



QUEEN'S GAZETTE

2003 CCAE Gold Medal for best university newspaper

Trouble in paradise P8



Probing racial profiling P10



Harnessing steam heat

By CELIA RUSSELL
Queen's has taken a first step toward significantly reducing its energy costs with the approval of \$300,000 toward detailed planning of a cogeneration facility.

The project, approved by the Board of Trustees at its

meeting Friday, has the potential to significantly reduce the cost of providing electrical power to the campus, to generate steam to develop building systems, in particular, air-conditioning systems and also to provide access to an alternate energy supply to maintain key

campus operations in the event of power outages.

As a "large-scale industrial user of electricity," the university would stand to realize substantial savings, Finance Committee Chair Bill Young told the board. "The facility would cost between \$10 and \$20 million, if the board

decides to go ahead," he said.

Cogeneration is the production of two forms of energy from one type of fuel.

In the university's case, this means the burning of fuel sources to generate electricity, and catching the waste heat to generate steam heat.

The university first presented the idea of a cogeneration facility to the Finance Committee of the board in December, 2002. In the review, several advantages of incorporating the new systems into the existing central heating plant, were noted.

See HARNESSING STEAM HEAT: Page 2

Planning begins for new recital hall

By CELIA RUSSELL
The university could get its first recital hall, thanks to the generosity of an unnamed donor.

Queen's Board of Trustees has approved \$300,000 in planning funds to produce a conceptual design for a new, 500-seat recital hall to be built next to the music building, Harrison-LeCaine Hall, on Queen's Crescent.

The board also approved the appointment of Zeidler Partners Architects of Toronto to design a concept for the new hall.

It is intended that the prospective donor, who approached Dean of Arts and Science Bob Silverman with the concept last month, would fund the project 100 per cent, Principal Bill Leggett told trustees at the Dec. 5 meeting.

Program development was incorporated into the assignment of the design team because the donor was anxious that the project proceed as quickly as possible.

The proposed hall will be of tremendous benefit to not only the School of Music, but to the university as a whole, and to the entire Kingston community, Director of the School of Music Gordon Smith told the *Gazette*.

"We [The School of Music] are delighted that this pressing need has been recognized by the university," he said. "Such a recital hall is crucial to enable the school to fulfill its mandate as a top facility for music education in the broadest sense, and to attract high quality music students to Queen's."

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For news updates visit us online @

www.queensu.ca/newscentre

Queen's News Centre

A WARM RECEPTION



CELIA RUSSELL

Ten-month-old Logan O'Coin laughs as he peers through an ice wreath, part of a festive ice sculpture display by Sodexo staff at the Principal's Reception in Grant Hall on Staff Appreciation Day. Logan and his family attended the Dec. 1 reception to cheer on his grandmother, Debby Robertson (Computing), as she received a Special Recognition for Staff Award. Other 2003 winners are Jennine Ball (Economics), Margaret Burns (Chemical Engineering), Julie French (Biology), Sharon Lillis (Education) and Robin Roberts (Chemistry). University Secretary Georgina Moore presented a surprise award to Principal Bill Leggett and Claire Leggett on behalf of the staff, thanking them for their service over the last 10 years.

Community consultation on Queen's Centre continues

By CELIA RUSSELL
More discussion and debate are crucial before the shovel goes into the ground on Queen's most ambitious building project ever, Board of Trustee members heard at their Dec. 15 meeting.

In addition to a series of public meetings on the proposed \$175-million Queen's Centre project, an independent architect will also evaluate it.

"The present concept is under review," said Trustee Kent Plumley, referring to the meetings planned for Jan. 16 and 17. He first suggested the idea of an independent assessment of the

Queen's Centre concept to the board last spring. "There has been some dissatisfaction with the idea of two sets of facilities

"No one should believe that things are cast in stone."

Andy Pipe

under one roof. Is there going to be some review by an independent architect to determine if this fundamental premise is sound?"

Trustee Dan Burns, who

chairs the Campus Planning and Development Committee replied that there would be. Since the feasibility work took place last year, it is clear that the concept trustees endorsed last May is not going to be the same as the final product, he said.

The board adopted the Queen's Centre initiative as a university priority at their May 10 meeting. The centre concept, which has a groundbreaking target of spring, 2005, is to be built in several phases over the next 10 years. The expansion is proposed for the block bounded by Earl, Division and Clergy streets and University Avenue. It would

double the existing space of the John Deutsch University Centre and the Physical Education Centre. An executive committee and management committee have been struck to oversee the centre's development and to ensure broad consultation.

"The project is moving ahead," Trustee Andy Pipe, who chairs the executive committee, told the board. "It is very important to consult with the broader community and continue to ask for input," he said, referring to the public meetings. "No one should believe that things are cast in stone."

See QUEEN'S CENTRE: Page 2

BOARD IN BRIEF

Good credit: Queen's has maintained its Standard & Poors AA+ credit rating, the only university in Canada to do so, Principal Bill Leggett said in his report at the Dec. 5 meeting of the Board of Trustees.

Campus planning update: Work on the Integrated Learning Centre at the corner of Division and Union streets lost time because of winter construction, said Dan Burns, chair of the Campus Planning and Development Committee. It is, however, still aiming for its scheduled opening of May 10, 2004. Renewal of the former Chemistry building Gordon Hall and its annex is scheduled for completion in April 2005. Richardson Hall is scheduled for a whole building renewal to take place between September, 2005 and September, 2006.

Queen's endowment: The board approved an Investment Committee motion to revise the current spending policy, adopting the Yale method with a 4.5 per cent spending rate (reduced from 5 per cent), and with the annual increase in payout capped at two times the CPI increase for the prior year. The move to the Yale method would be phased in over a period of no more than three years, and

that the change in payout be reviewed annually. (The Yale method was devised more than 20 years ago by Yale University economists. It relates current-year spending to the current endowment market values and the previous level of spending from endowment.)

The board adopted: the Ethical Fundraising and Financial Accountability Code – a set of standards to encourage responsible and transparent practice by charities toward donors, stakeholders and the public.

It also approved: several dedication opportunities at Beamish-Munro Hall; the appointment of accounting firm KPMG as external auditor for the university; policy statements on Environmental Management and Health and Safety; a revised Health and Safety Management System Document; a request to University Council to change the bylaw governing the seven trustees elected under the Benefactor category. In order to ensure fairness, the board requests that council phase out the four-year term by 2008, so that all trustees elected by benefactors would stand for three-year terms.

For details on board business, please see www.queensu.ca/secretariat/trustees.

New recital hall

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If the hall goes ahead as planned, the Performing Arts Box Office would move its operations to the hall from the John Deutsch University Centre. This would allow for closer liaison with the school, Dr. Smith said. Most performances would take place in the 500-seat hall, with large-scale concerts, such as those involving orchestras, continuing to take place in Grant Hall.

The Campus Planning and Development Committee of the board expects to review a conceptual design and a cost estimate at its March, 2004 meeting, with a recommendation coming toward the Finance Committee and Campus Planning and Development Committee for approval in May 2004.

If the project does not proceed, the Faculty of Arts and Science has agreed to repay the funds spent moving the project forward.

The proposed design includes:

- A 500-seat auditorium with a stage platform for concerts;
- backstage space as well as upper and lower lobby features;
- a refreshment bar, ticket office, rehearsal rooms and other ancillary spaces;

- a balcony that can be closed off for a smaller performance hall with 300 seats;
- other uses to be examined (e.g. drama/theatre presentation, film viewing and studio production).

Harrison-LeCaine Hall opened in 1974 to accommodate a new and fast-growing Bachelor of Music program. Since the early years of the building, there has been increasing concern about the lack of a proper performing facility. Queen's is one of the only universities in Canada with a recognizably excellent music program that does not have a concert recital hall as part of its music-building complex.

The recital hall proposal has been an ongoing priority for the Faculty of Arts and Science. Over the last 30 years, former School of Music directors Istvan Anhalt, F.R.C. Clarke, Alfred Fisher and Ireneus Zuk lobbied to make the project a priority for the Faculty of Arts and Science.

Construction of a recital hall was included on the priority list of the recent Campaign for Queen's. This, however, is the first time that there has been a positive response to support the project.

Principal search update

In an interim report, the Chair of the Joint Board/Senate Committee to Select the Principal announces that committee members continue to work "enthusiastically and diligently" on the identification and recruitment of the next principal.

"We have engaged a new

search consultant and are moving forward with confidence and commitment to our mandate: to recommend to the Board of Trustees the appointment of a

Principal of whom all members of the Queen's community will be proud," says Chancellor Charles Baillie.

IN BRIEF

Exploring the human figure

Real and Imagined People is one of the Agnes Etherington Art Centre's newest exhibitions.

It brings together 26 compelling works from the art centre's collection of 16th- and 17th-century European painting to explore the wide range of artistic visions of humanity during two centuries of western art.

The human figure has long been the prime focus of the European artistic tradition. Whether portraits in the conventional sense or representations of the imagined or idealized personae of history, myth or the Bible, these images hold a mirror to their own societies and illumina-

nate various prescribed roles of the individual.

The exhibition is on view in The Bader Gallery until June 19, 2005.

Senate committees need members

Faculty, staff and students are invited to apply for positions on several Senate committees, including Academic Procedures, Budget Review, Non-Academic Discipline and Student Aid. Terms start Sept. 1. Deadline for applications is Friday, Feb. 13. For more, go to www.queensu.ca/secretariat/senate/vacancy, call 533-6095 or visit B400 Mackintosh-Corry.

Harnessing steam heat

continued from page 1

- No additional staffing needed to operate new systems;
- Ready access to steam and electrical distribution systems;
- Access to existing stack required by turbines;
- Access to existing tank farm for storage of standby fuel supply;
- Ability to incorporate new facility within existing building envelope;
- Access to gas line to provide fuel supply to systems;
- Replacement of aging boilers within heating plant;
- Ability to mix fuel used in production of steam, access to boilers that will burn oil and natural gas.

Additional information collected since the 2002 study suggests the payback may not be as short as originally thought, as the province moved to deregulate the electric market. The university has also determined that more competitive pricing and better value would be realized if it were more certain that the project will proceed.

Queen's Centre

continued from page 1

Vice-Principal (Operations and Finance) Andrew Simpson, chair of the management committee said that his group was in the process of establishing project timelines. One would be to meet and discuss with the Royal Kingston Curling Club and other affected property owners.

Groups and individuals are invited to present their views to the executive committee at special meetings in the McLaughlin Room of the John Deutsch University Centre, room 241 on Friday, Jan. 16, 7-9 pm and Saturday, Jan. 17, 9-11 am.

Those interested in making a presentation or needing further information should contact the Office of the Vice-Principal (Operations and Finance) at 533-2211, email qcentre@post.queensu.ca.

Written submissions are also invited and can be sent to the Office of the Vice-Principal (Operations and Finance) Room 224, Richardson Hall, Queen's University, K7L 3N6. The deadline for submissions is Wednesday, Jan. 7 at noon.

A description of the conceptual design is on the web at www.queensu.ca/queenscentre



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For the full schedule, go to Queen's Gazette Online: qnc.queensu.ca/gaz_online.php

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All advertising is subject to the Publisher's approval. The Publisher reserves the right to revise, reject, discontinue or omit any advertisement, or to cancel any advertising contract, for reasons satisfactory to the Publisher without notice and without any claim for penalty.

