

# QUEEN'S GAZETTE

2003 CCAE Gold Medal for best university newspaper

JDUC goes wireless P11



A new take on religious violence P8



## SINGING WITH HEART FOR HEART



STEPHEN WILD

Biochemistry Professor Marlys Koschinsky sings "O Canada" before Meds '07 and the basic science/phase one professors face off in the recent Hockey for Heart game. Presented annually by the Cardiac, Circulatory & Respiratory Research Program, the game, which took place recently at the Jock Harty Arena, raised \$700 for the Heart and Stroke Foundation of Ontario. Spectators report that it was an exciting match-up with the Meds '07 team winning 7-6 in a five-minute overtime.

STEPHEN WILD

# A good-news budget for universities

## QUEEN'S TO BENEFIT FROM RESEARCH, COMMERCIALIZATION INITIATIVES

By CELIA RUSSELL

The research and education initiatives presented in the recent federal budget are a step in the right direction, says Vice-Principal (Research) Kerry Rowe.

"Given this time of fiscal restraint, I was very pleased to see a seven-per-cent increase to the granting councils' budgets." The Natural Sciences and Engineering Research Council (NSERC), Canadian Institutes of Health Research (CIHR) and Social Sciences and Humanities Research Council (SSHRC) budgets will increase from \$1,410 million to \$1,500 million in 2004. The government and councils

will be developing a more comprehensive system to track, evaluate and report on the outputs of the funded research.

This is very good news, particularly for SSHRC, says Dr. Rowe, referring to the fact that the granting council receives a smaller fraction of the funding than the other councils. "I expect that Queen's will benefit more than its fair share on a per-capita basis, because it typically does better in research grants awards based on other universities of similar size."

Dr. Rowe was also pleased to see an additional \$20 million to support the indirect costs of research at Canadian universities and research hospitals.

"The budget is very positive news for anyone involved in the commercialization of research," says John Molloy, president and CEO of PARTEQ Innovations at Queen's, referring to the grant-

ing councils' tripling their combined annual investments (currently about \$10 million a year) in programs directly supporting commercialization, including the Intellectual Property Management Program and the Proof of Principle Program.

**"The budget is very positive news for anyone involved in the commercialization of research."**

John Molloy

The budget also calls for \$250 million to be invested in venture capital by the Business Development Bank of Canada (BDC).

The BDC is to invest in early-stage and late-stage innovative Canadian companies. The investment will be in the form of equity and is contingent on the government's approval of the BDC's implementation plan.

"This will create more early stage and pre-seed financing for companies, which is good - because we're involved in the business of increasing the number of spin-off companies," Mr. Molloy says.

Other highlights include increased support for the indirect costs of research to universities and research hospitals from \$225 million in 2003 to \$245 million in 2004. The budget document notes that "it is also expected that institutions will use the additional funding to enhance the commercialization of research discoveries."

In addition, \$50 million over the next five years will go to a

pilot competitive fund, managed by Industry Canada, to further strengthen the commercialization of research in the higher education sector. Granting councils, universities and research hospitals will be eligible to submit proposals for funding.

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# IN BRIEF

## Principal search update

The joint Board/Senate committee to select Queen's next principal is optimistic that it will have a recommendation in the near future.

The committee has been moving forward with confidence and commitment to select the university's 18th principal, says Chancellor Charles Baillie, who chairs the committee. The Royal Charter of Queen's University (1841) gives its Board of Trustees full power to appoint the principal. In 1969, the Joint Committee on University Government established the procedure by which a committee composed equally of members of the Board of Trustees and the Senate is mandated to recommend to the Board of Trustees a virtually unanimous choice of candidate for appointment.

## Unionization update

Queen's and CUPE representatives met March 23 with Ontario Labour Relations Board officials in Ottawa and have agreed on an appropriate voters list.

A labour board panel will rule on a determination if the required 40 per cent of the agreed bargaining unit has signed union cards. For the vote, a simple majority of eligible ballots cast (50 per cent plus one) is required to achieve certification. No time frame for a labour board decision has been provided. CUPE had applied to the board for union certification to represent a broad group of university teaching assistants, instructors, markers and demonstrators. The board ordered the ballots sealed because of challenges to the voters' list after a union certification vote held Feb. 5.

## APRIL SHOWERS



LORINDA PETERSON

April showers bring May flowers – and impending exams – as students pause to chat enroute to the final classes of term last week.



# QUEEN'S GAZETTE

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# Big Sisters of Kingston Art Auction

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## Common sense is the centerpiece in new conflict of interest policy

By KAY LANGMUIR

If a departmental supplier offers to take you to lunch, can you do so without breaking the university's new staff policy on conflict of interest and conflict of commitment?

Certainly – provided that it is an occasional event, says Julie Mekarski, Manager, Employment, Planning and Development, who characterizes the policy as mostly common sense.

However, where vendors or suppliers offer gifts, services or entertainment of a value greater than \$75, or offer frequent "perks", the employee should disclose and discuss the matter with their department head to ensure that the interests of the university are not compromised by a perceived or actual conflict.

The policy, circulated to staff last month, fills the last gap in conflict of interest coverage

within the university community. Faculty members have been guided by a conflict of interest and commitment policy within their collective agreement for several years. Non-union faculty members are covered by a similar Senate policy.

Conflicts aren't commonplace, says Ms. Mekarski. "But certainly there are situations where conflicts need to be addressed."

"As our lives have gotten more complicated, the potential for conflict has grown," she says. "People have home-based businesses, family members may own companies which may do business with the university. In a smaller city like Kingston, there may be more opportunity to find oneself in an unintended conflict of interest situation because the university is a large employer in the area."

The policy makes clear that

early disclosure is key to successful resolution of any potential conflict. Staff members are obliged to inform department heads in writing of any developments or circumstances that could potentially place them in conflict.

**"As our lives have gotten more complicated, the potential for conflict has grown."**

*Julie Mekarski*

"It sets out to help people avoid getting themselves in a situation where there would be a problem," says Ms. Mekarski. "If someone is

not sure, it is always better to ask rather than to proceed."

The policy includes some examples of the most common circumstances of conflict of interest, such as a staff member doing business on behalf of the university with companies or individuals that have ties to family members.

"The examples are not all inclusive, but we list enough to give people an idea of what to avoid," she says.

Other examples of conflicted interest include: directing students or staff to do work for a business in which a staff member has a financial interest or family ties; using university resources for the personal benefit of a employee or their immediate family.

Being involved in any way in the hiring, promotion or supervision of a family member is not

allowed, as is using any information or intellectual property acquired through one's work for the university which is not available to the public, and which can be used for a staff member's financial gain.

