



QUEEN'S GAZETTE

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Art and music come together P8



Exploring the ties that bind P4



Promoting academic integrity

By CELIA RUSSELL

Now more than ever, a healthy academic community requires a set of ethical standards in order to thrive.

A new Senate committee is focusing on how to incorporate these standards into the fabric of university life.

"Our students have asked us to look at this," says Vice-Principal

Suzanne Fortier, who chairs the Senate Committee on Academic Development (SCAD) Sub-Committee on Academic Integrity. "Our students feel that we need to be more proactive in promoting academic integrity on campus. It is an important value for our community and, as a community, we need to make a commitment to it."

All university community

members – faculty, administrators, staff and students – need to be more aware of ethical issues in the academic environment, she says.

Surveys at U.S. and Canadian universities have shown that the incidence of cheating is on the rise, she says. "This is due to many factors. There is a sense that we live in a culture that values winning at all costs, rather than

encouraging ethical behaviour."

The subcommittee, which includes representation from students, faculty and the Instructional Development Centre, is currently exploring good practices to enhance academic integrity and reviewing existing university policies and practices on academic dishonesty. It will make recommendations to the appropriate

bodies on issues arising from the review. The group is also examining policies at comparable Canadian and U.S. universities.

The group agrees that academic integrity consists of five core values: honesty, trust, fairness, respect and responsibility (as articulated by the Centre for Academic Integrity, Duke University,

See ACADEMIC INTEGRITY: Page 2

IN HIS ELEMENT



STEPHEN WILD

Simon Lopez, a chemistry professor on sabbatical leave from Simon Bolivar University in Caracas, Venezuela, conducts research in a Chernoff Hall lab. Read about his perspective on the logistical challenges of academic life in Canada as compared to Venezuela on page 7.

Industrial Relations, Policy Studies under one roof

By ANNE KERSHAW

The management of two of Queen's most successful graduate programs is being integrated. It's a move that will strengthen and broaden scholarship in public and private policy and equip graduates with the high level of specialization required by today's government and the private sector.

Approved by Senate last fall, the School of Industrial Relations is merging with the School of Policy Studies. Already operating in a unified fashion with one faculty meeting and a single appointments committee, the

programs expect to have one operating budget by next fiscal year May 1.

The advantages of integration include the potential for introducing a doctoral program.

"We have a real niche now."

Tom Williams

"If you want to think in terms of offering high-calibre graduate programs, particularly PhD programs, you need numbers," says Tom

Williams, acting director of the School of Policy Studies. "Certainly there is no way in which either Policy Studies or Industrial Relations could have thought about a PhD program, given the numbers they have individually, but collectively we now have the critical mass to start thinking in those terms."

The greatest benefits of the new organizational structure will flow to the students, says Dr. Williams. There is now the potential to develop specializations in both human resource management and labour policy.

"I know of no other policy

studies program in the country that offers a human resource management concentration or of any that has a labour policy capability such as we now have. We have a real niche now."

The bringing together of the programs reflects how the disciplines have evolved, says Vice-Principal (Academic) Suzanne Fortier. "At this time, there are significant areas of overlap between the two disciplines and that's because the public-sector workforce now has a lot of unionized employees."

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Queen's News Centre

C.U.P.E. and university begin mediation talks

Conciliation meetings between the university and the three C.U.P.E. locals on campus have ended, with the unions requesting a No-Board Report.

Union locals will be in a legal strike position as of midnight, Friday, Jan. 16. Meetings were held with C.U.P.E. Local 1302 (Library Technicians Union), C.U.P.E. Local 229 (Trades, Custodial and Maintenance Union), and C.U.P.E. Local 254 (Laboratory Technicians) in late December with the assistance of a

conciliator appointed by the Ministry of Labour.

C.U.P.E. Local 229 presented the university with a position for settlement on Dec. 18 and locals 1302 and 254 presented the university with positions for settlement on Dec. 19.

The university indicated that a formal response to the proposals would be provided to the unions at meetings scheduled with each local in mid January.

The conciliator advised the university, however, that the

unions had requested that a No-Board Report be issued by the Minister of Labour. A No-Board Report signifies the end of conciliation and also places the unions in a free position to strike.

On Dec. 31, 2003, the minister issued the report, placing the unions in a legal strike position at midnight on Jan. 16.

Mediation talks have been scheduled for Jan. 14, 15 and 16 with the Ministry of Labour's appointed mediator.

The collective agreements

expired on June 30, 2003.

Local 229 represents approximately 220 members employed in trades, maintenance, custodial, parking, Physical Education Centre and grounds-keeping functions. Local 254 represents about 106 members including those employed in technical capacities in teaching or research laboratories or related shops. Local 1302 represents about 104 members employed as library technicians in Queen's Libraries and Archives.



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Academic integrity: The Good Samaritan conundrum

Queen's students Andrzej Antoszkiewicz and Jonathan Espie took first place at the recent Center For Academic Integrity (CAI) Case Study Student Competition, which took place at the CAI recent annual conference in San Diego, CA. Here is the problem they had to solve, and their winning solution.

Andrea was a good student. She was popular too – she had friends in every one of her classes. Sometimes she helped them out by studying together after class or giving them extra tutoring when they didn't understand a concept. She was particularly good at essay writing and often offered her services as a proofreader.

Tina was in Andrea's English class. She and Andrea were scheduled to meet to go over her essay. When Tina arrived, she was in tears. She told Andrea that her father had been in a serious accident two days before. He was in a coma, and doctors weren't

sure if he would recover. Tina had been spending all her time at the hospital and hadn't had time to write a final draft of her essay.

Andrea reviewed her draft, and recognized that it still needed a lot of work. Obviously, Tina was in no shape to revise the essay by the next class. Andrea could easily rewrite the essay for her. After all, Tina had come up with the concepts in the first place – they just needed to be organized. Besides, hadn't Tina been through enough?

Andrea is grappling with a situation, which has no optimal solution from her point of view. If she does not help her friend and remains true to the morals of her school, then a hurting colleague is forced to endure more suffering due to failure in academia. On the other hand, if she does help Tina, she may be forced to compromise her stance on ethics. The main concern with this reasoning is one of a perceived paradox due to

a lack of identified solutions. Andrea is in effect attempting to weigh the need of an injured colleague against her code of ethics. What she does not consider is that there are several other solutions she might pursue in helping her friend.

Firstly, Tina's position is a tragic one, and as such it does warrant that extenuating circumstances be considered when her school work is evaluated. Andrea has several options in helping Tina. She can talk with the course instructor and explain the pressures of Tina's situation. She can also ask the instructor to talk with Tina and arrange alternate make-up assignments. She can also talk to Tina and tell her honestly what she feels about the work she evaluated, with the caveat that Tina should talk with her professor and explain her situation.

Secondly, Andrea can offer to work with Tina on improving the essay. This would have to be

performed in a fashion which preserves the academic integrity values of their institution. Tina could, for example, hand in the original draft of the essay, along with the revised work on which she collaborated with Andrea. Submitted with a letter of explanation, this would allow the instructor to gauge the work which Tina did. It would also demonstrate to the instructor that in spite of the adversity in her personal life, Tina took an ethical and proactive role in her commitment to the course requirements.

Andrea is correct in showing concern for her friend's welfare. She does, however, need to identify solutions which are outside the moral argument she constructed. By identifying proactive approaches, which both aid her friend and preserve her ethical beliefs, Andrea can greatly aid in resolving Tina's conundrum.

Academic integrity

continued from page 1

(www.academicintegrity.org). All are central to building, nurturing and sustaining an academic community in which all members of the community will thrive.

A less-personal environment in the classroom, the result of increasing student-to-faculty ratios, can also lead some students to feel that no one cares about their work.

A grey zone exists – students question whether it is okay to collaborate with another student on an essay or use one from the Internet as background to their own.

Over the last decade, the Internet has emerged as an integral research tool for students, but it has also made it easier for them to plagiarize on essays and other assignments.

"The Internet has blurred cer-

tain lines in the minds of students as to what is or is not appropriate," says Dr. Fortier.

"We're not simply encouraging people to be honest in the assessment process. We are also encouraging respect for other views and ideas as presented in the classroom."

The next step will be to develop standards for academic integrity for Queen's and also develop and promote strategies

for creating and maintaining an institutional culture in which these standards will be valued and embraced.

Before presenting its findings to the Senate Committee on Academic Development (SCAD) next year, the group will also be asking for input from the university community.

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APPLICATION DEADLINE: JANUARY 16

Industrial relations

continued from page 1

While policy studies concentrates on public policy and industrial relations emphasizes private policy as it relates to unions and management, there are synergies between the two programs, says Pradeep Kumar, acting director of the School of Industrial Relations.

