

# QUEEN'S GAZETTE

2003 CCAE Gold Medal for best university newspaper

Just a brick in the building P9

The future looks bright P12



## HONOURING HER EXCELLENCY



CELIA RUSSELL

Her Excellency the Right Honourable Adrienne Clarkson walks with Chancellor Charles Baillie to Grant Hall for Convocation. The Governor-General received an honorary doctor of laws at the Friday morning ceremony. For another photo from Convocation, see page 4.

## Tuition freeze would create funding deficit, principal says

By CELIA RUSSELL

A tuition freeze, as proposed by the new Ontario Liberal government, will have profound implications to deregulated programs creating large inequities in the system, Principal Bill Leggett says.

"What seems like a simple statement, 'We will freeze tuition,' has a number of profound implications associated with it," Principal Leggett told the Oct. 23 meeting of Senate.

The main concern for universities is that there has been no explicit statement on how lost revenues will be recuperated, he said.

A freeze in tuition would translate into a \$4-million deficit for Queen's, which includes \$1.25 million less for student aid and \$2.75 million less for the base budget. Funding to the overall Ontario university system would decrease by between \$75 and \$80 million in 2004-2005, climbing to a deficit of between \$150 and \$180 million by 2005-2006.

Principal Leggett pointed out that compensation adjustments based on percentages of tuition in deregulated programs would not be feasible as tuition fees vary widely across the province. For example, in the Faculty of Law there would no longer be funds to meet faculty hiring commitments and/or physical improvements.

It would be important to educate the new Liberal government about this complex situation, Principal Leggett said.

Universities should continue to support new Premier Dalton McGuinty, as he has shown himself to be committed to improving education in the province, he said.

The university will continue to keep the government informed of the challenges facing Queen's and other Ontario universities, Principal Leggett said.

A half-day meeting is planned for the near future with local MPPs Leona Dombrowsky and John Gerretsen and Queen's administrators to discuss the situation.

The impact of the new provincial government was also widely discussed at the most recent Council of Ontario Universities (COU) meeting, Senate heard.

Among the major concerns were whether the tuition freeze would apply to both regulated and deregulated programs and would there be any financial compensation from the government for the effects of the freeze. The COU also questioned whether the new government would honour the funding commitments made by the previous government and whether it would continue supporting research.

[www.queensu.ca/secretariat/senate](http://www.queensu.ca/secretariat/senate)

## Graduate education for a new generation

By CELIA RUSSELL

Queen's must move quickly to secure its place as a leader in graduate education, says the Dean of the School of Graduate Studies and Research.

Uli Scheck was responding to Principal Bill Leggett's comments in the Oct. 20 *Gazette*, where he outlined a new direction for the university that focuses on expanding graduate and professional education, research and scholarship.

To realize Dr. Leggett's vision, three things need to happen, says Dr. Scheck.

"Student funding support has to be put in place; there has to be adequate research space for students; and there has to be adequate supervisory capacity to ensure that departments aren't overtaxed."

In addition, all players – faculties, departments, and student representatives – must work together with the School of Graduate Studies to achieve this

shift in direction, he says.

Investing in graduate education is not only beneficial to the university, but also to Canadian society at large, says Dr. Scheck.

**"The intellectual capacity of the country and its ability to lead in research is based on the strength of its graduate programs."**

Uli Scheck

"The intellectual capacity of the country and its ability to lead in research is based on the strength of its graduate programs."

Over the next five to 10 years, Canadian universities will have to address an ever-increasing

demand for graduate education – a major theme at the recent Canadian Association for Graduate Studies conference in Vancouver, which Dr. Scheck attended.

"There is a general sense of excitement amongst graduate deans that this is the direction to take, if Canada is to remain competitive."

Dr. Leggett has proposed a new direction that would see Queen's improve its undergraduate student/faculty ratio by reducing undergraduate enrolment, an approach that would both allow for more personal interaction and the capacity to expand graduate and professional programs and research. He recently appointed an ad hoc working group to examine the resource implications of this kind of enrolment restructuring, the changes in government support for graduate programs that might be required and the implications for individual faculties and units across the university. It

has been asked to present its findings by early November.

Dr. Leggett has also expressed the view that Queen's is well placed to build on the strengths of its graduate programs, noting the strong showing achieved by the university in last month's *Globe and Mail* student survey. When asked their impression of postgraduate programs across Canada, survey students ranked Queen's third after the University of Toronto and McGill. When asked to name the university with the best reputation for postgraduate studies in various subject areas, they ranked Queen's first in public administration. The School of Policy Studies MPA is a one-year, multidisciplinary program for providing advanced skills in policy analysis and management and grounding in the social and ethical issues that inform policy debates.

Queen's also placed second in education, third in engineering, third in business and fourth

in medicine.

Deans of graduate studies across Canada have already seen a surge in applications over the past two years, says Dr. Scheck. This is due in part to the post-9/11 fallout, which has made it more difficult for graduate students to get into the U.S.

See GRADUATE EDUCATION: Page 2

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For news updates visit us online @

[www.queensu.ca/newscentre](http://www.queensu.ca/newscentre)



# Magazine takes campaign story one step further

By PETER AITKEN

Next week, a comprehensive final report for the recently concluded \$262 million Campaign for Queen's will arrive on campus poly-bagged with the fall edition of the *Queen's Alumni Review*.

Titled *Success*, the report has been produced in a magazine-style format with significant editorial content.

"When a university wraps up a capital campaign a glossy

report is often sent out to select donors detailing the financial highlights," says Principal Bill Leggett. "With *Success*, we endeavor to do something different: examine what it takes to be successful."

The magazine features open discussion of the issues facing Queen's (and all Canadian universities) while hearing from administrators, faculty members, alumni and students. Projects

funded through the Campaign for Queen's are featured alongside demonstrating how private support is helping to address the challenges to our continued success at Queen's. The magazine also serves to thank the friends and alumni who have supported Queen's with a Campaign donor listing and the 2002-2003 Report of Contributions.

"The Campaign achievement, while outstanding, does not con-

clude the need for private support at Queen's," says Dr. Leggett. "With *Success*, we hope to build on the momentum from the campaign by communicating the vital role our alumni and friends must play in the future of the university to a very broad audience."

Almost 90,000 Queen's alumni and friends will receive *Success* magazine, and copies will be available at the main entrance of most buildings across campus.

## New policy to address student dispute process

By CELIA RUSSELL

Queen's is updating the policy that deals with student disputes, and it wants the university community's feedback on the changes to be made.

The document governing most student appeals is the Senate Statement on Grievance, Discipline and Related Matters, passed by Senate in 1976 and since amended a number of times. There have been many developments in the last 27 years, both at Queen's and in the law as it relates to the internal tribunals of universities.

"In many ways, this policy is very out of date with other administrative law currently in practice at other universities," Law professor Nick Bala, who is a member of the committee charged with drafting the new policy, told the Oct. 23 meeting of Senate.

The current Senate statement does not adequately protect the rights of students or accord with present norms of procedural fairness. The amendments to the Senate Statement over the years and the flexibility of Grievance Board Chairs have ensured that a reasonably fair process was followed in individual cases. However, the Senate Statement remains difficult to use.

The Senate Statement provides for a complex and expensive appeal to the "Ultimate Tribunal," an independent outside arbitrator. In 1976, it made sense to allow appeals from the Grievance Board (comprised of three Queen's community members) to a single external arbitrator because faculty members, who were then governed by the document, felt more secure with an external appeal process; and there was a very limited scope for review by the courts of internal university decisions at

the time. Now that the Queen's University Faculty Association Agreement governs the disputes of faculty, and now that the courts are more inclined to scrutinize the university's decision-making processes, there is a need for a comprehensive review of Queen's policies related to student appeals, rights and discipline.

Some senators questioned a lack of student representation on some faculty and department committees that deal with disputes.

The proposed new policy speaks to the process that the university has to follow, Doug Morrow, acting coordinator of dispute resolution mechanisms said in a separate interview.

"This is a process document – it is not our job to elaborate on the existing rules that the university already has in place."

It is up to students to make a proposal to their faculties if they want to change the membership of these committees, he says.

There has been a monumental change in the last 20 years regarding the laws of natural justice, Mr. Morrow says. He suggests that faculties should take a look at their own rules and ensure that they are consistent with this policy, and at the same time with the rules of natural justice.

The deadline for feedback is Nov. 28, with the plan that Senate would vote on the new policy at its January meeting.

"However, it's more important that we address any concerns properly rather than rush them through," he says. The draft policy is on the web at [www.queensu.ca/secretariat/senate](http://www.queensu.ca/secretariat/senate) and

Email comments to [drm@post.queensu.ca](mailto:drm@post.queensu.ca) or send hardcopy documents to Doug Morrow, Coordinator of Dispute Resolution Mechanisms.

## SENATE IN BRIEF

Associate Dean of Arts and Science Eddy Campbell was honoured as the first winner of the T. Geoffrey Flynn Advancement Champion Award.

Principal Bill Leggett presented Dr. Campbell, of the Mathematics and Statistics department with the award, which recognizes his outstanding contributions linking the university's advancement activities with research and teaching excellence.

The award was established to honour Professor Emeritus Geoffrey Flynn of the Biochemistry department, who strengthened the link between academic priorities and those who seek to support them through philanthropy. The award will be presented annually to a Queen's community member.

Stephen Elliott (Education) read a tribute to the late Martin Schiralli, prepared by Bill Higginson of the Faculty of Education.

Principal Leggett gave an enrolment update on behalf of University Registrar Jo-Anne Brady. The university is on target with first year admission with a total of 3,457 students compared to a target of 3,454. In the upper-year category, the university is slightly over target by about 200 students with 8,281 direct-entry upper year students, compared to a target of 8,087. The university has 13,608 undergraduate students, direct-entry and professional, and a record 181 students at the International Study Centre.

The university is slightly over target on graduate student enrolment, with 1,127 Masters and 835 doctoral students compared to targets of 1,049 and 790 respectively. Full-time undergraduate students represent 3.98 per cent of total undergraduate enrolment, whereas full-time graduate enrolment represents 12.4 per cent of total graduate enrolment. Total enrolment as of Oct. 20,

including 69 students in the Theological College, is 19,837 (as compared to 20,018 as of Sept. 25).

Vice-Principal (Academic) Suzanne Fortier reported that representatives from Queen's University recently attended a conference on academic integrity in California hosted by the Center for Academic Integrity (CAI). Queen's has taken a membership in the Center, located at Duke University. At the conference, Andrzej Antoszkiewicz, President of the SGPS and Jonathan Espie, AMS Academic Affairs Commissioner won a case study competition, where students were asked to analyze and resolve a situation. Dr. Fortier praised the team for the depth, rigour and clear sense of ethics that showed through their analysis.

Senate also approved: a university-wide policy that would reduce paper use by streamlining essay requirements; a proposal to integrate the MIR program into the School of Policy Studies; a proposal to establish a masters degree program in Environmental Science and the following nominations to Senate committees: Kanji Nakatsu (faculty) to Academic Development; Martha Bailey (faculty) to Agenda; Leo Jonker (faculty) to Alumni Teaching Award; Charles Prior (faculty) to Ban Righ Board; Laeeque Daneshmend (faculty) and Dean McKeown (staff) to Nominating.

## Student mourned

Queen's Residences held a service today to commemorate the life of student Elisabeth Averil Tremblay, who died of natural causes earlier this month. She was a first-year Arts & Science student who lived in Victoria Hall. The service was scheduled for 11 am in Wallace Hall in the John Deutsch University Centre.

## Graduate education

continued from page 1

The demand is expected to continue unabated.

As noted by Dr. Leggett, the second double cohort, those graduating in 2006 through 2008, will expect the same opportunities for professional and graduate education as those who went before them.

The increased demand is also coming from domestic as well as international students who consider graduate education essential to furthering their careers, says Dr. Scheck.

In many fields, an undergraduate degree is no longer considered enough to secure an entry-level job in a research facility, says Andrzej Antoszkiewicz, president of the Society of Graduate and Professional Students.

Using his own field as an example, Mr. Antoszkiewicz says most employers hiring electrical engineers now look for master's level graduates.

