



QUEEN'S GAZETTE

2003 CCAE Gold Medal for best university newspaper

The ultimate "Other" P10



A Fulbright first P2



Queen's boasts top scientist

Art McDonald has won Canada's leading science award.

The professor of physics was presented with the prestigious Gerhard Herzberg Canada Gold Medal from the Natural Sciences and Engineering Research Council of Canada (NSERC) at a ceremony in Ottawa last week.

Two of the three finalists for the distinguished national award are from Queen's.

Biology professor John Smol received the \$50,000 NSERC Award of Excellence for his groundbreaking research in paleolimnology, the study of the biological history of lakes.

The third finalist is University of Toronto cosmologist Richard Bond.

As leader of the international research team that developed

For the full story see page 8

the Sudbury Neutrino Observatory (SNO), Dr. McDonald helped solve a 30-year old scientific problem, and confirmed that models of the energy generation in the sun are correct. Findings from SNO have resulted in basic physics textbooks being rewritten.

The Queen's University Research Chair in Physics announced that he will use a portion of the \$1-million award to fund a scholarship or prize in honour of a former student, André Hamer, who contributed significantly to the team, and passed away earlier this year.

CREATIVITY WITH CLAY



STEPHEN WILD

Mark Harris and others beat the end-of-term blahs and seasonal stress by getting creative with clay at the Agnes Etherington Art Centre studio recently.

Kingston heads national list for research funding

By KAY LANGMUIR

Queen's and its research activity have put Kingston way out in front as the top municipality in Canada for the amount of federal funding dollars received per capita - more than \$360 per year for every city resident.

"We're making a very, very significant contribution to the Kingston community," says Vice-Principal (Research) Kerry Rowe. "Most of these dollars are spent in the Kingston area in one way or another...mostly through salaries and purchases."

Although the majority of the research money goes to Queen's, some also goes to the Royal Military College. The two institutions also work together on a number of research projects.

"What Queen's and RMC do is they bring in money for research, they generate ideas and they bring in people who can develop those ideas that benefit the community," says Dr. Rowe.

The information came to light at a November conference in Montreal sponsored by the Canada Foundation on Innovation (CFI). The conference was discussing clusters - academic-industry partnerships, which work together in research and development.

A study presented at the event surveyed the amount of grant money coming into 27 of Canada's largest municipalities. The Kitchener-Waterloo-Guelph area was a distant second behind Kingston at \$175 grant dollars per person. The average was \$72.92.

"A lot of people took a breath when that slide went up during the presentation," Dr. Rowe says.

The figures were part of a conference presentation by Bruce Clayman, vice-president of research at Simon Fraser University in Burnaby, B.C.

"Kingston is outstanding, not only in terms of research intensity, but also in that it's increasing its research intensity over time as the percentage of highly qualified personnel increases," Dr. Clayman said in an interview with the *Gazette*.

Research intensity is calculated by referencing the amount of grant dollars received by an area to the percentage of university graduates within its population.

Dr. Clayman's research showed

Kingston to have high levels of research and development activity given the modest number of university-educated people in the city - about 14 per cent.

"University towns such as Kingston, where the university is a major factor in the local economy, have high research and development expenditures and low numbers of (university graduates) resulting in a high R&D intensity which may not reflect the true state of the local economy," Dr. Clayman's report stated.

Steve Kelly, head of the Kingston Economic Development Corporation, which also had representatives at the conference, says he didn't interpret the study's figures as the over-dependency by the city on the university as an

engine of economic growth. Instead, the quality of researchers in Kingston acts as magnets for other top people, he says.

See KINGSTON HEADS NATIONAL LIST: Page 2

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Kingston heads national list

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"We're competing in an age of talent and Kingston consistently ranks very high," he says.

"Kingston is outstanding, not only in terms of research intensity, but also in that it's increasing its research intensity over time as the percentage of highly qualified personnel increases."

Bruce Clayman

Kingston was also top grant recipient for each of the four federal agencies represented in the study - Natural Sciences and Engineering Research Council (NSERC), Social Sciences and Humanities Research Council

(SSHRC), Canadian Institutes of Health Research (CIHR), and the Canada Foundation for Innovation (CFI).

Of the \$360 total per capita grant figure, more than \$150 comes from CFI, \$118 from NSERC, just over \$70 from CIHR, and just under \$25 from SSHRC.

Although the percentage of university graduates in a population correlates strongly with the level of R&D grants, a city's perceived quality of life also has a significant ability to attract highly educated workers.

"Cities that are attractive places to live are also attractors of knowledge-based workers and thus have a competitive advantage over cities that are not seen in such a favorable light," says the conference study.

One recognized, quantifiable measure of a city's attractiveness to educated workers is the number of residents who derive income from artistic activities. www.sfu.ca/vpresearch/vpreports.htm

School of Business establishes first Fulbright Visiting Chair

The School of Business has broken new ground as the first business school in Canada to establish a Fulbright Visiting Chair.

The Fulbright-Queen's University Visiting Chair will attract prominent American academics to Queen's starting in September 2004.

"We are very pleased to have the first Fulbright chair in the School of Business," Associate Vice-Principal (Research) Bruce Hutchinson told Senate last Thursday.

"The Fulbright-Queen's University Visiting Chair will provide an opportunity for Queen's School of Business faculty members to forge important new links with their American counterparts," says Michael Hawes, executive director of the Canada-US Fulbright Program and member of Queen's Political Studies department. "Queen's was selected as the first business school in Canada to be awarded a Fulbright Visiting Chair because of its leadership internationally in business education, especially in the area of managing knowledge-based enterprises."

In each year of the five-year agreement, the school will welcome a senior U.S. academic recommended by the Ottawa-based Canada-U.S. Fulbright Program.

The candidate will be in residence at the university for one or two academic terms, collaborating with faculty to research the management of knowledge-based enterprises. Founded in 1999, Queen's Centre for Knowledge-Based Enterprises (KBE Centre) has been a focal point of research at the school.

"The establishment of the Fulbright-Queen's University Visiting Chair underscores our commitment to attracting North America's best and brightest to Kingston," says Dean David Saunders of the Business school. "This further entrenches Queen's KBE Centre as a leading centre of activity and resources making critical research advances to help organizations around the world make the most of their employees' knowledge and capabilities."

"This is an exciting announcement for Queen's. It clearly demonstrates our commitment to the nation and the community of nations," says Principal Bill Leggett.

In the last 10 years, three Queen's faculty members and eight graduates have been selected to participate in the prestigious Canada-U.S. Fulbright Program, which engages the best Canadian and American scholars in reciprocal educational exchanges.

The Canada-U.S. Fulbright Program is administered by the Foundation for Educational Exchange between Canada and the United States of America, which was created in February 1990 with a mandate to enhance mutual understanding between the two countries. In view of this mandate, the Canada-U.S. Fulbright Program offers Canadian and American scholars a unique opportunity to explore contemporary issues relevant to Canada and the United States and the relationship between the two countries.

www.fulbright.ca
www.business.queensu.ca



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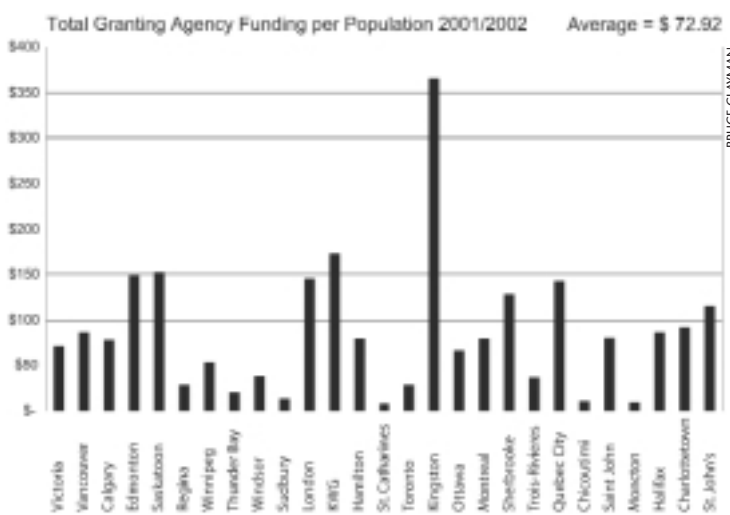
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The Queen's Centre

Open invitation to comment and present to Executive Committee

The Queen's Centre Executive Committee invites public comment on the proposed Queen's Centre Project.

Groups and individuals are invited to present their views directly to the Executive Committee at special meetings to be held in the McLaughlin Room John Deutsch University Centre (Rm 241, JDUC) on the following dates:

Friday, January 16, 2004
7:00-9:00 p.m.

Saturday, January 17, 2004
9:00-11:00 a.m.

To arrange a presentation for one of these special meetings or for further information, please contact the Office of the VP Operations and Finance,

Queen's University at 533-2211 or email your request to: qcentre@post.queensu.ca

Written submissions invited

Submissions will be received in the Office of the Vice-Principal, Operations and Finance, Queen's University until 12:00 noon on Wednesday, January 7, 2004 (Room 224, Richardson Hall).

A description of the conceptual design of the Queen's Centre project is available on the web: www.queensu.ca/queenscentre

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Switch to hot air from paper towels has some users wringing their hands

By KAY LANGMUIR

A move to replace paper towels with hand dryers in high-traffic washrooms across campus has some users suggesting the slowness of the dryers will encourage improper hand washing.

Washrooms in public, heavily used areas, such as the main-floor atrium in the Biosciences Complex, adjacent to the Mackintosh-Corry cafeteria and McArthur Hall recently had dryers installed as part of a campus-wide initiative to reduce costs, says Brian Scovill, Physical Plant Services operations manager.

However, he admits the switch to hand dryers "is one of the most controversial things we've done on campus."

John Molloy is a reluctant user

of the new dryers in the Biosciences Complex. "They take forever. People are leaving with wet hands...I just can't believe they're as sanitary as paper towels."

Changes had to be made, however, because of increasing work pressures on the university's overburdened custodial staff, says Mr. Scovill.

There are no more custodians on campus than there were three years ago, before the construction of three new buildings. Chernoff Hall, Goodes Hall, and the Cancer Research Institute added another 500,000 square feet of floor space to their workload.

Before deciding to move to dryers, Mr. Scovill's department looked at several articles on the health benefits of paper towels

and hand dryers and found neither was considered more sanitary than the other.

Only high-traffic, public washrooms will be converted to hand dryers. In these busy areas, the dryers pay for themselves, in terms of paper towels saved, in less than a year, he says. Smaller washrooms, such as those in departments, will keep their paper towels.

Director of Environmental Health and Safety Dan Langham says he has no concerns about the switch to using hand dryers, which is fully within provincial health laws.

Only one study has clearly suggested that hand dryers may be less hygienic, he says. Known as the Westminster study, under-

taken at the University of London, it states that hand dryers essentially blow germs everywhere, and deposit great amounts of bacteria on just-washed hands.

"Other studies say air drying is fine, just as good...there's no convincing evidence one way or the other," says Mr. Langham.

Provincial health regulations require only a method of cleaning hands, which is not reusable. "And," says Mr. Langham, "there hasn't been any compelling evidence to result in a change in the legislation."

From health and environment (consumption of paper) standpoints and financial costs, hand dryers are a better choice, he says.

IN BRIEF

Remembering 14 murdered in Montreal

The Queen's and Kingston communities are invited to a service on Saturday, Dec. 6 to commemorate the 14 women who were murdered Dec. 6, 1989 at Ecole Polytechnique in Montreal.

The service, which is presented by the Engineering Society and the Women's Issues Committee of the Alma Mater Society, takes place in Wallace Hall in the John Deutsch University Centre at 11 am.

The joy of painting

Former Ban Righ Centre staff member Janet Troughton will discuss her paintings in oil and acrylic Tuesday, Dec. 2 at noon at the centre at 32 Queen's Cres.

"My only regret about painting is that I didn't start years earlier," says Ms. Troughton, who retired three years ago to make more time to paint. "Both action and outcome are important to me and are part of my satisfaction in this creative process. The pure physical pleasure of pushing the paint around on the canvas, the colour, the shapes, the dream state induced by the activity, the attempts to really see, are all part of the pure joy of painting."

Plastics prove profitable for soap box success

Who says you can't build a car out of plastic?