"They are related and interdependent because private policy is very much dictated by public policy and public policy is very much shaped by private agents," he says.

The integration will enhance the learning environment for students, he says. "Diversity is an asset. The fact that we don't have one single uniform culture but different kinds of cultures provides different points of view and that much more dynamism. It's the kind of pluralism that we promote in the field of industrial relations."

This is a win-win situation for both students and faculty, says Dr. Kumar. "Students will have more course offerings to meet their diverse needs and, given the potential to develop a PhD program, it will be easier to attract good faculty." The additional resources also introduce the possibility of establishing a part-time program in industrial relations under a similar model already in place for public administration.

Currently, about a third of Master of Public Administration graduates go into the federal civil service, a third into various provincial governments and a third into municipalities or other "third-sector" organizations. At the same time, the Master of Industrial Relations program has seen more graduates gravitate toward internship programs in government as opposed to the more traditional private-sector route.

About one-third of industrial relations graduates are now finding jobs in the public sector. This is due in part to the "professionalization" of the public sector, particularly in the municipal,

hospital and education areas where effective management of the workforce has become key, says Dr. Kumar.

"There is a realization that the only way you can provide good quality public service is by having a high quality workforce, and to do that you require good managers."

Dr. Williams points to a recent survey of deputy ministers at the provincial and federal level indicating that they see human resource renewal as a top priority.

This is a win-win situation for both students and faculty.

Pradeep Kumar

"You don't have to go too far in picking up any newspaper to have various levels of government talking in terms of demographics. There is going to be tremendous turnover in both the federal and provincial civil service, so the job opportunities are going to be very high."

With a program emphasis on management and accountability, "we're positioned to play right into those needs of the federal and provincial civil services almost immediately," he says. "We're not only going to be turning out the numbers of graduates but they are going to have a background and specialization that will directly meet the particular needs of various levels of government, including the municipal level."

The School of Industrial Relations, founded in 1983, grew out of the Industrial Relations Centre. The centre, which has achieved a national and international reputation for its policy-oriented research, extensive publication program and the continuous learning programs it offers professionals in the field, will also come under the Policy Studies umbrella.

"This will increase the poten-

tial for policy studies to start to do some work in the area of executive development for senior civil servants, both federally and provincially," Dr. Williams says.

Any initial reluctance associated with the integration seems to have subsided, says Dr. Williams. "There were clearly all kinds of strong feelings, but at this point, the buy-in is remarkable. I think most faculty members strongly believe there are real benefits to be achieved, some of which we have yet to even discover."

He notes, as well, that staff with both programs have been "absolutely incredible" in offering support and creative ideas for moving forward.

"No one wanted to see the traditions and strengths of either of the merging parties compromised in any way. We wanted to build on them," he says. "Industrial Relations has a long history. They have alumni that are well placed and that are a tremendous asset. At the same time we didn't want to compromise any of the things that the MPA program has stood for. When you start from that position and then begin to consider how they can complement one another, you can move forward pretty quickly."

"We realize that while there are areas of overlap, there are areas that remain distinct and there are two distinct disciplines. But we saw that the two programs had a lot to gain in having a much closer interaction," says Dr. Fortier.

Dr. Kumar says the merger is also another step toward fulfilling one of the original goals of the School of Policy Studies. It was founded in 1989 with the idea that it was to be the seat of all programs and centres at Queen's engaged in policy-related research and teaching.

The organizational restructuring was adopted after extensive consultation with students, staff, faculty, alumni, professionals in the field and the broader Queen's community.



See Ed.



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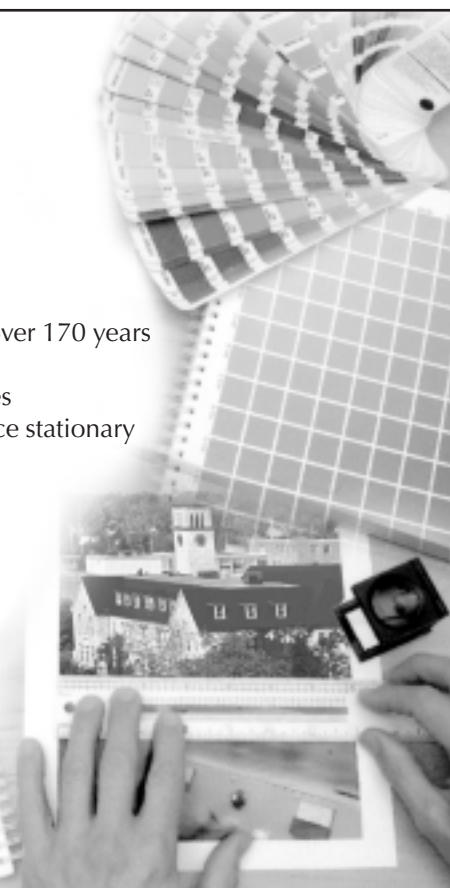
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VIEWPOINT



AHMED "K.C." KAYSSI
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Forum explores Canada's ties with the U.S.

J. Bartlett Brebner once wrote that Americans are benevolently ignorant about Canada, while Canadians are malevolently well informed about the United States of America. Anyone following the news lately, however, would have every reason to think otherwise. Canadians are periodically blamed for their southern neighbour's troubles: mad cows, power outages, terrorist passages through our porous border, unsafe drugs, and the list goes on.

In fact, a quick search on the Internet search-engine Google for the words "blame Canada" (quotation marks included) returns an astonishing 16,200 results. A satirical song called "Blame Canada" was even nominated – albeit unsuccessfully – for an Oscar in 2000. Professor Brebner makes a good point, though: most of us have an opinion about our American neighbours, and can capably name at least one thing we dislike about American culture, which, to many people around the world, is ironically indistinguishable from our own.

Much has been written about Canada-United States relations. In Canada the topic is inescapable, whether in newspaper editorials, political debates, or televised commercials – and for good reasons, too. With Canadian exports to the U.S. market constituting 37 per cent of Canada's GDP and cross-border trade reaching \$1.3 billion a day, the U.S. plays a significant role in Canada's economic welfare. Moreover, American influence on Canadian society through television, music, newspapers, the Internet, and Hollywood productions contributes to Canadian preoccupation with the States. As the saying goes, the U.S. is Canada's closest friend, whether we like it or not.

In a post-Sept.-11 world where the U.S. rules out neutrals in its war on terrorism, Canada has found itself in a precarious position. The conventional ethos in Ottawa has been to position Canada as a leading middle-power committed to multilateral policymaking through institutions like the United Nations – an organization increasingly sidelined by Washington, as demonstrated by the invasion of Iraq.

**As the saying goes,
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Other policies, such as the American Visitor and Immigration Status and Indication Technology System (VISIT), set to take effect in 2005, and requiring all foreign nationals entering the United States by any means of transport to provide fingerprints, iris scans, and/or digital photographs, are another cause of concern despite indications from U.S. Ambassador Paul Cellucci that his country may exempt Canadian citizens among the 300,000 people who cross the border every day.

Such measures would have a deleterious effect on cross-border trade, and inadvertently harm Canada's economy. This fact has not gone unnoticed by our Prime Minister, whose new Cabinet Committee on Canada-U.S. Relations is meant to bring the two countries closer. But do such measures limit our capacity to set our own domestic and foreign policies? At what point do our independent decisions risk incurring economic repercussions that we could not bear? How autonomous is Canada if our GDP and way of life are so dependent on a foreign country?

There are no straightforward answers to anything related to Canada-U.S. relations.

If the topic interests you, then come out to the Forum on Canada-U.S. relations on Tuesday, Jan. 13 at 7 pm in Grant Hall.

This Arts and Science Undergraduate Society's initiative brings together Stephen Clarkson of the University of Toronto, MP Jason Kenney, U.S. Democratic Party member Joseph Green, and David Haglund of Queen's.

Dr. Clarkson is an authority on Canada-U.S. relations who has lectured and written widely on the topic. Mr. Kenney is an MP from Calgary and the Critic for Canada-U.S. Relations in the House. Dr. Green is a dual citizen and the president of Democrats Abroad Canada, an international wing of the U.S. Democratic Party. Dr. Haglund is a member of the political studies department and has authored several works on Canadian foreign policy and Canada-U.S. relations. The panel will explore the present realities of our relationship with the U.S. from a variety of perspectives, and the calibre of the speakers promises to make the debate a lively and informative one.

Benevolent or not, your opinions are definitely welcome.

Ahmed 'K.C.' Kayssi is Queen's 28th rector.

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.

QUEEN'S FLASHBACK: 1888



QUEEN'S UNIVERSITY ARCHIVES

Queen's Women's Medical College graduates pose for this portrait taken 116 years ago. This year, Queen's School of Medicine celebrates its 150th anniversary. For more on sesquicentennial activities, check upcoming issues of the *Gazette* and the medical school sesquicentennial website at meds.queensu.ca/~sesqui04.