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The Publisher will not knowingly publish any advertisement which violates the University's internal policies, equity/human rights policies or code of conduct. Further, the Publisher will not publish any advertisement which contravenes the best interests of the University directly or indirectly.

Happy holidays to you and your family

The holiday season offers a time for reflection on the events of the past year and what the future may hold. We are very pleased that this year has been marked again by the considerable achievements and successes of members of the university community. To our students, faculty and staff who have made this possible – thank you. To our board members, alumni, neighbours and friends of the university, our sincere thanks to all of you for your continued support and dedication. May the holiday season be filled with happiness for you and your families and friends, and may the year ahead bring peace and joy.



With warm wishes for 2004,
Bill and Claire Leggett

Happy holidays!

The staff of the *Queen's Gazette* would like to wish everyone all the best for the holiday season and the New Year.

The first issue of 2004 appears Monday, Jan. 12 and the copy deadline is at noon on Monday, Jan. 5. Email your items to gazette@post.queensu.ca.

For paid display advertising inquiries, please call 533-6000, ext. 75464 or email gazad@post.queensu.ca.

RACER on hold while loan system gets upgrade

The RACER interlibrary loan system is undergoing a major software upgrade. The service will not be available until Wednesday, Dec. 17.

This system upgrade, which began Dec. 12, is necessary to facilitate interlibrary loan requesting and delivery to Ontario university faculty, staff and students.

There will be benefits with this new version, says Electronic Services Librarian Liz Fox. Members of an Ontario University Libraries task group evaluated feedback from users and, as a result, with this upgrade RACER will incorporate some needed revisions to the interface.

For example, the blank request form will be prominently

displayed. The task group anticipates that all patrons will find the new version friendlier to use.

During the down time, library users will not be able to submit interlibrary loan requests and library staff will not be able to process them.

The RACER system administrators anticipate that it will be up and running again by 8 am on Dec. 17 or otherwise as early as possible.

Queen's Library and the Ontario University Library Group responsible for administering the RACER system regret this inconvenience to the university community and thank users for their patience as staff work to continue improving RACER.

RACER information

Those with questions about the outage should contact the interlibrary loan librarian for the appropriate discipline:

- Education: Brenda Reed, ext. 77644
- Engineering & Science: Wenyan Wu, ext. 32840
- Health Sciences: Anne Smithers, ext. 74530
- Humanities & Social Sciences: Cory Laverty, ext. 75568
- Law: Nancy McCormack, ext. 32465

Symphony premieres new Istvan Anhalt work

The Kingston Symphony Orchestra will premiere a new work by composer Istvan Anhalt, former director of the Queen's School of Music at a Grant Hall concert on Sunday, Jan. 11 at 2:30 pm.

Dr. Anhalt, who headed the school from 1971 to 1981, was born in Budapest in 1919. He studied with Zoltan Kodaly, Nadia Boulanger and Soulima

Stravinsky before immigrating to Canada in 1949 where he continues to be an important figure on the Canadian music scene. A composer of some 30 works including opera, orchestral, chamber and electronic music, he has also been an educator, author and administrator.

For tickets, contact the Grand Theatre box office at 530-3050.

NEWS and MEDIA SERVICES

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



On the twelfth day before Christmas
Make sure you have Symantec AntiVirus installed properly on your computer.

On the eleventh day before Christmas
Update your Symantec AntiVirus Virus Definitions File [VDF].

On the tenth day before Christmas
Visit Campus Computer Sales & Service to see their Christmas Bundles and Pre-Christmas Specials!

On the ninth day before Christmas
Back up your data files. You should do this on a daily basis.

On the eighth day before Christmas
Empty and organize the contents of the Inbox in your e-mail software.

On the seventh day before Christmas
Run your Windows' Update regularly to ensure your system has the latest Microsoft patches.

On the sixth day before Christmas
If you use Eudora or Outlook, make sure that the mail is not configured to be left on the server.

On the fifth day before Christmas
Create new voice mail message to inform callers as to the duration of your Christmas holidays.

On the fourth day before Christmas
Leave yourself a reminder to update your Virus Definitions File *before* you open your e-mail when you return from the holidays.

On the third day before Christmas
Remember that you can use webmail to check your e-mail while you're away from your office.

On the second day before Christmas
Set up an e-mail vacation message that will automatically reply to incoming e-mail while you're away.

On the first day before Christmas
Power off your computer and move it away from windows or pipes that may leak over the holidays. Lock your office door as you leave. Now take a deep breath and relax.

Wishing you a Safe and Happy Holiday Season.

Information Technology Services at Queen's

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. The Queen's Centre is a concept for a unique, central student life facility at Queen's University. When complete, the Centre will create better space for the entire university community to come together, study, meet, get organized, train and exercise.

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

Students and substance abuse

EDUCATION KEY IN RAISING AWARENESS OF IMPLICATIONS, DEAN SAYS

By CELIA RUSSELL

Orientation 2003 was one of most successful in recent memory, according to a Senate Orientation Activities Review Board (SOARB) report.

"This was perhaps the best orientation that I've been associated with, so kudos to the entire orientation committee," said Dean of Student Affairs Bob Crawford, who presented the report on the university's orientation week at the Nov. 27 Senate meeting.

It is upper-year, not first-year students who give the week a bad reputation, the report states.

Fortunately, this fall, there were virtually no complaints from the community about the behaviour of returning students.

However, Dr. Crawford said he was disappointed that he could not say the same about this fall's Homecoming and more recent weekends leading up to exams, with several incidents of student rowdiness and intoxication in the residential area surrounding main campus.

"We had these high expectations [that things would go well] and then Homecoming came along," Dr. Crawford said in an interview with the *Gazette*.

Although most students are well behaved and law abiding, there is a small segment of the population that causes problems.

One trend that has encouraged excessive drinking and rowdy behaviour is the practice of returning alumni to "rent" their old houses for the weekend.

For example, he says, some Applied Science alumni are known to take over Aberdeen Street for Homecoming weekend. They "rent" the yards of their old houses, keep the current student tenants in beer, and consequently disturb the non-Queen's neighbours.

The university has several policies in place for dealing with substance abuse. It also advocates education and awareness of the implications of substance abuse over taking punitive measures. However, it is easier to reach students living in residence with these programs than those who live off-campus, says Dr. Crawford.

To learn more about student substance abuse on campus, the university will participate in a Canada-wide lifestyle survey entitled *The Social Determinate of Hazardous Drinking and Other Outcomes of Undergraduates*. Between January and April, a random sample of 500 full-time undergraduates will be asked about their drinking, drug-use patterns and other lifestyle behaviours. Results from the survey will help the university identify where to focus education programs.

SENATE IN BRIEF

Jean Chrétien to receive honorary degree: Former Prime Minister Jean Chrétien is among eight people who have accepted invitations to receive Queen's honorary degrees next spring. The Prime Minister will receive an honorary LLD on Thursday afternoon, May 27. Others receiving honorary degrees are Eldon Hay (DD, Wednesday evening, May 5), Mary Williams (DSc, Friday morning, May 28), Morris Milner (DSc, Friday afternoon, May 28), Gordon Gray (LLD, Thursday morning, June 3), Lewis Lapham (LLD, Thursday afternoon, June 3), Maria Klawe (DSc, Friday morning, June 4) and Gordon Wells (LLD, Friday afternoon, June 4).

Final enrolment figures: The university has met its enrolment targets and projections in most programs and has grown by about 780 students, or five per cent, to a total of 15,924 students, university senators were told. This represents growth of more than 1,200 full-time students, or eight per cent, from 2001. Total full-time enrolment at Nov. 1 varied only .01 per cent from the Senate-approved enrolment plan. "This year was particularly challenging with the double cohort," Principal Bill Leggett says. "It is quite remarkable that we are where we want to be at this point. The Office of the University Registrar has done a superb job."

Privacy report: The university is identifying Queen's units that may be affected by a new federal privacy law that comes into force for Ontario universi-

ties in January. About 15 units currently engage in commercial activity involving the use of personal information, and their employees will be required to take further training as a result, Freedom of Information and Privacy Protection Officer Donald Richan (Archives) said.

University Council on Athletics annual report: Queen's athletics continues to experience budgetary and leadership constraints in coaching, says John McFarlane, Chair, Athletics and Recreation. "The biggest challenge we face is coaching," he told Senate. Because of the need to attract quality leaders, his office will continue to review all athletics programs annually. According to the report, student-athletes in the Inter-university program continue to succeed on and off the field, with 191 gaining academic all-star status (obtaining an 80 per cent or better average).

Senate approved: an amendment to the constitution of the Sudbury Neutrino Observatory Institute due to expansion of its structure and research mandate. Changes were made to integrate the SNOLAB facility within the SNO Institute structure including the addition of a new member institute, the Université de Montréal; a new definition for SNOlab responsibilities and relevant changes and additions to the responsibilities of the SNO Institute director, SNO scientific director and SNOlab director of Facility Development. "SNO had been a single-purpose experiment," SNO Institute Director

Art McDonald told Senate. A recent \$38.9-million investment from the Canada Foundation for Innovation (CFI) has allowed this expansion.

- a report on 2003 Spring and Fall Convocations from the Committee on Academic Procedures showing that Queen's conferred a total of 5,022 degrees, diplomas and certificates in 2003 (4,130 in the spring and 892 in the fall). In comparison, 4,803 were conferred in 2002 (4,033 in the spring and 770 in the fall).

- these appointments to Senate committees: Irene High (staff), Academic Procedures; Rosemary Wagner (student), International Centre Council; Katy Cooper, Jonathan Thompson (students) and Joan Jones (staff) to the Orientation Activities Review Board.

- permission for students to arrive at residences on the Sunday preceding Labour Day. This reverses a 1991 Senate decision that students not arrive before Labour Day, due to the shortening of Orientation Week made at that time. With as many as 500 new students arriving in residence last September, splitting arrivals between the Sunday and the Monday allowed for a more orderly and calm process, Dean of Student Affairs Bob Crawford reported.

- the Centre for the Management of Knowledge-Based Enterprises at the Queen's School of Business be authorized to continue for an additional five years, from Nov. 26, 2003 to Nov. 26, 2008.

For details on all of the above items, see www.queensu.ca/secretariat/senate

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Hello Old Friends, I'm Back!
 Yes, I changed careers over a year ago and I absolutely love it! I do however miss all my friends and business colleagues I worked with over my many years at Queen's.
 Now's our chance to get reacquainted - if you or someone you know is looking to buy or sell a home I'm the person to get the job done!
 Browse through my website at marciajones.ca for listings. Call me anytime at 583-7794 or email marciajones@realtykingston.com

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

COOKIE BREAK



STEPHEN WILD

Mitzi Ellemers and Tyanna Craig nibble holiday cookies at the annual Sing-a-long Messiah earlier this month in the Harrison-LeCaine Hall lobby. Mitzi is the daughter of Brenda Ravenscroft and Tyanna is the daughter of Conductor Gordon Craig. Both parents are faculty members in the School of Music. For a photo of the music makers, see page 16.