Ten engineering students recently put their recycling skills to the test and placed third in a competition to design and build a soap box car out of recycled plastics for the First Annual Recycling Council of Ontario (RCO)/Environment and Plastic Industry Council (EPIC) Reusable Plastic Materials Soap Box Derby. Run in conjunction with

national Waste Reduction Week earlier this fall, the derby challenged engineering students from across Ontario to build a gravity-propelled, one-person car from reusable plastic materials.

Teams were judged in the categories of innovative design, environmental consciousness and race performance.

Led by Julia Gartley of the Queen's Engineering Society's Environmental Development

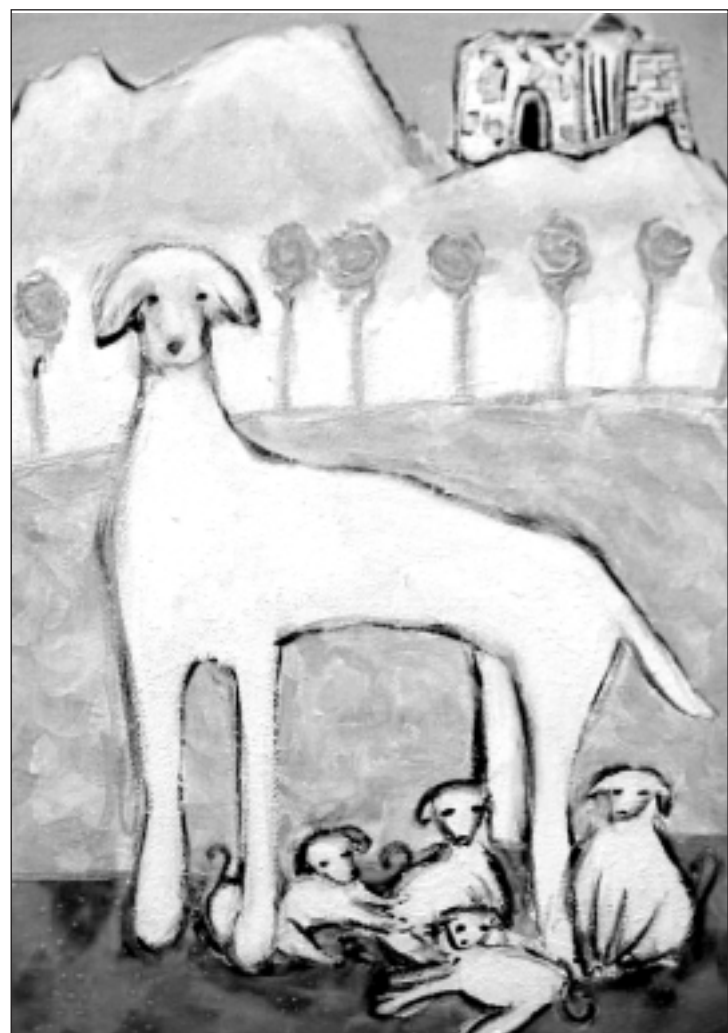
Committee, the group of 10 students from different engineering disciplines spent a month designing and building their entry before travelling to Toronto and placing third at the Oct. 24 event in Toronto's High Park.

Applying a modular concept, their entry featured the plastic seat of an old chair fastened to a milk crate base with plastic zip ties. The base was supported by two bicycle tires in the back and two old gas

barbecue tires in the front.

"The competition provided an excellent opportunity for me to learn to organize and work with a team in engineering a solution to a given problem," says Ms. Gartley.

The committee is already looking forward to next year's design competition and is eager to improve upon Queen's third-place standing at this year's event. ilc.queensu.ca



Afghan hound 2003, a painting by Andrea Dodwell.

Vibrant new exhibition at the Faculty of Education

New work by painter Andrea Dodwell will be featured in the Duncan McArthur Hall studio (B 144, at the west end of Student Street - watch for the signs) Dec. 2 through 24. An opening reception takes place this Thursday, Dec. 4, from 6 to 8 pm.

Ms. Dodwell works from her home studio in Kingston,

mainly in acrylics on paper and canvas. She has paintings in private collections across North America.

Gallery hours run 11:30 am to 1 pm, Monday through Thursday or by appointment.

For more information, contact Angela Solar at the Faculty of Education, solar@educ.queensu.ca.

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IN BRIEF

Your help needed to make Kingston barrier free

Queen's will participate in an upcoming public meeting about accessibility in Kingston's public sector this Wednesday, Dec. 3.

It will take place in the Portsmouth Olympic Harbour press lounge from 5 to 7 pm. Free registration is required. Call Lori Knapp at City Hall, 546-4291, ext. 1254 by Monday, Dec. 1.

This is the city's first education event on accessibility since the declaration of the Ontarians with Disabilities Act, 2001. It coincides with the United Nations International Day for People with Disabilities, says Barry Kaplan, the city's accessibility project coordinator, who will take part in the meeting.

Kingston Mayor Harvey Rosen will speak about citizen involvement in accessibility planning and Steve Rockel, a consultant for the Ontario Ministry of Citizenship, will provide an overview of the act. Equity Advisor Mary Margaret Dauphinee, Jody Armstrong of the Kingston Police, Courtney Donovan of St. Lawrence College, Patricia Warren-Chaplin of the Limestone District School Board and Marianne Bullock of the Algonquin and Lakeshore Catholic District School Board will take part on the panel.

Free round-trip shuttle service to Kingston Access Service clients, simultaneous American Sign Language and assistive listening devices will be available.

For more on Queen's progress on accessibility, see page 7.

CELEBRATING STAFF ACHIEVEMENTS



STEPHEN WILD

This year's Queen's Special Recognition for Staff Award winners are (from the left) Julie French (Administrative and Undergraduate Assistant, Biology), Jennine Ball (Undergraduate Assistant, Economics), Debby Robertson (Graduate Program Assistant, School of Computing), Robin Roberts (Lead Hand, Electronics Shop, Chemistry), Margaret Burns (Administrative Assistant, Chemical Engineering) and Sharon Lillis (Senior Secretary, Education). Principal Bill Leggett is scheduled to present them with their awards on Staff Appreciation Day, Monday, Dec. 1 at the holiday reception in Grant Hall. The winners' citations are on the web. See the Campus News section of the Queen's News Centre. www.queensu.ca/newscentre.

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Students will work in pairs and normally see families in their homes, approximately once weekly for 5-7 visits. As well, nurse teachers from the School of Nursing will supervise the students for 1-2 of these visits.

The information that students gather will be held in the strictest confidence. No identifying information (such as name, address, place of work) is to be used in their documentation. Their reports will only be read by their supervising nurse teachers and then will be destroyed.

If this opportunity is of interest to you or someone you know, or if you wish to have more information, please contact:

Kelly Baker, Project Coordinator
Queen's University School of Nursing
(613) 533-6000 ext. 74751



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Project celebrates ten years of promoting rehabilitation in war-torn communities

By DAVID PULVER

A Queen's humanitarian project that has helped to heal thousands of broken bodies and broken lives in the war-torn Balkans is celebrating its 10th anniversary.

The project, undertaken by the International Centre for the Advancement of Community-Based Rehabilitation (ICACBR), was founded in 1991 by Queen's in partnership with 10 other Canadian and International Agencies, under the leadership of Malcolm Peat. He and Elizabeth Tata of the School of Rehabilitation Therapy were invited by the Canadian Department of Foreign Affairs to visit Sarajevo during intensive fighting in the Balkans in 1993.



Peat

Canadian government when he and his colleagues began to introduce community-based rehabilitation in the war-ravaged region.

"While most of the world sat by and watched the war unfold, the people of Sarajevo felt they had been abandoned," Dr. Peat says. "They had to suffer day after day, year after year, the shelling of the hospitals, the terrible effect on children and women. There

was a large number of war injured and disabled people, and because of the war there was no transport, no fuel, no ability of people to move freely around the city.

"The hospital itself was under daily attack; it was a real problem of how these people isolated in the rural communities and city could receive some basic care for their disabilities."

The launch of the Queen's community-based rehabilitation (CBR) project in Sarajevo meant a lot to a group of Bosnian clinicians who had been feeling extremely marginalized, says Lorna Jean Edmonds, director of the ICACBR and an assistant professor in the School of Rehabilitation Therapy.

"They had felt out of their depth in meeting the needs of thousands of patients at their door during the war, and our Canadian team not only provided emergency assistance, it also raised their capacity for community care.

"Malcolm's leadership in going to Sarajevo in wartime planted the idea that development can happen during a siege. It's a very pivotal time - a time to change the attitudes of a group of stakeholders towards different approaches to health-care reform."

Since the early 1990s, the program has established a decentralized national network of 59 CBR centres in Bosnia-Herzegovina, with the participation of more than 600 rehabilitation practi-



COURTESY OF ICACBR

Susan Krupica (centre), a physiotherapist from Canada-ICACBR, helps physiotherapists Zeljka Vidic and Borka Dervenec at a CBR Clinic in Samac, Republica Srpska, Bosnia-Herzegovina, to assess a boy with an elbow fracture.

tioners, peer counsellors, managers and policy makers. More than 60,000 disabled people now use high-quality rehabilitation services in facilities that are physically accessible and equipped with appropriate technology for community practice and independent living.

The program is a result of a combined contribution of the Government of Bosnia-Herzegovina in partnership with the World Bank, the Governments of Japan and Canada, and other donors. The project is the only one in which Canada and Japan are working together in a development undertaking.

that into a minimum-sized family of four, the number of people who are affected by disability is about 25 per cent of the global population."

Dr. Peat cites the experience of a young woman who was shot in the back by a sniper during the war as an example of how CBR works.

"She will graduate in medicine in the University of Sarajevo next year, after working in a building that's completely inaccessible. She's carried up to the labs and down again by colleagues, but she's an example of a completely integrated woman, and a great spokesperson for the civil rights of disabled people. That's a good illustration of how somebody who has a disability has learned that they can live and work in the community."

ICACBR is always looking for opportunities for making a difference, says Dr. Peat, a former adviser to the British Government on the development of rehabilitation services in south and south-east Asia, and a recipient of many awards for his contributions to international development. "And if there is an opportunity to work in Iraq or similar environments we will be there to do what we can."

"Normally, we watch areas where we think there would be an opportunity for Queen's to act. On the basis of that we go to CIDA or work with the United Nations Development Program or some of the other agencies and look for support and partnership. For more than a decade, Queen's has continued to offer support to CBR development internationally. The Balkans has been a region where we have made a significant contribution."

"Queen's has been very good in supporting us," says Dr. Peat. "We'll miss Bill and Claire Leggett [when Bill is no longer Principal] - he's been a major advocate for us. He went to Bosnia several times. In 1997, it was with [the late] Barry Smith [former Dean of Health Sciences] and his wife Karen Smith, and it was a real turning point for them to see the extent to which Queen's was contributing. They came home with an appreciation of the wider role of the Queen's community as an educational and service institution."

"While most of the world sat by and watched the war unfold, the people of Sarajevo felt they had been abandoned."

Malcolm Peat

While working in Bosnia, the Queen's programs expanded to other regions of the Balkans. For example, in Kosova, Queen's has been instrumental in the establishment of the first university-based physical therapy program in the Balkans. In that city, the first group of university-educated physical therapists will soon graduate.

ICACBR projects in CBR development have also been implemented in Latvia, Slovakia, Croatia, Russia, Thailand and Central America. Dr. Peat and Dr. Edmonds recently visited Sri Lanka and Eritrea, which are emerging from conflict. The Centre has submitted proposals to the Canadian government and the United Nations Development Program for CBR activities in those areas. In the meantime, Dr. Peat and Dr. Edmonds last week flew to Bosnia and Latvia to work with their team to continue their activities in CBR.

"In the past, disability has just not been on the agenda of major development agencies like the World Bank and the Asian and African Development Banks," Dr. Peat says. "However, we are hoping to see a change in focus in the near future."

About 600 million people around the world are disabled, and for every person with a disability there's also a family, says Dr. Edmonds. "If you translate



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VIEWPOINT

JEAN STAIRS

Queen's Theological College



A new approach to theological education

Fifty years ago, almost all theological students in North America were white men who had recently graduated from university. Today, one-third of theological students in the U.S. and Canada are women. In mainline Protestant schools, women number nearly half. There is some racial diversity, ranging from three to nine per cent, but students of colour are still vastly under-represented compared to their presence in the general population.

