

# QUEEN'S GAZETTE

2003 CCAE Gold Medal for best university newspaper

Removing barriers to higher learning P7



The whalers' legacy P6



## BUILDING A CULTURE OF PEACE



STEPHEN WILD

Chief William Commanda, Aboriginal elder and international peace advocate, delivers the 2004 Robert Sutherland Lecture. The founder of The Circle of All Nations, along with colleague Romola Vasantha, spoke on A Circle of All Nations: A Culture of Peace to a large audience in Wallace Hall last Wednesday. A renowned spiritual leader and peace advocate, Chief Commanda has worked tirelessly to promote interracial and intercultural harmony, justice and respect for Mother Earth. The Robert Sutherland Visitorship brings to Queen's people of distinction in the fields of race relations, equity and community. It commemorates Robert Sutherland, Queen's first graduate of African heritage who was a distinguished lawyer and benefactor.

## Canada scores a science champion

MORE EMPHASIS ON TECHNOLOGY TRANSFER NEEDED, SAYS NEW SCIENCE ADVISER

By NANCY DORRANCE

Canada's newly appointed science adviser to the Prime Minister says that university researchers have a critically important role to play in the country's future – a message that was reinforced in last week's speech from the throne.

Arthur Carty, an internationally renowned chemist and currently president of the National Research Council, will become the country's first national science adviser in April. But he's already received "at least 50" suggestions about what his top priority in the new position should be, Dr. Carty told the *Gazette* in a recent interview.

"I see my job as providing sound, non-partisan and independent advice to the Prime Minister on science and technology," he said, adding that a key challenge will be to assist Canada in becoming one of the most research-intensive and innovative countries in the world by 2010.

This goal should be achievable, says Dr. Carty, but only if both government and the private sector significantly increase their contributions to research and development over the next half of the decade.

"We've already seen a dramatic change for the better, particularly in the university community, on the 'knowledge generation' side as a result of a number of investments," the new science adviser points out.

Increased funding for Canadian research councils, Canada Research Chairs, millennium scholarships, networks of centres of excellence, the creation

See SCIENCE CHAMPION : Page 2

## Ballots sealed for labour board count

As a result of challenges to the voters' list in a union certification vote held Thursday, Feb. 5, the Ontario Labour Relations Board has ordered the ballots sealed.

Ballots are now at the labour board in Toronto to be counted.

It is expected that results will be available later this month, after outstanding challenges to the voters' list by both Canadian Union of Public Employees (CUPE) and the university have been resolved.

CUPE has applied to the labour board for union certification to represent a broad group of Queen's

teaching assistants, instructors, markers and demonstrators.

Although no figures were immediately available, voter turnout to the three polling stations in Wallace Hall in the John Deutsch University Centre was heavy, with lineups spilling out of the room into the hallway.

In holding the certification vote, the labour board had determined that eligible voters included: "all persons registered as students at and who are employed at Kingston by Queen's University as teaching assistants, teaching

See LABOUR BOARD : Page 2

## First-year undergraduate admission on course

By CELIA RUSSELL

Applications for fall admission to Queen's are on track, and are comparable to those of 2002, the year before the official arrival of the double cohort, says Associate University Registrar Rick Palmer.

It is too early to tell, however, what the minimum average entrance marks will be for the incoming class of 2004.

"We don't know yet what they will be, because we don't have the academic information for most of the applicants yet," he says. "But we expect last year's minimums will be a good guideline. This is what we have been telling students all fall. Over the last two years, we have been open and direct with our message regarding minimum averages."

Last year's minimum averages ranged between 80 per cent in Arts and Science and 88 per cent in Commerce.

As of the Jan. 14 deadline, 15,664 Ontario students had made 18,253 applications to Queen's, with 4,176 of them listing Queen's as their first choice. In February, 2002, the university received 19,548 applications, with 4,935 putting Queen's at the top of their list.

**"Over the last two years, we have been open and direct with our message regarding minimum averages."**

Rick Palmer

Queen's 2004 target for first-year enrolment is 3,429, the same as last year. This figure also includes 120 students who will spend their first

year studying at the International Study Centre (ISC) at Herstmonceux Castle in Britain.

The ISC's popularity has remained strong. Over the past two years, students interested in studying there have made it their first or second choice, and this trend is continuing, Mr. Palmer points out.

Applications from out-of-province and international students to first-year undergraduate programs are also on track, Mr. Palmer says. Last year, the university received about 7,000 applications by the deadline. With the Feb. 20 deadline approaching, the Admission Services has received about 4,500 applications, about the same number as this time last year.

The university has already started to make offers to these students in the last couple of weeks, based on their most recent transcripts, personal statements

of experience (PSE) and English tests, if necessary.

March 26 is the documentation deadline for all applicants. The university will be making its first round of offers to at least half of Ontario applicants at the beginning of April.

In 2003, Queen's received a record 32,036 applications with 6,856 of them listing Queen's as first choice. The huge increase in applications was due to the double cohort, in which the final group of OAC or Grade 13 students graduated from Ontario high schools last spring with the first group of the new four-year high school program.

With the double cohort behind them, the province's universities are reporting an overall increase in the number of Ontario applicants and the number of applications they have made, compared with 2002 figures.

According to the Ontario Universities' Application Centre, 71,222 students made 348,500 applications this year. This compares to 69,305 students and 279,991 applications in 2002 and 101,668 students in 2003

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Queen's News Centre



# To communicate today's science, the Web is best

By LORINDA PETERSON  
The Internet offers the greatest potential for effectively communicating science, Jay Ingram, co-host of *Discovery Channel's Daily Planet* (formerly of *CBC's Quirks and Quarks*) told an audience of researchers at Queen's recently.  
"It would be a website everybody would visit, offering lots of different stories slightly more in depth than TV," says Mr. Ingram, who was invited by students to speak at the annual Biology Poster Day in the Biosciences complex.  
"Communicating science involves getting a sense of who

your audience is and how much they can take in," he says. "No amount of translation of jargon will work if you're looking at two different worlds."



Jay Ingram

TV audiences need a compelling story and lots to look at to keep their attention, but aren't as interested in the depth of the story. Since the most intriguing science is in the detail, TV is not the best vehicle.

**Since the most intriguing science is in the detail, TV is not the best vehicle.**

Video clips of Mr. Ingram juggling knives, a researcher blowing alcohol from his mouth onto open flames, and an interview with personable and animated Matt Golombek, the scientist instrumental in choosing the

landing areas for the Mars rovers illustrated Mr. Ingram's points.  
While books are good for capturing the detail necessary to sell science, the book market is saturated. And he cautions researchers against using technical language if they want their research to be understood, warning that five or 10 per cent of the North American public understand an article in *Science* or *Nature*, and even fewer will read the article to the end.  
The talk took place in conjunction with Biology Poster Day. [www.exn.ca/dailyplanet/jayingram.asp](http://www.exn.ca/dailyplanet/jayingram.asp)

## Queen's celebrates Black History Month

The following is a selection of events celebrating Black History Month.  
A screening of *Rebel Music: The Bob Marley Story* takes place Tuesday, Feb. 10 at 7:30 pm in D216, Mackintosh-Corry. Admission is \$2. The screening is presented by the African and Caribbean Students' Association. Details: email [acsa@ams.queensu.ca](mailto:acsa@ams.queensu.ca).  
On Wednesday, Feb. 11, the Agnes Etherington Art Centre presents Chris Dunton, Professor of English at the National University of Lesotho and an authority on contemporary African literature. He will deliver a free lecture on Yoruba veranda

posts and vodou icons: representations of the visual arts in Soyinka's poetry and drama at 12:15 pm at the gallery. Details: Pat Sullivan at 533-2190.  
A children's story hour takes place Friday, Feb. 13 at 5 pm at the Ban Righ Centre, 32 Queen's Cres. Admission is free and the Ban Righ Centre will provide the children with a light dinner. Pre-register by calling 533-6000 ext. 78119 or email [ga6@queensu.ca](mailto:ga6@queensu.ca).  
Children are invited to listen to stories, share songs and art work that celebrate the history of Black people and diversity in society.  
The Human Rights Office

presents a free, informal discussion of Lorraine Hansberry's classic play *A Raisin in the Sun*. It takes place Tuesday, Feb. 24 at the Sleepless Goat Café, 91 Princess St. Details: Stephanie Simpson at 533-6000, ext. 75194.  
The Ban Righ Centre presents a free screening of *Black Mother Black Daughter* on Thursday, Feb. 26 at noon at the centre. Discussion and light refreshments will follow the showing of the movie. Details: Lisa Webb, 533-6000, ext. 75363.  
For a full event listing, including details, additions and changes, please visit [www.web.net/~opirgkin/BHMK.html](http://www.web.net/~opirgkin/BHMK.html).

## Undergraduate admission

continued from page 1  
who made 515,983 applications. Application volumes were inflated in 2002 and 2003, in part because of changing high school graduation patterns due to the double cohort. To give some context, 19 per cent more applicants filed 49.6 per cent more applications in 2004 than did in 2001. An application to a program within a university counts as a university choice.  
For more information on undergraduate application statistics, see the Ontario Universities' Application Centre website, [www.ouac.on.ca](http://www.ouac.on.ca)

## Labour board

continued from page 1  
fellows, instructors, demonstrators, markers, graders or tutors, and persons employed at Kingston by Queen's University as academic assistants."  
To be successful, the union applying for certification requires

that 40 per cent of the determined bargaining unit sign union cards.  
On voting day, a simple majority of eligible ballots cast (50 per cent plus one) is required to achieve certification.  
[qnc.queensu.ca/update/index.php](http://qnc.queensu.ca/update/index.php)

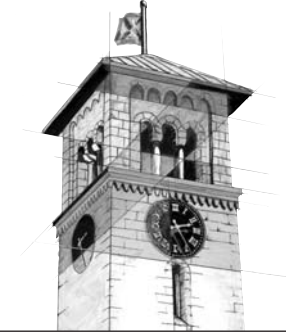


People line up to vote Thursday at the polling station in Wallace Hall.