"Undergraduate education in Canada is going through a metamorphosis," he says. "Graduate education for my generation has become what undergraduate education was a generation ago," he says. "With Canada position-

ing itself as a global intellectual leader, Queen's must be at the forefront in ensuring the highest level of excellence in its contribution to graduate education and the advancement of knowledge."

Dr. Scheck and Mr. Antoszkiewicz agree with Principal Leggett that expanding graduate studies will ultimately improve the quality of the learning environment for all students.

A proposal to pull back Queen's undergraduate enrolment to midsize levels is intended to improve faculty-student ratios in the classroom.

The focus will be on educating the individual, says Dr. Scheck. "It will allow faculty to interact with their graduate students on a more individual level and create relationships with students as educators in training and junior researchers."

More graduate students also means more teaching assistants, whose expertise will enrich the undergraduate learning experience, says Mr. Antoszkiewicz.

There could be significant financial implications too. A larger graduate student body, particularly growth at the PhD

level (since PhDs are funded at a higher rate than masters students), can ultimately lead to increased government funding, says Dr. Scheck. "It's still an if, however, depending on what the (Dalton) McGuinty government decides to do with education."

Dr. Scheck and Mr. Antoszkiewicz are also hopeful that both provincial and federal governments are beginning to realize that well-funded graduate and research programs are an investment in the country itself.

Expanding the focus of graduate education will likely increase Canada's production of intellectual property, says Mr. Antoszkiewicz. "The more students involved in research, the greater the opportunity for universities to realize increased investment based on discovery."

A number of other initiatives by the School of Graduate Studies are already under way. The school is expanding its ties internationally by creating what is anticipated to be Canada's first international dual degree master's program.

Specifically, Queen's Chemistry department is interested in collaborating with the University



## QUEEN'S GAZETTE

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## Award honours "two spirited leaders" IN BRIEF

Bill and Claire Leggett have been honored for their steadfast dedication to Queen's with this year's John Orr Award.

"The decision to award the Leggetts with the 2003 John Orr Award was an easy one," says Sean Fiset, who is president of the Toronto Alumni Branch and Chair of the John Orr Selection Committee.

Those who know the principal and his wife Claire are familiar with their tremendous spirit and enthusiasm for the university and everything associated with it, he says.

**"Under Bill's leadership, and Claire's active support, Queen's has grown into a world-renowned institution."**

*Sean Fiset*

"Under Bill's leadership, and Claire's active support, Queen's has grown into a world-renowned institution, recognized not only for its academics, but also for its tradition, its spirit, and its relationship with its constituents – the students, the alumni, the faculty, and the staff. Their leadership qualities, combined with their unending spirit, make them ideal recipients of this year's John Orr Award. Moreover, it is fitting to present the award to both Bill and Claire in recognition of the



ROBIN MOON

Toronto Branch of the Queen's University Alumni Association is presenting this year's John Orr Award to Bill and Claire Leggett for their unwavering dedication, enthusiasm and commitment to Queen's University and the Queen's family.

fact that, during the past 10 years, Queen's benefited from not one, but two spirited leaders."

Presented annually by the Toronto Branch of the Queen's University Alumni Association, the award is the highest tribute given by the Toronto Branch. It rewards significant contribution

to the life and welfare of the university. Originally called the Toronto Award, it was renamed in 1966 after Dr. John Orr, MD'23, to honour his valuable contributions to the Medical Faculty and the university during his lifetime (1899-1965).

This year's presentation takes

place Saturday, Nov. 15 at the Toronto Marriott Eaton Centre on Bay Street.

The deadline to buy tickets for the dinner and the dance is Nov. 7, and Nov. 12 for the dance only.

For details on the event, see [www.events.queensu.ca/](http://www.events.queensu.ca/)

### Bisby to outline CIHR changes

Mark Bisby, Vice-President, Research Portfolio at the Canadian Institutes of Health Research (CIHR) will visit Queen's Friday, Nov. 21.

He will speak about changes occurring at CIHR and how they affect budget and funding issues, and provide advice to researchers preparing grant applications.

A presentation, and question and answer period will take place in Botterell Hall, Room B139 from 2 to 4 pm.

To register to attend, contact the Office of Research Services at ext. 36081.

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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.

# A vote for Harvey Rosen is a vote for Kingston's future

The November 10th municipal election is important for the Queen's community. Kingston desperately needs strong political leadership. Kingston needs Harvey Rosen for Mayor.

Don't miss this opportunity to mark your X for the only candidate with the experience, knowledge and will to do the job.



*"This is a watershed election for Kingston. There is no time to lose. With your support we can get this City back on the rails!"*

Harvey Rosen is a Queen's graduate (Law '75). He has lived and worked here all of his life. He has served on Kingston Township Council and City Council. He understands municipal finance and recognizes the serious challenges facing this city:

- A \$ 250 million backlog in infrastructure projects and no plan in place for how these costs will be met
- A growth rate that falls even short of the meager 1% forecast (.03%)
- Deteriorating recreation facilities
- Demoralized workforce

Harvey understands the importance of Queen's to Kingston's future. His economic development plan includes closer ties and joint planning with Queen's.

"You have to ask yourself why cities of similar size or even smaller have accomplished so much while we continue to let opportunities pass us by because of lack of leadership and direction."

**On November 10th vote for leadership. Vote Harvey Rosen for Mayor.**

(authorized by the CFO of the Rosen Campaign)

advertisement

## What did happen to David Kelly?

Colin Leys, professor emeritus (Political Studies) returns to Kingston to discuss the media, Iraq, British politics and global market forces.

The co-founder of Studies in National and International Democracy (SNID) will speak on Political Science as Detective Fiction: The Strange Case of Dr David Kelly, or Not The Hutton Report.

His lecture takes place Thursday, Nov. 6 at 1 pm in the McLaughlin Room in the John Deutsch University Centre.

As background to Dr. Leys lecture: On May 29 2003, after it had become clear that there were no significant 'weapons of mass destruction' (WMD) in Iraq, the BBC reported that the British government's September

2002 dossier on Iraq's WMD had been "sexed up" to make the WMD threat seem greater than the available intelligence warranted.

In the ensuing row between the government and the BBC, the source for the BBC report, Dr David Kelly (a government expert on chemical and biological weapons) was "outed" by the government, and on July 17 killed himself. The government established a judicial inquiry into the circumstances of his death, which has yielded unprecedented insight into the way the government misled the public, as well as highlighting the impact on domestic politics of global market forces in the media.

All are welcome to attend the lecture; admission is free.

## Printmaker Zabeida discusses his work

Internationally renowned printmaker Vladimir Zabeida will discuss his work at a public slide lecture this Tuesday, Nov. 4 at 4:30 pm in room 1103 in the Biosciences Complex.

All are welcome to attend and admission is free.

Mr. Zabeida's imagery has been described as mysterious and magical fictive worlds with a delicacy of marks and a richness of texture.

*Visual Arts Magazine* (Summer 2002) describes him as playing "with the spectator's sense of perception by treating a fictitious, even abstract, subject according to the rules of realism (perspective, depth of field and offset)...there is nothing that tells us the real subject of the work. This mystery prompts us to look and then look again."

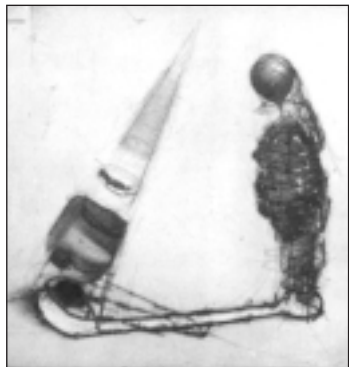
His work is exhibited in France, Germany, the United States and Canada, and has garnered numerous prizes. Most notably, he received first place in the Ernst & Young Great Canadian Printmaking Competition (2003), was awarded the Pollack-Krasner Award (2003), and received recognition in the International Biennale of Miniature Art (1996-2002).

Originally from the Ukraine and now based in Montreal,

Zabeida was educated at the Lviv Academy of the Arts and the Lviv College of Applied Arts.

For details on his visit, please contact Kathleen Sellars, Visiting Artist Coordinator, at (613) 533-6166 or email [sellarsk@post.queensu.ca](mailto:sellarsk@post.queensu.ca).

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 program is supported by the Canada Council for the Arts, which last year invested \$42.7 million in the arts in Ontario.



[WWW.COLBA.NET/~ATELCIRC/VLADMA.HTM](http://WWW.COLBA.NET/~ATELCIRC/VLADMA.HTM)  
Respiration #1, 1999, intaglio, 56 x 56 cm by Vladimir Zabeida.

### PROCESSION PREPARATION



CELIA RUSSELL

Members of the academic procession prepare to line up in the hallway of Kingston Hall before the Convocation ceremony Friday morning in Grant Hall.

### IN BRIEF

#### Opening the doors to a Mayan Paradise

Don't miss Queen's Engineering Science Formal open house, this Saturday, Nov. 8. The students will transform the inside of Grant Hall into an ancient Mayan paradise. Doors are open 1 to 4 pm. Admission is free; donations to the United Way accepted at the door.

#### Drama presents The Rivals

The Rivals, a play by Richard Brinsley Sheridan, directed by Judith Fisher, takes place Nov. 4 -

8 at 8 pm (Saturday matinee at 2 pm) in Convocation Hall. Tickets \$10/\$8. Information: 533-2104. The play is presented by the Drama department.

#### Hollywood North at Queen's

Director Peter O'Brian will introduce his film *Hollywood North*, to be screened Sunday, Nov. 9 at 7 pm at Etherington Auditorium at 94 Stuart Street.

Peter O'Brian is one of the most important producers in Canadian film history, producing films that range from *The Grey Fox* to *My American Cousin*. It is fitting that his directorial debut follows the tribulations of Bobby Meyers (*Matthew Modine, Full Metal Jacket*), a Canadian-lawyer-turned-movie-

producer trying to get everything together to shoot *Lantern Moon*, a Governor General award-winning novel, in the late 1970s. Hampering his efforts are a B-level American film star (Alan Bates, *The Fixer*), who agrees to lend the film cachet and play the lead, so long as it's transformed from a Canadian literary classic into a pro-American shoot 'em up movie. Compounding the producer's troubles are a nymphomaniac starlet (Jennifer Tilly, *Bound*), a narcoleptic director (John Neville, *Spider*), and a documentary filmmaker (Deborah Unger, *Crash*) with her own agenda. Peter O'Brian shows great versatility as he directs a tremendous ensemble cast as they take great joy lampooning themselves and their industry.

Tickets are \$8 at the door. For more information, see the Cinema Kingston website at [www.film.queensu.ca/cinemakingston](http://www.film.queensu.ca/cinemakingston)

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## Residence life has come a long way, Queen's Gazette writer discovers

By KAY LANGMUIR

For those of us yesteryear graduates who, like many frosh, spent their initial university years in barrack-like residences, the relative elegance and luxury of Queen's two newest residences comes as a head-turning surprise.

"I think some of my dons refer to it as the cottage," Matt Edwards, a residence-life coordinator, says as he stands under the high vaulted ceiling of the main foyer lounge of Stuart Street residence. From the outside, the lounge does look like a separate bungalow connected to one wing of the newly occupied building.

With its slate floor, chocolate leather armchairs, fireplace and limestone walls overlooking courtyard gardens of euonymus and hydrangea, the spacious lounge is indeed reminiscent of a cottage – a multi-million-dollar Muskoka cottage.

"This is so nice," sighs Mr. Edwards, who has an apartment at Stuart Street. "You can come down here with a book and just sit by the fireplace."

Near the lounge facing the main doors is a 24-hour front desk – command central for everything from low toilet paper supplies to mail. Across the hallway, dryers turn soundlessly behind the glass windows of the residence laundry.

A key to a room in either the Stuart Street or Albert Street residence – the first new student residences built at Queen's in 30 years – is a much-coveted possession. Any rare vacancy has been quickly snapped up. But getting in is still the luck of the draw. When requesting residence housing, students can only request single or double rooms, not specific buildings.

"The students really like the new residences," says Bonnie

Livingstone, executive assistant to the associate dean of Student Affairs. "Their friends are envious of the fact that they live there...and they appreciate the opportunity to have a single room and to share a bathroom with just one other person."