Students also are substantially older, although in the last few years we have started to see some younger students in the classroom. A recent survey by the Auburn Center for the Study of Theological Education reports that the average age of North American theological students is 35. Roman Catholic seminarians tend to be the oldest, rabbinical students the youngest. All are older, on average, than the parallel samples of law students (26) and medical students (24.3).

The most striking change this survey documents is the path that most now take to theological school. Today's students are steered toward theological study because of post-university involvement in congregational or parish life rather than by persons or studies in the undergraduate university milieu. Although students begin to consider theological education at about age

The most striking change this survey documents is the path that most now take to theological school.

25, they do not enroll for another decade. In the interval, most work and about one-quarter earn a master's degree in another field.

Across the U.S. and Canada, theological schools report a trend in enrolments in the Master of Divinity (ordination-track) program. Recent statistics show that enrolments are seriously shrinking in this program but growing in general academic programs in theology. These days, students come to theological schools to pursue a wide range of goals. Though 80 per cent say they are preparing for a religious profession, only 60 per cent plan to be ordained.

Because of these reasons, theological schools need to consider a fresh approach to recruitment. A natural consequence of aging congregations and ministers is that they are less inclined to nudge people toward a ministry vocation. Further, the generally declining status given to clergy by society makes the ministerial profession less attractive. Recently a young man who had graduated with an honours BA in Philosophy mentioned to his classmates that he was planning to be a minister. "That's social suicide!" they told him. The internal weakness of many religious organizations and their lack of positive influence in the wider society limit the impact their leaders can expect to have. Further, the salary package is not great, especially in contrast to other professions and in the light of the significant debt loads accumulated by theology students.

Can denominational bodies in partnership with theological schools affect enrolment trends? Queen's Theological College remains committed to preparing men and women for ordered ministry, primarily within The United Church of Canada but also with a multi-denominational approach. The college is also exploring how graduate-level theological degree programs can address a diverse set of audiences and academic or career outcomes. As the priest and pastor shortages grow more severe, non-ordained paid members of parish staffs and churches have become widespread and the demand for them grows. There is opportunity to respond to this need for trained and theologically articulate lay people by becoming multi-program and multi-denominational.

Several university-based theological schools in Ontario are currently initiating the process of seeking approval through the Ontario Council of Graduate Studies for Master of Divinity (professional) and Master of Theological Studies (academic research) graduate degree programs. Subjecting graduate theology programs to the academic standards and peer review processes applied to other professional and research-based graduate programs such as law, medicine and education, will ensure continuing excellence as well as strengthen access to public scholarship and financial aid programs for theology students.

A further recruitment challenge is to build global partnerships and strong community connections so that students will be attracted to a theological college that is globally aware, culturally sensitive and engaged in justice. In this day and age, it is inconceivable that we would prepare people for leadership in the world or the church without forming and actually experiencing relationships with churches, organizations and theological schools in the developing world and other parts of the globe. Risking engagement with suffering peoples and those of diverse races, cultures, genders, intellectual and denominational traditions may push us toward the edge of something new. Openness of heart to the world's diversity in its multiplicative forms is essential if theological schools are to be relevant in a postmodern era.

As Cardinal Newman, the leading Anglican/Catholic theologian of the 19th century observed, "in heaven it is otherwise, but here below, to live is to change, and to live well, is to have changed often." As the face of theological education changes and will keep changing, it will be important for Queen's Theological College to plumb the depths of its response, perceive new passion for recruitment and provide leading programs that will engage fully a diverse world.

Jean Stairs is principal of Queen's Theological College.

QUEEN'S FLASHBACK: AUGUST, 1989



LAURA ESFORD

Margaret Bignell and Thea Jirat-Wasiutynski work on restoring the Queen's Charter.

Letters

Ad should identify advertiser

I found it objectionable to see a full page ad of a fundamentalist Christian point of view on the back of the *Gazette* without the institution that was advertising identifying itself. Is "i agree with jamie" the organization that pays the bill for the advertising?

Valerie Colgan
Office of the
University Registrar

Editor's comment: The group that bought the ad is the *Campus Crusade for Christ*, an AMS-sponsored club. The ad refers to a website - *iagreewithjamie.com*. The *Campus Crusade for Christ* is listed on the *Contacts* page. In the interest of our readers, however, the *Queen's Gazette* is adopting a policy that would require any advocacy advertisement to include the identity of the advertiser.

A Queen's course quiz

- For what Queen's course do the majority of students hold advanced degrees, and yet no one has ever received credit for it?
- What Queen's course has been repeated more than 20 times by a majority of its students?
- For what Queen's course is there no prerequisite but the students take the subject matter to heart?

- What Queen's course accepts all applicants, regardless of age, sex (or lack thereof), or girth?
- What Queen's course is taught by a different instructor almost every year, and sometimes changes instructors weekly?
- For what Queen's course is the instructor younger than the students?
- For what Queen's course is attendance desirable but not mandatory, and lateness common?
- In what Queen's course do the students work up a major sweat every day?
- What Queen's course is taken to preserve the sanity (or insanity) of its students?

If you like it, enrol, but do it for the winter term as this course may be cancelled unless it meets its quota.

By now, many of you will have concluded that such a course does not exist, or will have guessed that this isn't your average Queen's course. Of course (pun intended), the correct answer to all of the above is Recreational Fitness FRF-1 & WRF-1. Ah, so the intent of this course is to have fun, often at the expense of your classmates, while getting fit. And that's the only

serious part of this letter, other than having special rules to make the games as safe as possible.

So why is it useful to have at least two doctors in the class? The answer is obvious, if someone has a heart attack, they can pronounce death immediately with little or no interruption of the game in progress.

As veterans of this class, we would like to invite readers to get and keep fit with us and have fun doing so. Come and visit the class for a session or more. If you like it, enrol, but do it for the winter term as this course may be cancelled unless it meets its quota.

If you can't laugh at us, or yourself, or with us, you don't belong. We meet Mondays, Wednesdays and Fridays at noon in Bews Gym. Register for this Instructional Sports Skills course at the registration wickets in the Physical Education Centre; the first class of the winter term is at noon on Monday Jan. 12.

Yours (in) sincerely,

Glen Cavanagh, School of Business

Jack Thompson, community member

Jay Morison, family doctor

Jim Brien, Pharmacology & Toxicology

Kanji Nakatsu, 30-year veteran

Laurie Rushworth, Chemistry

Peter Boag, Biology

Tony Sanfilippo, cardiologist

Dave Hallett, ITS University Information Systems

Acting on accessibility

QUEEN'S CONSULTS WIDELY TO REMOVE BARRIERS

What is the Queen's Accessibility plan and what does it mean for Queen's?

The Ontarians with Disabilities Act (ODA) 2001 required the creation of an accessibility plan by Sept. 30, 2003. (see the *Diversity column of July 14, 2003*) The plan is an opportunity to gather our expertise across departments and collaborate on small steps toward larger goals.

The Queen's plan is online at www.queensu.ca/equity/oda.html. We look forward to suggestions as the plan moves through its first year, a living document always under review and revision. It is changing already from your comments and participation – keep the input coming!

In developing the plan, the list of achievements was long and impressive. We have not been idle in enhancing access and it is time to sit up and take notice of what we've done.

A broad, consultative approach was used to determine remaining barriers to accessibility. Faculty, staff, students, volunteers and the community at large were surveyed about the barriers important to them. Those most frequently reported were worked into the plan. Queen's and the City of Kingston held an open, fully accessible community forum July 3 to discuss the plan,



BARBARA ROBERTS

Diversity

and gather suggestions and perspectives. Members of the former Accessibility Oversight Committee (restructured to become the current Accessibility Committee) and members of many departments were asked for their suggestions and comments.

Through this process and similar future efforts, Queen's continues to develop its accessibility plan, and it's getting a lot of attention. Most of the attention is positive. External praise included comments from the Ministry of Citizenship's consultant on accessibility plans, "...gold stars! This is what I hoped to see in accessibility plans. Your vision for the future is impressive." Another university wished they'd seen the Queen's plan before writing their own, so they could adopt a similar approach. Several community members with disabilities have offered congratulations on a comprehensive plan.

Internally, there was some confusion about attaching short-term (action step) time lines to

long-term goals. The plan is being revised to more accurately show time lines that separate the longer-term goals from the shorter-term steps.

Many suggested steps in the plan to remove barriers are actually projects that have been percolating for some time, but have not had the profile or been given the attention needed for completion. Including current and future initiatives in the plan gives us a consolidated venue for noting the progress we make in the course of a year. As we move forward, completed projects – barriers we have removed – will turn up in the next year's report as progress achieved.

The plan will evolve into three parts: initial overall direction and long-term goals; the current year's action plan and the annual report on progress and plans for the coming year. Future editions of the plan can be included in annual departmental budget and planning processes, so goals and actions can be more closely tailored to current needs. This wasn't possible with a ministry deadline in the middle of the current fiscal year, so this year's steps are more focused on planning and review than on many costly implementations. But it's a start on consolidating development and collaborating toward better access for people with disabilities at Queen's.

Disability Services Advisor Barbara Roberts works in Health, Counselling and Disability Services.

Dr. Smurf's pioneering work

At this time of year, many of us are worn down from a challenging term. Here is a story that might provide a light and instructive moment at a time many of us need one. It's from Martha Beck's intriguing book, *Expecting Adam* (Berkley Books, 2000). Ms. Beck is a graduate student at Harvard; she's recently discovered that she's several months pregnant with a child who has Down syndrome. Against the advice of her teachers and colleagues, she's decided to have this child. Here is an excerpt.

It was mid-November and the few remaining leaves rattled on the trees. I welcomed the winter chill, since icy air helped keep my mind off the nausea. I breathed it carefully one day as I waddled over to William James Hall (known to the intelligentsia as Billy Jim) to attend a class. I arrived a few minutes early and decided to use the extra time to visit a friend in the Psychology Department, one floor above the Sociology Department, where my class was held. My friend was in her lab, conducting an experiment that consisted of implanting wires into the brains of live rats, then making the rats swim around in a tub of reconstituted dried milk. She told me why she was doing this, but I have no memory of what she said. Maybe she was making soup. Whatever the reason, she had put the rats and the milk in a children's wading pool, the kind you fill up with a hose so that toddlers can splash around on a hot summer day. The tub was decorated with pictures of Smurfs. Smurfs, for those of you who are not culturally aware, are little blue people whose antics you may have observed on Saturday morning cartoons during the 1980s. I personally feel that the Smurfs were



MARK WEISBERG

Teaching Issues

cloying, saccharine little monsters, but Katie adored them.

After chatting with my rat-molesting friend for a moment, I excused myself and headed downstairs for the seminar. There were seven or eight other graduate students in attendance, along with a couple of extra professors who had come to hear the latest twist on established theories. I felt the way I always did when I walked into a classroom at Harvard, that I had just entered a den of lions – not starving lions, perhaps, but lions who were feeling a little peckish. The people in the room were fearfully brilliant, and I was always terrified that I would say just one completely idiotic thing, make one breathtakingly asinine comment that would expose me as a boorish, politically incorrect half-wit.

The people in the room were fearfully brilliant.

"Ah, Martha," said the course instructor, "we've been waiting for you."

I blushed. I had stopped at the rest room ... and had been

hoping that the class would start a bit late. I did not want to be the focus of attention.

"I'm sorry," I said. "I was upstairs in the Psych lab, watching rats swim around in a Smurf pool."

"I see," said the instructor. "Yes, I believe I've read about that."

A professor, one of the visiting dignitaries, chimed in. "How is Smurf's work going?" he inquired. "I understand he's had some remarkable findings."

"Yes," said the graduate student. "I read his last article."

There was a general murmur of agreement. It seemed that everyone in the room was familiar with Dr. Smurf, and his groundbreaking work with swimming rats.

It took me a few discombobulated seconds to figure out that everyone at the seminar assumed a Smurf pool was named for some famous psychological theorist. I guess they thought it was like a Skinner box, the reinforcement chamber used by B. F. Skinner to develop the branch of psychological theory known as behaviorism. Comprehension blossomed in my brain like a lovely flower.

"I think," I said solemnly, "that Smurf is going to change the whole direction of linguistic epistemology."

They all agreed, nodding, saying things like "Oh, yes," and "I wouldn't doubt it."