## Science champion

continued from page 1  
of the CIHR, Genome Canada, and the Canada Foundation for Innovation all have helped improve the environment for research at the knowledge end of the spectrum.  
"This is an investment we can't afford to drop," Dr. Carty emphasizes. "Having established the base, it's very important to continue to build on it."  
It's at the other, "innovation" end of the research spectrum – involving technology transfer and commercialization – where more needs to be done, he says. This can be achieved through industry/university/government partnerships, and by taking advantage of every opportunity to create more technology giants in Canada.  
Since the formation in 1987 of the university's technology transfer arm, PARTEQ Innovations, the Queen's community has received approximately \$15.2 million in proceeds from tech transfer.  
"We need the infrastructure and support in place to make it easier for new companies to be created, and for those companies to be innovative and grow into large corporations," says Dr. Carty, a 2001 honorary graduate of Queen's.

Because Canada currently lacks a strong "science culture," a major challenge will be to convince the decision-makers in government, and to create a stronger public interest in science and technology.  
The recent "reverse brain drain" drawing Canadian scientists back from the U.S. and Europe, and attracting new, highly skilled immigrants to Canada, is a very positive trend, the science adviser suggests. "Today we have perhaps the best environment I've ever seen for a researcher to start in this country."  
Dr. Carty says he is a firm believer that science and technology are integral to Canada's economy, prosperity and quality of life, and "should inform most, if not all major policy decisions. Government needs advice from the scientific community to help them make wise decisions," he contends.  
In his role as the PM's science adviser, Dr. Carty will look to the Canadian research community for guidance. "I will rely strongly on people in a large number of disciplines and cross-disciplines – from both the public and private sectors – who can provide expert advice," he says.



## QUEEN'S GAZETTE

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## Corrections

An article in the Jan. 26 *Gazette* (School of Medicine celebrates 150 years, page 4) contained some factual errors. David Walker's title is Dean of the Faculty of Health Sciences and Director of the School of Medicine; The School of Medicine has 21 departments, including Anatomy and Cell Biology, Biochemistry, Microbiology and Immunology, Pharmacology and Toxicology, and Physiology; Chris Chapler recently retired as associate dean of Academic Affairs. Due to misinformation on the School of Medicine's website, it was reported that the schools of Medicine, Nursing, Rehabilitation Therapy and Life Sciences merged to form the Faculty of Health Sciences in 1997. In fact, the Faculty of Medicine, the Faculty of Nursing and the School of Rehabilitation Therapy merged to form the Faculty of Health Sciences in that year.  
The *Gazette* regrets the errors.



## SENATE IN BRIEF

### Notes from the Jan. 22 meeting

**Recital hall plan on hold.** Principal Bill Leggett told Senate that plans for a university recital hall have been put on hold for the time being. The university had asked for cost estimates from four architectural firms and these estimates were about double the amount an unnamed donor had been prepared to give toward building the hall. The project, however, remains a campus priority, Principal Leggett said.

**Senate approved** a policy for determining Canadian universities' status for basis of admission. To satisfy the basis of admission requirement to any degree program at Queen's, academic credentials obtained from a Canadian institution must be from an institution that is a member of the Association of Universities and Colleges of

Canada (AUCC). The motion came about due to uncertainty about how to evaluate transcripts from new hybrid degree-granting institutions created by provincial governments across Canada. Despite a long-standing practice to accept applicant credentials from AUCC-member institutions only, Queen's had been operating without a formal policy statement. The university wanted to formalize it for reasons of openness and transparency, University Registrar Jo-Anne Brady told Senate.

**Senate approved** an amendment to the Equity section of Appendix A of the Internal Academic Review Policy as follows: Provide information on how the program has addressed the equity goals of the university, including the mechanisms by which the program addresses equity issues, including any identified inequities; the most recent equity audit; relevant questions from USAT and the exit poll.

**Senate approved** an amendment to the Internal Academic Review Policy to reflect when a unit or program is undergoing a successive internal academic review, a majority of the non-student review team members and at least one of the external consultants must not have participated in a previous internal academic review of that unit or program. Nearly all university units have undergone a first internal academic review and the Faculty of Education and the Department of Classics are undergoing their second. The Internal Academic Review committee agreed on a course of action allowing for flexibility, while recognizing the advantages of continuity.

**Senate approved** the election of the following to Senate committees: Lorne Carmichael (faculty) to Internal Academic Review; William Egnatoff (faculty) to Nominating. [www.queensu.ca/secretariat/senate](http://www.queensu.ca/secretariat/senate)

## Law survey must be considered in context, dean says

By CELIA RUSSELL

The B-minus mark *Canadian Lawyer* 2004 Report Card on Canadian Law Schools gave to Queen's Faculty of Law is disappointing – but only to a certain extent, says Dean Alison Harvison Young.

Queen's dropped five spots to 11th place out of 15 schools in the survey, released last month. Last year, the faculty received an overall grade of A minus.

This year's results are disappointing if only because they may affect perceptions of the faculty, she says.

"We must not be complacent about our successes and must always strive to improve the quality of the education we provide. Having said that, this recent survey does not affect the reality: this law school is on an upward trajectory and has justly acquired a reputation in recent years as 'a law school on the move.'"

"I believe that this particular survey will fade into oblivion as it is superseded by subsequent assessments as well as other evidence of the quality and reputation of Queen's law."

The faculty has made significant strides since survey respondents attended law school, she says. Other measures, such as Queen's annual exit poll, show an upward trend in the faculty's reputation.

It is important to note that the January 2004 *Canadian Lawyer* reports on a survey of lawyers who were recently admitted to the bar, carried out in September, 2003, and that the response rate – just 350 respondents completed surveys Canada wide – was very low.

"We have asked *Canadian Lawyer* how many surveys were completed this year and how many of those were from Queen's alumni, but they have not yet responded," says Dean Harvison Young. "So we have no idea how many Queen's

grads actually responded, or what the numbers were relative to other recent years when our rankings have been much higher.

**"I believe that this particular survey will fade into oblivion as it is superseded by subsequent assessments..."**

Alison Harvison Young

"The lawyers surveyed for the most recent issue graduated in spring 2001 (and then articulated and completed the bar admission course). There have been a number of significant changes since then, such as the renovations to the building and the addition of seven new professors.

In the 2004 *Canadian Lawyer* survey, students criticized the school's facilities, which were under construction at the time, but many noticed they were now top-notch. High marks were given to the school's student body, which was lauded for its diversity and wealth of opinion and outlook.

[www.canadianlawyermag.com](http://www.canadianlawyermag.com)

### A WORLD OF DISCOVERY



STEPHEN WILD

Faculty of Education student Simon Hocking demonstrates his project to Ben O'Callaghan at Science Discovery Day at Duncan McArthur Hall at West Campus. This was the 15th year for the event, and involves 300 primary-junior candidates enrolled in science and technology courses. The event allows them to observe how children interact with learning materials, and to give hundreds of local youngsters a chance to explore science and technology.

## ORS makes grant process easier

By CELIA RUSSELL

Any Queen's researcher who has ever applied for a grant is familiar with the Data Summary and Signature Sheet (DSS), formerly known as the green sheet.

The Office of Research Services (ORS) recently launched its new Research Data Summary and Electronic Signature System, designed to make it easier for researchers to complete and distribute DSSs for review and signature.

The new system has several advantages, says Research Services Director Sandra Crocker. Not only does it make data completion easier, it makes it easier for researchers to access their data.

After researchers have completed the DSS on the web, the new system enables them to save and re-access completed forms. Before the electronic signature system was in place, the only option for distributing the sheet for review and signature by researchers, department heads and deans was to print the sheet and distribute it in person or through campus mail.

Along with being more user-friendly, the system saves time, Ms. Crocker says. With the old sys-

tem, researchers had to input their user information for every summary sheet. With the new system, researchers have to enter their profile once, and it is stored to use or modify for future applications. They can also start a sheet, save the details and finish it later.

#### Other advantages include:

- Electronic routing and signature, with researcher, department head, dean and ORS director receiving email notification;
- The ability for department heads and deans to sign DSS forms from anywhere with Internet access;
- Department heads and deans can view and search all departmental or faculty DSSs
- Queen's and ORS benefit from improved data (consistency, comprehensiveness and improved report preparation capabilities)
- Enhanced cross-referencing capabilities possible in the future (e.g. research project and ethics review status)

In response to user feedback, the system also allows researchers the option of printing DSS sheets and obtaining department and dean signatures on a hardcopy.

ORS developed the system in consultation with Dave Hallett's group at Information Technology Services over the past several months.

Those using the system need a Queen's Net ID to sign on. This is a common user ID for all network services and applications that ITServices manages. It is not necessarily the same ID faculty and staff use to log onto their departmental email. Most people already have one. If a person has a post, qlink or qsilver account, their username is their Net ID, as in [accountusername@post.queensu.ca](mailto:accountusername@post.queensu.ca). Those who need one can send a request to [g13l@post.queensu.ca](mailto:g13l@post.queensu.ca).

Several workshops took place to familiarize researchers with the new system, and more will be offered as needed. Users are encouraged to contact ORS with comments and suggestions.

"We want to make sure that all aspects of the new system are working well and are user-friendly," Ms. Crocker says.

For more details, contact Associate Director of Research Grants and Ethics Susan Marlin at ext. 77314 or email [marlins@post.queensu.ca](mailto:marlins@post.queensu.ca). [www.queensu.ca/vpr/index.htm](http://www.queensu.ca/vpr/index.htm)

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## VIEWPOINT

DOUG BABINGTON  
The Writing Centre



## Weighing in on student plagiarism

MANY STUDENTS ARE UNAWARE  
THAT THEY ARE CHEATING

Over the past several weeks, Jesse Rosenfeld's face has appeared in many a Canadian newspaper. The CanWest News Service photograph shows him gazing somberly off to his right, chin hidden by the unplagiarized paper on whose behalf he challenged McGill University's *turnitin.com* policy. The photograph's atmosphere is portentous.

Many voices have weighed in since – here at Queen's and beyond.

Should university students be required to submit their writing to plagiarism-detection websites? What do we do about funny-smelling essays? Is it fair to implement the academic equivalent of stepping into the bathroom and filling up a cup?

Answers to such questions are complicated by the fact that most plagiarism is not prototypical (i.e., motivated by an intention to deceive). Technology may well catch cheaters, but their cheating may well be news to them.

Researchers such as Diane Pecorari of the University of Stockholm, Sweden (I heard a paper of hers last summer) test three assumptions about source use:

- that language which is not signaled as quotation is original to the writer;
- that if no citation is present, both content and form are original to the writer;
- that the writer consulted the source, which is cited.

