate commitment to finding each student's strengths

Interests: Painting, traveling, languages and hiking



Joy Mighty

PhD, Organizational Behaviour (York)

Director, Instructional Development Centre; Professor, School of Business

Where was your last appointment?

University of New Brunswick

Area(s) of expertise/current research: Educational leadership; organizational behaviour; domestic and international dimensions of managing diversity; women in management; the workplace effects of family violence; organizational development and change; and the dynamics of diversity in teaching and learning

What motivates your teaching strategy?

A strong personal belief in the common humanity of all people regardless of differences in their social identities; a belief that education should provide knowledge, skills and attitudes that promote understanding of self, others, and the world around us, and ultimately create social, political and economic structures and processes that foster a better world

Interests: Reading, traveling and spending time with my large extended family



Robert Morrison

PhD, English Literature (Edinburgh)

Professor, English; Queens National Scholar

Where was your last appointment?

Acadia University

Area(s) of expertise/current research: Nineteenth-Century British literature

What motivates your teaching strategy?

A desire to foster citizenship

Interests: The British Columbia Lions of the Canadian Football League



Vincent Mosco

PhD, Sociology (Harvard)

Professor, Sociology; Canada Research Chair in Communication and Society

Where was your last appointment?

Carleton University

Area(s) of expertise/current research: The social impact of communication and information technologies; communication and information policy; the political economic and cultural dimensions of science and technology; how technological and industry change is transforming the nature of work; and the structure of labour unions in the communication industries; completing a book with MIT Press called *The Digital Sublime: Myth, Power, and Cyberspace*

What motivates your teaching strategy?

The more one engages students directly in the classroom, the more teaching works for everyone.

Interests: Jogging, politics and the Boston Red Sox



John O'Neill

MAC (Queens)

Assistant professor, Art Conservation, Art

Where was your last appointment?

Art Gallery of Ontario

Area(s) of expertise/current research: Conservation of paper - works of art, documents, and paper ephemera; coated papers; paper history; 20th century adhesives

What motivates your teaching strategy?

The neglect of Canada's cultural heritage

Interests: Nature, gardening and old cars



Michael Pratt

PhD candidate, Philosophy (Sydney)

Assistant professor, Law

Where was your last appointment?

University of Alberta

Area(s) of expertise/current research: Contract law and theory; private law theory; and legal and moral philosophy

What motivates your teaching strategy?

Challenging students to think hard and critically about the material they learn in law school; seeing students come alive in a classroom and start to engage with the material when challenged through dialogue and discussion

Interests: Playing with my two amazing children, Charlotte and Sam; and sometimes even hanging out with my wonderful partner, Suzanne



Matthew Reeve

PhD, History of Art (Cambridge)

Assistant Professor, Art; SSHRC Post-Doctoral Fellow

Where was your last appointment?

University of Toronto

Area(s) of expertise/current research: Chivalry, decorum and the visual culture of the medieval aristocracy in France and England c. 1175-1300; retrospective funerary art and the culture of commemoration in the high middle ages; relationships between medieval art and literature

What motivates your teaching strategy?

My own sheer love of the monuments themselves, their patrons, protagonists and intellectual contexts; and the desire to promote the study of visual culture and the 'visual imagination' as integral fields of study in the humanities

Interests: Study of the themes and signs (semiotics) of contemporary culture from French-Canadian literature to European cinema; and Japanimation

DID YOU KNOW?

Patent protection need not delay publication of your findings

Insulin, plexiglass, Java script and the AIDS drug 3TC were all discovered at Canadian universities

Queen's research has generated such products as treatments for skin cancer and male impotence, solar hot water heaters, computer software, a range of laboratory teaching and research aids and the world's leading wheelchair restraint system

The commercialization of Queen's-generated discoveries has returned more than \$15 million to the university



Ahmed Safwat

PhD, Computer Science (Queens)

Assistant professor, Electrical and Computer Engineering

Where was your last appointment?