I beamed at them, struggling desperately not to laugh. It wasn't so much that I wanted to mock these people. I was giddy with exhilaration, because after seven years at Harvard, I was just beginning to realize that I wasn't the only one faking it.

Mark Weisberg is faculty associate at Instructional Development Centre and a professor of law.

UNIVERSITY ROUNDUP



Half-time deal for reluctant retirees

Several countries, including the U.S., Australia and New Zealand, have abolished mandatory retirement, and the European Union has pledged to phase it out by 2006. In Quebec, where universities have had to abide by a ban on mandatory retirement since 1983, they have seen little impact on the average retirement age. At the Université de Montréal, for example, the average retirement age remains 62 to 63. Université de Montréal and Bishop's University among others offer a phased retirement policy that allows faculty members to work half-time for three years at full salary, provided they retire at the end of the three years.

University Affairs, December 2003

Ritzy digs, thanks to double cohort

University of Toronto students can enjoy luxuries that make them feel more than at home – if they're willing to pony up an extra \$2,000 a year to check into one of the newest dormitories. For \$8,000 a year, a student living in a luxury dorm can eat meals prepared by a star chef, enjoy free cable television, work out at a fitness centre with a whirlpool and a swimming pool and share a bathroom with only one other person. Thanks partly to the double cohort phenomenon, the university faced a bed shortage, so it converted a 27-storey hotel into an 1,100-student residence. The revolving restaurant at the top of the building became a stationary study area.

The Chronicle of Higher Education, Oct. 31, 2003

A presidential headache for Boston U.

University trustees be warned: that search for a new president can be very frustrating – and very costly. At Boston University, Daniel S. Goldin's presidency was over before it began. Mr. Goldin was to have become president Nov. 1. But on Oct. 31, he and the trustees who had chosen him reached an agreement to part ways. Mr. Goldin, the 63-year-old former head of the National Aeronautical and Space Administration, walked away with \$1.8 million (US) for leaving the job he never started. At the same time, the trustees rid themselves of a leader in whom they had lost confidence. Mr. Goldin was reportedly concerned about possible conflicts of interest between the university and trustees who do business with it. For their part, many trustees were reportedly concerned that Mr. Goldin planned to fire nearly all the university's top administrators.

The Chronicle of Higher Education, Nov. 14, 2003

In search of the God particle

Scientists using the Large Hadron Collider (LHC) at the Cern nuclear physics laboratory near Geneva will smash two beams of protons into each other at close to the speed of light. They plan to study the sub-atomic carnage created by the LHC for signs of the Higgs boson, the so-called God particle that could help explain why matter has weight. A British team, led by Cambridge University physicist Andy Parker, is looking for something even more exotic. It has simulated on computers the telltale showers of subatomic particles created by the demise of the tiny black holes it hopes to find. If the researchers' calculations are correct, the existence of extra dimensions beyond space and time could quickly be confirmed. Theoreticians say that if extra dimensions exist, they could be so small as to be physically undetectable. Among the implications of the research would be new hope of unifying gravity with other known forces in the universe.

The Times Higher Education Supplement, Oct. 14, 2003

Reaching out to troubled students

Although there are no official statistics on the number of university students committing suicide, it ranks as the second highest cause of death (after auto accidents) among youths aged 15 to 19. Recent studies by the World Health Organization found that Canada has a greater percentage of youth suicide than other countries of similar socio-economic, population and political structure. Canada's statistics for 1997 (the latest available) show that 207 males and 54 females killed themselves in that year. Many universities are seeking advice about how to prevent suicides. "The requests for our input and consultations [from colleges and universities] have quadrupled in the last five years," says Karen Letofsky, executive director of the Suicide Survivor Support Program in Toronto.

University Affairs, December 2003

Renowned "SNO-man" wins Canada's top science award

ART MCDONALD
DEDICATES PART OF
\$1-MILLION PRIZE TO
FORMER GRAD STUDENT

By NANCY DORRANCE
News and Media Services

A Queen's physics professor credited with helping to solve one of the world's most puzzling scientific mysteries – the case of the missing neutrinos – is the 2003 winner of Canada's most prestigious science award.

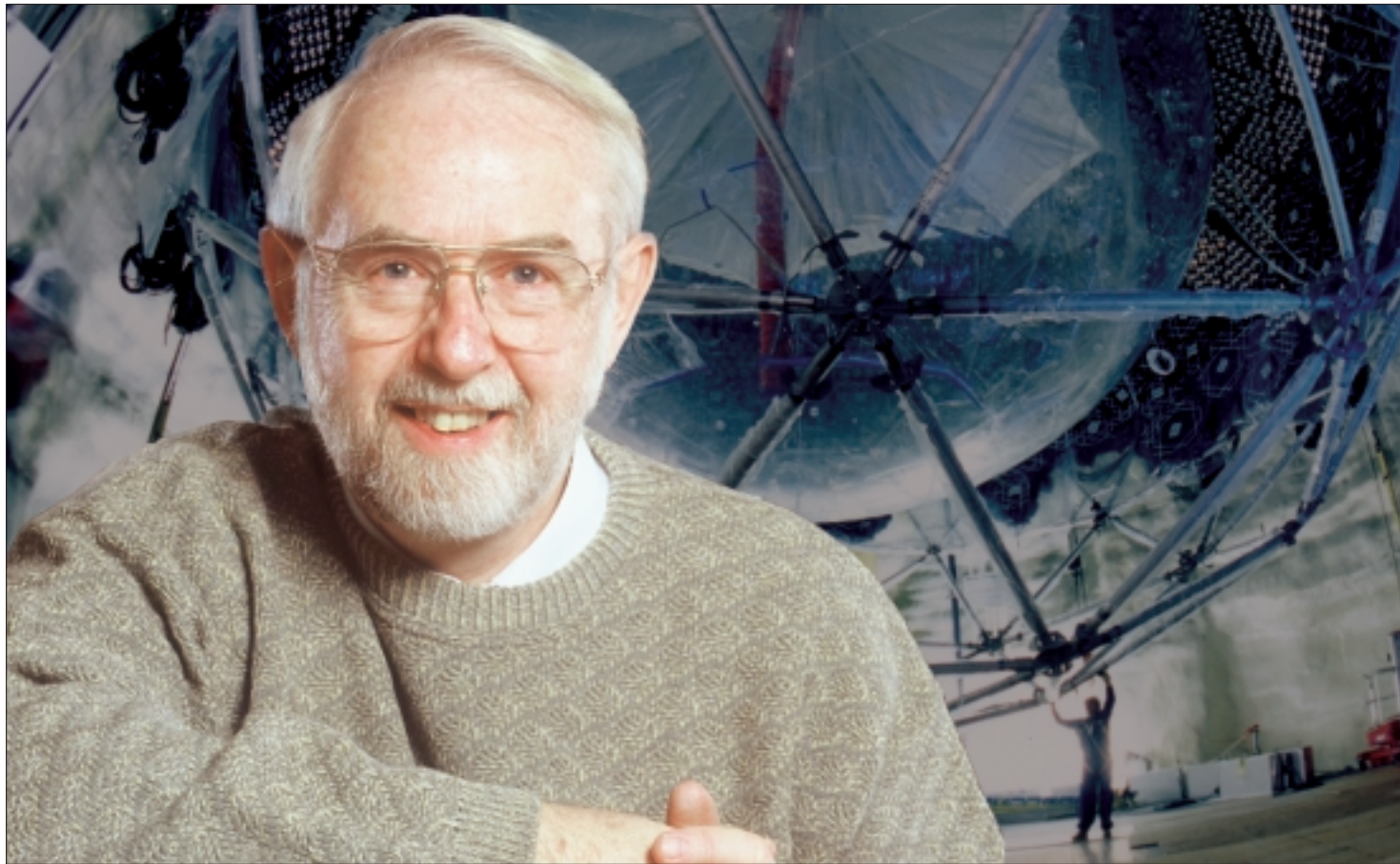
Art McDonald, leader of the international research team that developed the Sudbury Neutrino Observatory (SNO), received the Gerhard Herzberg Canada Gold Medal from the Natural Sciences and Engineering Research Council of Canada (NSERC) at a gala ceremony in Ottawa last week.

Two of the three finalists for the distinguished national award are from Queen's.

As a finalist for the Herzberg Medal, John Smol (Biology) receives the NSERC Award of Excellence for his extensive research in paleolimnology, defining the biological history of lakes, including major contributions to understanding the effects of acid rain. The third finalist is cosmologist Richard Bond of the University of Toronto.

This is the second year in a row that Queen's faculty have been among the finalists. In 2002, neuroscientist Barrie Frost received the NSERC Award of Excellence.

"We are thrilled that Art and the SNO team have been recognized with this tremendous Canadian honour," says Vice-Principal (Research) Kerry Rowe. "Their revolutionary results have advanced our understanding of the universe, and have heightened international recognition of outstanding Canadian contributions to scientific research. Queen's is doubly honoured to count both professors McDonald and Smol among our esteemed faculty. As internationally renowned leaders in their respective fields, they exemplify excellence in research and teaching at Queen's." According to NSERC president Tom Brzustowski, "Designing and building a large underground experiment to reveal the ultimate truth about solar neutrinos was both a novel and a high-risk endeavour. Yet Art McDonald recog-



Art McDonald, winner of NSERC's top science award, is the 2002 recipient of the Tom W. Bonner Prize, North America's highest honour in nuclear physics.

nized that Canada had the ingredients to pull it off, and he did. Thanks to his great abilities as a scientist, mentor, leader and coordinator, we have an amazing scientific facility in Sudbury, and Canada is recognized as a major training ground for particle, nuclear and astrophysicists from around the world."



John Smol

By studying elusive subatomic particles called neutrinos from the Sun, the SNO team was able to show conclusively that

neutrinos change from one type to another before reaching the Earth. This solved a 30-year old scientific problem and confirmed that models of the energy generation in the sun are correct. The measurements also indicate that the most basic laws of physics are incomplete and provide information that could lead to a more complete description of nature at the most microscopic level.

The Herzberg Gold Medal winner is guaranteed \$1 million in funding to be used for university-based research, or to direct in some related way such as the establishment of research scholarships, fellowships or chairs in Canadian universities. Dr. McDonald plans to use some of these funds to develop improved capabilities for the SNO detector in future, and to develop experiments intended for the new international science laboratory, SNOLAB, being developed underground near SNO.

"The insight that we have obtained on neutrino properties from the measurements made to date by the SNO research team will enable us to design new

experiments with the capability to increase our knowledge of physics and astrophysics at the most fundamental level," says the Queen's University Research Chair in Physics.

He will also devote part of the funding to a scholarship or prize in honour of his former student, André Hamer, who passed away from cancer this year at the age of 35.

"Through this award in honour of my student, André, I would like to emphasize the major research contributions that are made by students and postdoctoral fellows during their education," Dr. McDonald says. "André worked to the highest standards as a student and it is very appropriate for an award to be made in his name to represent excellence among research students at Canadian universities."

Dr. Smol will receive an award of \$50,000 to enhance his work in paleolimnology, a field in which he is regarded as one of the world's top scientists. Along with groundbreaking research, he has been instrumental in creating a rigorous intellectual, institutional and policy frame-

work for the science. The founder and co-director of Queen's University's Paleocological Environmental Assessment and Research Lab (PEARL) – considered by many to be the world's premier paleolimnology training grounds – Dr. Smol is the 2000-01 winner of the Biology Departmental Student Council Award for Excellence in Teaching, and the university's 1999-2000 Teaching Excellence Award for the Arts and Science Undergraduate Society.

www.nserc.ca/index.htm

IN BRIEF

Biochemist receives CFI Career Award

Zongchao Jia (Biochemistry), an expert in protein crystallography, has been awarded a \$200,000 infrastructure investment Career Award by the Canada Foundation for Innovation (CFI), in support of his 2003 Natural Sciences and Engineering Research Council (NSERC) E.W.R. Steacie Memorial Fellowship. Steacie Fellowships are awarded to outstanding Canadian university scientists or engineers who have earned their doctorate within the last 12 years.

"The infrastructure awards recognize the achievements and exceptional contributions of accomplished individuals," said CFI President David Strangway. "The CFI is proud to work in partnership with NSERC on these important initiatives."

Dr. Jia, Canada Research Chair in Structural Biology, uses x-ray imaging techniques to study the 3-D structures of proteins that play an important role in diseases such as Alzheimer's, Muscular Dystrophy, and heart attacks, and has recently begun work to study cancer-related proteins that could be possible drug targets.