IN BRIEF

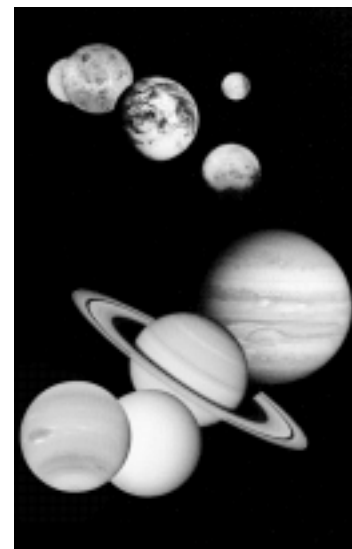
HIV/AIDS group wins Queen's human rights award

The Human Rights Office announces that this year's recipient of the Human Rights Initiative Award is the Education Program of HIV/AIDS Regional Services. Vice-Principal (Academic) Suzanne Fortier presented the award Wednesday, Dec. 10 at Richardson Hall, with members of the Queen's and Kingston communities in attendance.

The award is given annually to recognize initiatives that have made an outstanding contribution to the advancement of equality and human rights at Queen's University.

The presentation usually takes place on Dec. 10 to recognize the anniversary of the U.N. Declaration of Human Rights.

Celestial open house



Queen's Observatory in collaboration with RASC presents a free monthly open house every second Saturday of the month from 7:30 to 9:30 pm (until further notice). The next takes place Saturday, Jan. 10. See celestial objects visible at the time of the event (planets, galaxies, clusters, the moon and constellations) through a variety of astronomical telescopes. In the event of bad weather, a tour of the observatory facilities, films and discussions will be offered. For details, go to observatory.phy.queensu.ca.

Lucky student wins free tuition

Colleen Healey says she was shocked to learn earlier this month that she had won this year's tuition.

On Dec. 2, the Master of Art Conservation student received a cheque for \$5,555.92 from Nestle Canada for her 2003-2004 tuition.

All she did was attend a library workshop in September, which allowed her to enter a draw to win free tuition for the year – worth up to \$6,000, depending on program of study.

In addition to giving out 20,000 mini-boxes of Smarties, the library sweetened the pot this year with the free tuition

competition – all aimed at getting students out to learn about library resources, says Reference Librarian Melody Burton.



Healey

Ms. Healey is in her first year of the two-year program. She completed her undergraduate degree in Art History at Queen's last spring. She started her studies at Queen's in Biology in 1999, but after attending the International Study Centre at Hermonceux Castle in her first year,

which included weekly visits to museums and art galleries, she reconsidered her major.

“Art Conservation is a perfect combination of science and art, my two loves.”

Colleen Healey

“Art Conservation is a perfect combination of science and art, my two loves,” says Ms. Healey, who comes from

Iqaluit, Nunavut.

She hopes to intern this summer at a conservation institute in Turkey, which specializes in objects recovered from shipwrecks.

After graduation, she plans to work in museums or archaeological or conservation sites. Her dream is to visit and work in Egypt.

Ms. Healey attended a Research Strategies workshop as part of Art Conservation 801. The class was held in the Douglas Library Electronic Classroom and taught by Lucinda Walls, Public Services Librarian for Music & Art.

Former anatomy professor dies

Josef Tomasch, a former faculty member in the Department of Anatomy and Cell Biology during the 1960s, died June 25, 2003, after a long illness. “He was a very popular professor,” recalls Alex Bryans, professor emeritus of paediatrics. Dr. Tomasch worked at Queen's for about 10 years, and left to take a position at a university in Iran, says Dr. Bryans. After a 40-year career there, he retired to his homeland of Austria.

VIEWPOINT

QUEEN'S GAZETTE STAFF



Quite the year

As we come to the end of another year, it seems fitting to recall some of the key issues, the triumphs and challenges that occupied Queen's in 2003. What were the university's reactions to challenges posed by such issues as financial constraints, expansion and the double cohort? How about being left in the dark in August and left in the dust with the Frost Wing demolition in November?

The *Queen's Gazette* provided coverage of many of the issues, events and key developments at the university during the past year. These included welcoming many new faculty members, a new Vice-Principal of Operations and a new School of Business Dean. The year also saw the opening of the Cancer Research Institute, bringing under one roof three internationally recognized cancer research groups and facilitating interaction between researchers investigating all aspects of the disease. Another milestone was the official adoption by the Board of Trustees of the Queen's Centre initiative, putting the wheels in motion for what students and university officials have long envisioned: new student life and expanded athletics facilities. In preparation for the double cohort, the university opened two modern residences on Albert and Stuart streets.

Here are some other key headlines.

In March, the *Gazette* reported that Queen's endowment had weathered the turbulence of the global stock markets over the previous year better than most similar university funds in Canada and the United States (**Queen's endowment gets high ranking, March 10**).

More good news followed a month later when the provincial government announced the creation of a provincial Quality Assurance Fund that would see \$200 million invested in Ontario universities over three years (**Provincial budget is cause for optimism, principal says, April 7**).

Within weeks, the *Gazette* also reported that the *Campaign for Queen's* had closed its books, raising more than \$252 million and exceeding its goal by more than 25 per cent. (**A lot to celebrate, May 5**).

June's front-page story about a classroom shortage for courses signalled the cumulative effect of budget reductions, increasing enrolment and the double cohort. (**Standing room only, June 16**). University Registrar Jo-Anne Brady pointed to a space deficit of about 15 per cent and called on deans and department heads for flexibility.

In July, Queen's announced a groundbreaking Cancer Research Institute course that would deal with the highly charged area of how public purse strings and decision-making affect cancer patients and communities (**Cancer and public policy, July 14**).

In August, Caroline Baillie, a leading materials engineer and internationally renowned expert on higher education, was appointed to the first DuPont Canada Chair in Engineering Education, Research and Development (**New chair, new vision, Aug. 18**). She told the *Gazette* she envisioned applied science students exploring new ways to develop creativity outside the traditional disciplines.

In September, the *Gazette* reported that the overall economic impact of Queen's on the Kingston area had grown to more than a billion dollars, according to a report issued by the university's office of Institutional Research and Planning (**Queen's impact on Kingston, Sept. 22**). This is double what it was 10 years ago, and results from research, fundraising and spending growth related to teaching and a large amount of building construction.

In the same month, Queen's admissions staff reported that all had gone smoothly in dealing with the first double-cohort bulge. The Registrar's office would eventually report that total enrolment varied only .01 per cent from the Senate-approved enrolment plan. (**Smooth sailing on the cohort wave, Sept. 8**).

In October, Principal Leggett shared his new direction for Queen's that would see the university improve its undergraduate student/faculty ratio by reducing undergraduate enrolment, allowing for more personal interaction and the capacity to expand graduate and professional programs and research. (**Time to examine a new direction for Queen's, Oct. 20**).

The results of the *Globe and Mail* University Report Card were announced in October. Queen's professors and the university's leading-edge libraries scored top marks with the students and Queen's ranked at the top in 13 areas of campus life, achieving more first-place rankings than any other university (**Another strong showing, Oct. 20**).

November's *Gazette* featured a warning by Principal Leggett that a tuition freeze, as proposed by the new Ontario Liberal government, would have profound implications for deregulated programs and create large inequities in the system (**Tuition freeze would create funding deficit, principal says, Nov. 3**).

In December, physicist Art McDonald won Canada's leading science award, the prestigious Gerhard Herzberg Canada Gold Medal from the Natural Sciences and Engineering Research Council of Canada (**Queen's boasts top scientist**). As leader of the international research team that developed the Sudbury Neutrino Observatory, Dr. McDonald published findings that have resulted in the rewriting of basic physics textbooks.

As we look ahead, we see continued renewal on campus, including the opening of the Integrated Learning Centre and plans for a recital hall and cogeneration facility. When Principal Bill Leggett retires in June, we will also see a transition in leadership that will be both exciting and challenging.

qnc.queensu.ca/gaz_online.php

QUEEN'S FLASHBACK: 198?



QUEEN'S UNIVERSITY ARCHIVES

Will it be cold enough this year for lakes, particularly Lake Ontario, to freeze? That is the question. Here is another question: Does anyone have any information on the above photo? The *Gazette* editor has searched her desk and is unable to produce the few details that accompanied this photo. Email your responses to gazette@post.queensu.ca.

Letters

Admonishing
adverb use

I am not usually a grouch and almost never do I write letters to editors.

However, I have been moved by the sentence on page 1 of the Dec. 1 issue (*Kingston heads national list for research funding*), which announces, "...the majority of the research money goes to Queen's..."

The problem is that in English we distinguish between quantity and number and "majority" suggests the presence of discrete units, as in the reference in the previous sentence to "most of these dollars."

In a publication meant to promote our intellectual stature, it

seems best to avoid bad writing.

Until recently, I used another quotation from the *Gazette* to illustrate for my students the dangers of employing nouns as adjectives and of failing to get compound adjectives right. That headline had said "University restructuring chair to focus on research policy."

I've learned to restrain my frustration when the message on the phone says, "rung in incorrect."

Command of adverbs probably played no part in the specifications for that task. But I hope that an official publication of the university will hold itself to a higher standard, especially when discussing research.

Grumpily,
Jock Gunn
Political Studies

Grateful for
goodwill

I'd like to extend my sincere appreciation to the person who turned in my change purse along with the cash it contained to Food Services in the John Deutsch University Centre on Wednesday, Dec. 3.

It was my first week working at Queen's and I'm just delighted to have experienced such honesty and goodwill. Thanks again.

Jeanette Parsons
Office of the University
Advisor on Equity

Letters Policy

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

Viewpoint Policy

The *Queen's Gazette* welcomes submissions for Viewpoint from faculty and staff. Unless otherwise discussed in advance with the editor, articles should normally range between 600 and 700 words and should address issues related to the university or higher education in general. Speeches related to issues of interest to the university community are also welcome. Email submissions to gazette@post.queensu.ca. The editor reserves the right to edit or reject any submission that does not comply with policy. Opinions expressed are those of the writer.

Tempus fugit, carpe diem

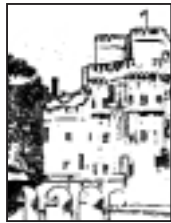
TIME TO CONSIDER A FUTURE AT THE CASTLE

If you know students with a thirst for knowledge and a love of travel, it is time to encourage them to consider spending spring or summer at the castle.

Herstmonceux Castle, the East Sussex, UK, home of Queen's International Study Centre (ISC), has always been impregnated with time – historical time, scientific time, human time – awareness and analysis of the past, intensity and opportunity in the present and aspiration towards leadership for the future.

Neolithics, Britons, Romans, Saxons, Normans and their heirs have seen the castle constantly at the crossroads of the ebb and flow of history. From William the Conqueror to Winston Churchill, a medley of visiting monarchs and statesmen have inscribed Herstmonceux into the very flesh of European events over several centuries. After World War II, with the move of the Royal Observatory away from Greenwich, Herstmonceux became *the* place in the world from which time itself was measured, and remained so until the ISC was born.

The great, looming domes of the massive telescopes continue to dominate the campus today, reminding the latest residents – students, mostly from Queen's – of the stars overhead, that the sky is the limit and that the universe can be theirs.



DAVID BEVAN

Notes From Herstmonceux

Certainly, as 2003 becomes 2004, with spring and summer in particular imminent, there is no better time for time at the Castle.

Students should take the time, therefore, now to find out about the new courses, the new terms, new costs, the new opportunities to extend themselves culturally, to accelerate degree progression or to improve grades for graduate applications by spreading courses over an additional term, to add significantly to their resume. It will be time well spent – a unique and life-changing voyage of academic and experiential discovery.