Queens University

Area(s) of expertise/current research: Future generations of wireless and mobile networks; wireless ad hoc and sensor networks; 3G and 4G wireless mobile networks and systems; multi-hop cellular W-CDMA networks; mobile and wireless computing; wireless communications, computer and communication networks; ubiquitous and pervasive computing; distributed systems; performance evaluation of communication networks; communication protocols and algorithms

What motivates your teaching strategy?

A desire to have students think and be innovative; to spark their own desire to learn; and to incite their talents

Interests: Soccer, tennis, weight lifting and poetry



Steven (Steve) Salterio

PhD, Business Administration (Michigan)

Professor, School of Business

Where was your last appointment?

University of Western Ontario

Area(s) of expertise/current research: Auditing and assurance; audit effectiveness and efficiency; corporate governance and the role of audit committees; and performance measurement including balanced scorecard

What motivates your teaching strategy?

The idea of activity-based learning; doing is better than talking under appropriate guidance

Interests: Detective fiction and a six-and-a-half-year-old-son



Sebastian Schütze

PhD, Art History (Freie University at Berlin)

Professor, Art; Bader Chair in Southern Baroque Art

Where was your last appointment?

Bibliotheca Hertziana, Max-Planck-Institute for Art History, Rome

Area(s) of expertise/current research: Italian art of the early modern period, including art theory, art patronage and the social history of the artist; strategies of representation: the art patronage of Cardinals in 17th century Rome; historical perceptions: poetic descriptions of works of art in 17th and 18th century Naples

What motivates your teaching strategy?

Communicating my enthusiasm for art and cultural history to the students

Interests: Exploring new territories, in both geographical and intellectual terms



Joan Schwartz

PhD, Historical Geography (Queens)
Associate professor, Art; Queens
National Scholar

Where was your last appointment?

National Archives of Canada

Area(s) of expertise/current research: History of photography; historical geography and archives; history of photography and society; photographically illustrated books; travel photography; nineteenth-century circum-Pacific gold-rush photography; the management of photographic archives; the role of archives in collective memory and national identity; and the role of photography in Canadian nation-building

What motivates your teaching strategy?

Sharing my knowledge and enthusiasm for the history of photography, especially in Canada, and introducing students to the field, piquing their interest, and changing the way at least some of them look at photographs

Interests: Old photographs, traveling, Canadian antique furniture and vernacular architecture, training and showing Flat-Coated Retrievers, kayaking, hiking and curling. I'd like to learn Italian and play the bagpipes!



Kathleen Sellars

Magisteriat of Fine Art (Concordia)
Assistant professor, Art

Where was your last appointment?

White Mountain Academy of the Arts

Area(s) of expertise/current research: Sculptural objects; interactive installation; performance and new media; the public perception of transgenic modified foods

What motivates your teaching strategy?

Being a mentor and role model for students, and a facilitator of self-directed learning by encouraging students to develop their interests, critical thinking and problem-solving skills; both teaching and art practice are influenced and energized by classroom exchange

Interests: Reading novels, watching films, walking the family dog and playing scrabble with my son



Mick Smith

PhD (Stirling)
Associate professor, Environmental
Studies, Geography, Philosophy

Where was your last appointment?

University of Abertay Dundee

Area(s) of expertise/current research: Environmental ethics; space and place; sociology of the environment; emotional connections to 'natural' places; and ideas of interpreting nature

What motivates your teaching strategy?

The hope that I can make someone see the world in a different way

Interests: Canoeing



David Strong

BSc (Queens); PEng
Professor, Mechanical Engineering;
NSERC Chair in Design Engineering

Where was your last appointment?

Industry (Black and Decker)

Area(s) of expertise/current research: Design engineering process methodology, product development, education research in design engineering

What motivates your teaching strategy?

Learning from my experience in industry, I strongly support experiential learning, particularly through multidisciplinary team projects. Building on Queens existing excellence in engineering fundamentals, our goal is to notably strengthen design and complementary skills in order to better prepare our graduating engineers for a jump start in professional practice. Integrated Learning offers a unique environment of cross-disciplinary and experiential opportunities for students to develop and practice these skills while still in their undergraduate program.