**A key to a room in either the Stuart Street or Albert Street residence – the first new student residences built at Queen's in 30 years – is a much-coveted possession.**

Both residences, which officially opened with a tree-planting ceremony last month, are wholly comprised of single rooms, each one large enough to comfortably accommodate a double extra-long bed. Two adjoining rooms share a bathroom between.

And save for the lingering smell of fresh paint, the air is clean. No overwhelming smells of stale beer and Gitanes, that were common in the Toronto university residence I once called home.

There are also study rooms and smaller lounges with TVs and kitchens throughout the buildings. Albert Street is the smaller residence at 200 students, but the rooms and facilities are the same as at Stuart Street, which houses just over 330 students – about half the



CELIA RUSSELL

Residence Life Coordinators Matt Edwards and Stephan Tang enjoy the comfort of the main foyer lounge in the Stuart Street Residence.

size of Victoria Hall.

Meeting rooms near the main foyers of each residence are equipped with computer hookups and projection screens that descend from the ceiling at the push of a button.

The planners of these new residences were thinking beyond students to the hundreds of adult conference participants

who come to Queen's each summer, adults who are accustomed to more creature comforts, such as air conditioning. In fact, before the residences were built, students got to add their input by critiquing a room mock-up constructed in the lower level of Victoria Hall.

Conducting my residence tour were Mr. Edwards and fel-

low residence-life coordinator Stephan Tang - two of seven such coordinators on staff at Queen's who see to the needs of the 3,779 students living on campus. One of the seven is on call at all times.

"We work very closely with the dons to ensure the students are having a safe and enjoyable time," says Mr. Tang.

## Exploring the value of art

A prominent humanities researcher will bring her theories on the relationship between the humanities and human sciences to Queen's as a visiting scholar in the Faculty of Education Nov. 10-13.

Ellen Dissanayake brings together theories about esthetics, human development, psychology, and evolutionary biology in order to understand why humans have an "esthetic imagination." Arguing that there are fundamental similarities between play, ritual, fantasy, and the more highly valued activity of "art-making," Professor Dissanayake maintains that all of these behaviors of "making special" have an essential evolutionary value. In so doing, she argues that the humanities are not separate from but rather a part of the human sciences.

As part of her visit, she will deliver a public lecture entitled *The Deep Structure of the Arts*, on Tuesday, Nov. 11 at 7:30 pm in A 237 Duncan McArthur Hall, Faculty of Education.

Her books, *What Is Art For* (1988), *Homo Aestheticus: Where Art Comes From and Why* (1995), and *Art and Intimacy: How the*

*Arts Began* (2000), explore the consequences of the argument she makes that the need to make special is part of humanity's genetic profile. Declared a true pioneer by Edmund O. Wilson and "ahead of her time" by Steven Pinker, Professor Dissanayake asks her readers to rethink the place of art in their lives and to consider the possibility that the ongoing survival of the species may depend on the ability of its members to "make special."

On Thursday, Nov. 13 at 11:30 am, she will present a faculty and grad forum entitled *The Birth of the Arts* in B219 Duncan McArthur Hall. Professor Dissanayake will present her current work on mother-infant interaction and its relevance to our responses to the arts. Those interested should register for this session with Tammie Kerr at [kerrt@educ.queensu.ca](mailto:kerrt@educ.queensu.ca).

Funding for her visit has been provided by The Principal's Development Fund and the Office of the Dean, Faculty of Education.

[www.newhum.com/for\\_students/link\\_o\\_mat/dissanayake.html](http://www.newhum.com/for_students/link_o_mat/dissanayake.html)

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## VIEWPOINT

PETER TAYLOR

Mathematics and Statistics



# It's what, not how we teach that needs to change

I've been re-reading the 1996 report of the Boyer Commission *Reinventing undergraduate education: A blueprint for America's research universities*. The second of their "10 ways to change" strikes me as being the most important of the lot. It calls for an inquiry-based freshman year which must "excite the student by the wealth, diversity, scale and scope of what lies ahead" or they warn us that "the entire university experience is at risk."

Recently, I attended a couple of receptions for our top entrance scholars. As I went among the groups of students, I asked them how things were and whether they had enjoyed their first month at Queen's. Mostly they said yes, things were good, with perhaps a reservation here or there. But without exception those in science told me that so far their courses were mostly repetition of high school. Some declared disappointment, saying that things were pretty boring so far; others said that they didn't mind so much – it had been a long summer and so it was probably a good idea to spend six weeks reviewing. "Oh," they exclaimed, when they saw the look of dismay on my face, "we know things will get harder."

Most of the people in that room had turned down substantial amounts of money from other universities to come here. I walked away from that reception feeling that we had let them down. Not much excitement there. Not much wealth, diversity, scale and scope. Just the assurance that things will get "harder."

The past 10 years have seen a huge shift in the willingness, even determination, of the university to recognize and reward good teaching, and I certainly applaud that. But these students were not let down by poor teaching, at least not as it is traditionally measured. I know quite a bit about the courses that they cited as being repetitious and they have fine teachers. They were let down by poor curricula.

What counts far more than good teaching is imaginative curricula. That's a lot harder to achieve, but for a university like Queen's, more precisely, for the university that Queen's would like, and sometimes claims to be, an imaginative curriculum is *sine qua non*. How do we get there? In mathematics, I know, we have a model of how the subject should be taught that is so deeply entrenched we would be hard-pressed to imagine an alternative. But if we are to "get it right" for our first-year students, I am convinced that it is this model that we, teachers and students alike, will have to let go of.

When I discuss these issues with colleagues, the suggestion comes up of a "fast-track" stream that would allow the better students to move directly into a second-year course. In fact that's the opposite of what I want to do. I want to keep the students together, as a cohort that can form a strong learning community. What I want to elevate (for everyone!) is the curriculum, not in the sense of moving to a more advanced level, but in the sense of choosing problems and issues that "stand above" the traditional course material.

It's not easy to explain what I have in mind here, even to myself, but there's a zen-like sense of having to stop "aiming at the target."

The idea of an "inquiry-based freshman year" conjures an image of interactive group work, small classes, and therefore substantial faculty time and resources. I believe that it's possible to do a lot within the existing framework. There's nothing wrong *per se* with sitting in a large lecture, watching and listening. It's a question of what you're doing with your mind, and with your imagination.

And that's a question of what's happening up front.

Peter Taylor is a professor in the Department of Mathematics and Statistics.

## 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](mailto: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.

## QUEEN'S FLASHBACK: 1972-73



COURTESY OF QUEEN'S UNIVERSITY RESIDENCES

Times certainly have changed. This is a Wallace Berry photo of the members of Queen's Interresidence Council from 30 years ago. See page 5 for Kay Langmuir's story on Queen's newest residences that celebrated their official openings this fall. Back row (left to right): Mike Phelan (Social), Doug Wilson (Cultural), Sally Spicer (Delegate from Morris), Merrit Cluff (Athletic), Ian Nordheimer (Treasurer), Gerhard Henkemans (Vice-Chairman). Front row: Mr. George Kowalski, Dr. Erdahl, Steve Brereton (Chairman), Dr. Ellsworth, Dr. Van Loon. If this photo sparks some memories, please share them, and email your letters to [gazette@post.queensu.ca](mailto:gazette@post.queensu.ca).

## Letter

## Looking for old photos of Nicol Hall's front door

The front entrance of Nicol Hall is probably the most photographed entrance at Queen's. Each spring, during the convocations at Jock Harty Arena, countless friends and families pose with new graduates on the steps of Nicol Hall on Union Street. It is a flagship building, which stands as a testament to the unique character

and history of Queen's.

Our goal is to restore the doors of Nicol Hall to their original state so that the entrance becomes one of the Doors of Queen's, such as those featured on the cover of a recent edition of the *Alumni Review*.

Unfortunately, the first impression of Nicol Hall is not a favorable one. The original wood doors are worn, dented and shabby in appearance. We have looked into having the doors refinished, but they are not worth saving due to past work on locks, etc, painting and heavy use. A new card entry system is

being installed by the Department of Mechanical Engineering and we would like these projects to move forward in tandem during the next few months.

Nicol Hall was built in 1912 and was last renovated in 1961. We are proposing to reproduce the doors in a hard wood, add new mechanisms and install security card entry system.

I have contacted the University Secretariat and Paul Banfield of Archives but they have been unable to locate any photos showing details of the front doors, which would be needed to reproduce the lost lead and stained glass panels at the sides and over the door and return the entrance to its original state.

If anyone has old photos of the Nicol Hall doors that they could lend, I would appreciate it if they would contact me at 533-2761 or email [karilene@me.queensu.ca](mailto:karilene@me.queensu.ca).

**Karilene Montgomery**  
Operations Manager  
Centre for Manufacturing of  
Advanced Ceramics and  
Nanomaterials  
Nicol Hall



Nicol Hall entrance.

CELIA RUSSELL

## 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](mailto:gazette@post.queensu.ca) on the Monday before publication. The *Gazette* reserves the right to edit letters to address style, length and legal considerations.

# Job-hunting tricky for international students

This year, Queen's will become home to more than 1,000 international degree and exchange students. International students in programs of study for longer than six months are generally here on a study permit, issued by Citizenship and Immigration Canada.

Recognizing that international students may wish to enhance both their resumes and their financial situations, this permit allows those students to work part-time. Unlike domestic students, international students are restricted to working on campus only.

**Many major employers on campus recognize the importance of hiring international students as a means of reflecting student demographics and demonstrating a measure of internationalization within the unit.**

A difficulty lies in there being limited work opportunities on campus, and many of those jobs are restricted to Work/Study Bursary candidates only. These restrictions mean that interna-



**ROWENA SELBY**

## Diversity

tional students are somewhat disadvantaged when looking for ways to gain invaluable work experience in a Canadian environment. Some institutions attempt to redress this imbalance.

Here at Queen's, the AMS Hiring and Appointment Policy and Procedures Manual states that the AMS "recognizes the need for international students to work on campus." As such, "when equally qualified candidates are available, international students shall be given preference for hiring by AMS services." Many major employers on campus recognize the importance of hiring international students as a means of reflecting student demographics and demonstrating a measure of internationalization within the unit.

Bangladeshi student Irina Ahmed considers herself fortunate to have worked on campus on Work/Study Bursaries in various positions for the past three years. She also now has access to written references, which makes

applications for graduate study or jobs that much easier. Having also studied in Britain, where students are able to work both on and off campus, she feels that "a lot of international students in Canada suffer from only being able to work on-campus." Consequently, it is assumed that some students have financial difficulties and have limited options for gaining employment experience.

Secondly, having completed a program of study from a Canadian institution, international students are eligible to work for a period of one year in the Canadian workforce, with certain restrictions. Students then change their status from that of a study permit to a work permit. This post-graduation employment is particularly beneficial for those wishing to gain necessary work experience, and simply allows people to be more competitive on the international job market. However, a pre-requisite to finding employment off-campus can be to have worked at Queen's during the period of study.

"Finding work is definitely a concern," affirms Ms. Ahmed.

The International Centre aims to inform and educate students about their options. We also supply the various permit forms. For further information, please contact the *International Centre* at 533-2604 or visit us in the JDUC.

Rowena Selby is an international education intern at the International Centre.

# Librarian on board

**WHY YOU SHOULDN'T DEVELOP AN ONLINE COURSE WITHOUT ONE**

Librarians are well positioned to embrace the use of educational technology; they have resources and they have incentive.

Positioned on the cutting edge of information technology, librarians are committed to continuous change that will benefit the world of learners. To fulfill this promise, librarians must keep pace with new technologies, a broad array of electronic products, and an increasing demand for new services in an environment with shrinking human resources. There is more to learn and less time in which to learn it. In this persistent time of technological change and advancement, librarians have evolved in their role as advocates for library collections, both physical and virtual, and as educational leaders who aspire to foster information literacy in novice researchers.

This changing role was not envisioned when the Web suddenly claimed the centre of the information universe. Educational administrators initially anticipated that remote access to so much information wealth would decrease library use and even eliminate the teaching role of librarians.

However, the present decade is revealing the opposite trend; library users call upon librarians more than ever to help them identify which information tools are appropriate for their research and how to use them effectively. Web searchers have discovered that scholarly Internet resources



**DENISE STOCKLEY  
CORY LAVERTY**

## Teaching Issues

are few in number and difficult to find and that librarians have intuitive strategies for mining the best resources in any medium.