The world will become your class-room: Shakespeare at the Globe, opera at Glyndebourne, poetry and literature at the Brighton Festival, astronomy at the former Royal Greenwich Observatory, archaeology and history under your feet and before your eyes every day, drawing/painting in the grounds of the castle just as there was for Churchill and the Bloomsbury

Group, politics and commerce from a European perspective, art history in a myriad of galleries and country houses, international studies, interdisciplinary studies, intercultural studies, and so much more.

It may not yet be April, but the newly conceived spring and/or summer terms at the International Study Centre are already filling up. Spring Term (Arts and Science) runs from May 1 to June 13 at an inclusive cost of Can \$5,700; Summer Term from June 19 to July 21 at an inclusive cost of Can \$3,800.

The Spring Law program runs in two concurrent eight-week modules: one in International Business Law, the other in Public International Law. They feature small classes, with outstanding professors, in the most magical of settings. Students travel on field trips to key international institutions in Europe. Sessional dates for Law are May 3 to June 24, with an inclusive fee of Can \$8,200.

Financial assistance is needs-based and all upper-year students in all programs are eligible to apply.

Please consult www.queensu.ca/isc, contact iscinfo@post.queensu.ca, or visit the International Programs Office in Mackintosh-Corry Hall for further information.

Tell your students to seize the day and make the castle a part of their life. It is time!

David Bevan is executive director of the International Study Centre in East Sussex, Britain.

The place to turn for community information

It's easier than you think to be lost in your own community.

Those searching for information on social services, government, legal clinics and other services are often uncertain where to turn. As a result, libraries, and law libraries in particular, are inundated with patrons looking for resources of this type. Reference librarians on campus know that their jobs don't begin and end with helping patrons find the most suitable academic information; they are also called upon to steer members of the public to sources that will help them address their landlord and tenant concerns, or problems related to social assistance, family law, Small Claims Court, and on and on.

One of the best resources in Kingston and the surrounding area for this type of information is the city's own community information centre. The Kingston District Community Information Centre (KDCIC) has existed since 1985 and is a non-profit, charitable organization serving Kingston, Frontenac Townships, Lennox & Addington, United Counties of Leeds & Grenville and Lanark County.

Its website, info.kingston.on.ca/, is a brilliant resource for information on human service agencies, government offices, clubs, recreation, cultural and sports groups. It also contains information on the various legal services available to the public in the region and beyond.

For those who cannot afford the services of private law firms, legal clinics are an alternate source for legal advice, but they can be frustrating to deal with



NANCY MCCORMACK

Books & Bytes

because most provide service only in a limited number of areas of law. As a result, depending on the type of legal problem one has, help may or may not be available. The Community Information Centre database contains

The Community Information Centre's database is a useful resource for all Kingstonians, and not just those with legal difficulties.

information on the various legal clinics in the region and the areas of law in which they provide aid. This type of information exists alongside information on addresses, hours, fees, and eligibility criteria for individuals who would like to use these services, languages spoken, geographic areas served, etc.

If a service is provided outside

the region but is available to everyone in Ontario and/or beyond, it too will appear in the database. For example, the Law Society of Upper Canada's Lawyer Referral Service is included. This service provides those in need with the names of lawyers who will give up to a half-hour of free legal advice. The database also provides other types of frequently requested information such as information on courts, pensions, social assistance, children's aid, victims' services, as well as on birth, marriage, and death certificates.

The database is enormously useful in that each entry contains subject headings – much like a library catalogue. As a result, if one searches using the term "legal clinic," the database will provide information found not only using that term, but will also suggest alternate headings such as "Legal services," "Court clinics," "Legal aid," "Legal counseling," "Legal guardians," "Legal information," "Legal proceedings," "Legal protection," "Legal representatives," and "Legal services." Users who are not certain that they are searching using the right terms are supplied with a number of alternative, related terms.

The Community Information Centre's database is a useful resource for all Kingstonians, and not just those with legal difficulties. The amount of information on recreation, clubs, and other matters makes it well worth the time it takes to become acquainted with it.

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

UNIVERSITY ROUNDUP



Protecting research from terrorists

The British government is developing a scientific code of conduct to help prevent legitimate research being employed by terrorists. Leading academics have warned scientists that they must agree to a system of self-regulation or risk state interference in their work. Fears have been raised by the publication of a select committee report on the scientific response to terrorism and the aborted attempt by the U.S. government to get an international ban on therapeutic cloning. Scientists on both sides of the Atlantic are drafting voluntary codes of practice. These could forestall any government bid to constrain science in an effort to prevent research in fields such as infection and immunology being exploited to create a terrorist weapon. The British government's science and technology committee report calls on research councils and learned societies to set up a code of conduct for scientists and to enforce it by refusing grants or membership to researchers who do not comply.

The Times Higher Education Supplement, Nov. 14

Bridging the university-industry gap

The University of Western Ontario has partnered with Sarnia and Lambton County to develop and manage a Sarnia-Lambton campus of Western's Research and Development Park. The major research and economic development initiative will open early in 2004. The County of Lambton established a Community Development Corporation, which purchased the Dow Modeland Building Complex where the facility will be housed. The Sarnia-Lambton campus will fund initiatives in the areas of industrial and contract research; academic outreach and professional development; and technology transfer and intellectual property commercialization.

Western News, Nov. 6

Custom-made saints for our times

Forget Mother Teresa – the real saints of the 20th century are Elvis and Lady Di, says Stephen Reimer. The University of Alberta professor of English says that the stories constructed around the lives of Diana and Elvis bear a striking resemblance to narratives of medieval saints, which not only make their subjects larger than life, but also ignore historical accuracy in favour of moral purity. "My interest is this perceived need to tell the story of Elvis in forms which make him sinless and saintly," says Dr. Reimer. Followers of Elvis have revised the historical record, he says, including accounts of his alleged drug use, to make him fit a purer, more messianic image. As for Diana, she is identified as an underdog who is "more sinned against than sinning," and many of her devotees describe her as a "healing angel."

University of Alberta Folio, Nov. 21

Employment and pension plan accord

A mediated settlement between the university and the University of Toronto Faculty Association calls for the creation of joint working groups to review issues of mutual concern, including employment practices related to part-time faculty, alternate pension plan and benefits designs, retirement issues and the progress-through-the-ranks model. "The settlement ... ensures that the University of Toronto remains at the forefront in terms of total compensation for its faculty and librarians," says Angela Hildyard, vice-president (Human Resources and Equity).

University of Toronto Bulletin, Nov. 24

"Procrustean model" for aspiring PhDs

Funding councils in Britain have proposed that unless 70 per cent of full-time students at any higher education institution complete their theses in four years, the funding of that institution will be severely reduced. This procrustean model of PhD research, taken from the natural sciences, is to be applied irrespective of discipline or type of research. It takes no account of the different nature of theses or of the needs of students in the humanities and social sciences. Quite apart from the difficulty of formulating an original thesis, there are frequent problems of access to materials, of additional skills to be learnt – from archival skills to ethnographic techniques – and of an often-vast specialist literature to be mastered. Given the very different subject matter of such theses, the process of research is also one of maturation, which inevitably takes more time and requires greater experience. This is especially the case if a measure of originality and scholarship is required, which has always been the lodestar of a PhD thesis.

The Times Higher Education Supplement, Nov. 21

Son of SNO

RESEARCH PROJECT
EXPANDS INTO SNOLAB

By NANCY DORRANCE
News and Media Services
The Sudbury Neutrino Observatory (SNO), an internationally acclaimed Queen's-led research project, will be expanded and transformed into a "lasting, world-class facility" thanks to a \$38.9-million investment from the Canada Foundation for Innovation (CFI).

The new underground facility in Sudbury, called SNOLAB, brings together a consortium of researchers from six Canadian universities. The administrative centre will be located at Carleton University where the project leader, David Sinclair, is a physics professor.

Joining Queen's and Carleton in the initiative are Laurentian University, University of British Columbia, Université de Montréal, and University of Guelph. The project also includes international partnerships with organizations in the U.S., the U.K., Germany, and the Czech Republic.

Queen's principal investigators associated with SNOLAB, all from the Physics department, are: Art McDonald, founding director from the SNO Institute and recent winner of Canada's top science award for 2003 (see Dec. 1 *Gazette*); Tony Noble, director of the SNO Institute and Canada Research Chair in Particle Astrophysics; and Aksel Hallin, who is responsible for the calibration of the SNO detector.

Other Queen's faculty associated with SNOLAB are: Physics professors Mark Chen, Hugh Evans, George Ewan, James Leslie, Hay-Boon Mak, and Barry Robertson.

SNOLAB will conduct experiments that build on the success of the original SNO project. The CFI's investment will cover the cost of excavation of a new underground experimental cavern, surface support, new labs at Laurentian University, experimental equipment as well as operational support for the next five years.

"This will enable significant breakthroughs by addressing critical questions in particle astrophysics such as the origin and evolution of the universe," said CFI president David Strangway, in announcing the expansion.