Dr. Pecorari examined 17 Masters and PhD theses at the University of Stockholm. She found that all 17 violated at least one of the assumptions and that 15 violated all three.

"The degree of unattributed repetition varied considerably, from four per cent to 92 per cent, with an average per writer of 23 per cent ... Sixteen writers (and 27 per cent of their passages) did not give a clear citation to the correct source."

Having interviewed the students, as well as their supervisors, Dr. Pecorari concluded that the widespread plagiarism was "benign" rather than prototypical. The criminals were ignorant of their crime.

One other thing: the criminals were also second-language writers of English, like many of those who enroll in SGS-801\*, "Principles of Academic Writing." This Writing Centre graduate course covers plagiarism, styles of documentation, the definition of "paraphrase," the importance of revision, and the many ways that English grammar defies logical analysis. Our instructors promote original discourse, a formidable goal for anyone writing in a second (or perhaps a third or fourth) language.

Prototypical, first-language plagiarists deserve prosecution, conviction, and punishment. Over the years, the Writing Centre, in cahoots with associate deans, has nabbed several in its correspondence courses – where such specimens tend to mature.

But nearly all of the 1,291 students who met with Writing Centre tutors last year (not to mention the hundreds who couldn't get appointments) were honorable, ethical, hard-working writers. Otherwise, they wouldn't have bothered to show up.

Our inability to meet the demand for our services – frustrating as it is – bodes well for academic life in this age of technology. The atmosphere at 140 Stuart Street is not in the least bit portentous.

Doug Babington is director of The Writing Centre at Queen's.

### Viewpoint Policy

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

### Letters Policy

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

### QUEEN'S FLASHBACK: 198?



QUEEN'S UNIVERSITY ARCHIVES

Canadian Institute of Guided Ground Transport (CIGGT) personnel stand on a track tamper, a device for securing track after laying. From left: Gordon English, manager of Systems Engineering and Operational Research, Chris Boon, manager of Transportation Systems Research; Linda Thomas, administrator and Greg Wood, executive director. Those with more information about this photo and CIGGT please email [gazette@post.queensu.ca](mailto:gazette@post.queensu.ca).



SANDRA MURRAY

The Instructional Development Centre's faculty associates represent a cross-section of university disciplines. Seated, from left: Robin Dawes and Brian Frank. Standing: Lynda Jessup and Mark Weisberg.



# Coping with schemers and social engineers

"Oh, John just sent me an email with a strange attachment. I'd better click on it to see what it is."

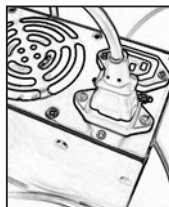
Gotcha! Your computer may now have a virus. John would not send you a virus intentionally, but recent viruses try to appear to be from someone you know. This helps them slip past your defenses, by playing on your trust, your curiosity, and your routine.

It is quite likely the mail did not even come from John's computer. It's the same trick used by investigators in stories to get information. Pretend you are someone your subject trusts, to get past an access barrier. In the security field, it is called "social engineering."

It could be worse than a computer virus. There are plenty of schemers out to make a dollar at your expense. They put an authoritative or conspiratorial air into their email to gain your participation. Verify any request that could result in a permanent loss, whether it is your money, your goodwill, or privacy of your personal information.

The weakest link in any security, whether it is information on your computer or your personal financial information, is often the natural willingness to accept someone at his or her word. Let your skepticism curb your curiosity.

Is someone asking for your bank account or credit card



ANDY HOOPER

## Plugged In

number? Call your bank to verify the request. Is someone suggesting you run a program, or click on a link? It could load a spy program. Is it worth the time you may have to spend restoring your computer after finding out what it really does?

## Let your skepticism curb your curiosity.

Purveyors of porn try to use your embarrassment in a normally private email space. You will be told that you are receiving it because you, or someone you know, signed you up to receive it. They are lying, and count on you being too embarrassed to complain about it. You did nothing to attract it, and if you feel like you are being personally targeted, and it is making

you fearful or guilty, talk to someone else about it.

ITServices blocks more than 250,000 attempts per day to deliver junk mail to Post. During email virus outbreaks, many thousands of copies are automatically deleted. Additional junk mail suppression tools are being evaluated, as part of a major email service upgrade. Even so, your email will contain viruses, SPAM advertising, and lurid offers of pornographic material. The following tips may make it easier to deal with:

### Email filtering

1. Create a Queens mailbox (Mailbox – New... in Eudora);
2. Create a new filter (Tools – Filters) to take any incoming mail with a From header containing 'queensu.ca', and transfer it to the Queen's mailbox instead of your In box;
3. Look at the Queen's mailbox before your In box.

Turn off automatic image loading in your mail program. Don't let it assist the advertisers by automatically downloading additional parts of the message when you view it! In Eudora, under Tools – Options... – Display, make sure "Automatically download HTML graphics" is not checked.

Andy Hooper is system and networks manager at Information Technology Services.

# IDC Faculty associates act as outreach agents

The Instructional Development Centre (IDC) created the position of Instructional Development Faculty Associate (IDFA) to augment the programs and activities the centre offers. Faculty associates participate in IDC programs, including workshops.

They also conduct individual and departmental consultations on instructional issues for new faculty, advocate for greater institutional support for teaching and engage in teaching research and development.

In the words of IDC Director Joy Mighty, faculty associates are "outreach agents" for the centre.

Original faculty associate Mark Weisberg has been serving Queen's in this capacity for the past 11 years. Recently, he was joined by Lynda Jessup, Brian Frank and Robin Dawes. They come from a variety of disciplines and each brings a unique perspective to the position. The IDFAs share an office in the Faculty and Staff Learning Facility (Mac-Corry B176) and regularly meet with one another to discuss projects and plans.

Each faculty associate has a specific project for the year:

**Lynda Jessup** (Art): I plan to work with other faculty to rethink the introductory survey course as something other than a chronological, narrative treatment of a discipline or field. My interest in this stems from efforts to focus my teaching on the development of students' critical thinking skills. I wonder if, like me, other faculty have found that as they develop teaching strategies that foster of critical thinking skills, course content is



## FACULTY ASSOCIATES

### Teaching Issues

also affected, and that it changes to accommodate the shift in their teaching and exerts an influence on both the practical and intellectual structure of the course.

llj1@post.queensu.ca

**Robin Dawes** (Computing): Recently, the LTU sponsored a number of events on "Building Learning Communities in Large Classes." I hope to develop a parallel structure among faculty, which might be called a "teaching community." Just as in a learning community students take ownership of their own learning, but also contribute actively to the learning of other members of the class, so in a teaching community instructors would be expected to contribute actively to their colleagues' successful teaching.

dawes@cs.queensu.ca

**Brian Frank** (Electrical and Computer Engineering) The almost-completed Integrated Learning Center (ILC) includes, among other things, facilities for studio-style teaching and learning. This teaching style has been successfully demonstrated at a few other schools, but is new to

Queen's. I hope to investigate how existing courses may be adapted to use these new facilities, and how cross-disciplinary materials may be incorporated into undergraduate courses.

frankb@post.queensu.ca

**Mark Weisberg** (Law): I would like to work with teachers who might be interested in writing about their teaching. I think that on this campus many teachers have instructive stories to tell about their teaching, stories that would model good practice or raise questions about what constitutes effective teaching, stories that might prompt others to reflect on their own teaching and certainly would prompt the teller to do so. Many of these stories remain untold. What if we were to try to change that by establishing a Teachers' Writing Circle, a supportive group of colleagues who will help each other explore their teaching by writing about it?

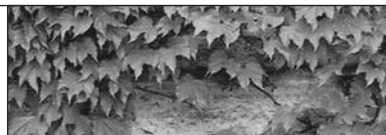
weisberg@post.queensu.ca

The faculty associates have identified "fostering collaboration among teaching faculty" as a common theme connecting their projects. Each project is in the early stages of development. Consequently, the faculty associates are eager to have the input and participation of other teaching faculty at Queen's.

For example, each project will include one or more workshops in the coming months to provide a forum for discussion.

Those wishing to contribute to any of these projects are invited to contact the faculty associates either by email or by calling ext. 75741.

## UNIVERSITY ROUNDUP



### Profs docked for high marks

Parents have been known to reward their children with money for high grades. But whoever heard of professors losing money for giving high grades? That's what happened to six professors at Point Park University, in Pittsburgh. Even though they were among the one-third of the faculty members to earn \$2,000 merit awards in 2003, they were given just \$1,000 because administrators said the professors had handed out too many As in the previous semester. College officials say the move is part of an effort to curb grade inflation at the private university.

*The Chronicle of Higher Education, Jan. 30*

### Ethics of handling digitized images

Digital manipulation of scientific research images is one of the growing concerns of the publishing community, says Angela Murphy, the managing editor of biomedical journals for the National Research Council of Canada. "Ten to 20 years ago, a technician photographed what he saw through the lens of the optical microscope. Photographs were developed in the darkroom. Now, everything is digitized and within five minutes digitized images can be manipulated, hue and saturation altered, contrast augmented, artifacts removed and objects inserted." Despite her cautionary stance, Ms. Murphy is excited by the potential that digital imaging technology has to influence the publishing world. "We're on the cusp of a new wave where there's this wonderful new technology but very little ethical guidance on how to govern it. Ultimately, it's the responsibility of the researcher to detail the methods they've used."

*On Campus News, University of Saskatchewan, Jan. 23*

### Men allowed

"There has been a perception that the college is a second-rate choice, a kind of nunnery on a hill, but this is completely misguided and it can be a very positive place to study."

*Haley O'Connor, president of St. Mary's College's (Durham University) junior common room, commenting on the fact that the last female-only college outside Oxbridge will accept men starting next year because the college's segregated ethos no longer fitted the modern world.*

*The Times Higher Education Supplement, Jan. 16*

### Rudder is to ship as...

In a piece entitled, High School vs. College, Carol Carter talks about what new students can expect when they head to higher education. "Remember those comprehension questions on SAT tests that ask, 'Rudder is to ship, as bridle is to \_\_\_\_\_' (correct answer: horse)? Well, a similar analogy can be applied to high school and college... High school is to college as gym class is to team sports, or as dating is to marriage. In gym class you get exercise, just as you do when you play sports. But playing on a team involves a deeper, more focused commitment. And while dating and marriage both mean having a special relationship with another person, going out on a date is nowhere near as serious as walking down the aisle."