Librarian expertise in this area results from an understanding of the forms in which information is published, the relationships between a wide spectrum of indexes and databases, and knowledge of the scope and content of research resources and how they complement one another. Most undergraduates are not aware that centuries of scholarship are available to them – but not necessarily on the Web!

Librarians adopt a proactive stance in their relationships with departments as evidenced by the creation of new positions such as "Liaison Librarian" or "Information Literacy Librarian." As instruction librarians they have teaching experience with both small and large classes in face-to-face and online environments. They know how to design research assignments that support good pedagogy and develop lifelong learning skills. They have expert knowledge of the research process and are acutely aware of the challenges that it poses for students. They offer technical

experience in the design of learning materials such as Web pages, videos, simulations, virtual tours, online or CD-ROM tutorials, and computer-based presentations. They practise active learning techniques and test new methods of engaging students. They provide email consultation and even virtual reference. Taken as a whole, their background makes them ideally suited to participate in new institutional experiments in the design and application of learning objects.

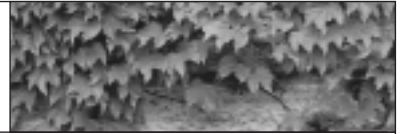
While it is understandable that librarians are not recruited unless there are significant resource issues within an online course, the frequent lack of resource-based learning in higher education is troubling.

The hallmark of a good education was once the understanding of a body of knowledge, but today it is the skills of analysis, evaluation, and synthesis that are critical for sense-making in our information-rich world.

Generally, collaborative multi-disciplinary teams are not yet fully recognized as the preferred means for online course design in the larger community. However, at Queen's we fully embrace this model. The Instructional Development Centre in conjunction with Queen's Library and Information Technology Services (through the Learning Technology Unit) work together through consultations, workshops, and research endeavours to promote a multi-disciplinary approach to the design of courses.

Denise Stockley is adviser on teaching and learning at the Instructional Development Centre and Cory Laverty is acting head, Stauffer Library Reference Services.

## UNIVERSITY ROUNDUP



### University faculty suffer more

It's official: University faculty make more serious professional errors, suffer more health problems, are more likely to resort to drink and have less sex as a result of stress and overwork, compared with other workers. Warning of an "epidemic" of stress, Britain's lecturers' union said it was seriously damaging the quality of university teaching and research, and could have far more serious consequences in terms of health and safety at work. Respondents to a survey admitted to a number of serious professional errors as a result of stress and overwork, ranging from submitting erroneous exam papers and "flawed" research papers to potentially deadly accidents in laboratories.

*The Times Higher Education Supplement (Sept. 26)*

### Spreading the G-word

Ask average Canadians if they're interested in genomics research and likely they'll say no. Tell them a little about it, and they might respond differently. Involving a broader spectrum of society in the debate about the ethics of genomics will lead to better governance of the rapidly evolving field, says University of British Columbia ethicist Michael Burgess. Dr. Burgess and other ethicists are examining the role of environmental, economic, ethical, legal and social issues in genomics research, the implications for stem cell research and genetically modified foods and why genomics research seems to benefit the world's richest nations, but does little for the poorest.

*University Affairs (November)*

### Ancient promise still unfulfilled

A University of Saskatchewan history professor is using inter-generational memory, Oblate missionary records and a dead pictographic language to study how an Aboriginal society acquires and uses historical knowledge. It's work that may help treaty negotiations between the government and British Columbia's First Nations. Keith Carlson says the Stolo, who assert title to BC's Fraser Valley, believe that the Canadian government owes them a quarter of all revenue earned from the use of their traditional territory over the past 150 years. A proclamation referred to by the Stolo as the "Crown's Promise" is considered a sacred covenant between their ancestors and the British government. Memory of the promise has been kept alive in Stolo oral traditions, handed down as history through multiple generations.

*University of Saskatchewan On Campus News (Oct. 3)*

### Greek and Latin no key to longevity

Humanities graduates die young. That's one finding of a study of 8,367 Scottish men who attended the University of Glasgow at some point from 1948 to 1986. A paper describing the study, published in the *Journal of the Royal Society of Medicine*, says that while law and medical students smoked the most at the university, relatively few medical school candidates died of lung cancer. The study found that humanities graduates were more likely to die early than were their counterparts in divinity, engineering, law, medicine and science. James McEwen, a professor emeritus of public health at the university and an author of the paper, speculates that the career instability and low incomes that typify humanities graduates are at fault. Among other data: Divinity students had the lowest blood pressure, and medical graduates were the most likely to die from alcohol-related causes.

*Chronicle of Higher Education (Sept. 12)*

### Higher education at historic levels

Post-secondary education is no more the domain of students from well-to-do families than it was two decades ago, according to a new study. The study confirmed that individuals from higher-income families are much more likely to attend university. However, this has been a long-standing tendency. In fact, the participation gap between students from the higher- and lower-income families attending university narrowed through the 1990s. The study assessed the relationship between post-secondary schooling and family income, using data from the Survey of Consumer Finances and the General Social Survey. Overall, post-secondary participation at college and university levels was at historic highs, and there was no strong evidence that dropout rates have increased.

*Daily Statistics Canada (Oct. 3)*

Compiled by David Pulver

## JOINING FORCES



STEPHEN WILD

Shown here at last week's official opening of the group's new facilities on Barrie Street are founding co-directors Margaret Harrison (School of Nursing), Joan Tranmer, director of the KGH Nursing Research Unit and Jennifer Medves (School of Nursing).

## Nurse researchers form partnership

Researchers from Queen's and Kingston area health institutions are forging an innovative partnership to promote improvements in nursing practice. With the major focus on practice, researchers in the new Practice and Research in Nursing (PRN) Group will explore generic issues across disease groupings, and seek answers to research questions related to self-management, life change, and chronic illness in specific populations.

"The academic practice partnership will provide individual researchers with opportunities for increased effectiveness and efficiency by sharing resources and students, developing improved data management strategies, and establishing collaborative mechanisms to secure nursing research funding such as fellowships," says founding group co-director Jennifer Medves.

The other co-directors are Margaret Harrison (School of

Nursing) and Joan Tranmer, director of the KGH Nursing Research Unit. Drs. Tranmer and Medves hold Ontario Ministry of Health and Long Term Care (MOHLTC) Career Scientist awards, and Dr. Harrison has a CIHR New Investigator award.

Partners in the PRN Group are Queen's Faculty of Health Sciences, Kingston General Hospital, Hotel Dieu Hospital, the KFL&A Health Unit, KFL&A and CCAC.

## Biology station director honoured

A nationally renowned biologist has won the most prestigious award of the Society of Canadian Ornithologists. Raleigh Robertson, director of Queen's University Biology Station (QUBS), received the Doris Huestis Speirs Award for his outstanding lifetime contributions to ornithology in Canada, at the organization's annual meeting last month in Saskatoon.

Dr. Robertson, whose research

focuses on reproductive behaviour, population dynamics and conservation biology of birds, is the Baillie Family Chair in Conservation Biology. He has published more than 150 scientific papers on subjects ranging from optimal niche space in blackbirds to allocation of parental care, from sexual selection to the evolution of clutch size, and from male and female reproductive strategies to bird communi-

ties in shade coffee plantations.

The citation reads, in part: "He has excelled as a researcher, teacher, and supervisor of graduate students... As director of the biology station since 1972, Dr. Robertson has expanded the facilities of that institution to make it a world-class centre for teaching and field studies. Through his efforts, QUBS research and teaching activity has more than tripled."

## Five new Canada Research Chairs for Queen's

By NANCY DORRANCE  
News and Media Services

Five international experts from the humanities, medicine, science and engineering are the newest Canada Research Chairs at Queen's. The university now has 33 such chairs, of more than 1000 across the country.

The new positions include one established researcher, to receive \$200,000 annually in research funding over seven years (Chair in Political Philosophy) and four emerging researchers, to receive \$100,000 annually in research funding over five years.

"Through the Canada Research Chairs program, Queen's continues to be successful in attracting and retaining exceptional scholars from across the disciplines," says Associate Vice-Principal (Research) Bruce Hutchinson. "Our five new Chairs have a track record of conducting research at its highest level of inquiry, and we are delighted that they will be joining the University faculty."

**Aristides Docoslis**, Canada Research Chair in Colloids and Nanoscale Engineering, is an expert in advanced materials with unique structures and properties. At Queen's, his research will focus on developing methods and designing tools to manipulate and organize nanoparticles, using electric fields. The creation of these microstructures could lead to new advances in fuel cell technology as an alternative energy source, as well as the development of safer, less expensive automobiles and more sensitive medical and diagnostic devices.

**Villia Jefremovas**, Canada Research Chair in Development and Social Change, is a renowned anthropologist who has worked with indigenous minority groups around the world and provided guidance to national and international policy-making bodies and research organizations. As Canada Research Chair she will explore the disagreements between countries regarding the nature of the rights that should be guaranteed to minorities, and examine the potential for resolving them. To do this, Dr. Jefremovas will examine three indigenous minority groups in the Philippines, Ecuador, and Borneo.

**Ingrid Johnsrude**, Canada Research Chair in Cognitive Neuroscience, is a psychologist with the Medical Research Council Cognition and Brain Sciences Unit in the UK, who specializes in studying how the human brain is

organized to perceive and understand language. At Queen's she will use powerful new, non-invasive methods of neuroimaging to measure changes in metabolism (for example, the flow of blood) in different brain regions which occur when people listen to speech or look at pictures. By better understanding the neural and cognitive mechanisms underlying speech and language, Dr. Johnsrude's research will help diagnose and treat hearing problems, train cochlear implant users to "hear" speech with their implant, and contribute to speech rehabilitation programs.

**Will Kymlicka**, Canada Research Chair in Political Philosophy, is a world-renowned expert on minority rights issues and a 2003 finalist for Canada's most prestigious research prize in the social sciences and humanities – the SSHRC Gold Medal. As Canada Research Chair he will explore ethno-cultural disagreements and the potential for peacefully resolving them. By comparing the way these conflicts are managed and debated in various parts of the world, Dr. Kymlicka's research is helping to reveal the prospects for achieving an international consensus on the protection of minority rights.

**John MacLeod**, Canada Research Chair in Gastrointestinal Disease, comes to Queen's from Brigham and Women's Hospital at the Harvard Medical School. A physiologist who specializes in the movement of ions such as calcium in the intestine, the new Canada Research Chair will study how certain intestinal diseases develop, and the possible treatments to accelerate healing and reduce their incidence. Dr. MacLeod's research will test whether stimulating calcium-sensing receptor production of growth factors in the colon helps to protect us from colon cancer – the third most common cancer in Canada – and other intestinal damage.

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

[www.chairs.gc.ca/](http://www.chairs.gc.ca/)

## IN BRIEF

### Vulnerable people's health studied

Two Queen's researchers will lead projects investigating disparities in health care among Canada's vulnerable populations, as part of a new federal program.

Jeanette Holden (Psychiatry, Physiology) and Mary Ann McColl (Rehabilitation Therapy, Community Health and Epidemiology) have each received \$100,000 from the joint initiative, which is funded by the Canadian Institutes of Health Research (CIHR), Health Canada, the Social Sciences and

Humanities Research Council (SSHRC), and the National Secretariat on Homelessness.

Dr. Holden, whose major research focus is on autism spectrum disorders, will investigate health-care equity for intellectually disabled individuals. She is currently program director for a large, international Autism Spectrum Disorders Canadian-American Research Consortium, funded by the CIHR.

An expert on community integration among people with disabilities, Dr. McColl will study and design interventions to improve access to primary and preventive health services by disabled people at both the consumer and policy levels.



## "Just a brick in the building," Bader says of Rembrandt gift

By KAY LANGMUIR

When Alfred Bader stood before a packed house in Ellis Hall recently to deliver a lecture on Rembrandt, he played down the publicity over his most recent gift, despite its estimated \$10-million value.

"It is just a brick in the building," Dr. Bader, one of Queen's most prominent benefactors, says of the nine-inch-high portrait called *Head of an Old Man in a Cap*, dating from about 1630.

What he wanted to talk about, through his slide-show lecture to about 300 people, were his "hopes and plans for the Agnes."