Letters

John Deutsch and the soapbox derby

I don't know whether you have turned up any information about the 1970 Queen's Flashback picture that was featured in the *Gazette* of Nov. 17, but I can now tell you a little bit about it, having found time to dig into my old files.

Two very similar pictures of the soap box derby at Theological Hall appeared on the front page of the Nov. 10, 1970 *Queen's Journal*.

They're credited to my friend John Solman, and I presume this one was taken by John as well.

Chris Redmond (Arts '71)
Director of Internal
Communications
University of Waterloo

(Editor's note: The derby raised funds for the CANSAVE project)



Details flood in on photo i.d.

We had a terrific response to the Dec. 15 Queen's Flashback photo.

Kenneth Pearce (Queen's Libraries), Mark Publicover (Geography) and John Smol (Biology) filled in several blanks.

They wrote to say that the people in the picture were working in a lab for Bob Gilbert's periglacial geomorphology course that examined ice formation and structure, probably around 1984-86.

The person in the foreground with the saw is John Glew, who was a geography PhD student and TA at the time and now with

Queen's biology department.

According to Mr. Publicover, the student at the left is David Joiner, who completed a BSc (Honours) in 1986 and MSc in 1988 in Geography followed by a BEd (Toronto, 1989). Later he returned to Queen's to do a PhD (1999) in Geography. He estimates the photo was taken in 1985 about 100 metres offshore by the water treatment plant on King Street.

Mr. Pearce says the first name of the person next to Mr. Joiner is Kim, but did not know the third person.

Dr. Smol told us that John Glew is the technical director of his PEARL lab. "Still drilling holes in lakes!"

Celia Russell
Gazette Editor



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.

Teaching excellence remains a priority

On Dec. 17, I was privileged to attend a Queen's senior management conference entitled Mapping the Road Ahead.

It was an excellent conference, launched by one of the day's highlights, a thought-provoking session on the Challenges and Opportunities in the Decade Ahead presented by the principal and four vice-principals.

As they shared their collective vision of Queen's as one of the leading mid-size research intensive universities in North America, I could not help but reflect on an equally stimulating address James Downey gave earlier this year to the Association of Universities and Colleges of Canada.

Like our panel of Queen's administrators, Dr. Downey, former president of the University of Waterloo, University of New Brunswick and Carleton University, identified the explosion in student enrollment as one of the current challenges facing universities. He predicted that dealing with this increase will so preoccupy us for the next few years that "it will be easy to put aside for another few years questions we haven't collectively addressed in a while: questions of *what* and *why* and *how well* we teach."

While most universities aspire to be regarded as research universities, ironically, he says, it is "by our teaching that we will be known and judged in the end by those who matter most." He was, of course, referring to public expectations of the duty of universities to teach, and to teach well.

One cannot deny that universities must adapt to the changing realities in which we operate, among them being the growing need to increase both graduate enrollment and the commercialization of our research, to name a few.

However, as we embark on the long road ahead, I am reminded of another reality presented by Vice-Principal (Academic) Suzanne Fortier, who cautioned us that the road ahead is not all smooth and nicely paved. Rather, it is a rough, winding road that



JOY MIGHTY

Teaching Issues

we have to build ourselves, and one of our construction tools must be "choice."

The promotional campaign to "think research, think Queen's" must never be seen as a license to lower the standards of our teaching or to accept anything that is less than the best.

Not only must Queen's be a place of first choice for students, faculty and staff, we must also choose to make it a place where teaching well still matters. The promotional campaign to "think research, think Queen's" must never be seen as a license to lower the standards of our teaching or to accept anything that is less than the best. On the contrary, our institutional goal to become one of the leading research intensive universities in North America will place enormous pressures on us to sustain the tradition of excellence in undergraduate education for which we are so widely renowned. Ultimately, the quality of our teaching will determine whether we inspire undergraduates to choose Queen's for their graduate studies.

Our renewed emphasis on research need not be at the

expense of our teaching. Indeed, it is an excellent opportunity for us to engage in more research on teaching and learning and to recognize and reward teaching excellence and innovation in the same ways that we recognize and reward research excellence and innovation.

We must therefore choose to increase our efforts to ensure that teaching and research coexist in a balanced union with service to our institution and to the various local, national and global communities to which we belong.

The Instructional Development Centre (IDC) is committed to ensuring that excellent teaching remains a university priority, regardless of whether the beneficiaries of that scholarly activity are graduate or undergraduate students. Moreover, we will continue to partner with internal and external units and individuals who choose the same priority.

To this end, I am delighted that the TD Bank and Chancellor Baillie have generously chosen to donate funds for the establishment of a new award that will recognize excellence in teaching at either the undergraduate or graduate level.

Like other teaching awards, the Chancellor A. Charles Baillie Award is a tangible demonstration of the high value placed on excellent teaching. Unlike other Queen's teaching awards, it is the only one based on peer assessment.

While the IDC will administer the award, a panel of teaching peers will adjudicate the nominations and select a winner. As we begin a new term and a new year, I therefore encourage you to reflect on "*what* and *why* and *how well* we teach" and to consider nominating one of your colleagues, whose teaching has had a particularly outstanding impact on student learning, for the first Chancellor A. Charles Baillie Award which will be announced in Fall 2004. Details of the award are available from the IDC.

Joy Mighty is director of the Instructional Development Centre.

UNIVERSITY ROUNDUP



Bogus universities thrive on the Web

Fake, web-based universities are doing good business, despite efforts by authorities to shut them down. Among those trading on the United Kingdom's reputation for academic excellence is "Shepperton University," purportedly in London. Its website states, "Maintaining academic integrity free from fraud and deception is an important objective of Shepperton University." It is illegal to offer a degree qualification that could be taken to be that of a recognized UK institution - and there is no such university. U.K. and U.S. trading standards officials last year closed down 14 websites offering fake British degrees for up to £1,000 each. The certificates, from made-up institutions, supposedly have been used by hundreds of unqualified people, mainly in North America, to gain jobs in areas such as teaching, computing and childcare.

news.bbc.co.uk, Jan. 5

Chairs program seeks a better balance

Canada's Research Chairs program is "reflecting a sad reality," says Mona Nemer, one of the country's few female chair holders. A Tier 1 chair and researcher into congenital heart defects at the Université de Montréal, she says few women hold these prestigious posts because they are not encouraged to pursue academic careers in the sciences. The Canadian government created the program in 2000, amid concerns that too many of the country's top researchers were leaving for U.S. and other foreign universities. To some extent, the \$900-million program has helped stem the brain drain. But of the 1,035 chairs awarded so far, only 175, or 17 per cent, have gone to women. Women currently account for about 27 per cent of full, associate and assistant professors at Canadian universities.

University Affairs, January

Elite four lead research income

A "gang of four" super-elite UK universities is exerting an ever-tightening stranglehold on research, according to an analysis for *The Times Higher Education Supplement*. Imperial College London tops the group with a total research income of £153 million in 2001-02, followed by the universities of Oxford and Cambridge, and University College London, each earning about £150 million. The nearest competitor is King's College London, which had just 60 per cent of the amount earned by Imperial. The total research income for the top four institutions exceeded £600 million in 2001-02, and amounts to a quarter of that earned by all higher education institutions, according to analysis by Leeds-based company Evidence. The analysis shows that the government's policy of further concentrating research funding to create a small tier of universities with the muscle to take on the best from overseas is already being realized. In comparison, however, leading U.S. institution Johns Hopkins University boasted just under \$1 billion (£566 million) in 2001.

The Times Higher Education Supplement, Jan. 2

Foreign students eye Canada

Better marketing and awareness of Canada as a place to study are the main reasons behind the dramatic increase this year in foreign student enrolments, universities say. Several other factors, including the greater difficulty some students are having getting into the U.S. because of the 9/11 terrorist attacks, are also involved. Based on early fall figures from Association of Universities and Colleges of Canada members, foreign-student enrolment is up more than 15 percent across the country, with many provinces showing jumps of 20 percent or greater. Several universities report increases of 25 percent in 2003 compared to last year. Many universities are actively trying to recruit foreign students, helped by the federal government and the Canadian Education Centre Network.

University Affairs, January

Life is good for most Stanford faculty

Some feel overworked and under supported, and most say that living in the expensive Bay Area adds stress to their lives. But when all is said and done, more than two-thirds of Stanford University faculty report that they are satisfied or very satisfied with their positions, and only 5 percent say they would not choose the university again. Of 1,700 faculty asked to take the survey, conducted last year, 49 percent returned it. The survey asked how they spend their time between teaching, advising and mentoring, administrative tasks, research/scholarship, and clinical work. Overall, faculty reported spending about 60 hours per week on their work responsibilities, and about 57 percent felt that workload was "high" or "much too high," as opposed to "much too low," "low" or "about right." They gave high marks for collegiality, with the vast majority agreeing that they felt respected by the head of their unit (73 percent), by other faculty (79 percent), by staff (89 percent) and by students (91 percent).