<http://www.physics.carleton.ca/research/sno/snolab/>

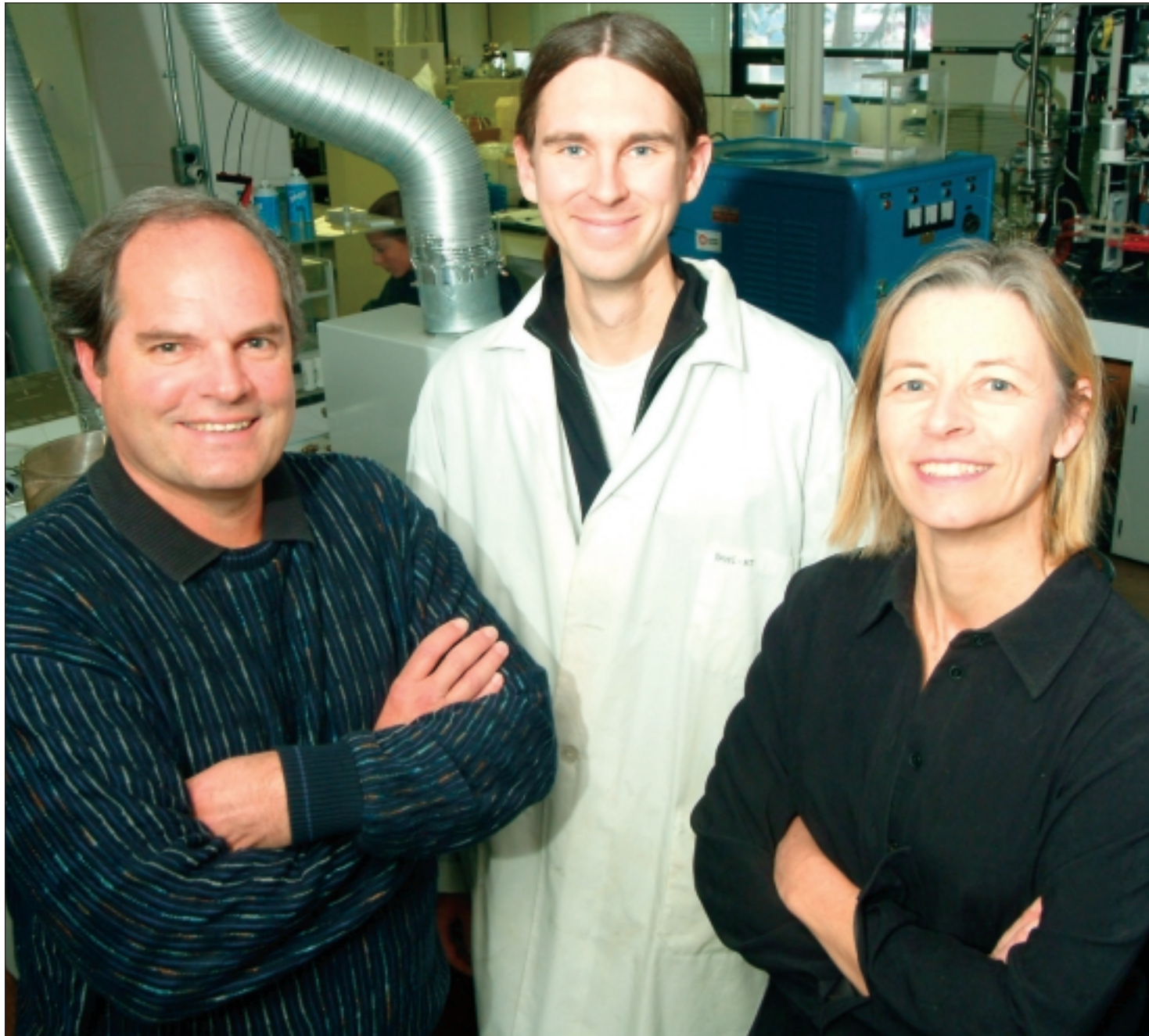
IN BRIEF

Cancer researcher honoured

The British Medical Association (BMA) has honoured an award-winning Queen's researcher. Pathology and Molecular Medicine Professor Susan Cole, Canada Research Chair in Cancer Biology, was commended in the Basic and Clinical Sciences category of the 2003 BMA competition, as co-editor of the book, *ABC Proteins: From Bacteria in Man*.

Internationally renowned for her discovery, with Cancer Research Institute director Roger Deeley, of Multidrug Resistant Proteins (MRPs), Dr. Cole's research focus is the investigation of mechanisms of resistance to natural product drugs that may be relevant to lung cancer and other human tumours.

The battle of the birds



STEPHEN WILD

Geology professor Kurt Kyser, PhD student Ryan Norris, and biology professor Laurene Ratcliffe in Queen's Facility for Isotope Research (QFIR), with instruments that determine the character of carbon found in birds' blood samples.

MIGRATING REDSTARTS COMPETE WITH HUMAN SNOWBIRDS FOR PRIME WINTER LOCATIONS – AND THE HUMANS ARE WINNING

By NANCY DORRANCE
News and Media Services
Human "snowbirds" (the kind that fly south from Canada and the northern U.S. every winter) are creating serious breeding problems for real migratory birds, a study conducted by Queen's researchers shows.

PhD student Ryan Norris and his advisor, biology professor

Laurene Ratcliffe, head a research team that links for the first time the declining numbers of migratory songbirds with the destruction of tropical forests to create vacation resorts in areas such as the Caribbean, Greater Antilles, and Central America – the annual destination of an estimated five billion southward-bound birds, and thousands of vacationing people.

The evidence for their findings is found in tiny drops of the birds' blood.

The study, highlighted recently in the journal *Science*, and soon to appear in the print edition of *Proceedings of the Royal Society: Biological Sciences*, is co-authored by Queen's geology professor Kurt Kyser, a 2003 winner of

Queen's Prizes for Excellence in Research, and ecology professors Peter Marra of the Smithsonian Institute, and Thomas Sherry of Tulane University.

"As biologists, to see such a significant effect on the birds' reproductive success is absolutely fascinating."

Laurene Ratcliffe

"Our work shows that destroying these high quality habitats has a disproportionate effect on the redstart populations: they lose the areas most capable of supporting them," says Dr. Ratcliffe.

Until now, understanding how and why these migratory populations are declining has been a problem, since it is difficult to track individuals throughout their yearly travels. A new technique for detecting "biological signatures" – carried out at Queen's Facility for Isotope Research (QFIR) – provides the solution.

With the technical expertise and support of Dr. Kyser and QFIR staff, the researchers measured stable carbon isotopes found in blood samples from a

species of warbler called the American redstart. The samples were taken immediately after the birds' arrival at the Queen's University Biological Station (QUBS) north of Kingston.

"It's basically a 'food chain signature'," says Mr. Norris, explaining that the carbon detected in the redstarts' blood was deposited by insects the birds had eaten, and the insects in turn had fed on vegetation growing in the winter habitat.

The birds' reproductive success was measured by counting the number of "fledged" offspring to leave their nests.

The study, funded by the Natural Sciences and Engineering Research Council (NSERC), Canada Foundation for Innovation (CFI), and National Science Foundation (NSF), shows that redstarts wintering in "high quality" (wetter) habitats, such as mangroves and lowland tropical forests, arrive earlier on the breeding grounds, nest earlier, and are more successful in producing young.

"As biologists, to see such a significant effect on the birds' reproductive success is absolutely fascinating," says Dr. Ratcliffe. "Now we'll need to go much deeper to discover all the complexities, and to determine if there are applications to other organisms as well."

This work would not have been possible without the very active involvement of Dr. Kyser and the isotope research facility at Queen's, she adds.



THOMAS SHERRY, TRACY WERNER

Mother redstart feeding baby at Queen's biological station spring breeding ground.

U.S. National Institutes of Health award \$8 million to herbal therapy research

QUEEN'S/KGH GROUP TO STUDY ALTERNATIVE THERAPIES FOR PAINFUL PROSTATE, BLADDER DISEASES

By NANCY DORRANCE
News and Media Services
Alternative herbal therapies for treating painful prostate and bladder diseases – including substances from leaves of the American dwarf palm tree (saw palmetto) and the bark of the African pygeum tree – will be scientifically studied for the first time in North America, in a groundbreaking initiative headed by Curtis Nickel (Urology).

The researchers, working out of Kingston General Hospital (KGH), have been awarded an unprecedented four research grants from the U.S. National Institutes of Health (NIH), totaling almost \$8 million. The team will examine alternative, complementary and novel therapies for prostate and bladder disease, in both laboratory research and clinical trials that will involve more than 3,000 men and women throughout southern Ontario.

These debilitating diseases, some of them extremely painful, are expected to affect more than 50 % of the adult population.

"Traditional medicine has offered all it can for these diseases," says Dr. Nickel. "Alternative herbal therapies – which people have been using for more than 4,000 years – complementary therapies, and radically novel treatments must be evaluated by traditional clinical scientists, to determine their true effectiveness and safety."

The NIH, which coordinates all government health-care research in the United States, has been directed by the U.S. Congress to look at herbal therapies that now make up a billion-dollar industry in North America. Dr. Nickel's Kingston Genito-urinary Research Group is the only Canadian research team out of 10 sites to be funded through the NIH's new National Centre for Complementary and Alternative Medicine.

"It's exciting to embark on such a wide-ranging project with potential applications in so many areas," says Dr. Nickel.



Urology professor Curtis Nickel in a Kingston General Hospital operating room.

STEPHEN WILD

"There are probably more herbal than prescribed pharmaceutical treatments sold in Canada today – but, without clinical evaluation, we don't know how safe they are, or whether they really work."

The Kingston Genito-urinary Research Group, begun 10 years ago with support from Queen's and KGH, has played a leading role in evaluating the traditional medical therapies currently used in treating benign diseases of the urinary tract. Other researchers on the team include Alvaro Morales (Urology) and Robert Siemens (Urology) and Dean Tripp (Psychology).

The program will build on findings from the group's earlier, \$2-million pilot project, also funded by NIH, which was completed earlier this year.

The new studies involve laboratory research and clinical trials related to benign pro-

static hyperplasia, prostatitis, and interstitial cystitis. Novel therapies, based on the most recent laboratory data that the team uncovers on these conditions, will also be developed and tested.

The group is now conducting "stability" studies to ensure that their herbal sources are stable, consistent and reliable – a process that is valuable in itself, since it has never been done before. Trials are scheduled to begin this spring in collaboration with a number of U.S. universities, including Harvard, Tufts, UCLA, and Pennsylvania.

"One of the reasons we received these grants is that we believe the two areas of disease – one mainly in women and the other in men – are related," says Dr. Nickel. "The treatments we're looking at, for prostate disease in men and bladder disease in women, will be very similar."

Urinary diseases to be studied

The new studies involve laboratory research and clinical trials in the following areas:

Benign Prostatic Hyperplasia (BPH), a disease of aging men that occurs as their prostate gland grows, can affect more than 50% of men, with half of those requiring some form of traditional medication or surgery. Dr. Nickel's group plans to look at two of the most promising herbal remedies for this disease: *serenoa repens* (also called saw palmetto, which is extracted from the leaves of the American dwarf palm tree), and *pygeum africanum* (extracted from inner bark of

the African pygeum tree).

Prostatitis and Interstitial Cystitis are painful conditions of the prostate and bladder that can lead to devastating consequences for afflicted patients. There is no known cause and no effective treatment. The study will assess the efficacy and safety of the plant extract, *quercetin*, a natural anti-inflammatory agent, as well as complementary therapies such as acupuncture.

Novel therapies, based on the most recent laboratory data that the team uncovers on these conditions, will also be developed and tested.

Indirect funding helps expand research activities

Queen's has received \$6,584,353 this year to help cover indirect costs associated with federally sponsored research.

Funding for indirect costs was included in the federal government's 2001 budget as a one-time program but has now been made permanent in the 2003 budget.

"This is a welcome investment that will help our universities, colleges and related research institutes respond to the challenge of funding indirect costs which are growing in parallel to research programs," says Principal Bill Leggett. "This permanent program provides a stable and predictable source of funds that will facilitate planning and the continued expansion of research activities."

The program, a key element of

The program, a key element of Canada's Innovation Strategy, is intended to help universities, colleges, research hospitals and research institutes defray the indirect costs of research programs.

Canada's Innovation Strategy, is intended to help universities, colleges, research hospitals and research institutes defray the indirect costs of research programs.

It supports the research efforts of large and small universities by providing funding for indirect costs such as the operation and maintenance of equipment and facilities, information management systems, and technology transfer and commercialization services.

"Universities, colleges and affiliated research institutes are the backbone of the Canadian innovation system, both as generators of knowledge and as training grounds for highly skilled personnel," says Allan Rock, Minister of Industry.

"This program follows through on our commitment to work with universities and colleges to find a permanent solution to the challenge of funding the indirect costs associated with federally sponsored research."

Under the indirect costs program, the distribution of funds to individual universities will be based on their past federal research awards from the federal university-research granting agencies: the Natural Sciences and Engineering Research Council, the Social Sciences and Humanities Research Council, and the Canadian Institutes of Health Research.

For more on Canada's Innovation Strategy, see www.innovationstrategy.gc.ca.