The Agnes Etherington Art Centre already has 100 art works donated by Dr. Bader and his wife, Isabel Bader of Milwaukee.

Queen's will eventually have one of the greatest collections of Dutch masters in the world, Dr. Bader says.



STEPHEN WILD

Alfred Bader delivers an illustrated lecture, *The Rembrandt Research Project and the Collector*, on Oct. 26 at Ellis Hall.

The story of the little Rembrandt, unveiled Oct. 26 at the art centre, is testimony to Dr. Bader's knowledge and instincts as a collector. The *Old Man in a Cap* was not considered a Rembrandt when he bought it for 55,000 pounds in London in 1979. He was convinced it was, although it took years to have it accepted as such.

Dr. Bader is a collector for whom the scholarly journey is as fascinating as actual acquisitions, art centre Director Janet Brooke said in introducing him.

**He credited the welcoming support of Frances Smith, first curator of the Agnes Etherington Art Centre, as pivotal in his decision to bring his collection to Queen's.**

It was clear from his lecture that the good chemist, as Dr. Bader refers to himself, is not cowed by the opinion of experts such as the committee of scholars involved in the Rembrandt Research Project. The committee has spent years studying all works even suspected of being Rembrandts, but it frequently changes its mind as committees often do, Dr. Bader said with an understated humor much appreciated by the audience.

And he knows what he likes. Even some Rembrandts don't appeal to him.

"Would I want this painting?" he said of a particular slide during his hour-long talk. "Even Rembrandt had his blue Mondays. It doesn't hang together."

Several of the slides were of works from Dr. Bader's personal collection which, save for a few, have been bequeathed to Queen's.

The audience frequently sighed with pleasure when, upon finishing his comments on a certain picture, he concluded with, "And this will be coming to Queen's."

Dr. Bader also acknowledged his debt of gratitude to Queen's and certain people in particular, including Rosetta Elkin (BA'46) who first suggested he apply to



COURTESY OF THE AGNES ETHERINGTON ART CENTRE

*Head of an Old Man in a Cap* (c. 1630), long considered to be a portrait of the artist's father, is a gift of Drs. Alfred and Isabel Bader. A remarkable early work, it is only the fourth Rembrandt to enter a Canadian museum.

Queen's in 1941 after McGill had turned him away because of quotas on Jewish students. Ms. Elkin's father had taken the young man out of a prisoner-of-war camp.

His mention of "a wonderful registrar, Jean Royce" brought murmurs of agreement, and he credited the welcoming support of Frances Smith, first curator of the Agnes Etherington Art Centre, as pivotal in his decision to bring his collection to Queen's. He also praised the help of former directors Robert Swain and David McTavish.

"If there hadn't been so many people helping, the paintings wouldn't be here. It was a chain of events," he said.

Dr. Bader also said he speaks to David de Witt, the art centre's Bader curator of European art, a few times a week, on matters concerning his collection and the acquisition of paintings.

"It's this ability to work together that matters. We can act so quickly and intelligently and that is what counts, not just one Rembrandt coming to Queen's." [www.queensu.ca/ageth](http://www.queensu.ca/ageth)

## Business recognizes its outstanding researchers

By ALEC ROSS

Queen's School of Business has announced the recipients of its annual awards recognizing outstanding research by its faculty.

Jane Webster has been recognized with the Award for Research Excellence for her high-quality research in management information systems, and Yuri Levin has won this year's New Researcher Achievement Award for his groundbreaking work in nonlinear optimization and its application to real-world problems such as location analysis.

Dr. Webster's specialty is in management information systems. Her doctoral research in the 1980s examined how people interacted with computers. At the time, computers were new to the workplace and no one was sure how employees would respond to them.

Through numerous interviews, she found that employees became more engaged in their tasks because they perceived working on computers to be a form of play. Accordingly, Dr. Webster devised measures for how "playful" people were when they used computers.

Much of her recent work

involves the unintended psychological by-products of workplace technologies including videoconferencing, which allows people to use broadband and satellite technologies, to conduct meetings with participants in different geographical locations.



Jane Webster

Videoconferencing has never really taken off, not necessarily because of poor picture and sound quality, but because many people feel it is intrusive or are simply uncomfortable in front of a camera. It can be a useful tool, but that the team members must meet in person at the outset, and occasionally afterwards, for the team to cohere and function effectively, Dr. Webster says.

"Awareness systems" are another recently introduced technology that has failed to click with employees, she says. These systems involve tiny cameras (Web cams) mounted on top of computer monitors that relay snapshots of the employee using

that computer. They allow someone in another location to check whether the person they want to contact is out or occupied with another task. Instead of enhancing distributed communication, awareness systems are seen as Big-Brother monitoring devices that enable employees to spy on other employees.

"The key word that describes the high quality of Jane's research is 'sustained,'" says Julian Barling, the school's associate dean of Research, PhD and MSc programs. "For years, her work has been published in the world's best journals – ones that reject 96 per cent of the articles they receive."



Yuri Levin

An assistant professor of management science, Dr. Levin came to Queen's in 2002 from Rutgers University, where he earned his PhD in Operations Research and taught in the School of Business. As its name suggests, location analysis is a process that companies can use to determine the best place to locate their service facilities. It's

a complex, highly mathematical methodology – even Dr. Levin has a hard time explaining in detail what it is – that must account for transportation costs, product pricing, distance to markets, customer demands, and other independent factors that, together, determine whether a given site will produce the biggest bang for a company's buck. His computational models will allow companies to do location analysis more efficiently and in real time on multiprocessor computers.

Dr. Levin's pioneering work has recently led him into research on supply chain management, a facet of operations research he says is ripe for further study.

"I see a lot of things that can be improved, so I'll try to do my best."

"Yuri is being recognized for an incredibly prolific early career contribution," says Dr. Barling. "The people who evaluated his record said he will have a very strong effect on the fields he's studying."

A committee composed of business school faculty chose the research award recipients. [business.queensu.ca](http://business.queensu.ca)

## IN BRIEF

### SSHRC gold medal results

University of McGill philosopher Charles Taylor has won the 2003 SSHRC Gold Medal for outstanding research achievement. Queen's political philosopher Will Kymlicka was one of five finalists for the prestigious award, which was initiated this year by the Social Sciences and Humanities Research Council (SSHRC) as its highest honour. The medal carries a value of \$100,000.

### Microwave research tops

A paper by student Karim Hamed and professors Yahia Antar and Alois Freundorfer all of Electrical and Computer Engineering was named the top technical publication at GAAS 2003 – the largest microwave conference in Europe, held recently in Munich, Germany. The paper, entitled *A Novel 20 to 40 GHz Monolithic InGaP/GaAs HBT Double Balanced Mixer*, deals with a fixed wireless link.

### Research Prize lectures

Recipients of the 2003 Queen's University Excellence in Research Prizes will present public lectures on Tuesday Nov. 11. Ram Murty (Mathematics and Statistics) will speak on "Matter, mind and mathematics". The topic of Kurtis Kyser's (Geological Sciences and Geological Engineering) lecture is "measuring the heartbeat of the planet". The lectures take place in Chernoff Auditorium on Queen's Crescent, beginning at 7pm.

### Engineers shine at conference

Three Queen's researchers featured prominently at the Canadian Geotechnical Society (CGS) annual conference, held recently in Winnipeg. Richard Bathurst (Civil Engineering) delivered a keynote address, summarizing work conducted over the past decade in his unique retaining-wall test facility, and described the substantial design improvements that have resulted.

Mark Diederichs (Geological Sciences and Geological Engineering) presented material from his award-winning doctoral thesis describing how his new understanding of rock failure is already permitting mining engineers to greatly improve the stability of complex mine workings.

The John A. Franklin Award of the rock mechanics division of the CGS went to Jean Hutchinson (Geological Sciences and Geological Engineering) for her contribution to rock mechanics. The award recognized Dr. Hutchinson's highly successful book on rock bolt design, used internationally by mining engineers.

### Development issues discussed

The Development Studies Advisory Board hosts former External Affairs Minister Flora MacDonald, who will discuss the situation in Afghanistan; Maude Barlow of the Council of Canadians on water privatization; Sonja Bata of Bata Shoes on corporate responsibility; and Andrew Russell of the United Nations Development Programme on reforms at the United Nations.

The discussion takes place Monday, Nov. 3 at 2 pm in room 202 Policy Studies.

# Merged parties will enjoy more credibility, says expert in Canadian politics

Recently, the leaders of the Progressive Conservative and Canadian Alliance parties shook hands on a historic deal to join forces, creating a new party to contest a probable spring 2004 federal election. With their unexpected announcement, Alliance Leader Stephen Harper and PC leader Peter MacKay stirred up an instant brew of resistance and joyful anticipation among the memberships of the two parties. Justifying the proposed merger, Mr. MacKay says that vote splitting has hobbled the conservative movement in this country for years, and Mr. Harper says the time has come for the two parties to point their swords at the Liberals, not at each other. Though many Tories are skeptical of the merger's outcome, Mr. Harper insists that both parties are winners in the deal. To examine whether this view is overly optimistic, and what the union could mean for Canadian politics, the Queen's Gazette posed the following questions to Hugh Thorburn, an expert in Canadian political parties and professor emeritus of political studies at Queens.

**G: What is the motivation behind this merger?**

HT: Polls indicate that both parties are likely to be seriously neg-

atively affected electorally in the coming election with Paul Martin as Liberal leader. By combining, they hope to withstand this better. The PCs are the most vulnerable because their support is less concentrated geographically. The Alliance, with concentrated support in the West is more secure.

**G: What will be some of the key areas and issues where compromise will have to occur?**

HT: Policy is the key, notably social policy. The salient policies are same-sex marriage and the decriminalizing of possession of small amounts of marijuana. Other less pressing questions are abortion laws and capital punishment. These are hard to compromise on; so there could be real problems here. There are other questions too: equalization, where it involves financial support of the Atlantic provinces. Remember Stephen Harper's comments about the attitude of Atlantic Canadians, suggesting lack of initiative, even laziness. The secular orientation of the PCs contrasts with the closeness of the Alliance to evan-



HUGH THORBURN

## Q&A

gelical Protestantism. This will become important when the problem of policy toward Quebec comes up. There could be financial problems, as the PCs are deeply in debt, and the Alliance may be unwilling to shoulder it.

**G: What are some of the calculated risks being taken by each of the parties to the merger?**

HT: The PCs risk losing the support of voters especially in Eastern Canada, where polls indicate that their supporters are closer to the Liberals than to the Alliance. They could desert to the Liberals rather than voting Conservative in future elections. In addition,

some PC voters do not forgive the Alliance people for deserting the Mulroney government and causing the collapse of the PC Party in 1993.

The Alliance risks very little. It has more MPs, more members and more money than the PCs. It can swamp the smaller party, and thereby take over its position in Ontario and the Atlantic area, and acquire a foothold in the East to become a really national party. Its supporters are solidly in favour of the merger, so it has no fears of defection. Anyway, disgruntled Alliance people have nowhere else to go. They are already on the extreme right.

**G: Will the parties be able to find a leader acceptable to both PC and Alliance members?**

HT: Who knows? There are obvious candidates: Harris, Harper, McKay, Bryson, Day, maybe even Klein, Long, Manning, Prentice, Clement or Klees. None of the above has appeal in Quebec, although Day and Harper have some command of French. The probabilities are Harper, (with federal experience, Ontario origins,

French and command of the Alliance organization), and Harris (with the best name recognition, a real PC with a right-wing policy stance close to the Alliance and access to the Ontario PC rain-makers). Much will depend on the events of the leadership contest. They promise drama and surprises. The aftermath to the Ontario election will cause problems.

**G: Will the substantial swing to the right in Ottawa that would come with the proposed merger find the approval of significant numbers of Canadians?**

HT: What swing to the right? There is likely to be a drifting from the PCs to the Liberals as Eastern Tory supporters shun the Alliance association. On the other hand, the new merged party would have more electable credibility than either of the separate components by itself. Therefore voters would be less likely to see a vote for it as a wasted vote. On balance, any probable swing is likely to be to the Liberals in the short term with the new leadership and the rightist Martin image.