*CollegeBound Network, January/February*

[www.collegebound.net/collegeboundmag/index.html](http://www.collegebound.net/collegeboundmag/index.html)

### Defining the university

Statistics Canada is proposing a new way of classifying post-secondary educational institutions to be more inclusive and draw a clearer distinction between colleges and universities, and between public and private institutions. A paper, entitled "A new understanding of post-secondary education in Canada," suggests three main types of postsecondary institutions: university and degree-granting, college and institute, and career college. Each category has various subtypes. The university and degree-granting category is further divided into the three subtypes used in the *Maclean's* rankings (primarily undergraduate, comprehensive, and medical-doctoral), as well as two others: First Nations and Métis, and special purpose. The latter category includes dozens of mainly private, religious institutions that have not previously been included in StatsCan surveys. Degree-granting colleges would be included under colleges and institutes unless at least 50 per cent of their enrolment is in degree programs or they're accepted as a member of the Association of Universities and Colleges of Canada.

*University Affairs, February*



# Inuit first to change ecosystems

NEW STUDY SHOWS  
EARLIEST EVIDENCE  
OF HUMAN IMPACT  
ON ECOLOGY  
IN CANADA, U.S.

By NANCY DORRANCE  
News and Media Services

New findings from Canadian scientists, including Queen's paleolimnologist John Smol, dispel the belief that European settlers were the first humans to cause major changes to freshwater ecosystems in Canada and the U.S.

A University of Toronto-led, multidisciplinary team shows for the first time that prehistoric Inuit whalers dramatically altered high Arctic pond ecosystems through their hunting practices eight centuries ago – a legacy that is still evident today. The principal investigator on the team is U of T geology professor and Queen's graduate Marianne Douglas. Also on the team are McGill University archeologist James Saville and biologist Jules Blais of the University of Ottawa.

"Our findings are an example of a long-term human intervention in a place where you really don't expect it," says Dr. Smol, Canada Research Chair in Environmental Change and co-head of Queen's Paleoecological Environmental Assessment and Research Laboratory (PEARL). "It seems totally ironic since we tend to think of the high Arctic as being unaffected by humans locally."

Results of the study are published in the current edition of the *Proceedings of the National Academy of Sciences*.

The researchers conducted their study on Somerset Island in the Canadian Arctic, where prehistoric Thule whalers (ancestors of the present day Inuit) had the highest concentration of settlement between 400 and 800 years ago. They brought with them a well-developed whaling technology that included large open skin boats, whaling harpoons and lances, and seal skin floats. A semi-nomadic people, the Thule settled in temporary

camps each summer, and in the winter returned to semi-permanent villages constructed partially from whale bone.

It was the decomposing bones and flesh of the whale – and probably other sea mammals such as seals – slowly leaching nutrients into a nearby shallow pond and surrounding soil that permanently altered the area's ecology. "It's as if the pond had been fertilized, changing the type of algae that could grow there," says Dr. Smol. The researchers also believe the moss growth increased considerably as a result of human interference – and in fact may have acted as a "positive feedback system" encouraging them to stay in the area, since moss was used as insulation in the construction of their dwellings.

Even though the whalers left four centuries ago, the legacy of this interaction remains today, Dr. Smol adds. "Former Thule whaling sites still have higher nutrient levels, atypical algae, and more productive conditions in general."

**"Our findings are an example of a long-term human intervention in a place where you really don't expect it."**

John Smol

Dr. Douglas calls their study "a good example of how lake and pond sediment analysis can be used to study the effects of human activities on ecosystems. In the future we hope to apply these techniques to investigate other archeological sites – some of which go back even farther – in the Arctic and elsewhere," she says.

Funding for the study came from the Natural Sciences and Engineering Research Council (NSERC), the Polar Continental Shelf Project, and the Social Sciences and Humanities Research Council (SSHRC).

[biology.queensu.ca/~pearl/images/](http://biology.queensu.ca/~pearl/images/)



JOHN SMOL

Reconstructed Thule winter dwelling, partly constructed of whale bone.



JOHN SMOL

Example of a sediment core, used to interpret past environmental conditions.

## IN BRIEF

### Niagara Foot in finals

A low-cost, durable artificial foot designed at Queen's for landmine survivors in post-conflict regions of the world was recognized recently at the Kingston Technology Council's 2004 Awards of Excellence.

The Niagara Foot, a project of the Human Mobility Research Centre (HMRC), finished as a finalist in the council's Emerging Technology Award category. The HMRC is a unique partnership between Queen's and Kingston General Hospital, bringing together university academics, medical professionals, and industry leaders in a multidisciplinary research and teaching environment to create global firsts in patient care, education, and training.

Principal researcher Tim Bryant (Mechanical Engineering) became involved in the Niagara Foot project at the invitation of Niagara Prosthetics & Orthotics

(NPO) of St. Catharines, ON. The foot is made from Delrin, a tough plastic produced by Dupont. "We worked with NPO to get the motion that is closest to normal walking, and then tested the design to make sure it would last," says Dr. Bryant.

The Niagara Foot has already proven its worth in small field trials in Thailand and El Salvador, Dr. Bryant notes. "Now HMRC and NPO are discussing a partnership with Rotary Clubs in Canada, the U.S. and El Salvador to expand the program and allow more people to benefit from this technology."



Niagara Foot

## Young researchers win Chancellor's Awards

Five promising Queen's researchers, working in such diverse fields as the cause of deadly viruses and ethnic differences in fitness and obesity, are the 2004 recipients of Chancellor's Research Awards.

"The Chancellor's Research Award winners should be very proud of their accomplishments," says Vice-Principal (Research) Kerry Rowe. "Their work is contributing to civil infrastructure, increasing our appreciation of the voice of ethnic and minority women writers, and improving the health of Canadians. These awards will enable Queen's outstanding young faculty to advance their research, and will contribute to their further achievement."

Troy Day (Mathematics and Statistics), a specialist in mathematical biology, seeks to achieve deeper insight into the evolution of virulent diseases. His research examines how and why diseases appear when they do, as well as

the reasons why some diseases become deadly while others are relatively benign.

Petra Fachinger (German) examines ethnic-minority English and German writing. Her current research aims to assess the impact of generational differences in the narrative strategies employed in contemporary feminist fiction by ethnic and racial minority women writers from Canada, Germany and the United States.

Amir Fam (Civil Engineering) focuses on structural applications using fibre-reinforced polymers. He is currently working with concrete-filled fibre composite tubes. Durable in corrosive environments, these structures may be used in bridge columns, hydro poles, light poles and highway traffic signs.

Peter Katzmarzyk (Physical and Health Education), an epidemiologist of physical activity, fitness and health, focuses on

identifying risk factors for chronic diseases. He is presently examining ethnic differences in the associations among fitness, fatness and risk factors for heart disease and diabetes.

Hans-Peter Loock (Chemistry) is an expert in photo-dissociation studies and ring-down spectroscopic techniques. His pioneering research is contributing to the development of an innovative technique that will enable rapid, accurate and inexpensive analysis of extremely small medical samples.

Established in 1998, and mainly funded by the School of Graduate Studies and Research, the Chancellor's Research Awards are the largest single awards made by Queen's to its researchers. The awards recognize the work of full-time faculty members in any discipline who have been appointed to their first full-time position within eight years of application.



## Access for all

REMOVING OBSTACLES TO HIGHER LEARNING IS THE GOAL OF NEW ODA PROGRAM COORDINATOR

By KAY LANGMUIR

Andrea Ruzzo had more than the usual adjustments to make when she left her Oshawa home last fall to begin her studies at Queen's.

She has epilepsy, and says that "the thing that's most dangerous about my disability is ignorance."

Fortunately, she came to an institution that takes its obligations to disabled people seriously, and which recognizes progress must continue in removing barriers, both physical and attitudinal.

"They've made me feel so welcome," says Ms. Ruzzo, an English major. "They've made it more comfortable to ease into a routine here. They've made it easier for me to approach professors and TAs for accommodations...You shouldn't feel afraid to approach people and ask for help and understanding."

Ignorance is not something usually found in abundance on a renowned university campus. However, true knowledge of the challenges of disability is granted only to those who experience it.

A recent illustration of this appeared in the Jan. 26 issue of the *Queen's Gazette* (Diversity column, page 7). Faculty member Audrey Kobayashi wrote about her trials of returning to work in a wheelchair after having spent several months in hospital. She described how the university moved quickly to substantially renovate her work area in Mackintosh-Corry Hall. She also admitted she hadn't previously fully understood all the obstacles facing the disabled.

The experiences of Andrea Ruzzo and Audrey Kobayashi are familiar stories to Jeanette Parsons, the newly hired program coordinator for the Office of the University Advisor on Equity. She is responsible for ensuring that the university meets its progressive responsibilities under the Ontarians with Disabilities Act (ODA).



STEPHEN WILD

Queen's has hired Jeanette Parsons as program coordinator for the Office of the University Advisor on Equity. She is responsible for ensuring that the university meets its progressive responsibilities under the Ontarians with Disabilities Act (ODA).

sons, the newly hired program coordinator for the Office of the University Advisor on Equity. Ms. Parsons tracks, gathers and collates information on accessibility issues on campus.

"Accessibility is not just being able to get into a building in a wheelchair," she explains. It's also about attitudes that determine whether the able-bodied feel that the disabled have a rightful place at university. It can be as simple as having snow removed in a timely fashion, flashing lights on residence fire alarms for the hearing impaired, or larger, bolder signs for people with low vision, she says.

Ms. Parsons is also responsible for ensuring that Queen's meets its progressive responsibilities under the Ontarians with Disabilities Act (ODA).

The act requires all provincially regulated institutions to draw up an annual report assisted by an advisory committee comprised mostly of disabled people. Every year, the report documents the barriers that have been removed to date, and identifies additional barriers to be removed in the coming year.

She also advises on the university's obligations under the Federal Contractors' Program, which requires larger organizations receiving federal funding to implement employment equity programs in the workplace. The goal is to improve representation, similar to their percentages in the general population, of four designated groups – women, visible minorities, Aboriginal people and people with disabilities.

"Programs that support Aboriginal people and people with disabilities still have a long way to go," she says.

Ms. Parsons, who is hearing impaired, still keenly remembers her own struggles in university, and the discrimination in past job interviews.

"I believe the opportunities available to me now wouldn't have been there in the past," says Ms. Parsons, a flawless lip reader. "And I believe it says a great deal about Queen's that they've hired a full-time coordinator for the Ontarians with Disabilities Act."