The policy also addresses situations of conflict of commitment such as when employees take on outside work that interferes with their university duties and responsibilities, or do work for outside employers on university time.

It is impossible for the policy to address the nuance of every situation, Ms. Mekarski adds. But once a possible conflict is disclosed, a decision on how to manage it will be based on the unique circumstance of the situation, and with a view to ensuring that the university's responsibilities and mandate are not compromised, she says.

### IN BRIEF

#### Queen's raises record amount for United Way

The numbers are in for the 2003 campaign. This year, Queen's raised a record \$259,743 for the Kingston, Frontenac, Lennox and Addington United Way; a \$3,000 increase over last year's total.

"Each year the students, staff, faculty, and retirees outdo themselves," says Lauren Sharpe, on behalf of her co-chairs Eddy Campbell and Mark Publicover. "Their support helps the Kingston, Frontenac, Lennox and Addington United Way fund over 70 services and programs for our community."

Prof. Campbell, associate dean (Arts and Science), Mr. Publicover (Geography), president of CUPE Local 254 and Ms. Sharpe (Principal's Office) are stepping down this year. Succeeding them for the 2004 Campaign are David Hanes, head of the Department of Physics and Bonnie Cuddon of Access Services at Stauffer Library. The committee is currently searching for a staff representative for the 2004 Cam-

paign. Those interested should contact Lauren Sharpe, ext. 36647 sharpel@post.queensu.ca.

Ms. Sharpe those who helped make the campaign a success, including Queen's Post Office, Queen's Printing, Financial Services, Human Resources, the *Queen's Gazette*, volunteers who helped stuff and mail the letters and pledge form, students who worked so hard on their fundraising activities; Rector Ahmed Kayssi, Geoff Smith and his first-year PhysEd class, Sodexo, Bill Lucas and all those who attended the 2003 Volleyball Challenge, and the over 800 people who supported this year's campaign.



To inform us of your latest research findings or upcoming journal publications, call News and Media Services Writer Nancy Dorrance, 533-2869, or Communications Officer Lorinda Peterson, 533-3234.

## McLaughlin Hall flood: It could have been worse

By CELIA RUSSELL

Keep an eye on your equipment.

That's the message the university wants to publicize after a flood in the basement of McLaughlin Hall caused about extensive damage to the electrical systems in the building on March 23.

The flood, which rose to about three-and-a-half feet in the electrical room, knocked out transformers and power to five residences as well as to McLaughlin Hall.

It was first noticed by a student at about 5:30 am who was writing an essay in a residence room and called to say the power had gone out, says Operations Manager Brian Scovill.

"The flood was caused by an experiment that was going on in the basement of the building," he says. "A hose connected to a machine blew and the flood affected about a quarter of the basement."

"To prevent this from happening again, people shouldn't leave water hoses attached and

under pressure. They should turn the water off at the source. If they do leave the water on for any reason, it should be checked."

The power was returned to the residences by about 8 am March 23 and McLaughlin Hall was reopened and operational by Friday morning, March 26.

The damage could have been much worse, however, says Mr. Scovill.

"The one thing that saved us was that the building had been recently upgraded under the university's deferred maintenance program, making it easier and less costly to find replacement parts."

"We were lucky that the equipment was relatively new and replacement parts could be found quickly," says Tom Morrow, associate dean (Operations and Facilities). "If this had occurred in a building with older systems we may have been unable to repair the damage for a much longer period of time."

He and Mr. Scovill credited



McLaughlin Hall on Stuart Street.

the understanding of the people in the Mechanical Engineering department and the effort of Physical Plant Services and Utilities Kingston and external contractors in getting the building back on line. Mr. Scovill credited Area Manager Dave Veitch and electrical engineer Larry Pattison with coordinating the effort.

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## IN BRIEF

### Look up, way up



The next Queen's Observatory regular open house, in collaboration with the Royal Astronomical Society of Canada (RASC) takes place Saturday, April 10 from 9 to 11 pm.

Weather permitting, visitors are invited to observe through various astronomical telescopes, given a tour of visible constellations. Also featured are tours of the observatory facilities and films, slides and discussions.

The observatory is located in Ellis Hall on University Avenue.

Admission is free and all are welcome. For more information, visit [observatory.phy.queensu.ca](http://observatory.phy.queensu.ca) and [members.kingston.net/rasc](http://members.kingston.net/rasc)

### Children's author presents reading

Bob Heidbreder, a 2003 winner of the Prime Minister's Award for Teaching Excellence and a published children's poet, will give a public reading from his children's poetry books followed by book signing. It takes place Wednesday, April 21 from 4 to 5 pm in room A237, Duncan McArthur Hall. Books will be available for purchase and children are welcome, of course.

### QUEEN'S CENTRE OPEN HOUSE



STEPHEN WILD

Vice-Principal (Operations and Finance) Andrew Simpson (third from right) introduces members of the Queen's Centre project design team – Bregman + Hamann Architects, Sasaki Associates and Shoalts & Zaback – to the campus community at a March 24 open house in room 202 Policy Studies. The team discussed their experience designing student and athletic centres, and answered questions. A second open house will be scheduled soon for those who were not able to attend. From left: Ray Zaback, Shoalts and Zaback; Norris Strawbridge, Sasaki Associates; Dan McAlister, Bregman + Hamann Architects, Mr. Simpson, David Chernushenko, environmental consultant and David Damon, Sasaki Associates. The project, which encompasses the areas of student life, athletics, academic and recreation, is the largest of its kind ever undertaken by the university.

## Toronto mayor to deliver Gow lecture

Mayor David Miller of Toronto, a strong advocate of open and accountable city government, will deliver this year's Donald Gow Memorial Lecture. The lecture will focus on the theme Canadian Cities: A Time of Opportunity.

Named after Donald Gow, the first director of Queen's MPA Program, the lecture is the centre point of a two-day forum on important issues presented by the School of Policy Studies. Some of Canada's most creative and influential thinkers will tackle topics ranging from

affordable housing to immigration, culture and governance.



Miller

participation in city government – for example, by opening up the budget process to greater public input in his first year of office.

Before running for public office, he was a partner in a prominent Toronto law firm, where he specialized in employment and immigration law and shareholder rights.

Panelists at the 2004 MPA Policy Forum will include Tom Courchene (Queen's Policy Studies), Derek Ballantyne of the Toronto Community Housing Corporation, Wayne Helgason of the Social Planning Council of Winnipeg, Susan Phillips (Public Policy and Administration, Carleton) and Robert Fulford, cultural affairs columnist for the

National Post.