Stanford Report, Dec. 10

Make safe computing this year's resolution

Have you had a great holiday? Are you rested and armed with a list of New Year's resolutions? If you resolve to do nothing else, we suggest that you resolve to practice safe computing.

Why practice safe computing? The continued threat of virus outbreaks highlights the need to keep your machine's anti-virus software and Microsoft patches up to date. While ITServices is doing its best to contain any outbreaks of these kinds, Queen's network users have a responsibility to minimize the risk of contracting viruses and infecting others. One of the most important steps to ensure you protect your system and those of others with whom you share our network, is to ensure that your system is adequately protected.

The first step in protecting your system is to install Symantec AntiVirus (SAV), which is available free to Queen's users.



BY ITSERVICES STAFF

Plugged In

Packman, unique to the university, will download, install and configure SAV for your system.

The second step in protecting your system is to practice running LiveUpdate regularly. This mechanism ensures that your Virus Definitions File (VDF) is up-to-date and equipped to detect newer viruses that may arrive on your system. When you run LiveUpdate, the client on your machine connects to a

Symantec AntiVirus server and downloads the latest updates to the VDF.

A Virus Definitions File (VDF) contains the information that Symantec AntiVirus (SAV) and its various sub-programs depend on to keep your computer protected. The VDF contains data that enable your SAV client to identify a virus as it arrives on your system. Consequently, if you do not keep your VDF updated, SAV will not be able to recognize new viruses as they arrive on your system.

How to run LiveUpdate: Updating your VDF is easy.
1. Launch Symantec/Norton AntiVirus (double-click the small yellow shield on the right side of your task bar).
2. Click the LiveUpdate button.
3. Follow the LiveUpdate wizard's instructions.

You need to have an Internet connection to run LiveUpdate.

Compiled by Celia Russell

Small materials are big business

"GOLDEN OPPORTUNITY FOR QUEEN'S" DIRECTOR SAYS

By NANCY DORRANCE
News and Media Services

Big things are happening to nano-scale materials at the Centre for Manufacturing of Advanced Ceramics and Nanomaterials (CMACN).

The Queen's-led collaboration recently received a \$2.55-million infusion – the third major funding boost in as many years – from the Ontario Ministry of Economic Development and Trade. The grant will support strategic training of technologists, undergraduate and graduate students, and post-doctoral fellows to work in nanotechnology, fuel cells, and "smart structures" (required for tiny, exact movements, such as telescope adjustments).

"Queen's is proud to take a leadership role in educating students at the highest levels in these critically important technologies," says Principal Bill Leggett. "The inter-institutional and cross-disciplinary approach of the CMACN is consistent with one of the university's fundamental principles."

The other educational partners are Niagara College, Royal Military College, and University of Toronto. They will collaborate with industry partners on research and development projects in this field.

CMACN Director Vladimir Krstic (Mechanical and Materials Engineering) says he is thrilled to receive such a substantial boost from the provincial government. "The new funding provides a golden opportunity for Queen's to take the lead and develop a sustainable program that will, most importantly, be useful to society."

This is an industry-led initiative, he stresses. "By supporting and guiding the education component, they will have the type of graduates they need to operate their plants, and to collaborate on research projects."

Materials Physics Professor Kevin Robbie, Canada Research



STEPHEN WILD

Members of the CMACN team with the new nanopowder spray dryer, in the Nicol Hall facilities. From the left: Master's students Cory Dean and Annesley Hatton, centre director Vladimir Krstic, researcher Kevin Robbie, and PhD student Shona McLaughlin.

Chair in Nanostructured Materials, is a key member of the CMACN team. An expert in photonic crystals (materials that can manipulate light signals), he has developed a new, graduate-level course in the study of films and surfaces, and is eager to see an advanced materials course introduced earlier in the engineering curriculum.

"When a lot of students hear the term 'materials' they think of concrete, steel, or wood," says Dr. Robbie. "Successful advanced materials (for example, those used in cameras or computers) are invisible, so unfortunately there isn't the same awareness of their importance."

Master's student Annesley Hatton (Mechanical and Materials Engineering), who is studying the performance of cathodes in

solid oxide fuel cells, agrees. Her first exposure to ceramics came in fourth year, from a course offered only at RMC. When she learned that Dr. Krstic was conducting research in this field, she decided to do her master's degree at Queen's, as well.

Shona McLaughlin (Mechanical and Materials Engineering), in her first year of a PhD degree, is investigating lead-free ceramics in structures such as the sensors, transducers, actuators and smart structures used in many applications today. "There has been a lot of concern about environmental and health hazards from lead, so we're looking at other alternatives," she says. "I had only about a month's worth of ceramics experience before coming to Queen's, but this sounded really

intriguing and it is!"

Dr. Robbie's graduate course in surface sciences was the first introduction to advanced materials for master's student Cory Dean (Physics), who is now developing a graphite, hybrid material for use in energy storage, such as lithium ion batteries. "This is a brand new material created for the first time in Dr. Robbie's lab, so that's an exciting aspect of the research," says Mr. Dean. "There should be many applications in industry."

Created in 2000 with an initial \$3.3-million grant from the provincial government, the CMACN received a further \$3.86 million in 2002 from the Canada Foundation for Innovation (CFI). This funding was matched with \$3.62 million from the Ontario Innovation Trust (OIT) to build

state-of-the-art infrastructure and facilities in Nicol Hall, where construction is still under way.

Throughout its brief history, the CMACN has developed strategic partnerships with companies that have direct interests in the centre's areas of expertise. "One reason for our success to date is that we've been able to deliver on what these companies want," says Dr. Krstic.

The challenge in Canada is to have strategically trained people at every level: teaching, designing and running new equipment, conducting research, and working on innovative industrial advances, he continues. "We've had different aspects of that before, but now for the first time the centre is bringing it all together."

www.ceramics.queensu.ca

Are today's machines too smart for workers?

By NANCY DORRANCE
News and Media Services

Communicating with the new generation of "smart" machines is now a way of life, says Gian Frontini (Mechanical Engineering). Unfortunately, our poorly developed skills in this area not only create stressful work environments – they also greatly reduce manufacturing profitability, he says.

"Think of the difficulties we encounter in programming the functions of a cell phone or a smart washing machine, and then imagine a network of thousands of machines of this kind connected together," the engineering professor says. "This is what the world of manufacturing is facing today in poorly utilized multi-billion-dollar investments."

A researcher with strong ties to industry, Dr. Frontini is introducing revolutionary new concepts of production economics into the university's engineering and business curricula, focusing on real-time cost and quality control.

Traditionally based on controlling the process rather than assessing the economic viability of the product, most quality control systems are still manually

performed, repetitive, and boring for human operators to run. Yet there is no reason why machines today can't be programmed to generate their own performance reports in real time.

"Both from the individual and the corporate point of view, we need to learn how to communicate better with intelligent machines and avoid duplication of tasks, which computers can do better than humans. By doing this, not only will our lives be easier: there will also be a profound impact on the profitability of the manufacturing industry."

A course on manufacturing business strategy he teaches to fourth-year engineering students connects product, process, people skills and capital invested with the concept of real-time communication with smart machines. Dr. Frontini's recently published book, *Manufacturing in Real-Time* incorporates these concepts, and has been adopted as a text for the master's program of the Advanced Design and Manufacturing Institute (ADMI).

"In today's industrial world of complex machines run by 'smart' computers, we can no longer be



BERNARD CLARK

Gian Frontini

engineers building a machine and controlling process, or designers looking at the end product, or cost experts focusing on historical profitability," he says. "We need to put all these things together with what machines are telling us any time the system operates: that's what is meant by managing manufacturing in real-time."

Canada's manufacturing workforce requires people who can manage both the process and the economic viability of a product, using a combination of skills, he says.

"The future of mankind is tied to our success in achieving very efficient manufacturing and limiting the use of non-renewable resources: only smart machines can help us to achieve this."

We are the champions!

By NANCY DORRANCE
News and Media Services

Four professors – three from the School of Computing and one from the Department of Electrical and Computer Engineering – are among 15 Champions of Innovation recognized for their exceptional research by Communications and Information Technology Ontario (CITO).

Queen's led the province with most awards this year, followed by University of Toronto and University of Waterloo, each of which had three Champion awards.

Considered CITO's most prestigious award, the program provides up to \$100,000 per year for two years to support each recipient's research.