So what does the university gain from all this work toward inclusion?

"The more accessible we become the more we can tap into the pool of talent and skills among people with disabilities," she says. "People with disabilities add a different perspective to things because of their struggles that we wouldn't necessarily have."

Meanwhile, Health, Counselling and Disability Services ensures that students needing special help can get it – whether it be note takers, or extra time for exams, or different marking systems.

It has also helped ensure that people around Andrea Ruzzo are educated about her neurological problem. Her long-time best friend from Oshawa was given the room next to her in residence. "And my don has been just great."

Ms. Ruzzo has already had to drop one course to lessen her workload, since stress and lack of sleep can increase epileptic attacks.

"It's hard to balance the university lifestyle... I don't have the ability to stay up until 3 am, and get up for an 8:30 class. So it may take longer to get my degree."

To contact Jeanette Parsons, email [parsonsj@post.queensu.ca](mailto:parsonsj@post.queensu.ca). [www.queensu.ca/equity](http://www.queensu.ca/equity) [www.queensu.ca/equity/ODAPlan.htm](http://www.queensu.ca/equity/ODAPlan.htm)

## Queen's gets third straight AA credit rating

Queen's has received a vote of confidence in its financial strength from the credit rating agency Dominion Bond Rating Service (DBRS).

For the third consecutive year, DBRS has assigned Queen's an AA (high) credit rating.

"Going forward, the university's finances should remain sound, supported by a history of conservative budgeting and an aggressive fundraising plan," DBRS states in a recent news release.

Also noted by DBRS is the challenge posed by changes in government policy with respect to tuition fees.

"Tuition fee increases have been an important measure to address cost pressures over the past few years. However, this source of budget flexibility is at risk, should the Ontario provincial government go forward with its promise of a minimum two-year freeze on tuition fees.

"If no offsetting grants are allocated, this action could result in modest foregone incremental revenue estimated at \$4.5 million annually. While manageable

in the near-term, the loss of flexibility from the inability to raise tuition fees could erode the university's profile in the longer term."

Last fall, Standard and Poor's assigned Queen's an AA+ rating.

"We are very pleased with both of the credit ratings this year," says Andrew Simpson, Vice Principal (Operations and Finance). "I believe the results reflect the university's commitment to sound fiscal management. This outcome has been achieved through the prudent and responsible management of scarce resources by all members of the university community, and through the outstanding generosity of all the university's donors and benefactors. However, the report provides warnings about the future funding environment that supports the concerns we have raised with the new provincial government.

"While we can all take a great deal of satisfaction from these very strong ratings, unfortunately, the future financial environment looks likely to continue to be difficult to navigate."

## IN BRIEF

### HPCVL offers training sessions

The High Performance Computing Virtual Laboratory (HPCVL) is offering another set of workshops Feb. 17-20 at Carleton University in Ottawa. The training sessions consist of a three-day Sun Application Tuning Workshop (formerly called Sun-Tune), followed by a one-day session on the use of the Numerical Algorithms Groups (NAG) libraries.

An outline of location, time and course contents can be found on the website at web page at [hpcvl.org/training](http://hpcvl.org/training).

### Overview on secure computing

Mark Staveley (ITServices) will present an overview on how to remotely access Queen's servers in a secure way, how to ensure that your computer is secure and other virus and security prevention measures. His talk takes place in room B176 Mackintosh-Corry Hall B176 on Feb. 18 from 1:30 to 3:30 pm. Participants are asked to register in advance at [www.queensu.ca/fslf/learn](http://www.queensu.ca/fslf/learn)

### A plethora of planets

Queen's Observatory in collaboration with RASC presents its free monthly open house on Saturday, Feb. 14 from 7:30 to 10:30 pm. Bring along your sweetheart and observe Venus (early evening), Mars, Saturn and Jupiter (later in the evening), along with clusters (Pleiades in Taurus), galaxies, winter sky and part of the spring sky constellations. In the event of bad weather, a tour of the observatory facilities, films and discussions will be offered. Details: [observatory.phy.queensu.ca](http://observatory.phy.queensu.ca)

### CUPE locals ratify agreements

Members of the three CUPE locals who work at Queen's have voted to accept the agreements they reached with the university last month.

Mediation talks between the university and CUPE Local 1302 (Library Technicians Union), CUPE Local 229 (Trades, Custodial and Maintenance Union) and CUPE Local 254 (Laboratory Technicians) took place in January, with agreements being reached Saturday, Jan. 17.

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.

### SMIRKING AT WINTER



LORINDA PETERSON

A purple-tinged snow-engineer appeared overnight Feb. 3 on the site of the former Frost Wing.



## Economy steers Canada's immigration

*In the post-Sept. 11 climate, Canadian immigration policies have come under scrutiny and changes have been implemented that would tighten security and further restrict the movement of non-Canadians across Canada's borders. Last month, President George Bush announced a plan to grant work permits to 10 million migrants who have American jobs. To help us understand some of the current key issues related to immigration policy, the Queen's Gazette posed the following questions to Alan Green, emeritus economics professor, immigration policy expert and author of A Comparison of Canadian and US Immigration Policy in the Twentieth Century.*

**G: What are some of the key issues related to immigration that have arisen over the last two years?**

**AG:** Certainly from a public perspective the issue of the level of immigration inflow must be near the top of the list. The government has set an annual targeted inflow of 1 per cent of the Canadian population (about 330,000 a year). Although this level has never been reached (the current inflow is about 225,000 a year), articles and monographs opposing such levels have flooded the press over the last couple of years. A few counter pieces have emerged recently calling for much higher levels of immigration. The debate on this sensitive issue has just begun. It is certainly nowhere near being

resolved. Another major issue concerns refugee policy. Again, there are widespread objections to the way the government has admitted refugees. Some view the Canadian refugee determination system as overly generous. In fact, the number admitted for 2003 was about 12 per cent of the total inflow. Over the last few years, there has been a growing concern over credentialization, or recognizing foreign academic degrees as equivalent to Canadian degrees for a given profession. This is particularly the case among physicians and nurses, but extends to other professions as well. There is a move to ease the requirements for immigrants to gain licences to work in Canada. Finally, a debate has emerged recently over whether immigration can solve such critical problems as the aging of the population, differential regional growth and the pending skill shortage. There is a growing sense that immigration is not the "silver bullet" to solve such problems. Rather we must look to domestic solutions.

**G: What are the key differences between Canada's and the United State's approaches to immigration?**

**AG:** Since immigration inflows were first regulated in the early 20th century, several policy directions have emerged. In 1924, the U.S. set a fixed level of immigration at approximately 150,000 immigrants a year (it

has raised this level on two occasions). Until the one-per-cent rule was announced in 1993, Canada did not set explicit levels of inflow. Even now our approach is a target, not an absolute number per year. The annual number set in the U.S. did not change with short-run economic conditions – about the same number of immigrants were admitted regardless of the state of the economy. Canada, on the other hand, followed a policy of admitting large numbers during periods of rapid growth and closing down immigration during periods of high unemployment and slow growth (referred to as the policy of Absorptive Capacity). In the U.S., admission has been based mainly on family ties or kinship, that is, on humanitarian goals. Although we have respected family reunification in Canada, our focus has been on the economic needs of the country and how immigration could meet

them. Finally, until the mid 1960's both countries operated discriminatory immigration policies – where the admission was tied to the prospective immigrants country of birth. Canada in 1962 and the U.S. in 1965 introduced universal non-discriminatory immigration policies.

**A few counter pieces have emerged recently calling for much higher levels of immigration.**

**G: What do you think of President Bush's announced plan to extend amnesty for illegal workers?**

**AG:** It is hard to see what other approach the U.S. government could take given that it is estimated there are over 10 million undocumented migrants residing in the U.S. However, this does not make such a solution good immigration policy. These illegal workers constitute a huge pool of cheap labour. Without them, fruit and vegetables would rot in the fields, dishes would go unwashed in New York restaurants and many children would lose their nannies. The sudden loss of such workers, should the government adopt a deportation policy, would create major short-run problems.

Yet importing cheap labour to fill specific gaps in the labour force simply prolongs the low wage exploited labour market conditions that have plagued these industries in the past. The continued supply of undocumented workers postpones adjustments that might well raise wages and lower consumer costs.

**G: Does this have any implications for Canada?**

**AG:** If it does, the effect is marginal since the number of illegal migrants in Canada is much smaller both in absolute and in a relative terms. Many of the illegal migrants in this country are working in the booming Toronto construction market as labourers, carpenters, dry wallers etc. Some probably work as nannies. One solution might be to give them Temporary Worker status with the chance of transforming this into permanent status at some later date. At the very least, such a solution would reduce the potential exploitation of such workers who have no status under law at the present time.

**G: Do you believe this is related to U.S. concerns for homeland security?**

**AG:** Probably. Much of U.S. domestic and foreign policy is focused on this issue. Tightening border-crossing security is going on in both countries and illegal immigrants constitute one area of concern.



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## Secondary education, child law and Canadian politics experts in the news

### QUEEN'S IN THE NEWS

Highlights of Queen's experts in the media

■ Jan. 21 – Feb. 3

A recent double cohort study led by **Alan King** (Social Program Evaluation Group) received extensive coverage including *The Globe and Mail*, *National Post*, *Toronto Star*, *London Free Press*, *Ottawa Citizen* and other daily papers across Ontario.

**Nick Bala** (Law) comments in a front-page *Globe and Mail* story about the recent Supreme Court ruling on the controversial "spanking" law. He also discusses the ruling on *CBC Syndicated Radio* in 12 cities across Canada, including Vancouver, Regina, Calgary, Edmonton, Montreal, Ottawa and Halifax and also appears on *CBC TV's Newsworld* discussing same-sex marriage laws.

**Catherine Conaghan** (Political Studies) comments in a *Globe and Mail* story about the recent bribery scandal in Peru.

A commentary by **Tom Kent** (Policy Studies) about Paul Martin's dedication to democratic reform appears in *The Globe and Mail*.



McKend

**Heather McKend** (Women's Studies) comments in a *Globe and Mail* story about the recent trend in 'class bashing' and how it reinforces negative stereotypes of low-income families and the poor.

A new study co-edited by **Harvey Lazar** (Institute of Intergovernmental Relations) looking at federal government funding for healthcare is highlighted in *The Globe and Mail*.