Interests: Skiing, wilderness canoeing, hiking, fishing and reading



Subramania (Sudha) Sudharsanan

PhD, Electrical Engineering (Arizona State)
Associate professor, Electrical
and Computer Engineering

Where was your last appointment?

Industry, LSI Logic Corporation in Silicon Valley, California.

Area(s) of expertise/current research: Computer engineering, embedded computing; processor architecture and algorithms for multimedia and performance; analysis and multithreaded microprocessors

What motivates your teaching strategy?

Providing a practical, industrial perspective on subjects to engage students in the classroom

Interests: Reading and spending time with my kids



Selim Topaloglu

PhD, Finance (Arizona State)
Assistant professor, Finance,
School of Business

Where was your last appointment?

Purdue University

Area(s) of expertise/current research: Trading behavior of individuals and institutions; analyst behavior

What motivates your teaching strategy?

Application of textbook material to real life

Interests: Soccer, basketball and movies



Nikolaus (Niko) Troje

PhD, Biology (Freiburg)
Associate professor, Psychology;
Canada Research Chair in Vision
and Behavioural Sciences

Where was your last appointment?

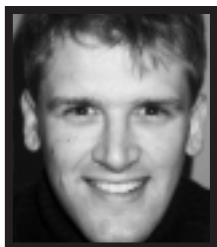
Ruhr-University, Germany

Area(s) of expertise/current research: Vision and all questions that relate vision and behaviour; aspects of person recognition by means of biological motion; face recognition

What motivates your teaching strategy?

Recognizing that vision, and perception in general, are such exciting fields because they are what we deal with all the time; knowing more about visual perception makes us see things differently

Interests: Canadian wilderness



Nick Turner

PhD, Psychology (Sheffield)
Assistant professor, Organizational
Behaviour, School of Business

Where was your last appointment?

University of Sheffield

Area(s) expertise/current research: Organizational behaviour; social scientific perspectives on occupational safety

What motivates your teaching strategy?

The chance to create fascination and participate in intriguing conversation

Interests: Squash, film, creating and eating good food and visiting friends around the world



Raymond (Ray) Viola

MD (Toronto); CCFP
Assistant professor, Palliative Care
Medicine, Medicine, Oncology and
Family Medicine

Where was your last appointment?

University of Ottawa

Area(s) of expertise/current research: Palliative care/end-of-life care; health-services research; systematic reviews; symptom control; and shared decision-making

What motivates your teaching strategy?

Mutual interest and enthusiasm from students

Interests: Karate, jogging and family, including wife Dinah and two children, Margot and Greg



Karen Yeates

MD (Queens)
Assistant professor, Medicine,
Division of Nephrology

Where was your last appointment?

Harvard University

Area(s) of expertise/current research: Large population epidemiology and database-based research; aboriginal kidney disease and diabetes; Canadian minority access to kidney transplantation

What motivates your teaching strategy?

Encouraging junior physicians and medical students to become involved in research early in their careers; helping shape who they will become as they develop; and keeping them motivated to ask questions about why problems exist in medicine from the population level of disease down to the cellular level

Interests: Equestrian horseback riding, travel and two young children who keep life busy



Shahram Yousefi

PhD, Communication and
Information Theory (Waterloo)
Assistant professor, Electrical and
Computer Engineering

Where was your last appointment?

University of Waterloo

Area(s) of expertise/current research: Communication and information theory; digital communications, modulation, and channel coding

What motivates your teaching strategy?

Teaching and learning are intertwined; interaction with students in research and beyond; escaping from the confinement of my office

Interests: Downhill skiing, soccer, squash, basketball and music- classical, techno, jazz and trance



Ying (Jenny) Zou

PhD (Waterloo)
Assistant professor, Electrical and
Computer Engineering

Where was your last appointment?

University of Waterloo

Area(s) of expertise/current research: Software re-engineering and maintenance; software quality control; program comprehension; software integration; network-centric computing and web services

What motivates your teaching strategy?

I consider teaching to be an integral part of the transfer of knowledge, and the cultivation of a lifetime of skills learning and thinking for students

Interests: Traveling