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

**NEWS
and
MEDIA
SERVICES**

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

Police must create an atmosphere of trust for all youth, human rights expert says

Last week, the Ontario Human Rights Commission released its report on racial profiling, which dealt with personal experiences with profiling, demonstrated its impact and made recommendations to eliminate it. Meanwhile, in a one-year pilot project, front-line police officers in Kingston are recording the race and ethnicity of every person they stop. Recently, the head of a national organization representing blacks and other racial minorities employed in law enforcement called Kingston Police Chief Bill Closs a "visionary" for launching the project. But The Toronto Police Association is opposed to the Kingston data collection project, calling it a "useless public relations scheme." Other authorities say that, at the very least, racial profiling is an unwarranted harassment of minorities. When the project ends next September, the results will be analyzed to determine if there is a race-based pattern to policing in Kingston. To better understand the issues involved, the Gazette posed the following questions to Audrey Kobayashi (Geography) whose research interests include an examination of how the legal system structures social

relation, and affects the lives of marginalized people.

G: How widespread is the use of racial profiling by law enforcement agencies in North America?

AK: That is a very difficult question to answer, because for most jurisdictions we don't have any data, and where data exist they are often inconsistent, or they address things that don't tell us much about the relationship between police officers and visible minorities. We do know three things: 1) that the data reported in the *Toronto Star* for Toronto are quite convincing, and they indicate not only that young black men are stopped more often than others, but that they receive harsher treatment in general throughout the criminal justice system. For example more blacks than whites are remanded in cases where there is an alleged wrongdoing. There have been other studies in Toronto, including one about a decade ago by the Solicitor General, that show similar results. 2) There is widespread belief



AUDREY KOBAYASHI

Q&A

among communities of colour, especially black Canadians and Aboriginal Canadians, that they receive different treatment from whites, and there is a great deal of anecdotal evidence. The anecdotal evidence may not have any statistical validity, but it may shed light upon experiences. 3) There is genuine fear among black parents, both for what might happen to their children at the hands of police officers, and concerning the difficulty of keeping their children away from criminal activities when so much is stacked against them.

G: Is racial profiling more or less prevalent today than it was 10 years ago?

AK: Again, we do not have any empirical evidence, but visible minority communities have been growing at a high rate in Canada over the past decade, and it is during this time that complaints about racial profiling have increased.

G: Is there any empirical link between the use of racial profiling and the effectiveness of law enforcement?

AK: The study done by the Solicitor General's office during the early 1990s would indicate that there is not. A greater concern is the process known as "criminalization" where, if a young person has a bad experience with police officers at an early stage, he or she is less likely to have respect either for the police or for the law in general. It is of the utmost importance not only that racial profiling not occur, but that police forces undertake positive steps to work with all young people and to create an atmosphere of trust. The police services have an obligation, in other words, to undertake anti-racist training and community relations training for all officers.

G: Are there any circumstances where racial profiling would be justified?

AK: I can't think of any. Fundamentally, we need to address a phenomenon whereby people, including police officers, have difficulty differentiating faces from racial groups other than their own. It's the "they all look the same" syndrome that creates generalized fear of others, and that can lead to situations of mistaken identity. The only way to address that issue is through education and anti-racist training.

G: Do you see value in the recent project launched by Kingston Police to keep race statistics?

AK: I see some value in it. The discussion has raised the issue of racial profiling, and has made it clear that the police officers in Kingston need more anti-racist training. Keeping the statistics should make officers more thoughtful in their interactions with community members. But the process is seriously flawed. There is plenty of scope for inaccuracy, and the numbers in Kingston are so small that I really doubt that we shall see any results that are statistically significant. Finally, I think that the real issue is how individuals are treated, not just keeping track of the number of people from different groups with whom the police have interactions. And it is not possible to keep track of officers' behaviour - whether that behaviour is conscious or unconscious - statistically.

Film examines theatre of the dolls

Famous Japanese director Takeshi "Beat" Kitano (*Fireworks*) has turned for inspiration this time to a purely Japanese art form - Bunraku doll theatre.

Cinema Kingston presents *Dolls* on Sunday, Jan. 11 at 7:30 pm at Etherington Hall Auditorium on Stuart Street. Tickets are \$8 at the door.

The film starts with an extended sequence featuring the traditional Bunraku dolls, each animated by as many as three puppeteers at a time. Kitano uses the framework of traditional Bunraku stories to structure his modern tales. This storytelling device allows Kitano to break the rules of realist cinema

by inviting his audience into a world of his own creative construction. Combining the artificiality of the theatre with the realism of cinema gives Kitano licence to make brave and audacious artistic decisions, and he effectively exploits this freedom to create his most ambitious film to date. Premiering in the Visions section of the 2002 Toronto International Film Festival, Kitano takes a drastic turn from the hyper-violent films that he is famous for. By embracing an almost unknown art form (in Western cultures) Kitano has created his most mature film - *Dolls* is a unique and intelligent work.



Director Takeshi Kitano

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Plight of Canada's armed forces, youth crime, SNO in the news

QUEEN'S IN THE NEWS

Highlights of Queen's experts in the media

■ Nov. 28-Dec. 8

Ken Wong (Business) comments in the *Globe and Mail* on advertising campaigns for cell phones.



Peter Dacin (Business) comments in a *National Post* story on marketing to generation Xers.

Dacin

Art McDonald's (Physics) award of the Gerhard Herzberg gold medal for his leadership of the Sudbury Neutrino Observatory is widely reported, including the *Ottawa Citizen*. He is featured on *CBC Radio's Quirks and Quarks* and in *Maclean's* magazine



Eyewitness identification expert **Rod Lindsay** (Psychology) discusses on *CBC TV's News and Current Affairs* the process of recall in eyewitness testimony.

Lindsay

Bill Blake (Business) comments in the *Vancouver Sun* on why working managers pursue an Executive MBA.



Aiken

The *Toronto Star* carries comments by **Sharryn Aiken** (Law) on a forensic audit of the African Canadian Legal Clinic.

A Queen's study co-authored by **Douglas Bland** (Policy Studies) indicating that the Canadian Forces are on the brink of collapse receives extensive coverage, including *The Globe and Mail*, *National Post*, *Toronto Star*, *Ottawa Citizen*, *The Edmonton Journal*, *The Calgary Herald*, the *London Free Press*, *CPAC*, *CBC Radio Canada*, *le Point* and *CTV Newsnet*. and *CBC Radio's As It Happens*.



Ross

A *Gazette* (Montreal) story highlights **Robert Ross's** (Physical and Health Education) research that shows obese men and women are at higher risk of having hypertension and Type 2 diabetes.

Douglas Reid (Business) comments in a *Globe and Mail* story on continued re-structuring at Air Canada and predictions for

the airline's success once it comes out of bankruptcy protection. In the *New York Times*, he discusses competing bids for Air Canada.

An op-ed in the *Globe and Mail* by **Nick Bala** (Law) addresses youth crime in Canada and the new Youth Criminal Justice Act.

Douglas Brown (Policy Studies) comments in a *National Post* story on the newly formed Council of the Federation. The story also appears in *The Telegram* (St. John's) and *The Leader-Post* (Regina).



Adams

The most recent *Kingston Life Magazine* profiles **Will Kymlicka** (Philosophy), **Vincent Mosco** (Sociology), **Wendy Craig** (Psychology), **Tom Courchene** (Policy Studies), **Mary Louise Adams** (Physical and Health Education) and **Jerome Bickenbach** (Philosophy and Law) in a feature about public thinkers whose ideas have played a central role in the way our society moves forward.

Ajay Agrawal and **Peggy Cunningham** (Business) comment in a *Kingston Whig-Standard* story about the 22nd annual Business Forecast Lunch presented by five Queen's School of Business professors. The other three presenters are **John McHale**, **Lynnette Purda** and **Marc Busch** (Business).

STUDY FIRST, RELAX LATER



CELIA RUSSELL

Students study and compare notes in the John Deutsch University Centre. Exams are scheduled to end this Thursday, Dec. 18.



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Will the real George Grant please come home?

By DAVID PULVER

After years of absence from his natural home, George Munro Grant has been restored to his commanding location overlooking the stage of – where else? – Grant Hall on Queen's campus.

Or has he?

About 20 years ago, a portrait of the former Queen's principal (1835 -1902) that dominated the hall was moved from the north wall above the stage to the top of the stairs leading up to the balcony. The painting, by distinguished portrait painter Robert Harris (he painted the Fathers of Confederation), remained in its less-prominent home until, about 10 years ago, when it was moved to Summerhill.

Stewart Fyfe, a retired political studies professor, says the portrait was moved "because it was thought that there was some danger to it from all the things that happen on the stage – and this portrait is a valuable piece of Canadiana."

Principal Grant, who served from 1877 until his death in 1902, was "probably the greatest principal Queen's ever had, and deserves a place of honour," he says.

Dorothy Farr, associate director and curator of the Agnes Etherington Art Centre, says that while the original painting was in Grant Hall, it was subject to "wildly fluctuating environmental situations that were not good for it. You can imagine how the heat from 840 bodies [the hall's capacity audience] significantly alters the humidity and temperature in a room. There's also a

security concern – the hall is wide open much of the time."

Professor Fyfe and a Queen's history graduate, Stewart Webster, lobbied to move the portrait back to Grant Hall. They helped to arrange for Medical Photography Services to make a copy of the portrait – a very high quality archival print mounted on canvas. A replica of the frame was also made, as well as a copy of the small copper plaque attached to the portrait.

This fall, the copy returned to the Grant Hall stage, and the original was hung in Wallace Hall, in the John Deutsch University Centre, a much healthier environment for paintings, and already the site of several Queen's "portraits of record."

Professor Fyfe says the relocation of the original Grant portrait is a good compromise.

"You can't tell the difference between the original and the copy," he says. "Now that the original portrait is in a safe, climate-controlled location, everybody's happy."



CELIA RUSSELL

Wallace Hall in the John Deutsch University Centre, has become the new home for several portraits of Queen's dignitaries.

Portraits find new home in Wallace Hall

By DAVID PULVER

Wallace Hall in the John Deutsch University Centre, which has had a multitude of uses since it was built 55 years ago, is to become a haven for homeless portraits of Queen's dignitaries.

The hall was built as a student dining room and central function room for the university. For several years, three large portraits of former principal Robert

Wallace (1935-1950) have adorned the walls of the large room, as well as portraits of former principal John Orr and of a major contributor to the building of the hall, Col. Sam McLaughlin. The hall also houses the Canadian coat of arms that was carried on the Royal tour train in 1939.

Principal Bill Leggett says that the hall is a valuable space on campus.

"Ever since I first saw Wallace Hall, I thought what a majestic venue it would be for putting together a history of the university as reflected in the portraits of Queen's leaders. It had a few portraits of relatively recent chancellors and principals – but where were all the others?"

About 20 portraits that Principal Leggett says were "scattered about the university" have been located. Some are by

famous artists such as Robert Harris and Lillias Torrence-Newton. Dr. Leggett sees the hall as ideal for housing these "portraits of record," within the context of plans for the renewal of the JDUC.

As for Dr. Wallace, he is recognized as "an outstanding principal who turned Queen's fortunes around in the Depression and took it skillfully through the Second World War."

School of Business forecasters foresee stronger Canadian economy

By KAY LANGMUIR

Having a business-savvy mayor and area representatives who hold senior positions in the provincial and federal governments will give Kingston an advantage in improving its economy, says Peggy Cunningham, associate professor of marketing.

"We have a move-ahead mayor with a teamwork approach" and a council that understands that Kingston must bid and compete to lure new industry and investment, said Dr. Cunningham, a panelist in the recent annual Queen's School of Business forecast.