# Queen's new Rembrandt, solar vehicle team and role of Governor-General in the news

## QUEEN'S IN THE NEWS

Highlights of Queen's experts in the media

■ Oct. 15-28, 2003



**Alfred and Isabel Bader's** recent donation to Queen's of Rembrandt's Head of an Old Man in a Cap has received extensive media coverage. **Janet Brooke** (Agnes Etherington Art Centre) comments on the painting's significance in *The Globe and Mail*, and Ms. Brooke and Dr. Bader are interviewed on *CBC TV's Newsworld*, *CBC Radio's As It*

*Happens*, *CJOH* and *CKWS-TV*. The donation is also covered by *The National Post*, *The Ottawa Citizen*, *The StarPhoenix* (Saskatoon), *The Leader-Post* (Regina), *The Gazette* (Montreal), and *The Edmonton Journal*. As part of the coverage, **Gerald Tulchinsky** (History) comments in *The Gazette* (Montreal) about anti-Semitism in Canadian universities in the 1930s and 1940s.



**Douglas Reid** (Business) gives his views in a *National Post* story on unadvertised extra fees for consumers. He also comments on issues associated with airline restructuring in *The Gazette* (Montreal) *The Leader-Post* (Regina), *The Kingston Whig-Standard*, *Canadian Business* and in a

*Canadian Press* story carried by *The London Free Press*, *Calgary Herald* and *The Edmonton Sun*.

**Queen's Solar Vehicle Team's** participation in the 2003 World Solar Challenge is highlighted in a *Globe and Mail* online update and featured in a *Toronto Sun* commentary. The team's success in achieving a fourth place finish is also covered in *The Toronto Sun*, *Ottawa Sun* and *Kingston Whig-Standard*.



**John McGarry** (Political Studies) discusses the political situation in Northern Ireland in *The Globe and Mail*.

role of Governor-General in Canada in the *Ottawa Citizen* and the *National Post*.

The faculty of education's Alternative Teacher Accreditation Program for Teachers with International Experience (ATAP-TIE), initially covered in the *Ottawa Citizen*, is covered in *The Kingston Whig-Standard*. **Susan Lloyd** (Education) comments on the objectives of the program.



**John Gordon** (Business) discusses in the *National Post* how time can become a competitive advantage for smaller organizations.

**Alvaro Morales** (Urology) comments in a *National Post* story about male menopause and the role of hormones in male sex drive.

**Raymond de Souza** (Newman House) is interviewed on *Global TV* about Pope John Paul II's installation of 30 new cardinals.



**Bruce Tufts** (Biology) is interviewed on *CKWS-TV* about his research into better "catch-and-release" methods that will benefit fish at major tournaments.

Finance professor **Lew Johnson** (Business) discusses in the *National Post* the important role of transfer agents in ensuring "the integrity of the capital markets."

**Bill James** (Theological College) is interviewed on *CBC Radio's Ontario Morning* about his study of religion in Kingston.



Accounting professor **Dan Thornton** (Business) is interviewed on *ROBTV* following his presentation at the International Summit on Financial Reporting in Toronto.



**Erin Webster** (Arts and Science) discusses in a *National Post* story the results of her recent study comparing accounting standards in Canada and the U.S.



**Peter Katzmarzyk** (Physical Health & Education) discusses the increase in childhood obesity in Canada in *Maclean's*.

**Julio Arboleda-Florez** (Psychiatry) and **Heather Stuart** (Rehabilitation Therapy) comment in the *Toronto Star* on the stigma of mental illness.

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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.

## Gender expert to deliver 2003 Geneva Lecture

Well-known author and broadcaster Elaine Storkey will speak on *The Origins of Difference*:



Elaine Storkey

The *Gender Debate Revisited*, the annual Geneva Lecture, on Thursday, Nov. 6 at 7:30 pm.

Her lecture takes place in Dupuis Auditorium and admission is free.

Dr. Storkey has lectured and written widely on issues of gender and society in universities across Great Britain and North America, and is a regular commentator on BBC Radio and Television.

She is currently Senior Research Fellow in Social Theology, Wycliffe Hall, at Oxford University and Vice-President of the University of Gloucestershire.

Her visit is sponsored by the Geneva Fellowship, a Christianity ministry on the Queen's campus.

For more information on Dr. Storkey's visit, call 533-2962 or visit [geneva.queensu.ca](http://geneva.queensu.ca)

## IN BRIEF

### Women and militarism

The departments of Political Studies and Women's Studies present noted scholar of international politics Cynthia Enloe, professor of government at Clark University, who will speak on *Why Militarization depends on Women* this Wednesday, Nov. 5 at 3:30 pm. Her lecture, which will focus on the importance to women of the war in Iraq and militarization for the war against terror takes place in room 202 Policy Studies.

She has authored several books on international politics, including *Bananas, Beaches and Bases* (1993) and *The Morning After: Sexual Politics at the End of the Cold War* (1996). For details, contact Kim Richard Nossal at 533-6234.

## Managing your email

### SOME TIPS AND TRICKS WHEN USING EUDORA

The number of email messages we manage in a day shows no sign of letting up. It therefore becomes more important that the tools available to us are maximized. Some of the features available within Eudora allow us to do that, but only if we are aware of them and take the time to use them.

Filters can be applied on most criteria, including: the subject, or the "To" or "From" fields. When you specify a filter you also establish what you want done with these messages, perhaps moving them to a particular mailbox (including the trash).

To create a filter, go to the Tools menu and select Filters. From the Filters window you can specify whether your filter will apply to incoming or outgoing email, what the criteria are for the filter and what action to take with email that meets your criteria.

Finding email, especially



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#### Plugged In

when you have a large amount of email in your Eudora mailboxes, can be like trying to find the "needle in a haystack". You can sort by "Who" or "Subject" (Eudora defaults to sorting by date). Click on the title bar in the field you want and your email will be sorted on that field.

You can also use the "Find" command to search all or selected mailboxes (Edit - Find Messages option gives you the most control over your search). Click on the Mailboxes tab to select/unselect which mailboxes to search in. Notice you have

many options, not only on where to search, but also on what to search for.

Repeatedly sending the same message? If you find yourself having to send the same message, you can save the message as a "Stationery File" and send it whenever you need to with the "New Message With" (under Message on the menu bar) or "Reply With" commands. This way you don't have to copy and paste text into a message; you can open the pre-written message and edit it as necessary.

Nicknames allow you to send email to a list of people and conceal the recipients. It's most useful if you send to that list repeatedly. (For one-offs you may want to use the BCC feature). Go to: Tools - Address Book. Give your list a nickname, fill in the email addresses you want to send to, and in the "Full Name" box enter what you want all the recipients to see.

Eudora has an online tutorial to help users become familiar with the program: [www.eudora.com/techsupport/tutorials/](http://www.eudora.com/techsupport/tutorials/)

## 2003 Excellence in Research Public Lectures



### Dr. Ram Murty

Professor  
Department of Mathematics and Statistics

*Matter, Mind and Mathematics*

### Dr. T. Kurtis Kyser

Professor  
Department of Geological Sciences and Geological Engineering

*Measuring the Heartbeat of the Planet*

**Tuesday, 11 November 2003, 7pm**  
Chernoff Auditorium, Queen's Crescent

These lectures are associated with the awards of the 2003 Queen's University Prizes for Excellence in Research.

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The day-long symposium will allow us to share our best practices, challenges and opportunities in learning technology.

#### Website

The symposium website features abstracts and the agenda for the day:

<http://www.eoset.ca>

#### Register

Register online for the symposium on the conference website.

Registration Begins: Nov. 3, 2003



## The future looks bright for solar two-seater car

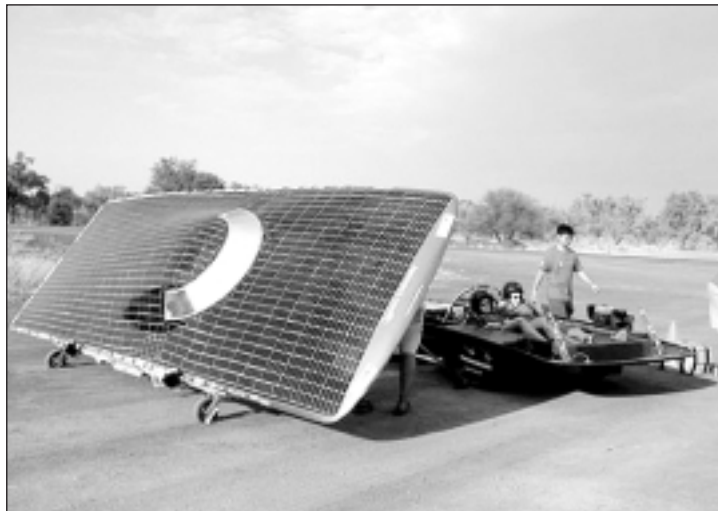
The Queen's solar car team's recent fourth-place finish at the seventh World Solar Challenge (WSC) in Australia shows the great potential for a two-person car, team members say.

"Thoughts on the next car are already being put forth, we'd like to see Gemini finish in the top three the next time around," says Andrew Mason, Queen's Solar Vehicle Team project manager. "Gemini ran a near perfect race and the team performed well. We could not have done better than we did, finishing fourth was a great achievement for us with a new concept car, a great experience. The fact that we were able to compete with the high calibre of competition, private teams Nuna, Aurora and other university teams like MIT, speaks volumes about our team."

Canada's first two-seater solar car drove 3,010 kilometres from Darwin on Oct. 19 arriving in Adelaide Oct. 23 to complete the race in 41 hours and 45 minutes. It finished behind the Nuna and Aurora, two private teams, and the Massachusetts Institute of Technology.

This year's WSC featured two other teams with two-seater solar cars; Gemini was the only Canadian team and two-seater solar car to finish the race.

The World Solar Challenge, which takes place biennially, promotes and celebrates education and technical excellence,



COURTESY QUEEN'S SOLAR VEHICLE TEAM

At the end of Day 2, team members set up the array to charge batteries for the next day's race.

drawing attention to the imperatives of sustainable transport.

**"Gemini ran a near perfect race and the team performed well."**

*Andrew Mason*

The World Solar Challenge attracts teams and individuals from corporations and universities all over the world. The inter-

est from the academic world is so great that now almost 100 of the world's top universities are involved in solar car projects, according to the WSC website.

The Queen's University Solar Vehicle Team thanked its lead corporate sponsor, Ontario Power Generation, which has been supportive of the team throughout the race. With their assistance, the team has been able to effectively reach out to the public to raise awareness of solar technologies and renewable energies.

[www.wsc.org.au](http://www.wsc.org.au)  
[www.solarcar.queensu.ca](http://www.solarcar.queensu.ca)

## Women and leadership

TWO UPCOMING

CONFERENCES

EXPLORE SHIFT

IN WOMEN'S ROLE

IN SOCIETY

Queen's will host two conferences Nov. 14 and 15 focusing on women.

Top women leaders Marnie McBean, four-time Canadian Olympic Rowing Gold medalist; Sally Armstrong, Editor-at-Large of *Chatelaine Magazine* and Linda Edgecombe, internationally renowned motivational speaker and best-selling author are keynote speakers at this year's Queen's Women in Leadership Conference (Q•WIL).

In its seventh year, Q•WIL is a student-run conference aimed at educating university students on changing trends in gender issues, to challenge and encourage men and women to pursue leadership opportunities, as well as to provide role models, mentors and networking opportunities.

The theme, Without Limits, implies courage, passion and endless opportunities. It is a philosophy for a world without borders, a world without restrictions, a world without judgment. Sessions include a mix of keynote addresses, workshops and a panel discussion.

Q•WIL is organized by 12 male and female Queen's School of Business undergraduate students and is funded by Scotiabank Group, Deloitte & Touche, CIBC, PriceWaterhouse-Coopers, CMA

Canada, Unilever, Ernst & Young, and Chubb Insurance. Q•WIL is also supported by the Women in Leadership Foundation.

For details, call 531-4491 or visit the conference website at [www.qwil.ca](http://www.qwil.ca).



McBean

Established in 1991, the Conference on Women in Engineering focuses on the progressive involvement of women in the exciting and challenging field of engineering.

This year's conference will examine the continuing shift in women's roles in society as well as the on-going transformation of engineering education. With increased demands on engineers to possess professional skills and social consciousness, learning techniques are being adapted to meet industrial demands.