"It's a real tribute to the exceptional quality of Queen's research in both the School of Computing and the Department of Electrical and Computer Engineering that we can lead the province's best in recognition by these prestigious awards," says School of Computing Director Jim Cordy. "CITO has always played a big role in our research programs, providing opportunities that allow us to have a research impact well beyond our modest size."

The winners are Pat Martin

(Self-Managing Web Services), Hossam Hassanein (Enabling Mobile Computing Over Wireless Ad Hoc Networks), and Randy Ellis (MRI-Guided Surgical Systems) from the School of Computing and John Cartledge (Optical Signal Processing Using Highly Nonlinear Fibers) from Electrical and Computer Engineering.

"Through the CITO Champions of Innovation Program, we're investing in some of Ontario's finest academic researchers," said CITO President and CEO Darin Graham, in announcing the awards. "Their research covers some of the most interesting challenges out there and have a tremendous potential to create real breakthroughs. All of these researchers also have a track record of successfully working with industry to move innovations into the marketplace."

CITO is a not-for-profit organization funded primarily through the Ontario Ministry of Economic Development and Trade's Centres of Excellence Program. Through partnerships with innovators in academia, industry and business, CITO identifies and supports industrially relevant academic research, and helps move the results into the marketplace.

www.cito.ca/

Visiting chemist relishes Queen's research environment

By KAY LANGMUIR

We've all heard how artists often suffer for their art, but this is a story of how one man suffers for his chemistry.

Simon Lopez, a professor from Simon Bolivar University in Caracas, Venezuela, is on sabbatical leave at Queen's. His experience offers a whole new perspective on the logistical challenges of academic life.

Leaving a country wallowing in an economic crisis, Dr. Lopez arrived at Queen's last fall to work with Victor Snieckus, the Bader Chair in Organic Chemistry, for a year.

It is, from the Venezuelan chemist's point of view, a little piece of heaven.

In Venezuela, when a professor is given his own work space "you get an empty room. You must buy

everything. You have to provide even your own glasswork."

The first bit of funding usually takes at least a year to trickle in. And there to eat it up is the exorbitant cost of hard-to-get fine chemicals imported from Europe.

"It's like climbing a mountain to do research in Venezuela now," an ever-cheerful Dr. Lopez says as he relaxes in an armchair in one of Chernoff Hall's comfortable lounges near his lab. "But it's possible. You can borrow some (chemicals), or synthesize some, and if you produce them, you can sell what chemicals you have."

From his current vantage point, he sees the humor in his past difficulties and dogged resourcefulness.

"It was great for me to find the facilities you have here. You have top instruments and usually not only one...the labs are well equipped. There are a lot of fume hoods and lots of glasswork. There are places to eat, to relax; you have a lot of comforts. It's a beautiful building."

Dr. Lopez finds his stay at Queen's enriching on many levels - top speakers visiting the campus to give seminars almost every week and lots of graduate students from around the globe, different cultures and viewpoints, sharing and learning from each other in an atmosphere free of discrimination.

"I have not this opportunity in my country. We have only students from Venezuela."

Dr. Lopez specializes in the organic synthesis of aromatic and heteroaromatic compounds, classes of molecules, which comprise more than 80 per cent of commercial pharmaceuticals used today. He came to Queen's to study with Dr. Snieckus, a leading researcher in the field whose work has helped to develop products as diverse as aspirin and fungicides.

"They're hard workers in Dr. Snieckus' lab. It's a competitive group," says Dr. Lopez.

"Simon is a wonderful colleague," comments Dr. Snieckus. "He's dedicated to advancing research which has practical value to human health, very helpful to less-experienced graduate students in our group, and

"It's like climbing a mountain to do research in Venezuela now."

Simon Lopez

always positive."

Dr. Lopez frequently works evenings and weekends at the lab, pausing from time to time to share a meal at a pub with friends, though long enough to observe Canadians' "fever for hockey" and passion for talking about the weather.

His ascetic lifestyle is due in part to the fact that the slow and cantankerous bureaucracy of the

Venezuelan government has not yet forwarded him any of his staff salary from Simon Bolivar University. Since September, he has lived frugally on his savings and a \$500 monthly stipend from Queen's. Until regular salary cheques start flowing, his wife and two young sons are unable to join him. So, Dr. Lopez met his family for a Christmas rendezvous in Miami before returning to Kingston alone.

"Just imagine my life trying not to spend anything else but for food, only work, sleep, eat," he says. Occasionally he goes out for a meal, "but I can't do anything else because I'm trying to save all my money."

From a Canadian standpoint, a reasonable course of action would be to keep on writing to the government to make them hurry up and send the cheques.

But that approach makes Dr. Lopez burst into laughter.

"You must wait, only wait," he answered, raising his hands in a gesture of resignation. "Of course I will receive the money someday," he chuckled.



STEPHEN WILD

Simon Lopez appreciates the excellent research facilities that Chernoff Hall has to offer.

IN BRIEF

Public comment on Queen's Centre

Groups and individuals are invited to present their views on the Queen's Centre, the university's proposed student life and athletics centre. To arrange to make a presentation at one of two special meetings scheduled for Friday, Jan. 16 (7-9 pm) or Saturday, Jan. 17 (9-11 am) call 533-2211 or email qcentre@post.queensu.ca. The meetings take place in the McLaughlin Room in the John Deutsch University Centre. The ad for the centre's architect selection is posted on the Physical Plant Services website at www.queensu.ca/pps. It will also appear in *The Globe & Mail*, the *Architectural Record* and the Ontario Association of Architects web site in the near future.

Health and human rights

Access to essential medicines and First Nations health are among topics to be discussed at Health and Human Rights 2004, Jan. 23-25 at Queen's. Presented by School Medicine students, the conference is geared to a general

audience. Registration is \$10 (before Jan. 16) or \$15. For details, contact the Health and Human Rights Conference Committee at hrc2004@hotmail.com or go to www.qmed.ca/hrc

Student present art symposium

Context and Meaning: New Papers in Art History takes place Friday, Jan. 30 and Saturday, Jan. 31 at the Agnes Etherington Art Centre. All are welcome. Visit www.myams.org/home/gvca/gvc_a.htm for more information. The event is presented by the Department of Art Graduate Student Conference Committee.

Urban plans past and present

The W.D. Jordan Special Collections Library and the School of Urban and Regional Planning jointly present Urban Plans Past & Present, an exhibition of early urban plans of Toronto, Vancouver, Calgary, and Chicago from Queen's rare book collection. It will also include early plans for Kingston - the original 1784 townsites; the 1950s plans for

Polson Park and Calvin Park; the 1960 Kingston Planning study that led to redevelopment of Confederation Park, and the 1970 Sydenham Ward Urban Renewal Study, which led to the redevelopment of the waterfront. An opening reception takes place Monday, Jan. 19 from 4 to 6 pm at the Jordan Library in the Douglas Library, sixth level (elevator floor 2). Refreshments will be served. The exhibition runs until Feb. 15.



The location and direction of Kingston's main downtown streets were set by the shape and orientation of a small patch of cleared land outside Fort Frontenac's walls in 1784.



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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 mjones@realtykingston.com

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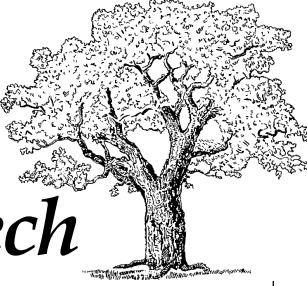
PUBLIC LECTURE

Should Hate Speech be a Crime?

Edward L. Greenspan, QC

Tuesday, 20 January 2004
8 pm
Grant Hall (University Avenue)

Refreshments following
Everyone welcome
Admission free



Jewish Studies

QUEEN'S UNIVERSITY KINGSTON, ONTARIO CANADA

Experts on songbirds, holiday marketing, herbal remedies and SARS in the news

QUEEN'S IN THE NEWS

Highlights of Queen's experts in the media

■ Dec. 9-Jan. 5

Douglas Bland (Policy Studies) discusses on *CPAC*, *Radio Canada*, *le Point* and *CTV Newsnet* a study he co-authored indicating that the Canadian Forces are on the brink of collapse.

Efforts of a research team led by **Curtis Nickel** (Urology) to test the effectiveness of herbal remedies on prostate and bladder disease are featured in the *Toronto Star*, *The London Free Press*, *The Vancouver Sun* and *The Kingston Whig-Standard*.



Joy Mighty (Instructional Development Centre) comments in a *National Post* story about universities using turnitin.com, an online service for detecting plagiarism.

Douglas Reid (Business) comments about the bidding war for

Air Canada in *The Gazette* (Montreal) and on *CBC Radio's Ontario Morning* show.



Mosco

including Ottawa, St. John's, Thunder Bay, Regina, Edmonton, White Horse and Yellowknife.