1,275 years of research funding... and counting

By NANCY DORRANCE
News and Media Services

They hail from a wide diversity of disciplines, but members of Queen's "NSERC 25-year club" share one important distinction: Each has received support from Canada's largest natural sciences and engineering research funding agency for the past quarter-century.

To mark its 25th anniversary this year, NSERC (the Natural Sciences and Engineering Research Council) is recognizing researchers who have received continuous funding since the council's inception in 1978. At Queen's, this group numbers 55, with a cumulative total of 1,275 research-funding years.

"It is truly remarkable that on the occasion of NSERC's 25th anniversary, we have 55 faculty members who are in the 25-year club," said Vice-Principal (Research) Kerry Rowe at the recent Excellence in Research Public Lectures. NSERC President Tom Brzustowski, who attended the lectures and reception, congratulated the distinguished researchers. Dr. Rowe noted that since some Queen's professors have held grants from NRC, the predecessor of NSERC, their consistent research funding covers periods of up to 40 years.

"We are very proud of the excellence of our faculty members who are conducting this

"It is truly remarkable that on the occasion of NSERC's 25th anniversary, we have 55 faculty members who are in the 25-year club."

Kerry Rowe

research, facilitating innovative discoveries, and training highly qualified personnel for the benefit of all Canadians," Dr. Rowe

said. An example of that excellence is the fact that over the past two years, three of the six finalists for the NSERC Gerhard Herzberg Canada Gold Medal for Science and Engineering are Queen's researchers, he added.

During the past five years, the university's share of NSERC funding has increased by 30 per cent (from \$16.5 M in 1998 to \$21.1 M in 2003). Currently, Queen's has 376 faculty who receive NSERC funding.

For a list of names and department affiliations of the Queen's faculty members who have been supported by NSERC since its inception, contact the Office of the Vice-Principal (Research).

Cancer researchers continue quest to enhance chemotherapy

By NANCY DORRANCE
News and Media Services

When Roger Deeley and Susan Cole (both of the Department of Pathology and Molecular Medicine) made their groundbreaking discovery of Multidrug Resistant Proteins (MRPs) in 1992, the Human Genome Project had barely begun.

Today, as a result of human genome sequencing, the focus of their research has greatly expanded, says Dr. Deeley, director of the university's new Cancer Research Institute. "The challenge in genomic science right now is not just to identify the gene or the protein: it's to figure out what they actually do," he explains. "We're moving into a new stage of investigation now."

Funding of \$954,800 to continue the Queen's study was announced recently by the Canadian Institutes of Health Research (CIHR). A total of 27 Queen's health research projects share more than \$10.6 million in CIHR support for 2002-2003.

The gene discovered by Drs. Deeley and Cole in 1992 encodes a protein that sits in the cell membrane and "literally acts as a molecular pump," says Dr. Deeley. "If a particular molecule is recognized by the pump, it's driven from inside to outside the cell, using a form of chemical

energy much in the same way that a mechanical pump might use gasoline."

This can serve a protective role when the compounds being moved are harmful to humans, such as dietary or environmental toxins. But when the protein pumps out chemotherapy drugs, cancer tumours may continue to grow.

Dr. Deeley and his team use a variety of technologies to investigate how multidrug resistance proteins are able to take a compound from one side of the cell membrane and move it out the other. They have been working with industry to try and develop compounds that will de-activate these "pumps" in a selective way.

At the time of their initial findings, the researchers didn't anticipate the number of relatives the protein they discovered would have. "Thanks to completion of sequencing of the human genome, we're up to seven or eight related proteins, each with its own profile, and collectively they're able to pump an absolutely unprecedented number of different molecules and compounds," says Dr. Deeley.

As well as most of the types of molecules currently used for cancer chemotherapy, this also covers many drugs that have been developed for other diseases, he



BERNARD CLARK

Susan Cole and Roger Deeley collaborate on research into improving the effectiveness of chemotherapy treatment.

continues. "There has been growing industrial recognition that these proteins play very important roles in determining how the body deals with drugs of many different types."

Other key funding for this

research program has come from the Terry Fox Foundation through the National Institute of Canada, and infrastructure support from Cancer Care Ontario, as well as from industry.

meds.queensu.ca/cri.html

New partnership to improve programs for persons with intellectual disabilities

By NANCY DORRANCE
News and Media Services

Under a new initiative – unprecedented in scope and community outreach – a team of Queen's researchers will collaborate with more than 45 community agencies across six southeastern Ontario counties to enhance support for about 4,000 people with intellectual disabilities and their families, and to develop models for predicting future needs.

The first of its kind in Canada, the Southeastern Ontario Community-University Research Alliance in Intellectual Disabilities (Southeastern Ontario CURA in ID) aims to identify ways to promote community integration.

Spanning the spectrum from children to adults, the program involves researchers from Community Health and Epidemiology, Psychiatry, Psychology, and Education. It is funded by a five-year, \$992,780 grant from the Social Sciences and Humanities Research Council of Canada (SSHRC).

Over the past three decades, "de-institutionalization" of government facilities has resulted in the vast majority of Canadians with intellectual disabilities now living in the community. But, says program leader Hélène Ouellette-Kuntz (Community Health and Epidemiology), little attention has been paid to examining the impact of this policy on individuals, their families, and the communities in which they live.

"Our new initiative measures community integration with a combination of methods that will help us identify approaches and factors for consideration in developing programs to foster greater inclusion of individuals with intellectual disabilities in their communities. Working with community partners, we're also using epidemiological data to develop models for predicting

future pressure points to the system, so that programs can be put into place to respond appropriately," says Professor Ouellette-Kuntz, who is jointly appointed to Ongwanada, a Kingston-based resource centre for persons with developmental disabilities.

The program builds on a Queen's pilot project that examined demographics and characteristics of people with intellectual disabilities in three southeastern Ontario counties. "Now we can address issues in a lot more depth and with a long-term vision, looking at the impact of services over time,"

Professor Ouellette-Kuntz says.

In addition to facilitating planning for community integration, the researchers will examine areas such as anti-stigma initiatives and reduction of stress on families. There will be a strong training component, for both undergraduate and graduate students, as well as clinical trainees, the team leader adds.

Other members of the Queen's team are: Philip Burge, Bruce McCreary, Deborah Elliott, and Julio Arboleda-Florez, all from Psychiatry; Patricia Minnes and Katherine Buell (Psychology); Karin Steiner-Bell (Education);

and Heather Stuart (Community Health and Epidemiology).

Researchers from Brock University, the University of Chicago at Illinois, and the University of Minnesota will also collaborate on the study.

"This type of community/university partnership approach has already proved successful in both the UK and the United States," says Professor Ouellette-Kuntz. "All of us in the program are extremely excited to be part of a Canadian initiative that has the potential to make a considerable difference in the lives of people with intellectual disabilities."



STEPHEN WILD

Queen's participants in the new Southeastern Ontario Community-University Research Alliance in Intellectual Disabilities: (l to r) research assistant Sara Shirvani, project coordinator Maureen McDonald, researchers Hélène Ouellette-Kuntz, Philip Burge, and Patricia Minnes, and (seated) Bruce McCreary, at the program's research headquarters in Ongwanada.

IN BRIEF

Innovation in healthcare

Developing a new work environment for case managers in the home health care sector is the aim of a new, private-public partnership involving the Department of Physical Medicine and Rehabilitation.

The Change Foundation, in partnership with the Ontario Ministry of Health and Long Term Care, has awarded a \$100,000 grant to be shared by Queen's, Kingston architectural firm Mill & Ross Architects Inc., and Steelcase, a work effectiveness company dedicated to understanding user needs in the workplace. Other partners in the research project are the Ontario Association of Community Care Access Centres, and the Scarborough Community Care Access Centre.

Founded in 1995 by the Ontario Hospital Association, the Change Foundation has a mandate to promote, support and improve health and the delivery of health care through applied research and analysis, development programs, education, and grants to charities.

Graduate students honoured

Two graduate students supervised by Michael Adams (Pharmacology and Toxicology) were recently recognized for their presentations at the annual meeting of the Canadian Hypertension Society. Martin Shoichet received the award for the best paper by an MSc student, for his presentation entitled "Matrix degradation and vascular remodeling -- time course of changes". Taben Hale's presentation on "Recovery of female sexual response following brief aggressive antihypertensive treatment in normotensive rats" was named the best paper by a PhD student.

At the Canadian Light Source annual users' meeting, held last month at the University of Saskatchewan, Queen's biology graduate student Paula Smith won the \$1,000 Canadian Institute for Synchrotron Radiation Student Poster Award. Her poster illustrated the use of synchrotron light to identify a species of arsenic found in vegetables grown in the soil near mines in Yellowknife, NWT, to determine where in these plants the arsenic accumulates.

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

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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.

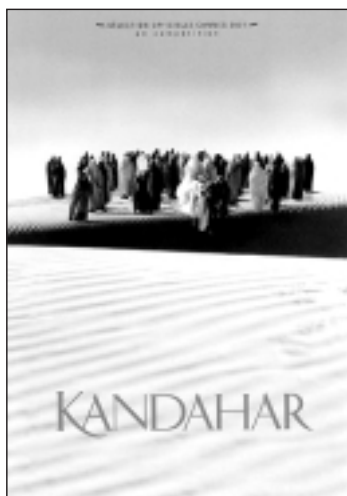
North American media portray Middle East as the ultimate "Other" to the West, expert says

In the West, the media have been very influential in shaping our perceptions of women and their role in society. Recently, there has been a wide-ranging debate about the traditional role of women in the Middle East as it is presented in the media, and how the current conflicts may have changed women's expectations of their role. The Gazette asked Dorit Naaman, a professor with the Department of Film Studies, whose area of expertise includes Middle Eastern cinema, what relation the media (local, regional or foreign) have to gender roles in the Middle East. Both a film theorist and filmmaker, Dr. Naaman examines and has written widely on Middle Eastern film, mostly from post-colonial and feminist perspectives.

G: How strong is the role of film and other media in shaping our perceptions?

DN: Since the early 1920s countless psychological experiments have been conducted to establish the power of cinema on viewers, particularly young viewers (would they fly out of windows after watching Superman?). Marshall McLuhan articulated one of the dominant positions in the hypodermic needle metaphor: viewers were supposedly passive consumers of media messages, as if receiving them directly to the veins by an IV. This theory was largely criticized by reader response theorists, who have shown that different social groups negotiate different meanings out of the same texts. Particularly, minority groups tend to subvert the meaning of negative representations of their groups, and thus find ways to empower themselves. But for a negotiated or resistant reading to occur, there has to be personal experience that challenges the images presented on a screen. With mainstream media representations of regions such as the Middle East, most Western audiences have no first-hand knowledge that can encourage a critical reading. Furthermore, since the

Middle East was heavily stereotyped by Euro-American discourse for centuries, images of the region that are available in the West are highly coded, and serve the West's ideological needs, rather than simply representing the Middle East. However, those images come to stand as documentation of the region, as the case of the operation to rescue Jessica Lynch from an Iraqi hospital in Basra at the beginning of the 2003 Iraq war shows. The media celebrated it as a brave operation that saved Lynch's life, and freed her from her savage captors. But less than two months later we learnt that the Iraqis tried to hand her over to American forces, but were shot at; then the Iraqis themselves told the Americans where she was and helped facilitate the "rescue." Furthermore, while in an Iraqi hospital Lynch was treated very well, and at no point in danger of torture or mistreatment. In effect, the Lynch rescue story was a sham that served both media and political ends. In media criticism circles the "operation" was consequently cynically nicknamed "Saving Private Lynch," but the majority of peo-



Produced at the prodding of Afghan-Canadian journalist Nelofar Pariza, *Kandahar* premiered in Cannes in May 2001, with the goal of drawing attention to the dire situation of women in Afghanistan.



DORIT NAAMAN

Q&A

ple did not protest at being lied to so forcefully during the "rescue," nor did the discourse of the nature of Iraqis change due to the facts of that episode. So we can return to McLuhan's other famous claim, that the medium is the message.

In effect, the Lynch rescue story was a sham that served both media and political ends.

G: What are the predominant women's issues that are being addressed in current Middle Eastern filmmaking?