This year's panel also included Marc Busch, Lynnette Purda, Ajay Agrawal and John McHale.

Before outlining predictions for 2004, lead speaker Dr. McHale acknowledged that last year's predictions were thrown out of whack by "nasty surprises

of biblical proportions", namely SARS, mad cow, blackout, fires and hurricanes.

But barring any further scourges, the five-member panel believes growth in the Canadian economy is starting to pick up and will boost the GDP from one to three per cent in 2004.

It also forecasted slight rises both in interest rates (to 4.7 per cent) and the Canadian dollar, expected to level off around 78 cents. The local housing market will also level off as housing supply pulls even with demand in the larger cities.

"I think we're on the verge of a strong fourth quarter and that will continue into 2004," said Dr. McHale.

Dr. Purda and Dr. Busch, who spoke on global topics, agreed that the U.S. economy is coming out of its slump.

The U.S., where companies

became leaner and more efficient during the downturn, will likely surpass Canada in growth this year, said Dr. Purda.

Dr. Busch said Prime Minister Paul Martin is on the right track when he suggests increasing the number of Canadian foreign offices in the U.S., and working to rebuild strained relations between the two countries.

Ajay Agrawal started with a flourish, announcing that his remarks would be "even more speculative" than his colleagues', which prompted laughter from the other prognosticators, aware of the risks of trying to predict the unpredictable.

"Cities have become sexy," and studying what makes them work is attracting increasing interest from academics and policy makers, said Dr. Agrawal. Sometimes a city's fortunes depend on the decisions and

actions of key individuals, such as innovators and MBA students, Dr. Agrawal suggested. There are studies on how new business graduates rate the attractiveness of multiple job offers and where they choose to go, he said.

Kingston however, may face an uphill battle to attract industry, particularly in the information technology field, because research shows that IT companies are more productive in large cities, Dr. Agrawal said. And as cities attract more attention, rural populations will face an uphill battle attracting business and government support, he added.

Dr. Agrawal also playfully offered the "Ross-Huntley-Busch hypothesis," suggesting that the city's future prosperity may owe a great debt to Brad Ross, co-founder of the software company Entrust Inc. and supporter of several programs promoting local

entrepreneurship; Frank Huntley, president of Kingston Software Factory, who has been instrumental in forging working relations between Queen's, local high schools and high-tech industries and Dr. Busch, who originated the Math Bridge program, where Queens' students take an entertaining approach to teach math to local elementary students.

Dr. Cunningham, in her positive assessment of the city's future, did flag some possible obstacles to growth in Kingston. The city's population growth – less than two per cent – is below the provincial average. Access to the city such as expansion of the airport, must also be improved, she said.

"If you're trying to organize a big conference in this city, where do they go, where do they stay, and how do they get here. These are really important questions," she said.



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Appointments

George Hood reappointed Vice-Principal (Advancement)

Principal William Leggett, acting on the unanimous recommendation of an advisory committee and following ratification by the Board of Trustees, is pleased to announce the reappointment of George Hood as Vice-Principal (Advancement) for a five-year term ending June 30, 2009. In making this announcement, Principal Leggett wishes both to acknowledge Vice-Principal Hood's exemplary service to the university during his first term in this position and to thank members of the university community for their continuing support of the Office of Advancement.

Cynthia Fekken reappointed Associate Dean (Studies), Arts and Science

Principal William Leggett announces the reappointment of Cynthia Fekken as Associate Dean (Studies) in Arts and Science for a four-year term beginning July 1, 2004. Her active service will resume July 1, 2005 after a one-year leave. Dr. Fekken obtained her BAH, MA and PhD from the University of Western Ontario. She was an assistant professor at Queen's from 1983 to 1986, followed by a year in Ottawa employed as an industrial psychologist with the Personnel Psychology Centre of the Public Service Commission of Canada. Dr. Fekken returned to Queen's as a SSHRC Canada Research Fellow in 1987 and has since been granted tenure and promoted to associate and then professor. Dr. Fekken's research interests focus on personality theory and psychological assessment. She

has published over 40 empirical papers in refereed journals, as well as numerous book chapters. Her recent work has evaluated the adequacy of structured questionnaires to assess health behaviour as well as adult personality in general. Dr. Fekken has served the university on numerous departmental, faculty and senate committees. She has served as Associate Dean (Studies) since July 1, 2001.

David Holland appointed Assistant Dean, Undergraduate Medical Education, Health Sciences

Principal William Leggett announces that David Holland has been appointed Assistant Dean, Undergraduate Medical Education, within the School of Medicine in Health Sciences for an initial term ending June 30, 2006. Dr. Holland's appointment will coincide with that of Richard Birtwhistle, the current associate dean for Undergraduate Medical Education, until June 30, 2004. Dr. Holland completed both his undergraduate and postgraduate medical training at McMaster University. He received his MD in 1988, followed by three years of residency in internal medicine and a two-year fellowship in nephrology. Immediately thereafter, he joined the Department of Medicine at Queen's. Dr. Holland received the degree of Master of Science in community health and epidemiology from Queen's in 1998 and he was promoted to the rank of associate professor in 2002. From the time of his appointment in 1993 Dr. Holland has served as director of the Renal

Transplantation Program at Kingston General Hospital and he was the Regional Transplantation Medical Director of the Southeastern Ontario Multiple Organ Retrieval and Exchange Program until 2002. He has served on a number of departmental, hospital, community and provincial committees, including as a consultant to the Premier's Advisory Board on Organ and Tissue Donation. As a result of his research interest in the area of pre-dialysis care, Dr. Holland was invited to join the Premier's Advisory Committee Chronic Renal Insufficiency Program Working Group. He is currently the departmental coordinator for the Internal Medicine core lecture series and assistant program director of the Internal Medicine Residency Program. In recognition of his teaching skills, he received an Aesculapian Society Teaching Award for Excellence in Medical Education in 1998. In making this announcement, Principal Leggett expresses his appreciation for the outstanding contributions provided by Dr. Birtwhistle during his eight-year tenure as associate dean.

Nominations for Associate Vice-Principal (Research)

Bruce Hutchinson, Associate Vice-Principal (Research), has announced his intention to take early retirement effective May 31, 2004. In making this announcement, Vice-Principal (Research) Kerry Rowe thanks Bruce for his exceptional contributions to the advancement of Queen's researchers and the Queen's research portfolio that he has served with distinction since 1995, first as the director of Research Services and then as the

associate vice-principal (Research). The office of the Vice-Principal (Research) will now proceed to fill the position of associate vice-principal (Research). Nominations for this position are welcomed. Please send nominations in confidence to Kerry Rowe, Vice-Principal (Research) by Jan. 23, 2004.

Anne Smith reappointed head of Oncology

Anne Smith has been reappointed head of Oncology and Oncologist-in-Chief at Kingston General and Hotel Dieu Hospitals for a five-year term commencing Jan. 1, 2004. These appointments are announced by Principal William Leggett and Board Chairs of the respective hospitals, Carol Mackillop and Ed Zarichny. As head of Oncology, Dr. Smith has recruited faculty to enhance the department's teaching activities and to build on its research strengths in the areas of health services and clinical research. A Phase I/II Clinical Trials unit was developed, a Medical Oncology Residency Training Program was established, and the Radiation Oncology Residency Training Program reactivated. To further comprehensive clinical care for patients, a Surgical Oncology Program and a Palliative Medicine and Supportive Care Program were added to the core Radiation and Systemic Treatment Programs delivered at the Kingston Regional Cancer Centre. In addition to this appointment, Dr. Smith is also Vice-President, Cancer Services for Kingston General Hospital and Vice-President, Regional Cancer Services for Cancer Care Ontario. Dr. Smith has taken a leadership role in the integration of the Kingston Regional Cancer Centre with Kingston General Hospital effective Jan. 1, 2004. She has been

instrumental in the regional and provincial coordination of the cancer control system with the goal of improving the quality of care for patients with cancer. Dr. Smith is a consultant hematologist and medical oncologist and she holds appointments as associate professor in the departments of Oncology and Medicine. She has served the department, faculty, university, and hospitals in numerous committee positions in addition to membership and active involvement on several national and provincial committees. In making this announcement, Principal Leggett expresses his appreciation to Dr. Smith for her leadership over the last five years during her first term as head of Oncology.

Staff Appointments

Program Coordinator 2003-120
University Advisor on Equity
Jeanette Parsons

Faculty Services Administrator
2003-147 Office of the University Registrar
Tammy Donnelly
(Biochemistry Department)

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

Senior Registration Officer
2003-150 Faculty of Education
Brenda Shantz
(Queen's University Residences)

Gross Anatomy Technician
2003-156
Anatomy and Cell Biology
Earl Donaldson
(Faculty of Health Sciences)

Queen's Pension Plan Quarterly Investment Report – September 30, 2003

Capital Markets

Returns on investments in the various markets can be measured against a series of well-established indices. Index returns for the 3-month and 12-month periods ending September 30, 2003 are as follows:

	3 months	12 months
S&P/TSX Composite (Canadian Stocks)	6.7%	22.5%
MSCI World (Global Stocks ex Canada)	4.2%	6.8%
SCM Bonds (Canadian Bonds)	1.3%	8.1%
ML Master II (High Yield Bonds)	1.9%	n/a
T-Bills (Treasury Bills)	0.81%	3.01%

Queen's Asset Mix

The investment managers have mandates established through a Statement of Investment Policies developed by the Pension Committee of the Board of Trustees. Investments in each asset class must be within a well-defined range. The "normal" asset mix is a long-term strategy mix which is used as a "benchmark" when measuring performance of managers.

The current market value of the Queen's Pension Plan (QPP) of approximately \$1 billion can be broken down as follows:

	Permitted Range	"Normal" Mix	Current Mix
Stocks Canadian	25% - 55%	35%	34%
Global (ex. Canada)	10% - 25%	22%	23%
Regular Bonds	20% - 70%	37%	37%
High Yield Bonds	0% - 10%	5%	5%
Cash	0% - 20%	1%	1%

Queen's Performance

1. Compared With Other Pension Plans

The fund returned 3.4% in the third quarter. This put the QPP in the third quartile in RBC Global's universe of pension funds. The one-year return of 14.1% is first quartile, while the three-year return of 1.4% and the five-year return of 6.8% are both in the second quartile. The quartile breaks for RBC Global's universe are as follows:

	3 months	1 yr	3 yrs	5 yrs
1st quartile	4.5%	13.2%	3.8%	8.7%
Median	3.6%	12.2%	1.4%	6.5%
3rd quartile	3.1%	10.6%	-1.7%	5.8%

2. Relative to the Benchmark

	3 months	1 yr	3 yrs	5 yrs
Fund return	3.4%	14.1%	1.4%	6.8%
Benchmark return	3.8%	13.0%	-0.9%	6.2%
Fund performance relative to benchmark	-0.4%	1.1%	2.3%	0.6%

Note: returns for periods of one year and less are for the actual period; returns for three and five years are annualized.

3. General Comments

- Global equity markets continued to rise in the quarter.
- There is growing optimism about a cyclical economic upturn and improving corporate earnings.
- The return for the third quarter was about 40 basis points below benchmark. Performance over longer periods continues to be strong both on a relative basis and against the benchmark.
- Our active Canadian equity managers under-performed the S&P/TSX Composite in the third quarter. Also, there was a degree of underperformance from our global equity managers in the quarter.
- We continue to hedge approximately 50% of our US dollar exposure back to Canadian dollars.