Hugh Segal (Queen's Policy Studies) will introduce the 2004 MPA Policy Forum at the opening session on Friday, April 30 in the Policy Studies building. The Donald Gow lecture and banquet will take place at the Holiday Inn Downtown Kingston.

Tickets to the lecture and banquet cost \$50. To reserve in advance, contact Sharon Alton, ext. 36606, email [polforum@qsilver.queensu.ca](mailto:polforum@qsilver.queensu.ca), or visit room 209 Policy Studies building.

For details on the forum and lecture, visit [www.queensu.ca/sps](http://www.queensu.ca/sps).

## Johann Sebastian Bach Mass in B Minor



The Music and Arts committee of Chalmers Church presents The Melos Choral Ensemble and The Choir of Chalmers Church, with soloists and orchestra

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## Department of Pharmacology and Toxicology

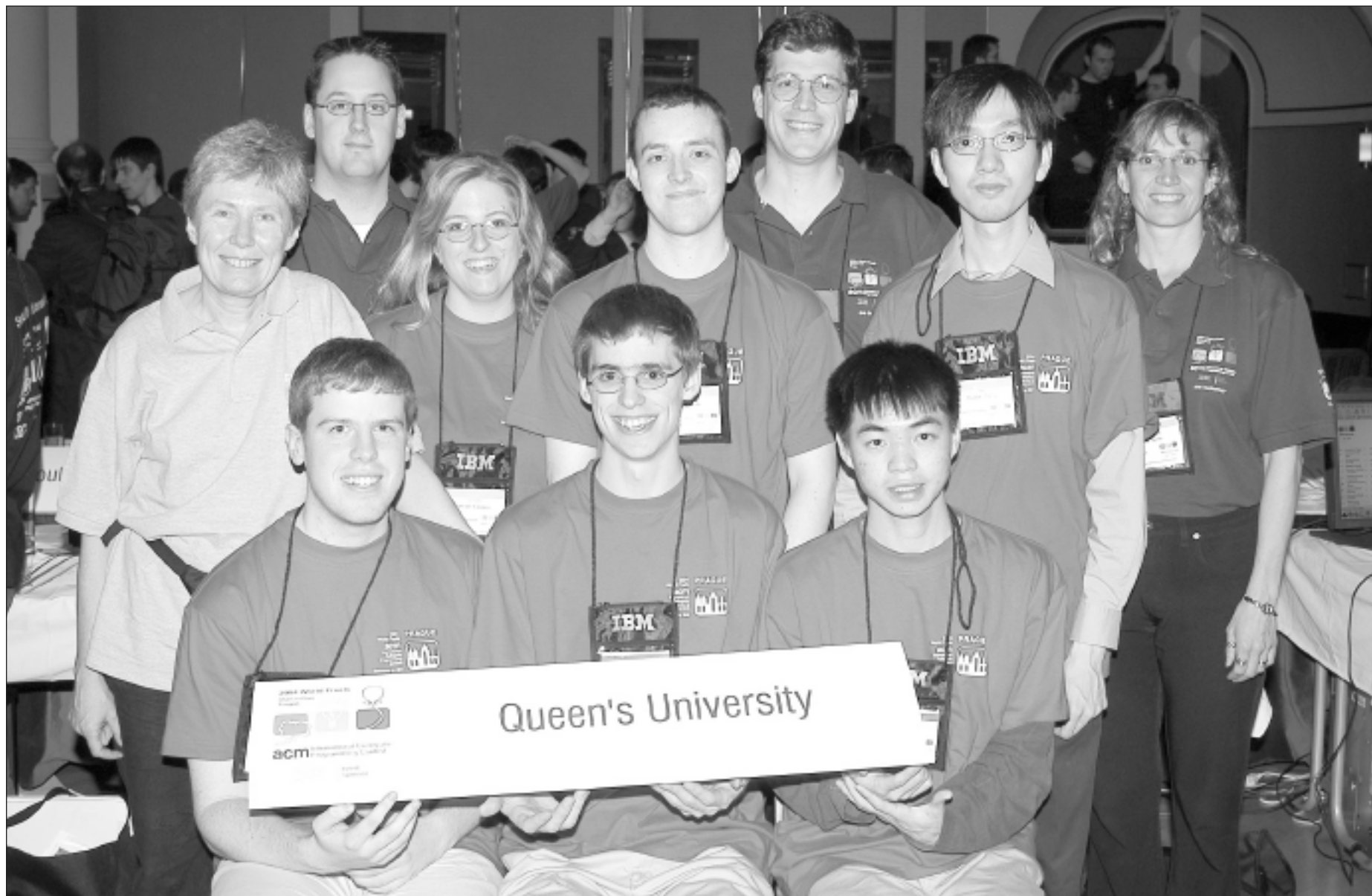
### The Fourteenth H. Douglas and Ethel McEwen Lecture in Pharmacology

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Vanderbilt Institute of Chemical Biology  
Vanderbilt University School of Medicine

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Thursday, 22 April 2004  
Botterell Hall Room B143  
1630 hours (4:30 p.m.)

## A world-class finish in computing competition



COURTESY QUEEN'S ACM TEAM

Queen's ACM team members celebrate their success with others at the recent Association for Computing Machinery (ACM) International Collegiate Programming Contest World Finals in Prague. Front row, from left: Gary Linscott, Bartholomew Furrow, Daniel Trang. Second row: Maria Klawe, dean of Engineering at Princeton University and President of ACM, Amber Simpson, Christopher Wolfe, Thomas Tang. Back row: Queen's alumni Tim deBoer, IBM programmer, Douglas Heintzman, Director of Technical Strategy IBM, Software Group, Kelly Lyons, Head of Centers of Advanced Studies, IBM Software Group.

### QUEEN'S IS TOP CANADIAN TEAM AT ACM

Queen's University was the only Canadian team to make top rankings in the Association for Computing Machinery (ACM) International Collegiate Programming Contest World Finals last Wednesday, solving five out of 10 complex computational problems and earning the bronze medal for finishing 12th.

Russia's St. Petersburg Institute of Fine Mechanics and Optics took first place in the 28th-annual international competition, which drew 73 teams consisting of three members

each from 31 countries. The competition took place in Prague, Czech Republic.

St. Petersburg, which solved seven problems, was followed by KTH Royal Institute of Technology in Sweden and Belarusian State University, which solved six problems each.

Founded in 1947, ACM is a major force in advancing the skills of information technology professionals and students worldwide.

The team competed in a field of more than 100,000 students worldwide, surviving local, preliminary and regional contests. The original field had 3,150 teams from 75 countries on six continents.

Team members were Bartholomew Furrow, Gary Lin-

scott and Daniel Trang. Student coaches were Amber Simpson, Thomas Tang and Christopher Wolfe.