Snider

**Lauren Snider** (Sociology) comments in a *Hamilton Spectator* story comparing crime statistics and the relative safety of citizens in Canada and the U.S.

**Sharryn Aiken** (Law) comments in a front-page *National Post* story about a massive underground market for counterfeit visas spawned by increased border security since Sept. 11th.

Securities law expert **Anita Anand** (Law) comments in a *National Post* story about Google's

Initial Public Offerings as a marketing resource for reaching potential investors.

**Gregory Davies** (Obstetrics and Gynecology) comments in the *Toronto Star* about real-time, three-dimensional ultrasound videos used for fetal assessment.

**John Molloy** (PARTEQ) comments in the most recent issue of *University Affairs* about marketing intellectual property.



Smol

**John Smol** (Biology) discusses in the *Toronto Star* and *Ottawa Citizen* his research as part of a team led by Marianne Douglas (U of T) that proves ancient

Inuit whalers changed the Arctic ecosystems before the arrival of Europeans. The story receives extensive coverage including *CBC Radio national news*, *CBC on-line news*, *CKNW syndicated radio (Vancouver)*, *The Kingston Whig-Standard*, *CKWS TV news* and *ScienceNOW* website.

Consumer behaviour expert **Jay Handelman** (Business) comments extensively in the *Ottawa Citizen* about recent increases in auto insurance rates.

**Ned Franks** (Political Studies) comments in a *Canadian Press* story about Paul Martin's first throne speech. The story is covered in *The London Free Press* and *The Kingston Whig-Standard*.

**Douglas Reid** (Business) comments in a *London Free Press* story about an American proposal to open the North American skies to more competition.

**Douglas Bland** (Policy Studies) comments in *Maclean's* magazine about Canada's military resources and the need for more money.



Katzmarzyk

**Peter Katzmarzyk's** (Physical and Health Education) research that finds one in every 10 deaths among adults aged 20 to 64 is directly attributable to excess weight, initially

highlighted in *The Globe and Mail* and on *CBC Radio's Ontario Morning Show* continues to receive coverage, most recently on *CKWS TV news*.

**Jonathan Rose** (Political Studies) discusses the Conservative leadership race on *CBC Radio Alberta's Wild Rose Country* show.

PhD student **Tamara Small** (Political Studies) discusses on *CBC Radio's Ontario Today* the importance of Internet sites in politics.

### IN BRIEF

#### Former radical to discuss film



A 1969 police mug shot of Bernadine Dohrn.

"Hello, I'm going to read a declaration of a state of war... within the next 14 days we will attack a symbol or institution of American injustice." With those words, Bernadine Dohrn announced the Weather Underground's intention to overthrow the U.S. government in May 1970.

In the Academy Award-nominated movie *The Weather Underground*, former members of this group of young American radicals, including Ms. Dohrn, Bill Ayers, Mark Rudd, David Gilbert and Brian Flanagan, speak publicly about the idealistic passion that drove them to bring the war home and the trajectory that placed them on the FBI's most-wanted list.

Ms. Dohrn will be at Queen's Sunday, Feb. 22 to introduce and discuss the Academy Award-nominated movie *The Weather Underground*. Cinema Kingston will screen the film at 7 pm (note the early starting time) at Etherington Auditorium, 94 Stuart St. For details, call 533-2178. [www.upstatefilms.org/weather/main.html](http://www.upstatefilms.org/weather/main.html)



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**Senior School Open House** (grades 7 to 12/PG)  
Wednesday, February 18 at 7 p.m.

**Junior School Open House**  
(grades Junior Kindergarten to 6)  
Tuesday, February 24, 4 to 6 p.m.

160 Dundas Street West, Belleville, Ontario  
(613)968-5726 E-mail: [info@albertc.on.ca](mailto:info@albertc.on.ca) [www.albertc.on.ca](http://www.albertc.on.ca) 1-800-952-5237

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Faculty Appointments

The following are new full-time faculty members in Health Sciences:

**Sudeep Gill**, Geriatrics, Department of Medicine (Jan. 01/04)

**Jessica Jones**, Psychiatry (Dec. 01/03)

**Rosemary Lysaght**, Rehabilitation Therapy (Jan. 01/04)

**Annette Bergeron reappointed Director (First Year Studies) Applied Science**

Dean Thomas Harris announces that Annette Bergeron has been reappointed as Director (First Year Studies) Applied Science for a two-year term commencing Sept. 1, 2003. Annette Bergeron is a registered professional engineer who holds a BSc in Metallurgical Engineering from Queen's and an MBA from York. She completed further graduate work at Schulich School of Business obtaining an MBA specializing in Entrepreneurial Studies, and Strategic Management. Her professional career began as a Production Engineer in Steelmaking Operations Technology for Dofasco Inc. She later worked as an engineering mentor/educator with high school and elementary students in several volunteer organizations. In 2000 Mrs. Bergeron joined the adjunct academic staff of Chemical Engineering as an instructor in Technical Entrepreneurship and laboratory coordinator with responsibility for the course Technology, Engineering and Management (TEAM). More recently she served as course coordinator for a new core first year course The Practice of Engineering, and taught with Queen's Shad Valley Program for high school students at Herstmonceux Castle, England. Mrs. Bergeron is currently Vice-Chair and Secretary of the Ontario Society of Professional Engineers and Chair of the Society's Professional Development Advisory Committee.

**James Mason reappointed Associate Dean (First Year) Applied Science**

Principal William Leggett announces that James Mason has been reappointed Associate Dean (First Year) in Applied Science for a further three-year term beginning Sept. 1, 2003. Dr. Mason received a BSc in engineering physics from Queen's, an MSc in physics from the University of Waterloo and a

PhD in Electrical Engineering from Queen's. He was a post-doctorate fellow at the University of Canterbury, New Zealand before joining Queen's faculty in 1978. He is an associate professor in Physics and an assistant professor in Psychology at Queen's. Dr. Mason has also been an Erskine Fellow at the University of Canterbury, and a Gordon fellow at Deakin University in Australia. Since joining the staff at Queen's, Dr. Mason has served on many faculty and departmental committees and was the national 2002 Wighton Fellowship Award winner. He has also acted as a consultant for a number of international corporations and organizations including the Commonwealth Secretariat and the United Nations International Development Organization.

**Tom Moore reappointed Associate Dean (Academic) Applied Science**

Principal William Leggett announces that Tom Moore has been reappointed Associate Dean (Academic) for a three-year term starting Jan. 1, 2004. Dr. Moore (PhD Windsor, 1985) has worked as a manufacturing engineer with the Ford Motor Company and subsequently as a senior research engineer with Lamb Technicon, a major supplier of custom-designed machining systems for the automotive industry. He joined Mechanical Engineering in Aug. 1984 and has served as the associate head for a number of years and as acting head for a one-year term. Dr. Moore is a registered professional engineer in Ontario and a past-president of the Canadian Machinery Vibration Association. He consults widely for industry. His research interests include the development of sensor-based systems for the automatic detection and diagnosis of faults in metal-working tools as well as the control of noise and vibration in both manufacturing and transportation systems.

**Steven Blostein appointed head, Electrical and Computer Engineering**

Principal William Leggett announces that Steven Blostein has been appointed Head of Electrical and Computer Engineering for the period Jan. 1, 2004 to June 30, 2009. Professor Blostein joined Electrical and Computer Engineering as an assistant professor in 1988. His undergraduate degree is in electrical engineering from

Cornell University and his MSc and PhD degrees in electrical and computer engineering are from the University of Illinois at Urbana-Champaign. He has been mainly involved in teaching signal processing-related courses, and his research activities are currently in wireless communications, including smart antenna signal processing. He was on leave in 1995 as a visiting associate professor at McGill. From 1998 to 2003 he served as leader of a multi-university project in multirate wireless data access, under the Canadian Institute for Telecommunications Research. In making this announcement, Principal Leggett expresses his appreciation for the leadership provided by Peter McLane as Acting Head of Electrical and Computer Engineering.

**James McCowan, Associate Dean (Integrated Learning) Applied Science**

Principal William Leggett announces that James McCowan has agreed to an extension of his current appointment as associate dean (Integrated Learning) in Applied Science for the period Jan. 1, 2004 to Aug. 31, 2004. Dr. McCowan has served in this capacity since Jan. 1, 2001. Dr. McCowan holds a bachelor's degree in Physics and Chemistry from the University of Toronto, a PhD in Chemistry from the University of Toronto, and a PhD in Physics from Cambridge. He is a registered professional engineer in Ontario. He spent five years in the Research Centre of DuPont Canada, during which time he was instrumental in creating the Cataraqui Region Conservation Authority. He served for five years as the first Chair of the Authority and oversaw much of its land acquisition program. His longstanding interest in the environment included participation in environmental bodies at the provincial level and activities related to the environmental impact of energy conversion. Dr. McCowan previously held appointments in the departments of Chemistry and Chemical Engineering and served as Associate Dean (Academic) in Applied Science for 10 years. Before assuming his administrative roles, his research centred on thermal decomposition in solids, especially in organotitanium compounds. He was closely associated at the undergraduate level with the Engineering Chemistry program. His

publications include a textbook, written jointly with professors W.G. Breck and R.J.C. Brown.

**Urs Wyss appointed head Mechanical Engineering**

Principal William Leggett announces that Urs Wyss has been appointed Head of Mechanical Engineering for a five-year term effective Jan. 1, 2004. Dr. Wyss joined Mechanical Engineering as an assistant professor in 1985 with cross-appointments in Surgery and the School of Rehabilitation Therapy. His undergraduate degrees are in mechanical and biomedical engineering from Switzerland, and his MSc and PhD in biomedical engineering are from the University of Saskatchewan. He has been mainly involved in the teaching of design related courses, and his research activities are in biomechanical engineering, artificial joints and aids for persons with disabilities. He was on extended leave from 1996 to 1998 as Executive V.P. Research for Sulzer Orthopedics in Switzerland (now Zimmer), responsible for research groups in Switzerland and Austin, Texas. He continued the strategic part of that function from 1999 to early 2002 on a consulting basis.