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, Dec. 23, 2003 at 4:30 pm**. Late applications will not be accepted. Please submit a letter of application indicating the specific position desired and a detailed resume including your **employee number**.

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

Queen's University has an employment equity programme, welcomes diversity in the workplace and encourages applications from all qualified candidates including women,

aboriginal peoples, persons with disabilities and racial minorities.

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

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

Graduate Secretary Centre for Neuroscience Studies 2003-167

Minimum Hiring Salary: \$30,072 (Salary Grade 4)
Terms: Full-time, three-year appointment

Program Assistant Cardiac, Circulatory and Respiratory Program 2003-168

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

Communications Assistant Information Technology Services 2003-169

Minimum hiring salary: \$31,523 (Salary Grade 5) – Salary will be adjusted to reflect actual time worked.
Terms: Continuing appointment, 50% time
*If you wish to be considered for

the following positions apply in writing to **Pat Eaton** in Human Resources

Electrician Physical Plant Services 2003-170

Hourly rate: \$23.33 (CUPE Local 229)

Term: Term until Dec.17, 2004

This is a term appointment working 37.5 hours per week. The successful candidate must be willing to work overtime, to respond to call-ins outside normal working hours and to work afternoon/evening shifts as required.

Major Responsibilities: perform installations, repairs and/or troubleshooting to motors, electronic controls, transformers, power distribution systems, general wiring, lighting, emergency power and fire alarm systems.

Requirements: certificate of apprenticeship and a current Province of Ontario certification as a construction and maintenance electrician; fire alarm certification; several years of experience in a construction/industrial setting; valid Ontario driver's licence; ability to work effectively and efficiently within an area team environment.

Steamfitter/Plumber Physical Plant Services 2003-171

Hourly rate: \$23.33 (CUPE Local 229)

Terms: Term until Nov. 26, 2004

This is a term appointment work-

ing 37.5 hours per week. The successful candidate must be willing to work overtime, to respond to call-ins outside normal working hours and to work afternoon/evening shifts as required.

Major Responsibilities: perform installation, repairs and/or troubleshooting of steam distribution, hot water and institutional plumbing systems.

Requirements: Province of Ontario certification as a steam-fitter or plumber (preference will be given to candidates with both); several years of experience in the repair and maintenance of steam distribution systems, hot water heating systems and plumbing systems for institutional or commercial buildings; valid Ontario driver's licence; must work within the Physical Plant Services operational and safety policies and procedures.

Other Positions

Research assistant, Pathology and Molecular Medicine

A one-year contract position for a full-time research assistant (1.0 FTE) in a translational lab setting within Pathology and Molecular Medicine. Specific projects focus on the use of large-scale genomic and FISH technologies to develop prognostic and diagnostic tools for use in clinical oncology.

Responsibilities: prepare and perform experimental protocols and interpret results using a variety of DNA and RNA-based molecular biology techniques (DNA and RNA extraction and quantitation, gel electrophoresis, nick translation, fluorescence in situ hybridization and DNA/gene expression microarray studies).
Qualifications: demonstrated initiative; ability to work independently and to function in a group; post-secondary education in an appropriate discipline.

Minimum hiring salary: \$30,072, Salary Grade (5 NAS).

Apply with a resume and names of three references by Dec. 31, 2003 to Dr. Harriet Feilotter, Richardson Labs, Department of Pathology and Molecular Medicine, Queen's University, Kingston, ON, K7L 3N6. Phone: 613 548-1302, email hf4@post.queensu.ca

Milestones

Compiled by Faye Baudoux

If you have a milestone of 5, 10, 15, 20, 25, 30, 35, 40 years or more of continuous service coming up and you do NOT wish your name to be included in the listing, please contact Faye in Human Resources at 77791. Congratulations to those who reached the following milestones in Dec.2003

20 years

Teresa Dwyer, School of Rehabilitation Therapy; Nancy Wainman, Clinical Trials Group.

15 years

Paul Banfield, Archives; David Edgar, Faculty of Health Sciences; Frances Szewczuk, Medicine; John Thompson, Custodial Services.

Five years:

Maritza Bailey, Mining Engineering; Gillian Barlow, Archives; Connie Brobeck, Urban and Regional Planning; Barbara Graham, Clinical Trials Group; Jacqueline McKay, Medicine.

Season's Greetings

Human Resources staff would like to extend best wishes for the holiday season and the New Year.

Employee Development

Please call the Human Resources Department at ext. 32070 to register for the following program or to obtain further information, or register at our email: _hradmin@post.queensu.ca

Hottest Women in Town

In this two-session program, public health nurses will dispel myths and examine attitudes and realities about menopause. Suggestions for coping with symptoms and long-term health concerns will be discussed. Come and learn more about recommendations for cancer screening, the current information about herbal remedies, and the pros and cons of hormone replacement therapy. Wednesday, Jan. 7 and 14, 12:10 to 12:50 pm.

Tuition and Childcare Support Plan on-line application system available

In early January, 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, Human Resources.

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

- The cut-off date for changes to the regular monthly payroll (including salary requisitions for monthly paid employees) was Monday, Dec. 1, 2003;
- Salary advice statements were mailed to the departments on Friday, Dec. 12, 2003.
- The Dec. pay date for monthly employees will be Wednesday, Dec. 31, 2003;
- 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

Staff Appreciation Day Draw, Monday, Dec. 1, 2003

Donor	Prize	Winner
Principal William Leggett	gift basket	Kathie Granger Office of the University Registrar
Vice-Principal Suzanne Fortier	vase	Megan Baxter Undergraduate Medical Education
Vice-Principal George Hood	rugby shirt	Diann Johnston NCIC Clinical Trials
Vice-Principal Kerry Rowe	fleece vest	Tracy Lott School of English
Vice-Principal Andrew Simpson	chocolate fondue	Catherine Elliott NCIC Clinical Trials
Associate V-P Richard Weatherdon	flower arrangement	Marilyn Liggett Health, Counselling and Disability Services
Rosa Bruno-Jofre, Dean, Education	book	Lori Verton Respiratory Investigations Unit
Tom Harris, Dean, Applied Science	hooded sweatshirt	Deborah Collins Faculty of Education
Marianne Lamb, Dean, Nursing	Queen's mittens	Patrick Sheahan School of Physical and Health Education
David Saunders Dean, School of Business	fleece jacket	Robert Polegato Physical Plant Services
David Saunders Dean, School of Business	fleece jacket	Le Thi Chi Van Family Medicine
Ulrich Scheck, Dean Graduate Studies and Research	mug and T-Shirt	Kathryn Sparks Cancer Research Labs
Bob Silverman Dean, Arts and Science	Queen's pyjamas and socks	Isabel LeSarge Office of the University Registrar
David Walker, Dean, Health Science	home spa basket	Mary Samms Health, Counselling and Disability Services
Joanne Brady University Registrar	gift basket	Deborah Siroka NCIC Clinical Trials Group
Sean Reynolds, Director Information Technology Services	jacket and T-Shirt	Kim Wilkinson Advancement Technical Services
Paul Wiens, Chief Librarian	gift basket	Keith Smith Physical Plant Services

A sincere thank you to all who donated prizes to the draw.

PhD examinations

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

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, 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.

Tuesday, Dec. 16

Ian Ross Hutchinson, Management. World order and governance changes at the IASC: 1946-2000. Supervisor: A.J. Richardson. 403 Goodes, 10 am.

Daniel Gregory Millard, Political Studies. Secession and self-affirming Quebec in Canadian thought. Supervisor: J.A.W. Gunn. C326 Mackintosh-Corry, 1:30 pm.

Thursday, Dec. 18

James Lee Alexander Fraser, Pathology and Molecular Medicine. In vivo mutational analyses of excision repair in *S. Pombe*: the role of Uve1 and Class II AP endonucleases in spontaneous and oxidative damage induced mutation avoidance. Supervisor S.K. Davey. 107 Richardson Laboratories, 2 pm.

Friday, Dec. 19

Marina Estelle Adshade, Economics. Female labour force participation in an era of technological and organizational change. Supervisor: H. Lloyd-Ellis. B204 Mackintosh-Corry, 2:30 pm.

Volunteers

English conversation

Volunteers are needed to meet and chat with small groups of School of English students who are here learning English. No experience necessary. One hour per week minimum for 12 weeks. Contact Jen at 9JLD1@post.queensu.ca or 533-6000, ext. 74775 by Friday, Jan. 9.

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.

Missed your copy of the QUEEN'S GAZETTE?

Download the latest issue by going to www.queensu.ca/newscentre and clicking on the On-line Gazette button. The page also features a list of our upcoming publication dates and deadlines, paid advertising information and an invaluable archive of Gazette issues dating back to January, 2000.

For news and information between issues of the Gazette, be sure to check Campus News on the News Centre page daily.

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Art

The Agnes Etherington Art Centre

University Avenue

Ongoing exhibitions: The Davies Foundation Gallery, *Gary Kibbins: Grammar Horses* to Jan. 11; 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; Historical Features and R. Fraser Elliott Galleries, *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/ageh/

Event

Talk on Bieler exhibition by Annabel Hanson, Agnes Etherington, Thursday, Jan. 8, 12:15 pm. Free.

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

Event

The Archeology of Performance Art, Tanya Mars, Friday, Jan. 9, 7 pm, followed by reception.

Faculty of Education

Duncan McArthur Hall

New works by painter Andrea Dodwell to Wednesday, Dec. 24. The Studio (B144 west end of main lobby and watch for signs). 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.

Film

Sunday, Dec. 7

Cinema Kingston

Dolls, directed by Takeshi Kitano, 113 minutes, Japan, PG. Etherington Hall Auditorium, 7:30 pm. \$8 at the door.

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

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>

Public Lectures

Wednesday Jan. 7

Jewish Studies

David Brooks, Friends of the Earth. Water and peace in the Middle East. 517 Watson, 7:30 pm.

Thursday, Jan. 8

Philosophy

Christine Overall, Queen's. Transsexualism and transracialism. 517 Watson, 7:30 pm.

Special Events

Saturday, Jan. 10

Observatory open house

Queen's Observatory, in collaboration with RASC, presents a monthly open house event every second Saturday of the month from 7:30 to 9:30 pm (until further notice). Free. See celestial objects visible at the time of the event through a variety of telescopes. If there is bad weather, a tour of the observatory facilities, films and discussions will be offered. Details: observatory.phy.queensu.ca.

Sunday, Jan. 25

CPR-A-THON

Certified instructors from Queen's First Aid offer free CPR training and certification. Less than one-hour course, certified by Sir John Ambulance, teaches emergency scene management, adult choking procedures (for conscious and unconscious) and adult CPR. Open to all students, staff, faculty, and community members. Courses run from 9 am to 5 pm in Victoria Hall Lower Common Room; last course at 4 pm. Donations to the Queen's Food Bank. Information: 519-623-2582. www.myams.org.qfa

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 Jan. 5 at noon.

SOUNDS OF THE SEASON



STEPHEN WILD

Queen's and Kingston community members join School of Music students, faculty and staff for the annual Messiah sing-a-long in the Harrison-LeCaine Hall lobby. The informal gathering of voice and orchestra paying tribute to the glorious music of Handel took place earlier this month.