An excerpt from the International Collegiate Programming Contest fact sheet states: "The contest pits teams of three university students against eight or more complex, real-world problems, with a gruelling five-hour deadline. Huddled around a single computer, competitors race against a clock in a battle of logic, strategy and mental endurance. Teammates collaborate to rank the difficulty of the problems, deduce the requirements, design test beds and build software systems that solve the problems under the intense scrutiny of expert judges."

"For a well-versed computer

science student, some of the problems require precision only. Others require a knowledge and understanding of advanced algorithms. Still others are simply too hard to solve - except of course, for the world's brightest

problem-solvers."

Complete standings can be found at [icpc.baylor.edu/icpc/finals/finals.html](http://icpc.baylor.edu/icpc/finals/finals.html).

For more information about the contest, go to [icpc.baylor.edu/icpc](http://icpc.baylor.edu/icpc).

### ART IN BRIEF

#### Celebrating a legacy



*Agnes Etherington: A Legacy* pays homage to the art centre's benefactor and namesake. To celebrate the opening of this exhibition, the Agnes Etherington Art Centre is hosting a special afternoon of events on Sunday, April 18. A tour of current exhibitions takes place at 1:15 pm, followed by a musical performance by Trio Grazia at 2:15 pm and afternoon tea in the Atrium at 3 pm. Free. For information, call 533-2190.

#### What is art?

First-year fine arts students present *Art is*, a survey of artistic ideas and processes that have been explored throughout their first year.

The exhibition will be on view at the Union Gallery April 8 - 28. A reception will be held Thursday April 8, 6 - 8 pm. The Union Gallery is located on the first floor of Stauffer Library (corner of Union and University).

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## VIEWPOINT

VICTOR SNIECKUS

Chemistry



# A chemist reacts to the perils of PowerPoint

The Forum piece by Jonathan Rose ("The perils of PowerPoint," *Teaching Issues*, March 8, page 7) hit several nails on the head with which I am in full agreement. I will give an organic chemist's perspective (for teaching classes 100 - 300 in size) but yet with limited experience in using PPT in the classroom setting.

**Limitations of PPT as an educational tool:** PPT initially mesmerizes and, worse, may lull the audience into a passive, non-learning state. Learning involves the eyes and the ears, transcription of knowledge in one's own words, and thoughts on extensions of what is learned. Teaching involves verbal and visual information presented in several modes and questioning and commenting based on the reactions of the class. With PPT, all is set beforehand and, in spite of having several modes of explanation based on one's experience, there is no changing in mid-stream in spite of what the teacher may see in the faces of the bright young minds.

**PPT enhancement of teaching:** The "gee-whiz" effect of PPT is disappearing but the overkill of multi-coloured, multidimensional, information-overload of PPT presentation is certainly with us. Carried out properly (and with considerable work) going "live" on the Internet on-line at the podium to demonstrate a point by a video clip or animation has unquestionable educational value. In organic chemistry, understanding the 3D structures and movement of bonds in reactions can be made both visually beautiful and pedagogically meaningful.

The amount of high quality information available is overwhelming, of course. Some of us are not yet in the proper thinking mode to take advantage of it and the issue is not what is the gem to include but the barrage of data, no matter how attractive or relevant, to exclude. As Jonathan comments, PPT must be critically used.

For simple still shots, PPT has fully replaced slides in the classroom whether they are of famous chemists, apparatus, or hand-written manuscripts (one of my aims since the names of chemists, Nobel prize or not, are unknown or forgotten much faster than those of movie and rock stars – but that is another topic).

**The blackboard versus the overhead:** Increasingly among teachers, blackboard technique is a disappearing art. No matter how much some of us learned from former "artists" of the chemistry lecture about how to organize a one-hour lecture over six to eight, vertically mobile blackboards, the current de-emphasis of this once-holy space has made us turn to the overhead. The good news is that much can be done with the overhead. Two can be used, side by side, with one indicating the points to be made in bullet form and the other for writing, writing, writing (in several colours, if desired).

In organic chemistry, this is 80 per cent graphics depicting molecular structure and understanding how reactions proceed – sometimes like billiard balls hit in sequence. The dialogue with the students is a constant potential, the change of presentation or explanation of an idea based on a puzzled expression is easy, the teacher thinks while he writes and encourages the student to do likewise by the pace and the asides, visual material may be interjected by a colored transparency.

In spite of this, a curious observation is that the current generation of students asks for repetition of verbal phrases which are used to augment the written information. This brings the fear that they are just copying, not listening, not processing; and putting the information into their notebooks in their own words. One reason is that they are learning the foreign language of organic chemistry. But I wonder if another is that they (and we) are "rectangular" information retrievers. I write bullet points – they copy; I verbally explain the same points – they do not write. If this notion is correct, then PPT should be of immense value. Perhaps this already is the subject of a PhD thesis.

I believe that to lecture means to write profusely: I have a slide (not yet scanned into PPT) that shows a sketch of a direct line from the tip of the pen to the Cerebellum. My experience is when you draw a complex organic molecular structure three to four times, it begins to be retained in the sponge. Highlighting pages of text in yellow has some effect (unless, as also witnessed, the whole page is yellow) but does not have the same impact on memory retention, comprehension, and interconnection, at times with seemingly unrelated topics.

Jonathan Rose has started a dialogue that I hope will contribute to further thought on our teaching methods and habits. A lecture never follows a script. You plan, you know what and how much you want to deliver, you plan to say it in certain ways and you are always surprised after 50 minutes that all has gone very differently.

Victor Snieckus is Bader Chair in Organic Chemistry in the Department of Chemistry.

## QUEEN'S FLASHBACK: 19??



QUEEN'S UNIVERSITY ARCHIVES

Judging from the glasses the woman on the far left is wearing; this photo may have been taken in the 1980s. Those with more concrete information are encouraged to email [gazette@post.queensu.ca](mailto:gazette@post.queensu.ca).

## Letter

## What about terrorists?

In reference to the Q&A "Wall another obstacle to Middle East peace" (March 22, page 9): The *Gazette's* interview with Elia Zureik was absolutely terrible.

How can the anonymous interviewer justify her or his failure to ask even a single question about the terrorists who repeatedly and proudly murder innocent Israeli civilians?

Is Hamas not also an obstacle to Middle East peace?

Steven Seligman  
ArtSci '05

## Hockey heroes from the 80s

The flashback photo (*Gazette*, March 22 page 4) looks like it is from approximately 1983-1986.

I say this because I think that some of the people in the photo are from Phys. Ed. classes of 1986 and 1987. I think the guy on the right end of the back row is Robb Wade, who may have played varsity hockey for Queen's during that era. That's my guess – but I could be wrong!