Staff Appointments

Engineering Manager  
2003-155 Physical Plant Services  
**John Witjes**  
(Physical Plant Services)

Information Coordinator 2004-03  
Office of the University Secretariat  
**Heather Dawson**

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, Feb. 17, 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 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 position apply in writing to **Pat Eaton** in Human Resources

**Special Project Officer Human Rights Office 2004-13**  
**Minimum Hiring Salary:** \$45,969 (Salary Grade 8; salary will be prorated)  
**Terms:** Term (50% time until March 31, 2005)

Committees

**Headship search committee established for Psychiatry**

Julio Arboleda-Flórez will complete his first term as head of Psychiatry on June 30, 2004. To advise him on the future leadership of the department and to consider its present state and future prospects, Principal William Leggett has established a search committee. Members are: Richard Beninger, Psychiatry and Psychology; Jo-Ann Black, Psychiatry; Frances Crawford, Emergency Medicine; Marilyn Dahl, Assistant Executive Director, Hotel Dieu Hospital; James M. Hillen, Psychiatry; Teresa Krupa, Rehabilitation Therapy; Alistair MacLean, Psychology and Associate Dean, Arts and Science; Peter Munt, Chief of Staff, KGH; Kola Oyewumi, Psychiatry; John Puxty,

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CANADIAN CLUB OF KINGSTON

Luncheon meeting, noon Thur., Feb. 12

Guest speaker Janet Matthews: "Chicken Soup for Canadian Soul – History, Heritage, Heroes and Heart"

Minos Uptown Village, 2762 Princess St, Kingston.

Reservations 384-2021 (club information 530-2704).

Members \$20 guests \$25.



Chief of Staff, PCCC/St. Mary's of the Lake Hospital; Kevin Varley, (Student), School of Medicine; TBA, Resident, Psychiatry; John Fisher (co-chair), Associate Dean, Academic Affairs, Health Sciences; David Walker (co-chair), Dean, Health Sciences; Gail Knutson (secretary), Health Sciences. All faculty, staff and students, are invited to submit to the chair by Friday, March 12, 2004, their opinions in writing, on the present state and future prospects of the department and the names of possible candidates for the headship. Unless otherwise stated, letters will be shown, in confidence, to the members of the search committee.

University Promotion Advisory Committee

Principal William Leggett announces the membership of the University Promotion Advisory Committee. Pursuant to Article 14.2 of the Collective Agreement, the Committee will provide advice to the principal as to whether an applicant has met the criteria for promotion to professor. The members of the committee are: Rosa Bruno-Jofr , Dean of Education; Susan Cole, Cancer Research; Mary Margaret Dauphinee, Advisor on Equity; Suzanne Fortier (Chair), V.P. Academic; Tom Harris, Dean, Applied Science; Donna Janiec (Secretary), V.P. Academic; Bernard Kueper, Civil Engineering; Kathleen Lahey, Law; Donal Macartney, Chemistry.

Other Positions

Developmental Consulting Program

Application Process for Students Interested in Educational Associateship  
Please submit a letter describing the reasons for your interest in the

DCP educational associateship, your long-term career aspirations and the strengths you will bring to the position. In addition, please provide: a two-page letter of intent describing your proposed graduate thesis including relevance of your chosen topic to DCP activities and the developmental disabilities field; the name(s) of thesis supervisor(s); most recent undergraduate and graduate transcripts (unofficial); curriculum vitae. Apply to Barbara Stanton, Coordinator, Developmental Consulting Program, 275 Bagot Street, Suite 201, Kingston, Ontario, K7L 3G4. Phone 613-544-4885, fax 613-544-4886, email dcp@post.queensu.ca, information www.dcp.queensu.ca.

Epidemiologist, National Cancer Institute of Canada Clinical Trials Group

Initial three-year special appointment renewable for a further three years.  
Queen's has recently established a Cancer Research Institute dedicated to promoting transdisciplinary cancer research. The Institute brings together outstanding basic, clinical, health services, and population health researchers in a single, new, purpose-built facility. The National Cancer Institute of Canada Clinical Trials Group, which represents the Division of Cancer Clinical Trials of this new Queen's Institute, is already internationally recognized for its therapeutic cancer trials. The Clinical Trials Group is currently launching its first, large, chemo-prevention study and is seeking an epidemiologist to provide in-house leadership for a new program of research in cancer chemo-prevention. It is envisaged that this the current trial, and others that follow, will also include companion studies that address issues ranging from

molecular correlates to quality of life.  
**Requirements:** PhD in epidemiology, or a closely related discipline; and experience in conducting epidemiologic research, preferably focussed on cancer.  
**Responsibilities:** outstanding opportunity for career development for a junior to mid-career investigator within the stimulating and supportive environment of one of Canada's leading cancer research programs; devote the majority of time to research in cancer prevention within the framework of the Clinical Trials Group; 25% time will be available for personal research, graduate teaching and supervision, and other activities within the department.  
**Salary:** academic rank and salary will be commensurate with qualifications and experience. Academic faculty at Queen's are governed by a collective agreement between the Queen's University Faculty Association and the University which is posted at www.queensu.ca/qufa.  
All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.  
Queen's is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians.  
Please reply with curriculum vitae and list of three potential referees, including names and addresses to: Dr. Bill Mackillop, Department Head, Community Health and Epidemiology, Queen's University, Kingston, Ontario, Canada, K7L 3N6. Review of applications will com-

mence on Feb.14. and will continue until position is filled.

Employee Development

Register for the following programs or obtain further information at ext. 32070 or hradmin@post.queensu.ca.

Wednesday, Feb. 11  
Lunchtime Leadership Series: Continuous motivation

Join us for an informal video-assisted discussion. This month's video *Continuous Motivation* offers a system based on the principle that people motivate themselves. Wendy Lloyd, Human Resources, 12:10 pm.

Thursday, Feb. 19  
De-stress your life

Learn the definition and causes of stress, determine your stressors, discover the relationship between perception and stress, and learn and practise some stress management techniques. Wendy Lloyd, Human Resources, 9 am to noon.

Notices

Employee Assistance Program

For off-campus professional counselling call toll free: 1-800-387-4765 (français 1-800-361-5676) 24 hours a day, seven days a week. Further information is available at www.queensu.ca/eap/.

Student T4 address update

Payroll has updated the T4 address from the 'mail address' field on QCARD. Any address changes made after Feb. 1 must be made in writing and submitted to the Human Resources department by Feb. 9, 2004 in order to have the correct mailing address reflected on 2003 T4's.

HELP LINES

Campus Security Emergency Report Centre:

533-6111

Human Rights Office

533-6886

Ir ne 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

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.

BULLETIN BOARD

Awards and Grants

Principal's Development Fund Spring 2004

Category A (\$140,000 annual funding) – International Visitors' Program  
The International Visitors' Program provides funds to enrich the international dimensions of the university, both within our classrooms and within our research environment. Funds are intended to assist departments, faculties and schools in bringing to Queen's outstanding scholars from outside of Canada. Visitors supported by the fund will spend no less than a week on campus, must contribute to undergraduate teaching and will be expected to interact with graduate students and faculty in their area of scholarly activity.

Individuals/academic units interested in sponsoring such a visitor should submit an application and budget to the dean of their faculty by March 31, 2004. Application forms (including budget forms) are available in the deans' offices of each faculty and school or at www.queensu.ca/principal/specialp.html. Allowable expenses for visitors may include: return economy airfare,

accommodation and meals not to exceed those specified in Queen's travel and subsistence guidelines, and a modest honorarium. In this round, applications will be considered for visits that will occur during the academic year 2004/2005. In 2004, a portion of the Principal's Development Fund will be allocated to supporting visitors from Queen's major international institutional partners (Fudan University, the University Western Australia, and the University of Cape Town). Applications related to these universities are encouraged. Funding decisions will be announced in mid May, following recommendations by the deans and a final review by a committee consisting of the Principal, Vice-Principal (Academic), and Vice-Principal (Research).

Governance

Senate Committee on Creative Arts and Public Lectures

Nominations are invited for the Brockington Visitorship and the Chancellor Dunning Trust Lecture from any person or group within the Queen's community.

The Brockington Visitorship:

The terms of reference for the

Brockington Visitorship are to invite a person of international distinction to come to Queen's to deliver a public lecture and to meet formally and informally with faculty and students.

The Chancellor Dunning Trust:

The terms of reference for the Chancellor Dunning Trust Lecture are "to identify and invite a person of distinction to be the Chancellor Dunning Trust Lecturer. The Chancellor Dunning Trust Lecturer will be expected to deliver a public lecture that promotes the understanding and appreciation of the supreme importance of the dignity, freedom and responsibility of the individual person in human society". Nominations can be requested from the University Secretariat, B 400 Mackintosh-Corry Hall ext. 36095 or on the web at: www.queensu.ca/secretariat/

senate/BV\_CDTL.html. Proposals will be accepted until Monday, March 1 for up to \$7,000 for the Brockington Visitorship and \$16,000 for the Dunning Trust Lecture. The successful applicant will be responsible for all aspects of the lecture.

Staff opening on Senate

The Senate requires the election of ONE staff member to fill a three-year term. Nomination forms are available from the University Secretariat at B-400 Mackintosh-Corry Hall or via the Secretariat website: www.queensu.ca/secretariat/election. Nominations close at 4 pm on Friday, Feb. 27. Balloting takes place March 15-31. Polls close at 4 pm on March 31. Results will be announced on the University Secretariat website by April 5.



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PhD examinations

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

**Friday, Feb. 13**  
**Yuze Jiang**, Department of Management, 'Empirical consumer credit risk analysis: economic and legislative evidence from the Japanese consumer credit market'. Supervisor: L.D. Johnson, 403 (Sutton Room), Goodes Hall, 1:30 pm.

Notices

**Environmental Health and Safety**  
Queen's Ergonomic Consulting Program, offers faculty and staff

ergonomic consultations. These consultations include recommendations to properly arrange your work station, reference material and a full report. Assessments are conducted by graduate students qualified in Ergonomics at a cost of \$75.00. To request an assessment, visit [www.safety.queensu.ca/qecp/ergoconsult.htm](http://www.safety.queensu.ca/qecp/ergoconsult.htm) or call Mary Pople at 533-2999 for more information.

Volunteers

**Calling all mums, dads, babies, tots and youths**  
Queen's Clinical Education Centre needs families with children six months old through high school age to assist health science students

learn interviewing, physical examination and developmental assessment skills. We also need pregnant mothers for our nursing program. Parking/transportation provided. Contact: Cheryl Descent, 533-2380 or [grossc@post.queensu.ca](mailto:grossc@post.queensu.ca).