DN: Documentary films tend to address different issues than fiction films, and both modes vary from country to country, so it is hard to generalize. Many documentaries are funded by Western NGOs and thus come with first-world feminist strings attached, and highlight women's issues in ways that sometimes end up being artificial. Overall, gender issues are not isolated but are tied intricately to family and social fabric. This is an issue for feminists all over the so-called Third World, and even in the first world only white middle-class women can (or choose to) prioritize gender above and beyond other identity markers.

Palestinian films tend to deal with gender and gender struggle, as they intersect with the national struggle for liberation. *Rana's Wedding*, *Paradise Lost*, and *This is Not Living* all present women whose identity is tied to struggle for independence on both fronts. Films from Egypt that deal with gender focus more on the growing role of Islam in society, and its implications for women (*Closed Doors*, *Days of Democracy*). Recent films from Afghanistan (mostly made by non-Afghan filmmakers) deal with the collapse of the Taliban, and the fragile political situation, which allows a woman to dream of becoming the next president (*At Five in the Afternoon*) but still forces her to veil in the presence of strangers.

G: Are the issues adequately dealt with in our North American cinema and other media?

DN: Since the seizing of power in Afghanistan by the Taliban in 1996, the situation for women became intolerable. Their human rights were violated as they could not work, study, get medical help, or even leave their house without male chaperones. Mainstream North-American media completely ignored the issue until after 9/11, and the consequent bombing of Afghanistan. The U.S. government marketed the campaign in Afghanistan partly as a campaign on behalf of oppressed Afghan women, and a desperate search for images and experts ensued in the media. The film, *Kandahar* (by the Iranian auteur Mohsen Makhmalbaf), was caught in the frenzy. Produced at the prodding of Afghan-Canadian journalist Nelofar Pariza, the film was premiered in Cannes in May 2001. Makhmalbaf and Pariza were hoping to draw attention to the dire situation of women in Afghanistan, and the film was received warmly and scheduled for distribution in the late fall of 2001. But once released in November in the very different climate of post 9/11 politics, the film was co-opted by ideological effort, and was hailed as explaining why the war is important. While a government would do whatever is at its disposal to promote its policies, we need to ask what is the interest of the media in first ignoring a burning social problem for five years, and then exposing it only in the context of a Western "remedy" that has already been supposedly applied.

G: How accurate are our perceptions of Middle Eastern women as they are shaped by Western media?

As mentioned, North-American media tend to simplify and stereotype the region, and women in it as well. Part of a largely neo-colonialist discourse on the Third World in general, these media portray the Middle East as the ultimate "Other" to the West. Since 9/11 we have heard U.S. President George Bush repeatedly describe the

region as fundamentalist, undemocratic, terrorist, and in need of Western salvation and re-education. The recent phenomenon of female suicide bombers, and the media's representation of Palestinian mothers as jubilant when their children commit suicide attacks, have contributed to a new image, that of the Middle Eastern woman as monstrous and un-maternal. In typical Orientalist manner, Western images of the female suicide bombers exoticize their beauty, while headlines such as "Angels of Death" obscure their agency. Needless to say, pictures and names of male suicide bombers are completely missing from Western discourse. North-American discourse is rarely complex enough to account for social phenomena (such as suicide bombings) in its cultural and political context, and in fact it contributes to the "othering" and obscuring of the region, and of women in it.

G: Are films now being produced in the Middle East that deal in depth with women's changing role in society?

DN: The answer is yes, but again, I need to emphasize that those films do not fit the neat compartment of Western (white) feminism. Moufita Tlatli, a Tunisian filmmaker, for instance, looks at gender and class in *Silences of the Palace* and at personal fulfillment (or lack of) in *A Season of Men*. Samira Makhmalbaf's *The Apple* and *At Five in the Afternoon* both deal with parental absolute control over daughters, and its tragic consequences. *The Egyptian Date Wine* deals with a village left with one man only, and *Moroccan A Door to the Sky* explores feminism within Islam. These films weave together sexuality,

Palestinian films tend to deal with gender and gender struggle, as they intersect with the national struggle for liberation.

religion, tradition, class, nationalism, colonialism, and more, dealing with women's lives as they change in accordance to other societal changes. It is also important to mention that with satellite technologies, most Middle Easterners can watch a plethora of Arab stations, some completely Westernized in programming and style, some traditional, and some religious. These entertainment channels provide multiplicity of perspectives, and women participate in producing these perspectives in various roles. Al Jazeera, too, with its critical coverage of worldwide news, contributes to a complex and diverse sets of representations of women in the Middle East.

Cold Beverage Exclusivity Fund Request for Submission for Funding



Applications are now being accepted for The Cold Beverage Exclusivity Fund. Monies arising from the University's agreement with Coca-Cola provide funding to the campus community for a variety of projects and initiatives.

Additional information concerning the criteria and process is available through the Office of Residence & Hospitality Services, Room 015D, Victoria Hall. The application deadline is Friday, **December 12, 2003**.

Last year, the following groups were successful in receiving funding:

Group Funded

Commerce & Engineering
Dept of Civil Engineering
Health, Counselling & Disability
Residence Life
Speakers Committee
Social Issues-AMS
CLAHR
4th Year BFA
Horizons
Dept of Art
Queen's Competitive Cheerleading
Union Gallery
Ban Righ Centre
AMS After Hours
STRIVE
Queen's Libraries

Project

Environmental Issues Conference
Improvement to Student Facilities
Learning Strategies Outreach Project
Waste Management Poster Initiative
Visiting Speakers
Mental Health Awareness Advertising
International Film Festival
Final Show
Horizons 2003 Conference
Preservation Pencil
New Uniforms
Equipment & Construction-Movable Project Room
Equipment for Student Lab
Equipment & Materials for School-aged Children
Earth Week Activities
Overhead Data Projection Unit, Furniture, Study Seating,
Wireless Support for use of the Digital Collection

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Supreme Court rulings, second-hand snoring, infection control in the news

IN BRIEF

QUEEN'S IN THE NEWS

Highlights of Queen's experts in the media

■ Nov. 13-Nov. 25

An op-ed by **Tom Axworthy** (Centre for the Study of Democracy) about issues facing Paul Martin as he takes over the Liberal Party appears in the *National Post*.



Anand

The *Financial Post* publishes an op-ed by **Anita Anand** (Law) addressing the need for measures to counterbalance the power of the Ontario Securities

Commission.



Stuart

Don Stuart (Law) comments in an *Ottawa Citizen* story on suggestions that some Supreme Court of Canada rulings are no longer good law and should be updated to keep up with the times. The story is also covered in *The Edmonton Journal*, *The Vancouver Sun* and *The Kingston Whig-Standard*.



Mendelsohn

Matthew Mendelsohn's (Political Studies) comments reviewing the last decade in Canada under Jean Chretien's leadership continue to receive coverage, most recently in the *Vancouver Sun* and *The Sault Star*. The story also appears in the *Gazette* (Montreal), *The Edmonton Journal* and *The StarPhoenix* (Saskatoon).



Plinius

John Plinius (Business) discusses in a front-page *Ottawa Citizen* story the news that Germany is branding itself as a nation of laid-back, sexy people.

Ross Finnie (Policy Studies) comments in a *National Post* story on a new credit counselling course funded by Mastercard at the University of Western Ontario.



Ross

Robert Ross's (Physical Health and Education) recent study of obesity and exercise is cited in a *Gazette* (Montreal) story.

The *Toronto Star* carries a report on a recent Queen's study led by **Dick Zoutman** (Pathology and Molecular Medicine) about infection control in hospitals.

The Kingston Whig-Standard reports on a program led by **Helene Ouellette-Kuntz** (Psychiatry) to study the "de-institutionalization" of people with disabilities. Dr. Ouellette-Kuntz also discusses the program on *CBC Radio's Ontario Morning* show.



Tan

Andre Tan (Otolaryngology) discusses a report he co-authored on the dangers of second-hand snoring on *CNN* and *CBC Radio's Ontario Morning* show. The story is also covered in the *Wall Street Journal*.



Neave

Ted Neave (Business) comments in an *Ottawa Citizen* story on the need for Paul Martin to address the issue of bank mergers early in his term as prime minister.

Jo-Anne Brady (University Registrar) and **Mike Condra** (Health, Counselling and Disabilities) comment in the

Toronto Star on how students cope with dropping averages from high school to first mid-term at university.

Vladimir Krstic (Centre for Manufacturing of Advance Ceramics and Materials) comments in a *Kingston Whig-Standard* story on nanotechnology research at Queen's and new funding of \$2.5 million received from the provincial government.

Will Boyce (SPEG) is interviewed for a *Kingston Whig-Standard* story about a \$100,000 grant from the Global Health Research Initiative to study the link between gender violence and the alarming increase in HIV/AIDS in South Africa. He also takes part in a discussion on the topic on *CBC Radio* Toronto and Ottawa regional news.



Reid

Douglas Reid (Business) comments in a *Canadian Press* story about re-structuring plans at Air Canada receives widespread coverage, including the *Ottawa Citizen*, *Standard-Freeholder* (Cornwall), *Vancouver Province* and *The Daily News* (Halifax).

David Lyon's (Sociology) post-9/11 surveillance research continues to receive coverage, most recently in a front-page *Kingston Whig-Standard* story.

Small business consulting wins

The Greater Kingston Chamber of Commerce has named Queen's Small Business Consulting (QSBC) program Small Business of the Year.

The award was presented to program director and Queen's School of Business professor Perry Bamji and 14 fourth-year Commerce students at the Chamber's recent annual gala.

This is the fourth year that the Queen's program has been nominated, but the first time it has won the prestigious award. Established in 1973, the QSBC is a student-operated, revenue-generating training and consulting business within the School of Business, according to the citation. Senior-year Commerce students, under the supervision of a faculty member as the director of the program, run this activity as a year-round, income-generating small business. QSBC has deliberately kept its fees low so that even a small, fledgling Kingston business can benefit from this unique program. On several occasions, QSBC has also offered pro-bono service to businesses and organizations that are unable to afford their low-cost services.

In addition to helping to maintain a healthy town and gown relationship, it is the only successful business in Kingston where everyone (including the CEO) works part-time and, where other than the CEO, the entire staff changes every three months (a huge operational challenge in itself!).

For more information, contact Dr. Bamji at 533-3020 or pbamji@business.queensu.ca. www.qsbc.com

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Film chronicles adoption in a foreign land

International adoption expert Karen Dubinsky (History, Women's Studies) will introduce Cinema Kingston's *Casa De Los Babys*, which screens this Sunday, Dec. 7 at 7:30 pm at Etherington Auditorium, 94 Stuart Street. Tickets are \$8 at the door.

Dr. Dubinsky, author of an upcoming book on international adoption, will introduce the film and lead a discussion after the screening.

Released last September and directed by two-time Academy Award nominee John Sayles (*Men with Guns* and *Sunshine State*), *Casa De Los Babys* follows six desperate American women to Central America where they hope to adopt children, but are forced by shady local politics to live amongst the locals on their journey towards motherhood.

Starring Daryl Hannah (*Roxanne*), Mary Steenburgen (*Sunshine State*), Lili Taylor (*High Fidelity*), Maggie Gyllenhaal (*Confessions of a Dangerous Mind*) and Oscar winner Marcia Gay Harden (*Pollock*), the film combines a character-driven narrative with a tempting plot line that slowly uncovers each woman's motives, insecurities, strengths and individual reasons for pursuing a new



Mary Steenburgen in *Casa de los Babys*

life with an adopted child.

The film title comes from the motel in an unnamed South American country where these women wait while the local adoption process slowly matches them with babies.

Dr. Dubinsky's areas of expertise also include gender history and the history of sexuality. She is the author of *Improper Advances: Rape and Heterosexual Conflict in Ontario, 1880-1929* (1993) and *The Second Greatest Disappointment: Honeymooners, Heterosexuality and the Tourist Industry at Niagara Falls* (1999). She is currently writing a book entitled *Babies Without Borders: Children and Adoption in Canada, Cuba and Guatemala*, which is about international and interracial adoption.

For more details on the film, call 533-2178.

www.film.queensu.ca/cinamakington

Phone ringing? Let your fingers do the talking

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BETTI STIFF

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Telephones are so reliable that most of us take them for granted. They can be a powerful tool, especially when partnered with voice mail.

And while many would simply write it off as an answering machine, voice mail complements our telephone system with features that can save you time and effort.