Ratcliffe

Laurene Ratcliffe's (Biology) research finding that resort developments are wiping out natural habitats for migrating songbirds generates extensive coverage including the *National Post*, *Toronto Star*, *Ottawa Citizen*, *The Edmonton Journal*, *Calgary Sun*, *The Kingston Whig-Standard*, *The Times-Colonist* (Victoria) and *CBC TV's Sunday Report*.

David Laidler (Business) comments in the first of a series of *National Post* articles examining key issues that had a major impact on Canadian business

and markets during 2003.

Liam Marshall (Psychology) comments in an *Ottawa Citizen* story about the de-sensitizing effects of explicit imagery.

David Walker (Health Sciences) discusses the Ontario SARS Expert Panel interim report, receiving extensive coverage across the country including the *National Post*, *Toronto Star*, *The Globe and Mail*, *Ottawa Citizen*, *The Edmonton Journal*, *Calgary Herald*, *The Kingston Whig-Standard*, *The London Free Press*, *The Standard* (St. Catharines - Niagara), *The Spectator* (Hamilton), *The Daily News* (Halifax) and on *CBC Radio's* national news broadcasts.

Jeremy Heaton (Urology) comments in *Maclean's* about Uprima, a Queen's developed competitor to Viagra.



Scheck

Ken Wong (Business) discusses the merits of gift cards giving for marketers in *The Globe and Mail*. Wong also comments in *The*

Globe and Mail about Rogers AT&T adopting Canadian Tire's Christmas marketing slogan.

Sharryn Aiken (Law) comments in the *Toronto Star* about refugee and migrant experience in Canada.

An op-ed piece by **Thomas Axworthy** (Centre for the Study of Democracy) about Paul Martin and Canada-U.S. relations appears in the *National Post*.

Nick Bala (Law) discusses on *CBC Radio's Ontario Morning* the challenges parents face attempting to solve custody and access issues during the holiday season. An op-ed piece by Bala about youth crime appears in the *Toronto Star*.

Gary Trotter (Law) comments in the *Toronto Star* about bail hearings and jail conditions.

Allan Manson (Law) comments in the *Toronto Star* about the role of public inquiries.

Katherine Wynne-Edwards' (Biology) research on first-time expectant fathers and hormonal changes is featured in the *Ottawa Citizen* and *The Vancouver Sun*.

Robert Wolfe (Policy Studies) discusses Canadians' pride in the public policy differences between Canada and the United States in *Maclean's*.

IN BRIEF

Musician paints a musical picture



Tambllyn

Special Event: Family Program, Sunday, 18 January
The Agnes Etherington Art Centre presents Ottawa-area folk musician Ian Tambllyn, who will perform music inspired by the art of the Group of Seven. This special family program takes place at the centre Sunday, Jan. 18 at 1:15 pm and again at 3 pm. It includes a brief tour of the exhibition *Our Great Adventure* after each performance. Suitable for ages 5 and up.

Cost: adults \$8; children, seniors and students \$6. Call 533-2190 to purchase tickets.

Exploring essentialism

As part of its Distinguished Lecture Series, the Department of Psychology presents Susan Gelman, University of Michigan, who will speak on *The essential child: Origins of essentialism in everyday thought*. Her talk takes place Friday, Jan. 16 at 3:30 pm in Biosciences 1103.



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Appointments

Associate Dean, Faculty of Arts and Science

H.E.A. "Eddy" Campbell has resigned as associate dean of Arts and Science, effective May 1, 2004. So that he may advise Principal Bill Leggett regarding Dr. Campbell's successor, Dean Robert Silverman seeks nominations and self-nominations of suitable faculty members. Nominees should be of associate or professor rank and preferably from one of the science departments within Arts and Science. Submit nominations to Dr. Silverman at deanartsci@post.queensu.ca by Wednesday, Jan. 21.

David Walker reappointed Dean, Faculty of Health Sciences and Director, School of Medicine

On the unanimous recommendation of the Advisory Committee on the Dean, Faculty of Health Sciences and Director, School of Medicine, Principal William C. Leggett is pleased to announce the reappointment of David Walker as Dean of the Faculty of Health Sciences and Director of the School of Medicine for corresponding terms to June 30, 2009.

A graduate of Queen's University (MD'71), Dr. Walker completed his postgraduate training in internal medicine in 1975, achieving fellowship in the Royal College of Physicians and Surgeons of Canada. He was appointed to the then Division of Emergency Medicine of the Department of Surgery at Queen's, where he was promoted to the rank of professor in 1991. Dr. Walker was Chair of the Division from 1986 until 1995, at which time the division was formalized as Canada's first academic Department of Emergency Medicine and he was appointed acting head. From 1988 until 1998, he also served as associate dean, Continuing Medical Education. From 1997 to 1998, he was medical director of Kingston General Hospital and served an eight-month term as acting head of the Department of Psychiatry. In 1998, Dr. Walker was appointed vice-dean of the Faculty of Health Sciences in 1999, director of the School of Medicine and in 2000, dean of the Faculty of Health Sciences.

Dr. Walker is a founding member and President of the Canadian Association of Emergency Physicians. He recently chaired the Expert Panel on SARS and Infectious Disease Control for the Province of Ontario which presented its report Dec. 15, 2003.

Principal Leggett wishes to extend his thanks to the members of the advisory committee.

Cynthia Baker appointed Director, School of Nursing and Associate Dean, Health Sciences

Principal William Leggett is pleased to announce that Cynthia Baker has been appointed Director of the School of Nursing and Associate Dean, Health Sciences for a five-year term starting July 1, 2004.

Currently in her final year of her appointment as Director of the School of Nursing at the University of Moncton, Dr. Baker is a registered nurse who received the degree of Master of Nursing from Dalhousie in 1989 and a PhD in nursing from the University of Texas in Austin in 1993. She held a tenure-track position as an Assis-

tant Professor in the School of Nursing at the University of Moncton from 1984 until 1996 when she accepted an associate professorship at the University of New Brunswick. She returned to Moncton in 1997 and in 1999 was promoted to Professor and appointed as Director of the School of Nursing for a five-year term. During this time, she led the school through a successful accreditation, and the introduction of a research-based Master's program and a second Master's program for nurse practitioners.

Dr. Baker has an active research program that involves the development of new disciplinary and interdisciplinary research and educational programs within the health-care field. She is principal investigator of a study in the field of cross-cultural relationships and health, funded by Heritage Canada. She is also a co-investigator of a project, funded by the Canadian Health Services Research Foundation, that is exploring a needs-based planning model for predicting the need for nursing services.

In making this announcement, Principal Leggett expresses his appreciation of the excellent leadership provided by Marianne Lamb during her term as Director and Associate Dean.

New faculty appointments

The following is a new full-time faculty member in the Faculty of Health Sciences:
Brian L. Simchison, Anesthesiology (Dec. 1, 2003)

Staff Appointments

International Education Information Assistant 2003-129
International Centre
Justin Kerr

Director, Office of the Dean 2003-135
School of Business
Gloria Saccon
(School of Business)

Faculty Projects Assistant 2003-138
Department of Development
Nicole Smart

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

Administrative Assistant 2003-151
Department of Physics
Peggy Hauschildt (GIS Lab)

Executive Assistant to the Head 2003-153
Electrical and Computer Engineering
Derek Cooper
(Faculty of Applied Science)

Secretary/Receptionist 2003-157
Community Health and Epidemiology
Susan Lawrence (Hematology)

Financial Assistant 2003-159
Family Medicine
Carrie Fraser (Financial Services)

Receptionist/Office Assistant 2003-160
Office of the Principal
Matthew Colby

Student Resource Assistant 2003-163
Faculty of Arts and Science
Kathryn Barron

Administrative Assistant 2003-164
Department of Philosophy
Marilyn Lavoie
(Faculty of Arts and Science)

Network Communications Technologist 2003-166
Information Technology Services
Hugh Fisher
(Information Technology Services)

Staff Vacancies

Departments requiring casual hourly paid secretarial or clerical assistance should contact the Susan Goodfellow in Human Resources, 533-2070. Requisitions for staff replacement, with appropriate approvals, must reach Human Resources by noon of the Monday one week before 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 in the *Gazette* under Staff Appointments as soon as possible after the conclusion of the recruitment and selection process.

Closing date for the following positions is **Tuesday, Jan. 20, 2004 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 employment number.

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

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

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

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

Faculty Development Officer Faculty of Education 2004-01

Minimum hiring salary: \$45,969 (Salary Grade 8) – salary to be prorated to reflect actual time worked
Terms: 1 year appointment, 50 per cent time

Systems Analyst Information Technology Services 2004-02

Minimum hiring salary: \$45,969 (Salary Grade 8)
Terms: Full-time, 15 month appointment

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

Account Representative University Residences (Conference Services) 2003-145

REPOST
This position is being reposted because of a change in salary grade
Minimum hiring salary: \$35,748 (Salary Grade 6)

Terms: Continuing, 40 hours per week (A premium will be applied to above salary.)