Last year, the conference was declared a national event, being the only such meeting in Canada. The conference promotes discussion between participants as gender-related issues are challenged. Men and women from across Canada and the United States are welcome and encouraged to attend. Student delegates are provided with a wealth of knowledge about careers, education and industry.

Details on conference speakers were incomplete at press time. For updates, call 531-9417, email [ncwie@engsoc.queensu.ca](mailto:ncwie@engsoc.queensu.ca) or check the conference website at [engsoc.queensu.ca/ncwie/](http://engsoc.queensu.ca/ncwie/)

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## Faculty Appointments

### Promotion/renewal/tenure or continuing appointment, 2003 (reposted)

**Reappointment/Renewal:** Ahmad Afsahi, Electrical and Computing Engineering; Brian Amsden, Chemical Engineering; Allan Baer, Physiology; Liying Cheng, Education; Gabriel Ciccarelli, Mechanical Engineering; Agnès Conacher, French Studies; Michael Cummings, Classics; Anthony D'Elia, History; Ana da Silva, Civil Engineering; Juergen Dingel, Computing; Betsy Donald, Geography; Nathalie Garcin, Psychiatry; Allison Goebel, Women's Studies; Kate Harkness, Psychology; Karen Harrison, Pathology; Mohamed Ibnkahla, Electrical and Computing Engineering; Timothy Karnachow, Pathology; Ian Keay, Economics; John Lazarus, Drama; Stephen Loughheed, Biology; Sumon Majumdar, Economics; Jennifer Medves, Nursing; John Meligrana, SURP; Kent Novakowski, Civil Engineering; Richard Oleschuk, Chemistry; James Owen, Psychiatry; Keith Pilkey, Mechanical Engineering; Carlos Saavedra, Electrical and Computing Engineering; Mark Sabbagh, Psychology; Kai Salomaa, Computing; Shannon Seitz, Economics; Wayne Snedden, Biology; Scott Straker, English Language and Literature; Michael Tschakovsky, Physical and Health Education; Elizabeth VanDenKerkhof, Anesthesiology; Roel Vertegaal, Computing; Rosamund Woodhouse, Clinical Education.

**Tenure:** Anita Anand, Law; Carlos Barajas-Lopez, Anatomy and Cell

Biology; Shehla Burney, Education; Mark Chen, Physics; Lynann Clapham, Physics; Patrick Costigan, Physical and Health Education; Marc Dignam, Physics; Michael Doggett, Geological Sciences and Geological Engineering; John Freeman, Education; Devon Garvie, Economics; Martin Guay, Chemical Engineering; Margaret B. Harrison, Nursing; Hugh Horton, Chemistry; Robin Hutchinson, Chemical Engineering; Jean Hutchinson, Geological Sciences and Geological Engineering; Heather Jamieson, Geological Sciences and Geological Engineering; Bernard Kavanagh, Classics; Gary Kibbins, Film Studies; Naraig Manjikian, Electrical and Computing Engineering; Clara Marvin, Music; David McDonald, Geography; Teri Shearer, Business; Arthur Sweetman, Policy Studies; Gary Trotter, Law.

**Promotion – Assistant Professor:** Allan R. Baer, Physiology.

**Promotion and tenure:** Associate Librarian, Jillian Baker, Engineering/Science Library.

**Associate Professor:** Anita Anand, Law; Shehla Burney, Education; Mark Chen, Physics; Lynann Clapham, Physics; Patrick Costigan, Physical and Health Education; Marc Dignam, Physics; John Freeman, Education; Devon Garvie, Economics; Martin Guay, Chemical Engineering; Hugh Horton, Chemistry; Jean Hutchinson, Geological Sciences and Geological Engineering; Bernard Kavanagh, Classics; Gary Kibbins, Film Studies; Shelley King, English Language and Literature; Naraig Manjikian, Electrical and Comput-

ing Engineering; Clara Marvin, Music; David McDonald, Geography; Michael Mombourquette, Chemistry; Cheryl Pulling, Nursing; Teri Shearer, Business; Arthur Sweetman, Policy Studies; Gary Trotter, Law.

**Professor:** Bill Bendena, Biology; John Burge, Music; Mary Carpenter, English Language and Literature; Yolande Chan, Business; Cynthia Fekken, Psychology; Tim Fort, Drama; Judith Irwin, Physics; David Rappaport, Computing; Bob Ross, Physical and Health Education; Peter Sephton, Business.

## Committees

### Headship Search, Women's Studies

Sue Hendler's term as head of Women's Studies ends June 30, 2004 and she 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. Hendler's successor. Elected members: Allison Goebel, Bonita Lawrence, Margaret Little, Natalie Rewa. Appointed members: Michelle Ellis, Cathleen Hoeniger, Clare McInnes (undergraduate student). Non-voting member: Robert Silverman, Dean, Arts and Science. Chair: Christine Overall, Associate Dean, Arts and Science. Faculty, students and staff are invited to submit their comments on the present state and future prospects of Women's Studies and the names of possible candidates

for the headship to the chair of the committee, at cdo@post.queensu.ca by Friday, Nov. 7. All letters will be reviewed by the selection committee and will become part of the record of decision-making.

## Appointment

### Bob Burge appointed Director, John Deutsch University Centre

Bob Crawford, Dean of Student Affairs, announces the appointment of Bob Burge as Director of the John Deutsch University Centre, effective Oct. 20, 2003. Mr. Burge completed his Bachelors degree in Political Science and his Masters degree in Political Behaviour both at the University of Windsor. He has been at Queen's since 1991. Most recently, as a member of the Information Technology Services Communications Group he has been responsible for maintaining the Queen's website and working with staff and students on a range of IT issues in an educational context. Mr. Burge has shown a commitment to the Queen's community, having served on the Senate Budget Review Committee, the Budget Planning Taskforce, JDUC Council, and the Senate Library Committee. He is currently a staff adviser and a member of the Senate Internal Academic Review Committee. In his new position, Mr. Burge will not only be responsible for the day-to-day operations of the JDUC, but will also play an important role in the planning and development of the Queen's Centre project. In making this announcement, Dean Crawford

wishes to acknowledge the work of the excellent staff in the John Deutsch University Centre who have carried additional responsibilities over the past eighteen months and have done so with distinction.

## Staff Appointments

Senior Secretary 2003-74 Faculty of Health Sciences, **Katherine Cook**

Receptionist/Office Assistant 2003-117 Office of the University Advisor on Equity, **Jill Christie**

Senior Secretary 2003-127 School of Business, **Nancy Twigley**

Administrative Secretary 2003-128 Faculty of Applied Science, **Ann Messenger** (Office of the Vice-Principal, Academic)

Director 2003-132 John Deutsch University Centre, **Bob Burge** (Information Technology Services)


Network Communications Technologist 2003-139 Information Technology Services, **John Corrigan** (Information Technology Services)

Senior Anatomy Technician 2003-140 Anatomy and Cell Biology, **Richard Hunt** (Anatomy and Cell Biology)

## 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.



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

Closing date for the following positions is **Tuesday, November 11, 2003 at 4:30 pm**. Late applications will not be accepted. Please submit a letter of application indicating the specific position desired and a detailed resume including your employee number.

Resumes will be accepted from Queen's Employees with Internal Status ONLY, unless the position specifically invites External applications.

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

Job Details for positions advertised under 'Staff Vacancies', with the exception of CUPE Local 229 postings, continue to be available in the HR department and on the HR Website: [www.hr.queensu.ca/](http://www.hr.queensu.ca/).

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

**Senior Registration Officer  
Faculty of Education  
2003-150**

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

**Administrative Assistant  
Department of Physics  
2003-151**

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

**Senior Web Editor  
Information Technology  
Services  
2003-152**

Minimum Hiring Salary: \$45,969 (Salary Grade 8)  
Terms: Continuing appointment, 50% time

**Executive Assistant to  
the Head, Electrical and  
Computer Engineering  
2003-153**

Minimum Hiring Salary: \$48,871 (Salary Grade 9)  
Terms: Full-time continuing appointment

**Human Resources Manager  
School of Business  
2003-154**

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

**Engineering Manager  
Physical Plant Services  
2003-155**

Minimum Hiring Salary: \$64,632 (Salary Grade 11)

Terms: Full-time continuing appointment

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

**Gross Anatomy Technician  
(CUPE Local 254)  
Anatomy and Cell Biology  
2003-156**

Tentative hiring range: \$33,010 - \$40,272 (228 points)  
Terms: Term (3 years)

**Other Positions**

**Office Assistant  
Centre for International  
Relations**

Commencing Jan. 19, 2004, this is a half-time position, with contracts running from July 1 to March 31, and April 1 to June 30, 2004. Reporting to the director of the Centre. Responsibilities: Provide receptionist and secretarial support for the director and visitors to the centre, ensure the smooth running of the office; record all financial transactions; assist with preparation of annual report and organization of annual conference; undertake all other clerical/secretarial duties; establish job priorities; make appointments /bookings /travel arrangements, etc. Qualifications: Formal secretarial training, and/or experience in an office setting. Computer skills (Word, spread sheet applications); ability to learn new software applications; ability to take initiative and work independently; knowl-

edge of Queen's financial system; good interpersonal skills.

Salary: Grade 3, starting at \$14,291 Application and CV to Dr. Charles Pentland, QCIR, 403 Policy Studies by Nov. 12.

**Project Manager,  
Surveillance Research  
Network, Sociology**

This is a one-year full-time contract with a possibility of renewal. Responsibilities: setting up the physical facilities and initiating the mandate of the network; administering, planning and coordinating administrative services essential for the overall operation of the network; financial management; conference/workshop coordination; physical facility management and acting as resource and liaison person for the network. Qualifications: Sociology BA Honours degree or equivalent combination of education and experience in an administrative position; excellent written and oral communication skills; strong computer and web management skills with simple database programming knowledge; basic accounting skills. Previous administrative experience working in the university, with supervisory experience would be considered an asset. Minimum hiring salary: \$45,969 (Grade 8) Submit resume and cover letter by Monday, Nov. 10 to Lynn O'Malley, Administrative Assistant, Department of Sociology, D427 Mackintosh-Corry, [omalleyl@post.queensu.ca](mailto:omalleyl@post.queensu.ca) or fax to ext. 32871.

**Employee Development**

To register for the following programs or to obtain further information please call 32070 or register go to [hradmin@post.queensu.ca](mailto:hradmin@post.queensu.ca).

**Thursday, Nov. 13  
Lunchtime Leadership Series**  
Join us for an informal video-assisted discussion. In this month's video "The Credibility Factor - What Followers Expect from Leaders", you will: identify four essential characteristics that followers look for in a leader; and identify six specific types of actions you can take to insure or improve your credibility. Wendy Lloyd, Human Resources, 12:05 pm.

**Tuesday, Nov. 18  
Information Session:  
Your Role in the Performance  
Review Process**  
This discussion will focus on preparing for and participating in Queen's performance review interview, and understanding the various forms and their use in the performance review process. Wendy Lloyd, Human Resources, 10:30 am to noon.

**Employee Assistance  
Program**

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

## BULLETIN BOARD

**Notices**

**OutWrite! A Queer Review  
submission deadline**

The deadline is Thursday, Nov. 20. Details: [www.myams.org/outwrite](http://www.myams.org/outwrite) or email [outwrite@ams.queensu.ca](mailto:outwrite@ams.queensu.ca).

**Physical Education Centre**

**Recreation Swim Cancellations**

Fri. Nov. 28 4:30-6 pm and 10:30-1:30 pm  
Sat. Nov. 29 4:30-6 pm  
Sun. Nov. 30 3-4:30 pm

**Recreation Skate Cancellations**

Fri. Nov. 21 12:30-2 pm and 4:30-5:20 pm

**Recreation Jogging Cancellations**

Fri. Nov. 7 6:30-10:30 pm  
Sat. Nov. 8 1-5 pm  
Sun. Nov. 9 1:30-5:30 pm  
Sun. Nov. 16 1:30-5:30 pm  
Fri. Nov. 21 7 am-6:30 pm

Fri. Nov. 28 6:30-10:30 pm  
Sat. Nov. 29 6:30-10:30 pm  
Mon. Dec. 1 all day

**PhD examinations**

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

**Monday, Nov. 3**

**Jason Zaharias Vlahakis**, Chemistry. A study of unsymmetrical thioindigo dopants for ferroelectric liquid crystal photo-switches. Supervisor: R.P. Lemieux. 515 Dupuis, 1:30 pm.