Here are some common situations and how voice mail can help:

- *Do you want to pass on information without disturbing the recipient?*
You can express message directly to their voice mail to leave a message. Dial 77777 and then enter the mailbox number.
- *Have you received a message that really should have been sent to someone else?*
You can forward that message directly to another mailbox; the system even allows you to record a covering message. Press 73 at any point during

- *Is there a group of people that you regularly send the same information to?*
Voice mail allows you to create a distribution list so you can send a message to those in the list with the press of one digit. To create the list, press 85 while logged on to your mailbox, assign an identification number for the list and add the mailbox numbers of the list members. Consult the "Distribution List" item on page 12 of your 2003 Queen's Staff Directory for more detailed instructions.
- *Have you received a message that you can't quite decipher?*
You can skip backwards and forwards by five-second intervals while playing back any

message. Press 1 to skip backwards and press 3 to skip forwards.

- *Did you delete a message before you really meant to?*
You can restore a message but you must do so before you log off or hang up. Once you have logged off, it's gone for good. Press 76 before you log off.

- *Listening to a message and decide you want to speak to the caller right away?*
With the press of one digit, you can connect to the phone number that left the message. This feature works with internal numbers only. Press 9 at any point during playback.

All the instructions for the features listed above and many more can be found in the front of the staff directory or on the web at www.its.queensu.ca/ctn. We are always happy to answer your questions at ext. 32001.

Campus Telecom and Networks is also pleased to offer training upon request, which can be customized for your department's specific needs.

Contact Betti Stiff at ext. 75335 or stiffb@post.queensu.ca.

Betti Stiff is customer service advisor at Campus Telecommunications and Networks.

IN BRIEF

Pension plan AGM takes place this week

The Queen's Pension Plan annual meeting takes place at 1:30 pm on Wednesday, Dec. 3 in Dunning Hall Auditorium.

All plan members, including retirees, are invited to attend. For details, call Pensions and Insurance at ext. 36414.

Ebenezer Scrooge pays a visit to Convocation Hall



Charles Dickens returns to Kingston this Dec. 10 through 14.

John Huston will take audiences at Convocation Hall (in Theological Hall) to a long-ago Christmas, with his haunting recreation of a one-man performance of *A Christmas Carol* by Charles Dickens.

Tickets are \$20 for adults, \$17 for seniors and \$10 for students. They are available at the Performing Arts Office in the John Deutsch University Centre and at the door.

For details, call Donna or Martha at Kingston Literacy at 547-2012.

How to stay solvent during the holidays

Financial expert Betty-Anne Howard will discuss holiday giving: you don't need to go bankrupt this Thursday, Dec. 4 at noon at the Ban Righ Centre, 32 Queen's Cres.

Join a lively discussion on how to survive the holidays with your bank account intact and still feel happy about what you are able to give. Stress may be inevitable for this time of the year but there are ways to manage it more successfully.

Share your experiences as the group maps out plans to make this holiday season more enjoyable and less stressful.

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Appointments

Johanne Bénard appointed Acting Head, French Studies

Principal William Leggett announces that Johanne Bénard has been appointed Acting Head of French Studies from Jan. 1, 2004 to Dec. 31, 2004. Dr. Bénard holds BA, MA and PhD degrees from the Université de Montréal. She taught at Maisonneuve College and the Université de Montréal before coming to Queen's in 1989 as Assistant Professor in French Studies. She was granted tenure in 1995 and promoted to Associate Professor in 1999. Dr. Bénard specializes in 20th-century French Literature. Her research has focused mainly on the work of Louis-Ferdinand Céline, and her book *L'inter-dit célinien. Pour une lecture autobiographique de l'oeuvre de Louis-Ferdinand Céline* was published in 1999 (Balzac-Le Griot). She is also interested in the linguistic approach to literary texts and, more recently, in autobiography in theatre. Dr. Bénard was Acting Head of French Studies in 1999-2000 and has served on numerous departmental, faculty and Senate committees. She is currently Chair of Undergraduate Studies for the department.

Committees

Advisory Committee, Centre for Neurosciences Studies

In accordance with Queen's Uni-

versity Senate Policy on "Procedures Governing the Establishment, Reporting and Review of Research Centres, Institutes and Other Entities at Queen's University", Vice-Principal Kerry Rowe is pleased to announce the membership of the Advisory Committee for the review of the Centre for Neuroscience Studies: Roland Boegman, Graduate Studies and Research; Jim Brien, Health Sciences; Brenda Brouwer, Rehabilitation Therapy; Janice Deakin, Physical and Health Education; Merlin Donald, Department of Psychology; Bill McLatchie, Arts and Science (Chair); Ken Rose, Physiology; Marlene Rego, Vice-Principal (Research) (Secretary). Members of the university community are invited to submit their comments on the present state and future prospects of the centre to the chair of the committee, Bill McLatchie, Office of the Vice-Principal (Research), by Dec. 12, 2003. For more information on the centre, please visit the centre's Website at <http://www.queensu.ca/neurosci/>.

Internal Academic Reviews

Suzanne Fortier, Vice-Principal (Academic) and Chair of Senate's Internal Academic Review Committee, announces the names of consultants and review team members for the internal academic review of Education. Consultants: Flora Ortiz, University of California, Riverside; David Robitaille,

University of British Columbia. Review team: Jonathan Espie, undergraduate student in Psychology and Political Studies; Cynthia Fekken, Arts and Science (Chair); Mary Ann McColl, Centre for Health Services and Policy Studies; Kim Murphy, Student Affairs Office; Morris Orzech, Mathematics and Statistics; Brian Osborne, Geography; Joanna Sarnecka, graduate student in Rehabilitation Therapy. Members of the university community wishing to comment on this unit are invited to do so, in writing, to the Chair of the review team. Submissions deadline: Dec. 19, 2003.

Principal's Advisory Committee, Queen's National Scholars, 2003/2004

Principal William Leggett announces the composition of the Principal's Advisory Committee for the selection of Queen's National Scholars. Members: Andrzej Antoszkiewicz, President, SGPS; Johanne Benard, French Studies; Anne Godlewska (Chair), Geography; Janice Helland, Art/Women's Studies; William Higginson, Education; Peter Katzarzyk, Physical and Health Education; Chrissie Knitter, President, AMS; Leslie Monkman (Secretary), Office of the Principal; Stephen Scott, Anatomy and Cell Biology; Mark Walters, Law. The committee will review and provide advice on the applications received by the principal.

Faculty offices will be notified of the principal's decisions no later than Jan. 30, 2004.

Staff Appointments

Senior Secretary 2003-133
Faculty of Health Sciences –
Faculty Development
Kellie Kitson
Financial Assistant 2003-142
Civil Engineering
Maxine Wilson (formerly
Department of Philosophy)
Account Representative 2003-144
University Residences
Tara-Lee Novakowski
Departmental Assistant 2003-146
Office of the Vice-Principal
(Academic)
Kelly Colby (Queen's Executive
Development Centre)
Finance and Staffing Manager
2003-149 Dean of Student Affairs
Kim Murphy (Internal Audit
Office)
Senior Web Editor 2003-152
Information Technology Services
Withdrawn

Staff Vacancies

Departments requiring casual hourly paid secretarial or clerical assistance should contact Susan Goodfellow in Human Resources, 533-2070. Requisitions for staff replacement, with appropriate approvals, must reach the Department of Human Resources by noon of the Monday one week prior to the date of issue.


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

Closing date for the following positions is **Tuesday, December 9, 2003, at 4:30 pm. Late applications will not be accepted.** Please submit a letter of application indicating the specific position desired and a detailed resume including your **employee number**.

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

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


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



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

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

**Student Resource Assistant
Faculty of Arts and Science
2003-163**

Minimum Hiring Salary: \$30,072 (Salary Grade 4)

Terms: Full-time, continuing appointment

**Administrative Assistant
Department of Philosophy
2003-164**

Minimum Hiring Salary: \$35,748 (Salary Grade 6)

Terms: Full-time, continuing appointment

**Systems Programmer
Information Technology
Services
2003-165**

Minimum Hiring Salary: \$40,537 (Salary Grade 7)

Terms: Full-time, three-year appointment

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

**Network Communications
Technologist
(CUPE Local 254)
Information Technology
Services
2003-166**

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

Terms: Term until October 15, 2004

Other Positions

**Clinical Secretary,
Department of Medicine**

Half-time position to start Jan. 2004.

Responsibilities: Provide reception and secretarial support to a specialist physician; type patient letters and routine correspondence; handle telephone inquiries; schedule clinic appointments; filing; and general office duties.

Qualifications: Post-secondary school diploma with knowledge of basic office procedures; medical secretarial diploma or equivalent considered an asset; consideration will be given to an equivalent combination of education and experience. Special skills required: knowledge of medical terminology, dictating, good communication and interpersonal skills.

Salary: Grade 3

Please send cover letter and resume to: Dr. M. Joneja, c/o Rm #3034, Department of Medicine, Etherington Hall, Queen's University. Interviews will be conducted early in January 2004.

**Senior Biostatistician,
Cancer Research Institute**

This is a full-time position in the Division of Cancer Care and Epidemiology (CCE) of Queen's Cancer Research Institute.

Responsibilities: a major role in expanding the scope of CCE databases and developing more uniform approaches to data management and optimum analytic and data processing methods; training and supervising of junior biostatisticians/programmers; coordinating workflow to ensure that the statistical/programming needs of the entire research group are met; working collaboratively with faculty on externally funded projects; carrying out statistical analyses on specified projects; preparing written reports; lead researcher on independent research projects from time to time, assuming they fall within the mission of Cancer Care and Epidemiology; contribute to, co-author or author papers or reports; prepare and deliver presentations at meetings and conferences.

Qualifications: PhD in biostatistics or evidence of the ability to function as a senior level biostatistician; management experience; experience with the manipulation

of large databases; related research experience an advantage; self-motivation; ability to work independently, as well as part of a team.

Salary Grade: (9NAS)

Letters of application, including curriculum vitae and the names of three referees, by Dec. 15, 2003 to: Dr. William Mackillop, Division of Cancer Care and Epidemiology, Queen's University Cancer Research Institute, 10 Stuart Street, Level 2, Kingston, Ontario K7L 3N6. The university thanks all who express an interest in this position and advises that only those selected for interviews will be contacted. For more information on the Division of Cancer Care and Epidemiology, please visit our website at <http://www.krcc.on.ca/orou/>

**Research Associate/
Coordinator, Southeastern
Ontario Community-
University Research
Alliance in Intellectual
Disabilities**

This is a one-year full-time contract with possibility of renewal. **Responsibilities:** reporting to the principal investigator (Hélène Ouellette-Kuntz); designing, testing and implementing survey protocols under guidance; ensuring compliance with ethical guidelines; coordinating the efforts of students/research assistants on various projects; producing information reports; organizing and maintaining regional and project files; supervising junior staff and students.

Qualifications: Masters or PhD in a relevant field with some project management experience (consideration will be given to an equivalent combination of education and experience); proficiency in statistical analysis and use of SPSS; experience with preparation of manuscripts for peer review publications; advanced database management,

spreadsheet analysis and word processing skills; ability to adapt to emerging technology; familiarity with the Internet; analytical, interpretive, and problem-solving skills; excellent interpersonal and communication skills (verbal and written).

Salary: \$40,537

Salary Grade: 7 (NAS7)

For further information please contact Hélène Ouellette-Kuntz at oulette@post.queensu.ca. Resume, cover letter and names of two referees by Dec.15, to: Hélène Ouellette-Kuntz, Assistant Professor, Department of Community Health and Epidemiology, Queen's University, 191 Portsmouth Avenue, Kingston, Ontario, K7M 8A6. Phone: 613-548-4417 ext. 1198, fax: 613-548-8135, email: oulette@post.queensu.ca

**Community Liaison/Office
Assistant, Southeastern
Ontario Community-
University Research
Alliance in Intellectual
Disabilities**

This is a one year 0.6 FTE contract with possibility of renewal. **Responsibilities:** report to the principal investigator (Hélène Ouellette-Kuntz, Community Health and Epidemiology); ensure ongoing input in program from community partners; assist in developing communication strategies; electronic distribution of correspondence (Eudora); design newsletter and web page; aid in production of various documents and presentations (MS Power Point); assist community partners in data collection functions; utilize and refine computer database (MS Access); perform basic data processing, including data entry and output; design and create forms (MS Access); perform basic administrative services.