Information Coordinator University Secretariat 2004-03

Minimum hiring salary: \$31,523 (Salary Grade 5)
Terms: Term until July 31, 2004

Coordinator (Admissions and Applicant Services) Office of the Associate Dean of Student Affairs 2004-04

Minimum hiring salary: \$40,537 (Salary Grade 7)
Terms: Continuing full-time

Aboriginal Counsellor/ Student Recruitment Officer Four Directions Aboriginal Student Centre 2004-05

Minimum hiring salary: \$45,969 (Salary Grade 8)
Terms: Term until March 31, 2007

Manager Four Directions Aboriginal Student Centre 2004-06

Minimum hiring salary: \$48,871 (Salary Grade 9)
Terms: Term until March 31, 2007

Manager, Gift Administration Advancement Business Office 2004-07

Minimum hiring salary: \$48,871 (Salary Grade 9)
Terms: Continuing full-time

Other Positions

Biostatistician Cancer Research Institute

The Division of Cancer Care and

Epidemiology of the Cancer Research Institute is a multi-disciplinary group that conducts health services research in the field of cancer care. The work includes the study of prognosis, treatment effectiveness and outcomes, patient decision-making, and health policy.

The candidate will work under the supervision of the principal investigator to develop and maintain in-house databases; to carry out statistical analyses on specified projects; to prepare written reports and to create graphs and tables for publication and presentation.

The candidate must hold or be near completion, of a Master's Degree in Biostatistics. Experience with SAS is required. Related research experience is an advantage. The individual must be self-motivated and able to work independently, as well as to work as part of a team.

Salary: Queen's Grade 8 classification.

For details, see the Cancer Care and Epidemiology website at www.krcc.on.ca/roru/. Candidates should submit letters of application, including curriculum vitae and the names of three referees, by Jan. 26 to Dr. Patti Groome, Division of Cancer Care and Epidemiology, Queen's University Cancer Research Institute, 10 Stuart Street, Level 2, Kingston, Ontario K7L 3N6.

The division thanks all who express an interest in this position and advises that only those selected for interviews will be contacted.

The Physical Therapy Clinic at Queen's



Located on the Queen's campus in Room 137 of the L. D. Acton Building (31 George Street)

Telephone 533-2098

CLINIC HOURS:
Monday to Friday 1pm to 7pm

Service Available

- Orthopedic and Sports physical therapy
- Treatment of back or neck pain
- Acupuncture
- Muscle strains
- Ergonomic concerns

Visit our Web Site @ www.rehab.queensu.ca/Clinic.htm

or email us: ptotclin@post.queensu.ca

No physician referral necessary

Appointments also available with:

Sondi Deglan – Registered Massage Therapist

Michelle Villeneuve – Occupational Therapist

– Early Childhood Special Needs

Computer Support Technician, Department of Biochemistry, Cancer Research Institute and the Protein Function Discovery Facility

Full-time one year contract (renewable)

Responsibilities: provide a wide range of IT support services for research projects within the Department of Biochemistry, Cancer Research Institute and the Protein Function Discovery Facility; provide basic troubleshooting assistance in computer labs and assist users in learning how to operate various systems and programs; provide assistance in the functioning of the network by correcting minor problems and performing basic and routine maintenance; assist in the planning and production of a variety of on-line and printed technical documents; maintain and update web pages as required; provide basic computer training as assigned; liaise with other support staff to get feedback and share information and resources; perform administrative duties as required in support of the unit or department.

Qualifications: two-year post-secondary program with relevant experience; some experience in business administration/systems, desktop publishing, or on-line/printed publications may be considered an asset; general knowledge of computer systems or audio visual technology depending upon the position. Consideration will be given to an equivalent combination of education and experience. **Minimum Salary:** (ITUS\$) \$31,523 Apply with resume to Dr. Glenville Jones, Head, Department of Bio-

chemistry, Queen's University, Botterell Hall, Room 650, Kingston, Ontario K7L 3N6. (613) 533-2494, gj1@post.queensu.ca

Administrative Assistant School of English

Maternity leave February 2004 - May 2005

Responsibilities: oversee the management of financial administration (monitor account reconciliation); oversee administration of all salary allocations; supervise clerical support staff; maintain efficient administrative procedures in consultation with the director and other staff; provide support to the department in financial administration; departmental liaison with Human Resources; staff liaison and administrative assistance; monitor and reconcile all expense and revenue accounts on a monthly basis; deposit all departmental payments; manage petty cash; oversee Royal Bank Visa transactions; manage all employee contracts and salary requisitions in consultation with the director.

Qualifications: two-year post-secondary program in a relevant field (Office Administration) with previous relevant experience in an office environment; advanced Microsoft Office skills (especially Mail Merge); experience with: DIDE, FINS, SARI, QBIO, BI/GQL, and Access Direct; attention to detail and accuracy; organizational and time management skills; ability to focus under pressure and with frequent interruptions; interpersonal and communication skills (verbal and written); ability to maintain strict confidentiality.

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

Send cover letter, resume, and names of two referees by Jan. 30 to Kelly Crain, School of English, Queen's University, 96 Albert Street, Kingston, ON, K7L 3N6. The school thanks all who express an interest in this position and advises that only those selected for interviews will be contacted.

Summer Research Fellowship Museum of Health Care

The Museum of Health Care is accepting applications for 12-week Summer Research Fellowship relevant to history of health and health care. Visit www.museumofhealthcare.ca or call 548-2419 for more details.

Clinical Secretary Hematology/ Oncology Department of Medicine

This is a one-year half-time contract starting Jan. 2004 with a possibility of renewal and potential for full-time July 1, 2004.

Responsibilities: typing patient letters and routine correspondence; handling telephone inquiries from patients and referring physicians; scheduling clinic appointments, outpatient procedures and patient admissions; filing and general office duties.

Qualifications: postsecondary school diploma with knowledge of basic office procedures; dictating; good communication, organizational and interpersonal skills. Knowledge of medical terminology considered an asset. Consideration will be given to an equivalent combination of educa-

tion and experience.

Minimum hiring salary: \$28,582 (prorated to reflect time worked). Submit resume and cover letter to: Department of Medicine, Etherington Hall, Room 2015, 94 Stuart St., Kingston, ON K7L 3N6. Email ritchiea@post.queensu.ca. Fax: (613) 533-6855.

Employee Development

To register or for more details, call Human Resources at ext. 32070, email hradmin@post.queensu.ca

Realizing Your Potential and Setting and Achieving Your Goals

This video-assisted workshop provides a comprehensive step-by-step guide to setting and achieving goals. It will also help you search out your untapped potential and discover how setting goals affects both your personal and professional futures. Wendy Lloyd, Human Resources. Tuesday, Jan. 20, 9 am to noon.

Healthy Eating

It seems that almost weekly the media reports on a new piece of nutrition research. But how does that information fit into our daily eating habits? Take the healthy eating check-up quiz with a registration dietitian. Decide how your personal eating style fits into healthy eating for life. Pick up handouts to share with family and friends. Led by the Adult Wellness Team (KFLA Health Unit). Wednesday Jan. 21, from 12:05 to 12:55 pm

Emergency Support Program for Study/Work/Travel Abroad and International Housing Office

An overview of Queen's Emergency Support Program for Study/Work/Travel Abroad and the procedures in place to assist our students in the event of an emergency while abroad. Information about the services offered by the International Housing Office. This information is useful when assisting incoming international students and scholars. Led by Cathy Lemmon, International Centre. Friday Jan. 23, 10 am to noon.

Heart Health

Learn how the heart works, the impact of lifestyle choices on your heart, and how to change your habits to lower your risk of heart disease. Led by the Adult Wellness Team (KFLA Health Unit). Wednesday Jan. 28, 12:05 to 12:55 pm.

NEWS and MEDIA SERVICES

To inform News and Media Services of your latest research findings or upcoming journal publications, call News and Media Services Coordinator Nancy Marrello, ext. 74040, or News and Media Services Writer Nancy Dorrance, ext. 32869.

Acer AOpen Apple* Epson HP Intel Lexmark Microsoft Symantec Toshiba

Sales and service

We love what we do! And our outstanding customer service proves it. Why buy on-line, mail order, or from a novice salesperson when you can have a relationship with our experienced I.T. staff? We agree price is important, but we deliver more than competitive pricing. Altair will customize a solution to fit your needs, get you up and running, *and* keep you that way!