**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.

**Eye movement study**  
The Eye Movement Lab within the department of Physiology needs male volunteers 40 to 65 years old to take part in a study examining saccadic reaction times to a variety of visual targets. Participants should have no known neurological disorders. Compensation provided. Contact Joanna at 533-6000, ext. 75216.

**Moms-to-be needed for pelvic floor study!**  
Researchers at Queen's 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. For information please call Lorraine Chick at 548-1343.

**Subjects needed for metabolic study**  
Male or female individuals, 18 to 75, who have at least three of the following conditions – above normal weight, a large abdomen (more than 102 cm in men or more than 88 cm in women), high blood pressure, high levels of cholesterol, triglycerides or LDL (type of bad cholesterol), low levels of HDL (type of good cholesterol), or high blood sugar levels (and are not being treated for diabetes). For further information or to be assessed for eligibility into the study, contact Nicole Florent, Study Coordinator, Queen's University, Etherington Hall, (613) 533-6000, ext. 77947 or email [8npf@qlink.queensu.ca](mailto:8npf@qlink.queensu.ca).

CALENDAR

Art

**The Agnes Etherington Art Centre**  
University Avenue

**Ongoing exhibitions:** 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, Contemporary Feature Gallery and The Davies Foundation Gallery, *Machine Life* to April 18; *Our Great Adventure: The Group of Seven* to May 9. African Gallery, *Metal Work of West Africa*: a selection from the Justin and Elizabeth Lang Collection to July 2005; Bader Gallery, *Real and Imagined People*, from the Art Centre's collection of 16th and 17th century European painting to June 19, 2005.  
[www.queensu.ca/ageh/](http://www.queensu.ca/ageh/)

Events

**Sunday, Feb. 15** – Valentine's Day Weekend Tour and Tea. Tour 1:15 pm; afternoon tea 2:15 pm; \$10 (Reservations – 533-6913).  
**Thursday, Feb. 19** – Highlights tour of current exhibitions, 12:15 pm, free.

Union Gallery

*Tudor*, Feb. 13 to March 9. Lindsay Hanes, Sibylle Hartman and Melissa. Final year BFA students celebrate the Domestic and the Decorative through the content and the technique in their painting and printwork, triggering memories and forming narratives.

Drama

**Drama**  
*The Caucasian Chalk Circle* by Bertolt Brecht (translated by Eric Bentley). Directed by Tim Fort. Rotunda Theatre, March 3 to 6 and 9 to 13, 8 pm; 2 pm matinee on March 13.

Film

**Sunday, Feb. 22**  
**Cinema Kingston**  
*The Weather Underground*. An important and effective look at a radical political movement that had a significant effect on American foreign and domestic policy. Bernadine Dohrn, Northwestern

University, Chicago, former member of The Weather Underground will speak following the film. Etherington Hall, 94 Stuart Street, 7 pm, \$8. For more information or to reserve tickets: [pcross@kingston.net](mailto:pcross@kingston.net)

Music

**Thursday, Feb. 12**  
**Music**  
A Tribute to Gilbert and Sullivan. Queen's Orchestra, directed by Gordon Craig, and featuring Queen's voice students. Songs from Gilbert and Sullivan musicals. \$10 adults; \$6 students and seniors; at the door. Grant Hall, 7:30 pm.

Conferences and Symposiums

**Wednesday, Feb. 11**  
**Health Sciences**  
**Epidemics and history: in the light (and darkness) of SARS**  
Wallace Hall, JDUC

**Session 1**  
8:30 am – Paul Potter, Hannah Professor, UWO. Plague and politics in the ancient world.  
8:55 am – Ann G. Carmichael, Indiana University, Bloomington. Plague(s) in Europe.  
9:20 am – K. Codell Carter, Brigham Young University, Provo, Utah. Causal concepts of contagious disease.

**Session 2**  
10:30 am – Margaret Humphreys, Duke University, Durham, NC. The absent epidemic: typhus and the American Civil War.  
10:55 am – Gina Feldberg, PhD, York University. Shots in the dark: TB, history and vaccination policy.  
11:20 am – Heather Macdougall, University of Waterloo. Toronto's Health Department on guard and in action against influenza and other epidemics, 1919.

**Session 3**  
1:30 pm – Jay Cassel, Toronto. Sexual plagues and guilty parties.  
1:55 pm – Naomi Rogers, Yale University, New Haven, CT. Walking on crutches, silent and smiling: polio politics and the March of Dimes

2:20 pm – Russell C. Maulitz, Drexel University, Philadelphia. From AIDS to SARS: those limited lessons from the past

**Session 4**  
3:30 pm – Arthur Sweetman, Queen's. View from economic epidemiology.  
3:45 pm – Ian Gemmill, KFLA Health Unit Kingston. View of a Medical Officer of Health.  
4 pm – Dick Zoutman, Kingston Hospitals. The choices we make and the prices we pay: infection control at a crossroads.

**Friday, Feb. 13 and Saturday, Feb. 14**  
**John Deutsch Institute**  
Higher Education in Canada. 202 Policy Studies. For more information visit [www.jdi.econ.queensu.ca/Files/Conferences/PSE.html](http://www.jdi.econ.queensu.ca/Files/Conferences/PSE.html), call Sharon Sullivan at 533.6000, ext. 32294 or e-mail [sullivas@qed.econ.queensu.ca](mailto:sullivas@qed.econ.queensu.ca).

Departmental Seminar Schedules

**Biochemistry**  
[www.meds.queensu.ca/medicine/biochem/seminar.html](http://www.meds.queensu.ca/medicine/biochem/seminar.html)  
**Biology**  
[www.biology.queensu.ca/seminars/dss.html](http://www.biology.queensu.ca/seminars/dss.html)  
**Business**  
[www.business.queensu.ca/research/conferences/index.html](http://www.business.queensu.ca/research/conferences/index.html)  
**Centre for Neuroscience Studies**  
[www.queensu.ca/neurosci/seminar.html](http://www.queensu.ca/neurosci/seminar.html)  
**Chemistry**  
[www.chem.queensu.ca/NEWS/AND\\_EVENTS/Seminars/Seminar02W.PDF](http://www.chem.queensu.ca/NEWS/AND_EVENTS/Seminars/Seminar02W.PDF)  
**Computing**  
[www.cs.queensu.ca/seminars/](http://www.cs.queensu.ca/seminars/)  
**Economics**  
[www.qed.econ.queensu.ca/pub/calendar/week.html](http://www.qed.econ.queensu.ca/pub/calendar/week.html)  
**GeoEngineering Centre at Queen's – RMC**  
[www.geoeng.ca/GENG840\\_Schedule.htm](http://www.geoeng.ca/GENG840_Schedule.htm)  
**Human Mobility Research Centre**  
[www.hmrc.ca](http://www.hmrc.ca)  
**Pharmacology/Toxicology**  
[www.meds-ss10.meds.queensu.ca/medicine/pharm/](http://www.meds-ss10.meds.queensu.ca/medicine/pharm/)><http://meds-ss10.meds.queensu.ca/medicine>

[/pharm/](http://pharm/)  
**Physiology**  
[www.meds.queensu.ca/medicine/physiol/physiol.sem.html](http://www.meds.queensu.ca/medicine/physiol/physiol.sem.html)  
**Policy Studies**  
[www.localendar.com/public/spscal](http://www.localendar.com/public/spscal)

Public Lectures

**Tuesday, Feb. 10**  
**Health Sciences**  
**16th Annual Hannah Happening**  
Keynote speaker James Young, Coroner of Ontario. Medicine and the rest of the world. Stirling D, 5:30 pm.

**Wednesday, Feb. 11**  
**Agnes Etherington Art Centre**  
Chris Dunton, National University of Lesotho. Yoruba veranda posts and vodou icons: representations of the visual arts in (Nobel Laureate Wole Soyinka's) poetry and drama. Atrium, Agnes Etherington Art Centre, 12:15 pm.

**Thursday, Feb. 12**  
**Policy Studies**  
Joan McCalla, Management Board Secretariat, Ontario, Visiting Fellow. Transforming public service in Ontario: some lessons from the front line. 202 Policy Studies, noon.

**Tuesday, Feb. 24**  
**Eighteenth- and Nineteenth-Century Studies Group**  
Joan Schwartz, Queen's. Beyond words: the photographically illustrated book in nineteenth-century Canada. Graham George Room, W.D.Jordan Special Collections, Douglas Library, 7:30 p.m.

Special Events

**Friday, Feb. 13**  
**3rd Annual Tri-Universities' Forum Dinner**  
The Kingston Alumni Associations of McGill, Queen's and RMC invite their graduates and friends. Hosted by The Royal Military College of Canada, John Scott Cowan, Principal, RMC, will speak about the Myths and realities of a liberal education. Special guests George Hood, VP Advancement, Queen's and

Honora Shaughnessy, Executive Director Alumni Relations and Development, McGill. \$35 per person. Reservation deadline Feb. 6 at 533-2248. Details [www.events.queensu.ca](http://www.events.queensu.ca).

**Kingston Branch Spring Excuse Tulip Sale**  
Let us deliver spring early to your house or the house of a friend or mate. Surprise friends or family at work with a beautiful bouquet of tulips on Friday, March 19 when we will be making business deliveries only. Regular home deliveries to the personal residence of your family or friends living in Kingston will take place on Saturday, March 20. Payment can be made by cheque, visa or mastercard. Contact Hazel Metcalfe at 533-6000, ext. 74140 to order by March 15. Complete details at [www.events.queensu.ca](http://www.events.queensu.ca). Proceeds benefit the Kingston Branch Bursary.

Courses and Workshops

**Tuesday, Feb. 17 to Friday, Feb. 20**  
**HPCVL**  
Carleton University, Ottawa. Three-day Sun Application Tuning Workshop (formerly called "SunTune"), followed by a one-day session on the use of the Numerical Algorithms Groups (NAG) Libraries. For an outline of location, time and course contents, please go to [www.org/training](http://www.org/training). Register at [www.hpcvl.org/Training/Course\\_Reg.html](http://www.hpcvl.org/Training/Course_Reg.html).

Submission Information

To ensure we run your information correctly, Calendar items must appear in this format:  
*Date, department, speaker's name and affiliation, title of lecture, place, time, and cost if applicable.*  
Please submit your information in the body of an email message to [gazette@post.queensu.ca](mailto:gazette@post.queensu.ca).  
The next *Gazette* deadline is Feb. 16 at noon.