Qualifications: two-year post-secondary program in a relevant field with previous relevant experience in a research environment (consideration will be given to an equivalent combination of education and experience); advanced database management, spreadsheet analysis and word processing skills; attention to detail and accuracy; organizational and time-management skills; ability to focus under pressure and with frequent interruptions; interpersonal and communication skills (verbal and written) to deal with community agencies and team members; ability to maintain strict confidentiality.

Minimum Salary: \$30,072

Salary Grade: 4 (NAS4)

For further information please contact Hélène Ouellette-Kuntz electronically at oulette@post.queensu.ca. Resume, cover letter and names of two referees by Dec. 15, to: Hélène Ouellette-Kuntz, Assistant Professor, Department of Community Health and Epidemiology; Queen's University, 191 Portsmouth Avenue, Kingston, Ontario, K7M 8A6. Phone: 613 548-4417 ext. 1198, fax: 613 548-8135, email: oulette@post.queensu.ca

for the following programs or to obtain further information, or register at our email: hadmin@post.queensu.ca

**Tuesday, Dec.9
Meetings That Matter**

This program focuses on both the organizational and communication skills needed to ensure more productive meetings. Learn the phases for conducting meetings, the role of the meeting leader during each of those phases, and techniques for handling non-productive behaviours in meetings. Wendy Lloyd, Human Resources, 9 am to noon.

Notices

**Tuition and Childcare
Support Plan on-line
application system available**

In early Jan., 2004 the on-line application form will be available for all eligible employees for the Tuition Support Plan and Childcare Support Plan. Both plans have specific terms and conditions as to eligibility, entitlement and submission periods for each employee group. We recommend each person review those terms and conditions prior to using the on-line system. A link to the terms and conditions will also be on-line. To use the on-line system go to: <http://www.hr.queensu.ca>. For assistance, please contact Lisa Latour.

December Holiday Closing

This year, normal university operations for most (but not all) departments will close at noon, Wednesday, Dec. 24, 2003. Regular university operations resume on Monday, Jan. 5, 2004.

December Monthly Payroll

- i) The cut-off date for changes to the regular monthly payroll (including salary requisitions for monthly paid employees) is Monday, Dec. 1, 2003.
- ii) Salary advice statements will be mailed to the departments on Friday, Dec. 12, 2003.
- iii) The Dec. pay date for monthly employees will be Wednesday, Dec. 31, 2003.
- iv) Monthly salaries deposited to bank accounts will be available at the banks by 10 am, Dec. 31, 2003.

If you have not received your email notifying departments of the Dec. payroll cut-off dates, and the 2004 casual payroll calendar, please contact Lynne Gaudet at: gaudetl@post.queensu.ca

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Employee Development

Please call the Human Resources Department at 32070 to register



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

Awards and Grants

Ontario Thoracic Society/ Ontario Lung Association

The Respiratory Group at Queen's invites applications for respiratory research in both basic and clinical fields. The funds are mainly intended for use as seed money or pilot projects, but are also available for interim funding. Applications should be received by Wednesday, Dec. 10. The maximum research grant would generally not exceed \$10,000. Information: Dr. D.E. O'Donnell, Kingston General Hospital, 102 Stuart Street, 548-2339.

PhD examinations

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

Monday, Dec. 1

Adrian Corneliu Nicolescu, Chemistry. Mechanisms of nitric oxide release from organic nitrates and nitrites: implications on the activation of soluble guanylyl cyclase and inhibition of lipid peroxidation. Supervisor: G.R.J. Thatcher. 515 Chernoff, 9am.

Friday, Dec. 5

Marc Andrew de la Roche, Biochemistry. Regulation of class I and class II myosins in dictyostelium discoideum. Supervisor: G.P. Côté. 660 Botterell, 9 am.

Harinder Singh Aujla, Psychology. Investigating the role of the dopamine D3 receptor in reward-related learning. Supervisor: R.J. Beninger. 228 Humphrey, 1 pm.

Rong Chen, Electrical and Computer Engineering. Influence of the modulation properties of an integrated laser modulator on system performance. Supervisor: J.C. Cartledge. 302 Walter Light, 1:30 pm.

Jennifer Denise Poudrier, Sociology. Decolonizing genetic science: the thrifty gene theory, aboriginal health and empowering knowledges. Supervisor: A.J. Burfoot. D528 Mackintosh-Corry, 2 pm.

Andrew James Leach, Economics. Three papers on the economics of climate change. Supervisor: C. Ferrall. B204 Mackintosh-Corry, 2 pm.

Friday, Dec. 12

Nicole Ellen Rielly, Psychology. Girls and boys identified with a sub-clinical cutoff for attention problems: behavioural, emotional

and social characteristics. Supervisor: W.M.Craig. 228 Humphrey, 2:30 pm.

Monday, Dec. 15

Kazi Hassan Imam, Mechanical Engineering. Design and fabrication of a small-scale thin film strain gauge. Supervisors: P. Wild, T.N. Moore, M. Sayer. 312 McLaughlin, 1 pm.

Peter Poruks, Materials and Metallurgical Engineering. Fracture mechanisms in dual phase steels based on the acicular ferrite + martensite/austenite microstructure. Supervisors: J.D. Boyd and T. Turi. 227 Nicol Hall, 2 pm.

Kwan Hang Frederick Lee, Electrical and Computer Engineering. A study of two equalization techniques for sparse multipath channels. Supervisor: P.J. McLane. 302 Walter Light, 2 pm.

Volunteers

Calling all mums, dads, babies, tots and youths Queen's Clinical Education Centre needs families with children six months old through high school age to assist health science students learn interviewing, physical examination and developmental assessment skills.

We also need pregnant mothers for our nursing program. Parking/ transportation provided. Contact: Cheryl Descent, 533-2380 or grossc@post.queensu.ca.

Standardized patients

We will train people from the community to play the roles of patients 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, dlm1@post.queensu.ca or 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.

HELP LINES

Campus Security Emergency Report Centre:

533-6111

Human Rights Office
533-6886
Irène Bujara, Director

Sexual Harassment Complainant Advisors:
Margot Coulter, Coordinator
533-6629

Tracy Trothen – Theology
533-2110 ext. 74319

Chuck Vetere – Student Counselling
533-2893 ext. 77978

Anti-Racism Complainant Advisors:
Stephanie Simpson, Coordinator
533-6886

Audrey Kobayashi – Geography,
533-3035

Anti-Heterosexism/Transphobia Complainant Advisors:
Julie Darke, Coordinator
533-6886

Eleanor MacDonald, Politics
533-6631

Coordinator of Dispute Resolution Mechanisms:

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

Sexual Harassment Respondent Advisors:

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

Anti-Racism Respondent Advisor:
Ellie Deir – Education
533-6000 ext. 77673

Internal Dispute Resolution
SGPS Student Advisor Program
533-3169

University Grievance Advisors – Students:

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

University Grievance Advisors – Staff:

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

Bob Burge – JDUC
533-6000 ext. 78775

Sandra Howard-Ferreira (On Leave)
School of Graduate Studies and Research

Gary Racine – Telecommunications
533-3037

Freedom of Information and Privacy Protection
Officer Don Richan 533-2378
Commissioner Paul Tetro
533-6095

Employee Assistance Program
1 800 387-4765

University Chaplain:
Brian Yealland
533-2186

Rector
Ahmed Kayssi
533-2733

Student Counselling Service
533-2893

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

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Sunday noon - 5 pm

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Residence & Hospitality Services



Please note when planning your holiday functions, if you wish to serve alcohol, you must complete an Application to hold a Licensed Event on Campus, a minimum of 10 working days prior to the event.

You may return it to
Residence & Hospitality Services, or contact
Conference Services (533-2223)
to look after all aspects including menu selection and set-ups.
Both offices are located in Victoria Hall.

Art

The Agnes Etherington Art Centre

University Avenue

Ongoing exhibitions: The Davies Foundation Gallery, *Gary Kibbins: Grammar Horses* to Jan. 11; Frances K. Smith Gallery, *Choice*, works selected and described by long-time donor and print scholar W. McAllister Johnson, to Feb. 22; 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. African Gallery, *Metal Work of West Africa*: a selection from the Justin and Elizabeth Lang Collection, to July 2005; Bader Gallery, *Real and Imagined People*, from the Art Centre's collection of 16th and 17th century European painting, to June 19, 2005.

www.queensu.ca/ageth/

Union Gallery

Main Gallery, Soft, Warm and Safe, a video installation by Tanya Mars. Project Room, My Dinner with Woofie, a video by Tanya Mars, both presentations Dec. 2, 2003 to Jan. 9, 2004.

jp14@post.queensu.ca

Faculty of Education

Duncan McArthur Hall

New works by painter Andrea Dodwell, Tuesday, Dec. 2 to Wednesday, Dec. 24. The Studio (B144 west end of main lobby

and watch for signs). Meet the artist Thursday, Dec. 4, 6-8 pm. Gallery hours: Monday to Thursday, 11:30 am to 1 pm or by appointment. Contact Angela Solar 533-6000 ext. 77416 or solara@educ.queensu.ca.

Conferences

Thursday, Dec. 4 to Sunday, Dec. 7

French

An interdisciplinary conference, *Approaching the Unapproachable*, with the Modern Fuel Artist-Run Centre. The conference and all related events will take place at the Modern Fuel Centre, 21 A Queen St., 548-4883. Opening reception, Thursday, Dec. 4, 7 to 9 pm features solo painting exhibition by Marko Duricic, curatorial presentation of M. Duricic's work and speakers from across Canada, the U. S. and Europe. For more information go to www.adfactor-e.com/unapproachable or contact Agnès Conacher at conacher@qsilver.queensu.ca or Catherine Dhavernas at (613) 533-2090 or dhaverna@post.queensu.ca.

Film

Sunday, Dec. 7

Cinema Kingston

Casa De Los Babys, directed by John Sayles. Special guest: Karen Dubinsky, author of an upcoming book on international adoption. Etherington Auditorium, 94 Stuart Street, 7:30 pm. Tickets \$8 at the door. Phone 533-2178 for details.

<http://www.film.queensu.ca/cinemakingston>

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

Centre for Neuroscience Studies

www.queensu.ca/neurosci/seminar.html

Chemistry

[www.chem.queensu.ca/NEWS/AND EVENTS/Seminars/Seminar02W.PDF](http://www.chem.queensu.ca/NEWS/AND%20EVENTS/Seminars/Seminar02W.PDF)

Computing

<http://www.cs.queensu.ca/seminars/>

Economics

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

GeoEngineering Centre at Queen's - RMC

www.geoeng.ca/GENG840_Schedule.htm

Human Mobility Research Centre

www.hmrc.ca

Pharmacology/Toxicology

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

Physiology

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

Policy Studies

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

Conferences

Monday, Dec. 1 and Tuesday, Dec. 2

Policy Studies

Defence Management Studies Program conference. Defence Acquisition: building Canada's future military forces. Call Lois Jordan for details: 613-533-6483.

Public Lectures

Tuesday, Dec. 2

Faculty of Education Research Seminar Series 2003-04

Can evaluation be research? A monthly seminar with faculty

and graduate students on recent research findings and issues. Vernon Ready Room, McArthur, 4 to 5:30 pm. For more information contact Nancy Hutchinson at hutchinn@educ.queensu.ca or call Hanna Stanbury, 533-6206.

Special Events

Wednesday, Dec. 3

Queen's Pension Plan AGM

The annual meeting of the Queen's Pension Plan will be held in Dunning Hall Auditorium, 1:30 pm. All plan members, including retirees, are invited to attend. One of the plan's investment counsellors, its actuarial consultant, and members of the pension committee will be present to answer questions. Members will also be given the opportunity to raise other matters relating to the plan. For more information, please contact Pensions and Insurance at 36414.

Submission Information

To ensure we run your information correctly, Calendar items must appear in this format: *date, department, speaker's name and affiliation, title of lecture, place, time, and cost if applicable.*

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

The next Gazette deadline is Dec. 8 at noon.

TRANSLUCENT TREASURES



CELIA RUSSELL PHOTO

Tana Clarke of the The Cat & The Crow discusses her glass creations at the recent Christmas Craft Show in the John Deutsch University Centre, presented by Art and Art Conservation.