Susan Goodfellow  
Human Resources



QUEEN'S UNIVERSITY ARCHIVES

## 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.

## 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.

# Equity initiatives at Queen's: A glass half full

A decade is a long time, but it can pass by in the blink of an eye. In my case, it has.

Nine years and seven months ago, I was given the privilege of joining the Queen's community. Now, as I prepare to leave the principalship, I am repeatedly being asked to reflect on the Queen's I joined, and the Queen's I will soon be leaving - if only in my role as principal!

In requesting this particular column, Mary Margaret Dauphinee, the University Advisor on Equity, asked me to reflect on the university's progress on equity over the time that I've been here - how far we have come in creating an environment that is consistent with our commitment to "cherish the diversity of human experience and background and to support the freedom of individuals to study, teach, work and carry out research without fear of harassment, intimidation or discrimination" (Report on Principles and Priorities - 1996), and toward our stated goal of "fostering an institutional culture which recognizes and respects the equal dignity and worth of all who seek to participate in the life, work and mission of the University..." (Senate 1997).

Few points of view are ever totally objective. Mine is no different. All my life I have been afflicted by an incurable optimism. I see the world as a glass half full. The views expressed below are coloured by this outlook, and I have no doubt that many will not share all of these observations and impressions.

The Queen's of 2004 is, in my view, a markedly different place than the Queen's I joined in 1994. One of my most vivid memories of my early days at Queen's is that of my first meeting with the heads of the departments in the Faculty of Arts and Science. They were a gifted and dedicated group. But what struck me most at the time was that virtually everyone in the room was male. I soon discovered that the representation of women among the ranks of senior non-academic staff, associate deans, and deans was similarly limited.

These snapshots, I think, are beginning to change, although perhaps not at the pace that we would like. As a community, we can claim credit for some of the changes. For others, we have simply been the beneficiaries of changes in the larger society of which we are a part.

When I arrived in Kingston in 1994, I had not expected, nor had I intended, to devote such a considerable time during my first year at Queen's to matters related to equity. The fact that I did may be taken as a measure of the impact of what I observed and heard in my first weeks and months, and of my sense of the future of Queen's, and its potential as an academic institution and as a force in shaping the future of Canada's society. My early equity voyage at Queen's was an emotional journey, sometimes including anger and suspicion on the part of many with whom I interacted. The first steps of that shared voyage included closing the position of Dean of Women, a position with a long and proud history of accomplishment, the simultaneous establishment of the Office of the University Advisor on Equity and of the Senate Committee on Educational Equity,



WILLIAM C. LEGGETT  
Diversity

the formalization by Senate of the principles and goals outlined above, and the gradual adoption across campus of the perspective that "equity is everyone's responsibility."

And what of my view of equity at Queen's today? We have, in my opinion, come some distance. Some of our progress can be measured quantitatively. The percentage of women faculty members has increased from 28.4 per cent in 1993 (307 out of 1238) to 34.1 per cent in 2003 (470 out of 1378), reflecting an increase of 163 female faculty members and a small reduction in the number of male faculty members. As of this year, only 60 women at Queen's hold the rank of full professor, but this number will rise steadily as young female faculty hired in recent years progress through the ranks.

## For while we have made real progress, we still have a long way to go.

The number of women who hold professional positions at Queen's, as defined by the National Occupation Code (1990), has also increased significantly. In 2003, 48 per cent of all professionals at Queen's (which includes academic and senior non-academic positions) were women, up from 40 per cent in 1993.

On a quite different front, we have made enormous strides in the opportunities we present to our students to gain a better understanding of other nations and cultures. From being just "one of the pack" a decade ago, we have moved to what the Association of Universities and Colleges in Canada describes as "the uncontested leader" in the study-abroad opportunities we provide to our students. These experiences are not only enriching and powerful for individual students, but also for the society they will help to lead and shape. And the reciprocal impact of the increased numbers of international exchange students here on our campus has been equally important.

It is heartening to note that the most recent exit poll conducted by the University Registrar reveals that 55 per cent of graduates believe that Queen's contributed to their appreciation of other races, cultures and religions. While these results have remained relatively constant over the past five years, there has been a slight upward trend in recent years, particularly among Arts & Science graduates.

I am also personally convinced, although we are just at the early stages of collecting data on this, of the growing diversity of our students. One of my simple pleasures is to stand on the steps of Richardson Hall during class change to watch students as

they make their way to their next class, to the library, or to a rendezvous with friends. Their enthusiasm and energy lifts me up. From that perch, I have observed a distinct change in the composition of our student body over time. It is at once both more diverse, and more inclusive.

But perhaps most importantly, I have a sense that there has been a mood shift at Queen's. I believe that, as an institution, we have come to embrace the view that diversity is enriching, empowering and uplifting. In doing so, we have enhanced the quality of what we are and what we do.

We also value more fully the contribution of all members of our community. And when we occasionally fail in this - and we still sometimes do - it is a matter of genuine concern. We care enough about our goals of equity and inclusiveness that we measure our progress, seek out the cause of our failures, and search for ways to do better.

And do better we must. For while we have made real progress, we still have a long way to go.

We have made only minor gains in the proportion of aboriginal members of our community, and the challenges we encounter in retaining them speak to problems yet to be solved. The public challenge by some of our students to our new admissions program for aboriginal students in Arts and Science disheartened me, as I am sure it did others.

Our success in attracting and retaining employees with disabilities has been well below par, notwithstanding the considerable efforts made by many to accommodate and to provide an accessible teaching and learning environment.

And while we have achieved meaningful gains in attracting members of visible minorities to our faculty (8.1 per cent in 2003 vs. 6.9 per cent in 1993 - against a 1996 national availability measure of 8.3 per cent), we continue to have problems with retention, particularly among female members of this cohort.

These shortcomings, and in particular the retention problems we face, are no doubt linked to the results we are seeing in a soon to be released survey of attitudes and experiences of Aboriginal and Visible Minority Faculty. Some 40 per cent of the 270 respondents indicated that they had experienced discrimination at Queen's; women faculty in this group continue to feel that a "chilly climate" remains - notwithstanding our efforts and our achievements.

In my view, those of us who are privileged to be part of the Queen's community must, through the example we set, the attitudes we hold and the opportunities we create - adopt a leadership position with regard to equity and inclusiveness. Ultimately, our success here at Queen's is also dependent on society at large since our students, staff and faculty are continually being drawn from that larger pool of attitudes and behaviors. For my part, I remain confident that we have collectively embarked upon a course that will lead steadily and surely to the goals that we as a university have set for ourselves.