**Thursday, Nov. 6**

**Sally Anne Hickson**, Art History. Female patronage and the language of arts in the circle of Isabella d'Este in Mantua (c.1470-1560). Supervisor: C. Hoeniger. 320 Ontario, 10 am. [www.queensu.ca/sgr/curstudents.php?page=7](http://www.queensu.ca/sgr/curstudents.php?page=7)

**Retirements**

Colleagues at Queen's and across Canada are gathering at the University Club on Nov. 14 to wish **Rita Millard** well as she moves on to enjoy her pool and her painting. Dinner will be held at the University Club, cash bar 6 pm, dinner 6:30 pm, \$35. RSVP by Nov. 10, and send your cheque or donation to Mary Margaret Dauphinee, Office of the University Advisor on Equity, 130 Dunning Hall, University Ave., Kingston, Ontario, K7L 3N6. 613-533-2563.

Members of the university community are invited to join the Department of Philosophy in offering best wishes to **Jackie Doherty** at a retirement reception on Friday, Nov. 14 from 4:30 pm to 6:30 pm at the University Club. To RSVP or

contribute towards a gift please contact Maxine Wilson, ext. 77027 or [mw6@post.queensu.ca](mailto:mw6@post.queensu.ca).

**Volunteers**

**Calling all mums, dads,  
babies, tots and youths**

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

**Standardized patients**

We will train people from the community to play the roles of patients or the relatives of patients

on Tuesday afternoons from mid-Sept. to late March, and on Thursday afternoons from early March to early May. Everyone is welcome to apply, especially men aged 20 to 40 and people of colour. For information contact Diane Morales, 533-6887, [dml1@post.queensu.ca](mailto:dml1@post.queensu.ca) or [www.meds.queensu.ca/~webspp/](http://www.meds.queensu.ca/~webspp/).

**Exercise Study for Senior  
Men and Women**

Researchers at Queen's are looking for overweight, inactive men and women 60-80 years old, for an exercise study looking at the effects of aging, body fat and physical activity on risk factors for heart disease and diabetes. If you are interested in participating or would like more information, please contact Ann-Marie Kungl at (613) 533-6000 ext. 75118.



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## Art

### The Agnes Etherington Art Centre

University Avenue

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

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)* The Space Between Us, Katy Chambers, Vanathy Ganesharajah, JR Hunter and Claire Li, Nov. 4 - 25.

### Events

Reception for *The Space Between Us*, Saturday, Nov. 8, 6 pm.

stauffer.queensu.ca/webugall

## Drama

Tuesday, Nov. 4 to Saturday, Nov. 8

Queen's Drama Department presents *The Rivals*, Richard Brinsley Sheridan, directed by Judith Fisher. Convocation Hall, 8 pm, Saturday matinee, 2 pm. Tickets: \$10/\$8. Information: 533-2104.

## Film

Sunday, Nov. 9

**Cinema Kingston**  
Hollywood North (Canada, 90 min.). Introduction by director Peter O'Brian. Etherington Auditorium, 94 Stuart St., 7:30 pm. Tickets \$8 at the door.

## Music

### School of Music

Friday, Nov. 7

Guest artist, pianist Yoko Hirota, in a recital of Hungarian piano music, with works by Bartok, Kurtag, Ligeti and Liszt. Dunning Auditorium, 7:30 pm. Free.

Thursday, Nov. 13

Jazz septet Primal Orbit in an open rehearsal with the Queen's Jazz Ensemble, 120 Harrison-LeCaine, 5:30 to 7 pm. Free.

### Departmental seminar schedules

#### Biochemistry

www.meds.queensu.ca/medicine/biochem/seminar.html

#### Biology

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

#### Business

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

#### Chemistry

www.chem.queensu.ca/NEWS/ANDEVENTS/Seminars/Seminar02.W.PDF

#### Civil Engineering

www.geoeng.ca/GENG840\_Schedule.htm

### Human Mobility Research Centre

www.hmrc.ca

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

### Economics

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

### Pharmacology/Toxicology

www.meds-ss10.meds.queensu.ca/medicine/pharm/>http://medsss10.meds.queensu.ca/medicine/pharm/

### Physiology

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

### Policy Studies

http://www.localendar.com/public/spscal

## Public Lectures

Tuesday, Nov. 4

### Art

Vladimir Zabeida, Artist Talk, 1103 Biosciences Complex, 4:30 pm.

### Education

Clare Wood, The Open University, UK. Learning to read and spoken word recognition: understanding the relationship. Vernon Ready Room, McArthur, 4 pm.

Thursday, Nov. 6

### Art

#### Art Matters

David de Witt, Queen's, Gift of Genius: a Rembrandt for Kingston. Agnes Etherington Art Centre, 12:15 pm.

#### Annual Geneva Lecture

Elaine Storkey, University of

Gloucestershire. The origins of difference: the gender debate revisited. Dupuis Auditorium, 7:30 pm.

### Friends of the History of Medicine, Science and Technology

Geoff Hudson, McMaster University. Ripping off the disabled?: the thieving political elite of 18th-century Britain. B147 Botterell, 12:30 pm.

Friday, Nov. 7

### Music

Yoko Hirota. Bela Bartok's writing for piano, 124 Harrison-LeCaine, 12:30 pm. Free.

Sunday, Nov. 9

### Policy Studies

Andrei Sulzenko, Industry Canada. Rethinking the micro-economic policy agenda: an overview of the major trends and big issues facing governments in Canada. 202 Policy Studies, 11:45 am.

Monday, Nov. 10

Mark Salter, University of Ottawa. Queen's surveillance project: the passport. D528 Mackintosh-Corry, 12:30 pm.

Tuesday, Nov 11

### Education

Faculty of Education, Ellen Dissanayake, The Deep Structure of the Arts, A237 Duncan McArthur, 7:30 pm.

### Research in Excellence Awards Lectures

#### Geological Sciences and Geological Engineering

T. Kurtis Kyser. Measuring the Heartbeat of the Planet. Chernoff Auditorium, 7 pm.

## HELP LINES

### Campus Security Emergency Report Centre:

533-6111

**Human Rights Office**  
533-6886  
Irene Bujara, Director

### Sexual Harassment Complainant Advisors:

Margot Coulter, Coordinator  
533-6629  
Tracy Trothen - Theology  
533-2110 ext. 74319  
Chuck Vetere - Student Counselling  
533-2893 ext. 77978

### Anti-Racism Complainant Advisors:

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

### Anti-Heterosexism/Transphobia Complainant Advisors:

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

### Coordinator of Dispute Resolution Mechanisms:

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

### Sexual Harassment Respondent Advisors:

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

### Anti-Racism Respondent Advisor:

Ellie Deir - Education  
533-6000 ext. 77673

### Internal Dispute Resolution

SGPS Student Advisor Program  
533-3169

### University Grievance Advisors - Students:

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

### University Grievance Advisors - Staff:

Jane Baldwin - Surgery  
533-6302  
Kathy Beers - Student Affairs  
533-6944

Bob Burge - IT Services  
533-6000 ext. 32447

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

### Freedom of Information and Privacy Protection

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

### Employee Assistance Program

1 800 387-4765

### University Chaplain:

Brian Yealland  
533-2186

**Rector**  
Ahmed Kayssi  
533-2733

### Student Counselling Service

533-2893

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



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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## The Physical Therapy Clinic at Queen's

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or email us:  
[ptotclin@post.queensu.ca](mailto:ptotclin@post.queensu.ca)

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Appointments also available with:  
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**Michelle Villeneuve** - Occupational Therapist  
- Early Childhood Special Needs

**Research in Excellence Awards Lectures (continued)**

**Mathematics and Statistics**  
Ram Murty; Matter, Mind and Mathematics. Chernoff Auditorium, 7 pm.

**Wednesday, Nov. 12**

**History**  
Anthony D'Elia, Queen's. Carnival, Conspiracy, and Torture in Renaissance Rome. 517 Watson, noon.

**Thursday, Nov. 13**

**Education**  
Ellen Dissanayake, Faculty and Grad Forum: Birth of the Arts, The Studio, Duncan McArthur, 11:30 am. Free. Pre-registration necessary. Contact Tammie Kerr kerrt@educ.queensu.ca.

**Philosophy**

Daniel Weinstock, Universite de Montreal: The family as a political institution. 517 Watson, 7:30 pm.

**Policy Studies**

Casey Haskins, Queen's. Defence reform, nation building and the role of the international community in Bosnia: a case study. 202 Policy Studies, 11:45 am.

**John M. Sherwood Memorial Lecture**

George Saliba, Columbia University. Islamic science in a cross-cultural context. 1103 Biosciences, 7:30 pm.

**Monday, Nov. 17**

**Jewish Studies**  
Dina Ripsman Eylon, University of Toronto. Reincarnation in early Jewish sources. 517 Watson, 7:30 pm.

**Tuesday, Nov. 18**

**Eighteenth- and Nineteenth-Century Studies Group**  
Marvin McInnes, Queen's. The

Anglo-Canadian hemorrhage of the late nineteenth century. 517 Watson, 7:30 p.m.

**Special Events**

**Monday, Nov. 3**

**The Canadian-Cuban Friendship Association**  
AGM, featuring guest speaker Dave Thomas, Niagara: Cuba on two wheels: a slide presentation. Kingston Unitarian Fellowship Hall, 214 Concession St. Business meeting, 7 to 8 pm; refreshments, 8 to 8:15 pm; guest speaker, 8:15 to 8:45 pm. New members welcome. For further information contact gervanevelyn@sympatico.ca

**Friday, Nov. 7 to Sunday, Nov. 9**  
**Fifth-Annual Aboriginal Studies Symposium.**

Aboriginal justice. Social featuring dancers and drummers, Friday at 6 pm. Refreshments. Saturday and Sunday sessions, 8:30 am. 202 Policy Studies. Free. Presented by Four Directions Aboriginal Student Centre and Aboriginal Council. Details: Heather Green, 533-6970, HG4@post.queensu.ca.

**Saturday, Nov. 8**

**Science Formal open house**  
Visit an ancient Mayan paradise. Grant Hall, University Ave., 1 pm. Free; donations to the United Way at the door.

**Sunday, Nov. 9**

**Philosopher's Cafe**  
Gary Kibbins, Queen's. Art and God: time for the compost heap? Informal discussion, Agnes Etherington Art Centre, 2 pm. A reception for the exhibition Grammar Horses will follow at 4:30 pm. Details: 533-2190.

**Friday, Nov. 14**

**Campus Crusade for Christ**  
Jamie will share his personal story of faith in Christ. Ellis Hall Auditorium, 6 pm and 8 pm. Details: www.myams.org/home/ccfc/

**Friday, Nov. 21**

**CIHR visit**  
Mark Bisby, Vice President, Research Portfolio, Canadian Institutes of Health Research will speak about changes occurring at CIHR and how they affect budget and funding issues, and provide advice to researchers preparing grant applications. B139 Botterell Hall, 2 to 4 pm. To register call the Office of Research Services, ext. 36081.

**Attention Gazette subscribers**

Email your address changes to [gazette@post.queensu.ca](mailto:gazette@post.queensu.ca).

To have the *Gazette* delivered to your door, write to the *Queen's Gazette*, Department of Marketing and Communications, 107 Fleming Hall, Stewart-Pollock Wing, Queen's University, Kingston, ON K7L 3N6. Include your name and address and a cheque or money order for \$25 (12 months) payable to Queen's University.

If you prefer to read the *Gazette* online, go to [qnc.queensu.ca/gaz\\_online.php](http://qnc.queensu.ca/gaz_online.php)

**Submission Information**

To ensure we run your information correctly, Calendar items must appear in this format:

*date, department, speaker's name and affiliation, title of lecture, place, time, and cost if applicable.*

Please submit your information in the body of an email message to [gazette@post.queensu.ca](mailto:gazette@post.queensu.ca).

The next *Gazette* deadline is November 10 at noon.