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384.3876

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is available for this competition. **Terms of reference:** Funds will be awarded competitively to high-need projects, the support of which will have a direct impact on the quality of the learning environment. Priority will be given to projects related to adaptive and special-needs technologies, and technologies which will have an impact on the teaching and learning environment. Depending on the amount of funding available, projects related to the broader learning environment will also be considered (e.g., support for academic-related activities such as conferences and team projects sponsored by student government or associations/clubs). Faculty research projects and individual student projects will not be supported. Because the fund is based on one-year agreements with partners and the income is likely to fluctuate from year to year, allocations will be made to projects which require one-time funding rather than on-going funding. **Application and adjudication process:** Faculties, departments, units and student governments, associations or clubs may submit applications, outlining project objectives making explicit reference to the above terms. Applications should include a detailed

budget for the project and a list of other funds that have either been committed or applied for. A committee chaired by John Dixon, Associate Vice-Principal (Academic) and comprising Sean Reynolds, Director of ITServices; a faculty member; a student member appointed by the AMS; and a staff member from ITServices will review applications. For projects relating to adaptive and special-needs technologies, advice may be sought from the Queen's Accessibility Committee. Submit applications to the Office of the Vice-Principal (Academic) by Friday, Feb. 6. Awards will be announced by the end of Feb. Any initiative that receives support will be expected to make appropriate acknowledgment of this support.

Governance

Senate committee vacancies 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, or call 533-6095 or visit B400 Mackintosh-Corry.

Notices

Health Sciences on the move The Dean of the Faculty of Health Sciences office, formerly in Botterell Hall, is now located in the Macklem House, 18 Barrie St. (at King). New mailing address is: Faculty of Health Sciences, Macklem House, 18 Barrie St., Queen's University, Kingston, ON K7L 3N6. This move affects the dean's office (David Walker, Kris Bowes, Adrianna Gencarelli), staffing office (John Fisher, Gail Knutson, Heather Miller, Dorry Hineman), Medical Education (Sarita Verma, Yolanda Croke) SEAMO (Paul Rosenbaum, Kate O'Grady) and reception (Anne Stevenson). Remaining on the second floor of Botterell are the finance office (David Edgar, Joan Lee, Jessie Griffin, Peggy Kelly), research (Jim Brien, Sally McKeegney), faculty secretary (Ron Wigle, Sally McKeegney) and life sciences (Bill Racz, Carolyn Morrison). The Postgraduate Medical Education offices will move to 70 Barrie St. (next to the Undergraduate Medical Education Offices). Telephone/fax numbers remain the same. The Postgraduate Medical Education Offices will be moving to 70 Barrie St.

Physical Education Centre

Recreation swim cancellations
Friday, Jan. 16 4:30 to 6 pm and 10:30 to 11:30 pm
Saturday, Jan. 17 4:30 to 6 pm and 9 to 10:30 pm
Sunday, Jan. 18 3 to 4:30 pm
Saturday, Jan. 24 4:30 to 6 pm
Recreation skate cancellations
Friday, Jan. 16 4:30 to 5:20 pm
Recreation jogging cancellations
Sunday, Jan. 18 1:30 to 5:30 pm
Friday, Jan. 23 6:30 to 10:30 pm
Saturday, Jan. 24 6:30 to 10:30 pm
Saturday, Jan. 31 6:30 to 10:30 pm

Volunteers needed

Families with children 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.
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 mini-

mum for 12 weeks. Contact Jen at 9JLD1@post.queensu.ca or 533-6000, ext. 74775 by Friday, Jan. 9.
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.
Moms-to-be Researchers at Queen's University are looking for first-time pregnant women less than 20 weeks to participate in a study investigating the effect of delivery on the pelvic floor. Participants will be compensated for their time and expenses. Details: Lorraine Chick, 548-1343.
Standardized patients The Clinical Education Centre trains people to play the roles of patients or the relatives of patients on Tuesday afternoons from mid-September to late March, and on Thursday afternoons from early March to early May. All are welcome to apply; especially men aged 20 to 40 and people of colour. Details: Diane Morales, 533-6887, d1m1@post.queensu.ca or www.meds.queensu.ca/~webspp/

CALENDAR

Art

The Agnes Etherington Art Centre

University Avenue

Ongoing exhibitions: Metalwork of West Africa from the Lang Collection, African Gallery to July 31, 2005. André Biéler, Draftsman and Printmaker, Contemporary Feature Gallery, to Jan. 18. Gift of Genius, A Rembrandt for Kingston, Samuel J. Zacks Gallery, to Jan. 18. Choice, Frances K. Smith Gallery, to Feb. 22. Our Great Adventure, The Group of Seven, Historical Feature and R. Fraser Elliott Galleries, to May 9. Real and Imagined People, Bader Gallery, to June 19, 2005.

Upcoming exhibition: Machine Life, Contemporary Feature, The Davies Foundation and Samuel J. Zacks Galleries, Feb. 6 - April 18. www.queensu.ca/ageath/

Union Gallery

uniongallery.queensu.ca/

Upcoming exhibition: Strange Fruit. Sculpture, paintings and prints by Alyssa Moor and Rebecca Greenbury. Jan. 16 - Feb. 6.

Music

Friday, Jan. 23

School of Music

Darren Copeland, composer of electro acoustic music, specializing in soundscape studies and acoustic ecology performing his own works and demonstrating his special eight-track computerized distribution system. 120 Harrison-LeCaine, 8:30 pm.

Sunday, Jan. 25

Saxophonist Mike Anklewicz, Queen's music graduate. Dunning Auditorium, 2 pm.

Friday, Jan. 30 and Sunday, Feb. 1

Baritone Bruce Kelly joins the Kingston Symphony and Kingston Choral Society for

Bizet's Carmen. Julie Nesrallah returns in the title role, and Stuart Hamilton hosts these opera in concert performances. Grand Theatre, 8 and 2:30 pm respectively. Tickets are available at the Grand Theatre, 530-2050, or at www.grandtheatre-kingston.com.

Theatre

Jan. 14-17

Gypsy

Grand Theatre. Tickets: \$14 (adults), \$12 (students) on sale at the Grand Theatre and at the UBS, John Deutsch University Centre. Presented by Queen's Musical Theatre.

Departmental Seminar Schedules

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

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

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

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

Thursday, Jan. 15

Art

Graduate Student Colloquium Series Pat Sullivan, Queen's. Gallery Education: Beyond the Tour. Atrium, Agnes Etherington Art Centre, 6 pm, reception to follow. Free.

Tuesday, Jan. 20

Eighteenth- and Nineteenth-Century Studies

C.E.S. Franks, Queen's. Baron de Lahontan: Liar and Traitor? 517 Watson Hall, 7:30 pm.

Irving and Regina Rosen Public Lecture

Edward L. Greenspan, Canadian Civil Liberties Association. Should Hate Speech be a Crime? Grant Hall, 8 pm.

Wednesday, Jan. 28

Jewish Studies

Julie Salverson. Theatre and the Ethics of Levinas. 517 Watson, 7:30 pm.

Special Events

Tuesday, Jan. 13

Forum on Canada-US relations

Grant Hall, 7 pm. Featuring panelists Stephen Clarkson, Jason Kenney, Joseph Green, and David Haglund. Presented by the Arts and Science Undergraduate Society.

Sunday, Jan. 18

Agnes Etherington Art Centre Family Program.

Ottawa-area folk musician Ian Tambllyn performs music inspired by the art of the Group of Seven. Brief tour of the exhibition *Our Great Adventure* after each performance. Suitable for ages 5+. Atrium, Agnes Etherington Art Centre. Two performances: 1:15 and 3 pm. Adults \$8; children, seniors and students \$6. Tickets: 533-2190.

Courses and Workshops

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 and faculty. 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

Explorations in Art:

A Foray into Wide World of the Visual Arts

This free, non-credit course examines photography, sculpture, painting, crafts, and more. Monday evenings, Jan. 19 - March 22, 327 Ellis. Lecture and discussion format. All are welcome, but places are limited. Call 533-2563 (Queen's Equity Office) or email db37@post.queensu.ca to register. Childcare is available. Presented by the Department of Art and Free Queen's. post.queensu.ca/~freequ/

WHMIS courses

Environmental Health and Safety presents two separate WHMIS courses for students, staff, and faculty Thursday, Jan. 15, 1:30 - 4 pm and Tuesday, Jan. 20, 8:30 am to noon. Each session will include an online quiz. Participants must have a post or qlink email address to access the quiz, which will be marked. Certificates will be issued upon successful completion. To register, go to www.safety.queensu.ca and follow the links to courses offered by Environmental Health and Safety. The courses take place in the Faculty and Staff Learning Facility, Lecture Theatre, 125 Mackintosh-Corry.

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 Monday, Jan. 19 at noon.