William C. Leggett is Principal of Queen's University.

## UNIVERSITY ROUNDUP



### Giving good quote

Communicating well to the mass media is the best way for Canadian scientists to make the public understand the importance of their work, says one of the country's top science writers. Science researchers need to be good storytellers, says Peter Calamai, national science reporter for the *Toronto Star*. A good story depends on strong interviews, so researchers would do well to think about how they could convey the excitement of their work to a general audience. "Thinking just a little bit in advance about evocative metaphors, analogies, similes, comparisons and other devices that would bring your story alive for the listener. It's call giving good quote."

*University of Alberta folio, March 19*

### Oxford revives tests to select brightest

The University of Oxford is moving to reintroduce entrance tests for history and English. The move comes just nine years after the university scrapped its entrance examinations amid concern that they favoured independent school students. Though the university insists the new tests will measure aptitude and not knowledge, the change is certain to provoke renewed criticism that the system will once again favour those with a privileged education, hindering government-driven efforts to widen access to elite universities.

*The Guardian, March*

### Back to school for administrators

Working professionals who want to climb the corporate ladder are used to going back to school to acquire the knowledge and skills necessary for advancement. Add college and university executives to the list of lifelong learners. Penn's Graduate School of Education had found that the upper ranks of higher education institutions were filling with people unfamiliar with the industry they were running. So, it created its Executive Doctorate Program, the result of brainstorming sessions among a team of Penn administrators and GSE faculty who concluded that a major change had occurred in the governance of colleges and universities. "What we called non-academic administrators had assumed more and more influence over many of the most important decisions," Carruth Family Professor of Education Marvin Lazerson said.

*Penn Current Online, March 18*

### Virgin paper for letterhead only

In a move "to improve its relationship with the environment," Princeton University is now using 100-per-cent-recycled paper for all general office needs. The new policy, effective April 1, affects paper used in copying machines, printers and fax machines. About 48 per cent of the paper used for those needs was recycled paper. Official university stationery is not included in the policy, since it is a different weight and colour than office paper. "There is no reason for the university not to take the lead in this area," said Donald Weston, director of purchasing and a member of the committee. "Princeton will be one of the few private universities that will be taking the lead and converting to 100 percent post-consumer paper." The recycled paper costs 40 cents per case more than the least expensive virgin paper currently in use.

*www.princeton.edu, March 22*

### Good labour relations

Open discussion and mutual respect are among the things it takes to achieve harmony in university labour relations, St. Mary's University has found. The Halifax university prides itself on its intimate urban campus, where many faculty, staff and students not only know each other but also take the time to greet each other by name. The institution has another reason to be proud: it hasn't had a faculty strike vote in 25 years. Even so, struggles can erupt. "We're not strike-prone, but sometimes it gets hairy," says Colin Dodds, the president of Saint Mary's. He cites a recent controversy over a decision by the university's budget committee on early retirement policies. Although several professors sat on the committee, it didn't include any faculty union reps. The mistake could have turned into an ugly battle at the bargaining table but instead led to a straightforward discussion of the issue among all parties. It ended with an agreement to improve the reporting structure between committees and the union.

*University Affairs, April*

# A new take on religious violence

RELIGIOUS STUDIES  
PROFESSOR USES  
MODERN  
PSYCHOLOGICAL  
CONCEPTS TO INTERPRET  
ANCIENT BIBLICAL TEXT

By NANCY DORRANCE

News and Media Services

Today's religious strife may have a direct link to the violence of the Easter story and the crucifixion, says a Queen's researcher.

Drawing on modern psychological concepts such as post-traumatic stress disorder, Religious Studies Professor William Morrow concludes that the traditional Christian interpretation of the violent death of Jesus on the cross contains an unresolved conflict that has inflamed anti-Semitism in the past. And it may be contributing to religious hostility today.

A specialist in biblical literature with research interests in violence and religion, Dr. Morrow analyzes ancient biblical texts in light of contemporary concepts about the effects of violence, including post-traumatic stress disorder (PTSD) and vicarious trauma.

"There are distinct risks when the violence of the Easter story is emphasized, as it is in Mel Gibson's new film, *The Passion of the Christ*," says Dr. Morrow. "It is naive to think that a focus on the brutality of the crucifixion will have no negative effects on a culture that is still basically shaped by the Christian myth." In fact, some recent expressions of anti-Semitism in North America can be associated with Gibson's film, he notes.

Violent trauma alters a person's self-perception and world view in negative ways. A common characteristic of persons suffering from PTSD is a conflicted interpretation of their trauma. They believe that the violence they experienced was unfair and undeserved, yet at the same time they attempt to justify it (for example, by identifying with the perpetrator).



Religious Studies Professor William Morrow specializes in biblical literature with research interests in violence and religion.

STEPHEN WILD

Developments and changes in beliefs, ritual practices, and mythology in various world religions can be traced to the effects of violence, Dr. Morrow contends. In an article to be published this fall as part of a collection of essays on "Psychology and the Bible: A New Way to Read the Scriptures" he uses the theory of PTSD as a way to interpret the famous and disputed passage about the "suffering servant" in the book of Isaiah, Chapter 53, from the Jewish Bible/Christian Old Testament.

The biblical passage is a message from an unnamed prophet that was delivered to dispirited Israelites whose families had been deported when Babylonians destroyed their homes in Judah and Jerusalem a generation earlier. Through the story of the suffering servant, the prophet attempts to alleviate and re-frame

the Israelites' feelings of shame and helplessness. For the first time, Dr. Morrow's theory applies ideas surrounding post-traumatic stress disorder to the interpretation of this key biblical passage.

A goal in contemporary PTSD therapy is to help victims of violence recover by eliminating the idea that the violence they experienced was somehow deserved.

"That's exactly what does not happen in Isaiah 53, because a conflicted interpretation of traumatic suffering was not resolved," says Dr. Morrow. "The people addressed by the prophet are told that although they don't deserve their present suffering, the destruction of Jerusalem in the previous generation was a just punishment by God." But the suffering of the exiled generation was supposed to have a vicarious value, in that future generations would not have to experience the

same punishment (violence) deserved by their ancestors.

The same contradiction applies when Jesus' death is interpreted in light of Isaiah 53, he suggests.

"The message is that this violence [of the crucifixion] was invalid because Jesus was innocent, but at the same time was valid because He took on the punishment that the human race deserves. This is where an anti-Semitic potential lies, which is frequently unnoticed."

While the most obvious potentially anti-Semitic message in the crucifixion story stems from a downplaying of the Roman government's responsibility, readers of the Gospels may also become conflicted when they interpret Jesus' death in terms of the suffering servant story, says Dr. Morrow.

"The violence is bad, but the

violence is also good. When the violence of the cross is emphasized, the conflict becomes more severe. One way out is to discharge the conflict by scapegoating – and the story makes the Jews a ready target."

There is an historic relationship between Good Friday services emphasizing the brutality of the crucifixion and Easter programs (organized massacres) that have occurred in some eastern European peasant cultures, he notes. People have deflected their guilt and fear about being implicated in the violent death of Jesus.

"We need an interpretation of the cross from another perspective, which is 100 per cent against violence," says Dr. Morrow. "I don't think we get that if we concentrate on Jesus as 'suffering servant' in the sacrificial conventional interpretation of the crucifixion."

## The Midas touch restoring ancient furniture

QUEEN'S-U.S. ART  
CONSERVATION  
PARTNERSHIP REAPS  
MAJOR FELLOWSHIP

By DAVID PULVER

A painstaking, 20-year reconstruction of ancient furniture has won a professor and her American colleague one of the most prestigious fellowship awards in the art conservation world.

Krysia Spirydowicz, director of Queen's Art Conservation Program and Elizabeth Simpson, associate professor at the Bard Graduate Center in New York City, have been awarded the J. Paul Getty Trust Paired Fellowship at the National Gallery of Art in Washington DC for 2004.

Dr. Spirydowicz is the first Canadian conservator, and the first faculty member of Queen's Art Conservation program, to receive this award.

The fellowship, which is awarded for cooperative research in conservation and archeology, will allow Drs. Spirydowicz and Simpson to continue their long-term collaboration on the con-

servation and research publication of the wooden furniture from the ancient Phrygian capital of Gordion, Turkey.

This summer, the two researchers will be based at the Museum of Anatolian Civilizations in Ankara, Turkey, where they will study and reconstruct some of the most problematic pieces of furniture recovered from the royal necropolis.

"This is the only important collection of ancient furniture still in existence, aside from what was found in King Tut's tomb," says Dr. Spirydowicz.

The furniture was excavated from three tumuli, or earth mounds, that were constructed to house the tombs of Phrygian royalty in central Turkey during the period from about 900 BC to 500 BC. The most important tomb, with the most impressive furniture, is that of King Midas. The tombs of a small child and a young male were also discovered.

Although the form of the ancient wood – which includes walnut, boxwood, juniper and yew – is preserved, it is very light in weight, and most of the cellular structure has decayed. In the reconstruction process, the furni-

ture is first immersed in a bath of resin, which enters the cells of the wood and strengthens them.

"It's quite intricate furniture, with a lot of dark wood inlay within a lighter wood structure," says Dr. Spirydowicz. "We've learned a tremendous amount about Phrygian woodworking techniques. They had an incredible design sense."

This award will allow the researchers to return to Turkey and complete reconstruction of pieces that are currently just

fragments. They will then pursue a two-month residency at the Center for the Advanced Study in the Visual Arts (CASVA), which is a part of Washington's National Gallery of Art.

The residency will allow Drs. Spirydowicz and Simpson to prepare the second volume in the Gordion Furniture series, to be

published by the University of Pennsylvania Museum.

This Discovery@Queen's page highlighting Queen's research news and developments is electronically distributed to our major research funding agencies and others upon request.



Serving stand from Midas' Tomb, after treatment, Museum of Anatolian Civilizations, Ankara.



Inlaid stool from a child's tomb, reconstructed for display at the Museum of Anatolian Civilizations, Ankara.



## Mini Med School appeals to all ages IN BRIEF

AND THE BEST PART?  
NO HOMEWORK  
OR EXAMS!

By KAY LANGMUIR

After just one newspaper advertisement, the inaugural Mini Med School course is already half full, with more than 100 people signing up for six sessions on the hottest medical topics – from emerging infectious diseases to genes and cancer.

"The interest is certainly there," says Lewis Tomalty, associate dean of Continuing Medical Education and department head of Microbiology and Immunology. "The age range is completely across the board. One dad wanted to sign up his two sons. It goes from high school right through to retirement groups."

The Mini Med School is one of many events planned in celebration of the School of Medicine's sesquicentennial anniversary this year. But it is a community outreach event that benefits Kingstonsians as well as the medical school.

"We recognize the importance of public education because this ultimately works to benefit the school," says Dr. Tomalty, who designed the course. "Patients help medical students learn, and this (course) is a way of giving back. It helps people become better partners in their own health care."

It also serves the medical school



well to try to shake off some of its ivory tower image, because this encourages people to step forward and become involved in educating medical students over the long period of their training, he says.

"People may not understand that it's a minimum of 15 years of learning after high school," to train a doctor.

"We need volunteers. We need people who will participate in studies. We need people to help us teach. There is a public component to teaching medicine."

At the clinical education centre for example, volunteers from

the community come in to help students learn how to conduct examinations.

Recruiting these volunteers is always a challenge, says Dr. Tomalty, "but the volunteers we currently have find it a very positive experience."

The six evening sessions, beginning May 12, cover some of the most topical subjects in medicine today, and are presented by some of the top names in Canadian medicine.

"It's very important for me to highlight the high calibre of health care in Kingston, and the

advances in medicine made here," says Dr. Tomalty.

"We don't just train doctors and treat people. It's teaching, treating and advancing medicine right in their own backyard."

For example, the first session "Emerging Infectious Diseases – Why are they still happening?" will be presented by Drs. Tomalty and Dick Zoutman, who was a key figure in managing last year's SARS outbreak in Toronto.

**"It helps people become better partners in their own health care."**

*Louis Tomalty*

Other sessions will examine human genetics, genetic diagnosis and gene therapy and where these advances may be leading. The third session examines the immune system, using rheumatoid arthritis as an example of what can happen when the immune system goes awry and works against the body.

The last three sessions examine the human brain and dementia, cancer and recent advances in treatment and diagnosis, and hormones and the role they play in growth and health, as well as the harmful effects of misusing hormonal drugs, common among top athletes.

To register, visit [meds.queensu.ca/minimedschool](http://meds.queensu.ca/minimedschool) or call 533-2540.

### Immunologist to visit campus

Renowned medical researcher Jerry Winkelstein of Johns Hopkins Hospital in Baltimore will visit Queen's Tuesday, April 13 as part of the LeBien Visiting Professor Program.

In addition to meeting with students and researchers, Dr. Winkelstein will present The Clinical Implications of Host Defense Against Pneumococcus: A Story of Mice and Men, Tuesday, April 13 at 4:30 pm in Etherington Auditorium.

His visit is presented by the Department of Pediatrics and Immune Deficiency Foundation. The LeBien program promotes improved knowledge about the diagnosis and treatment of primary immune deficiency diseases.

Since 1997, more than 60 medical institutions across North America have participated. Teaching hospitals throughout North America submit applications requesting a leading clinical immunologist to lead Grand Rounds and other relevant educational activities.

### A case for first place



SAMSUNG ELECTRONICS CANADA INC.

Business students Brook Hamilton, Peter Tam, Ryan Garrah and Ken Sun, celebrate with Samsung Electronics Canada Inc. President and CEO JS Park.

## Momentum builds for student technology conference

By DAVID PULVER

The initiative and hard work of several students have resulted in the organization of the second annual National Technology Youth Leadership Conference (NTYLC) this May. About 150 high-school students from across Canada – 50 per cent more than last year – will be brought together with representatives from technology-related industries.

The conference, which takes place May 6-9 on Queen's campus, challenges high-school students to explore today's issues in

high technology. Seminars will focus on such topics as engineering, computer science, biotechnology and entrepreneurship.

Student Zahra Valani is this year's conference director. She worked with a team of students to offer the conference for a second year. She says its goal "is to bring students already interested in technology in contact with people who are currently successful and doing great things in the field. The conference also gives technology companies the opportunity to meet and convey

a message to the student who, in a few years, will be desirable employees."

Participation in the conference, which is financially supported by Arts and Science, also gives some of Canada's brightest high-school students the opportunity to become acquainted with Queen's and university life.

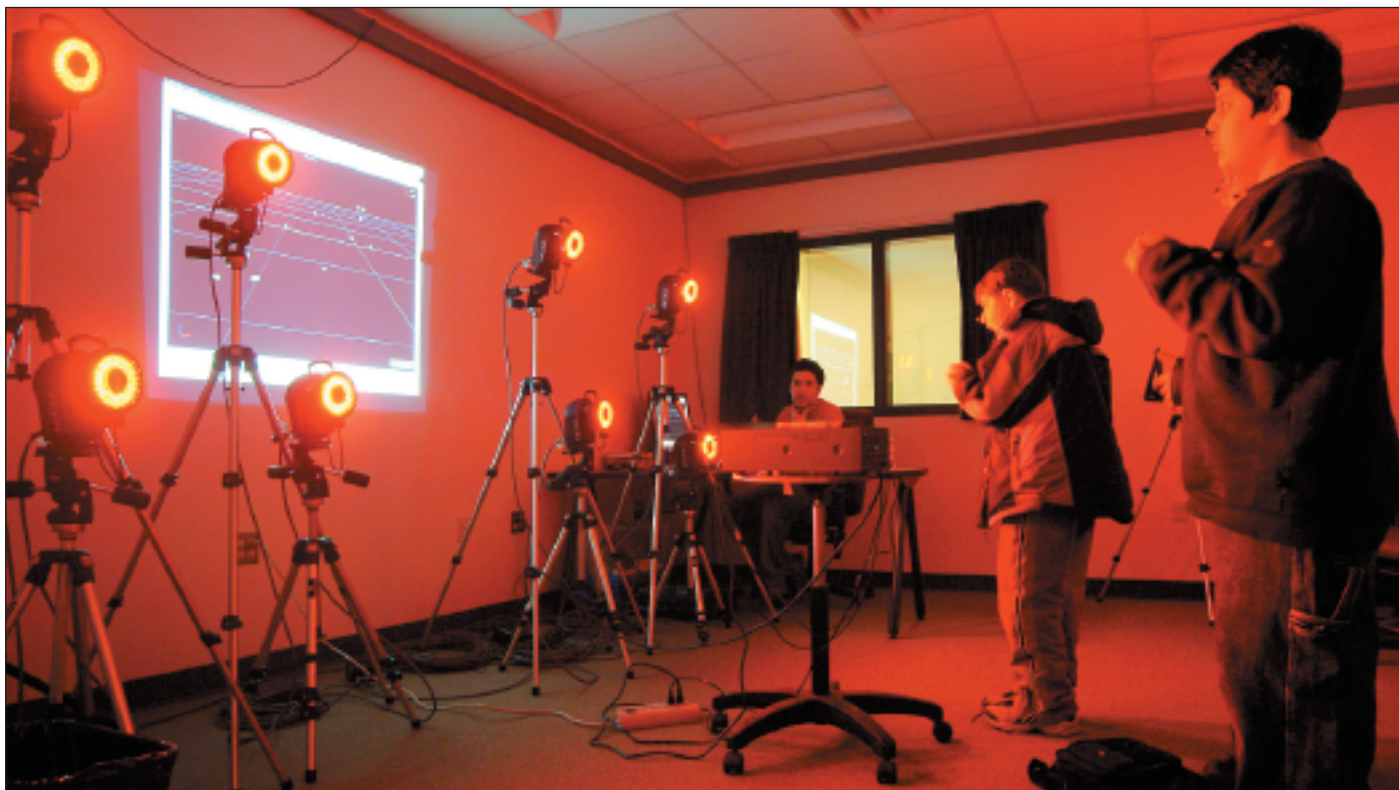
They will also meet with scientists, university professors and current leaders at top technology companies, while mingling with like-minded, ambitious students. The result is an opportunity for

them to preview their career and educational plans in a university setting, while sparking their creativity through curiosity.

Students will be offered a three-night stay in residence, meals and educational and recreational programs. Bursaries are available to some applicants.

Last year, 40 per cent of the delegates were women. "With any luck, the conference will grow to become an annual success, made possible by the initiative and hard work of several Queen's students," Ms. Valani says. [www.cs.queensu.ca/~ntylic](http://www.cs.queensu.ca/~ntylic)

### CAPTURING MOTION



STEPHEN WILD

Lancaster Drive Public School students plot their own movement in an interactive motion "capture" exercise at a recent Biological Communication Centre workshop, hosted by the Centre for Neuroscience Studies, as part of Brain Awareness Week. More than 150 local Grade 6 students participated in games and experiments designed around developing an understanding of brain function.

A team of Queen's MBA students placed first at the recent third annual Samsung MBA Case Competition at the University of Toronto's Rotman School of Management.

Team members Brook Hamilton, Peter Tam, Ryan Garrah and Ken Sun tackled the topic Leadership in the Canadian Liquid Crystal Display (LCD) market. They beat teams from the University of Toronto's Rotman, University of Western Ontario's Ivey, York University's Schulich schools and Wilfrid Laurier University's School of Business.

**NEWS**  
and **MEDIA**  
SERVICES

To inform us of your latest research findings or upcoming journal publications, call News and Media Services Writer Nancy Dorrance, 533-2869, or Communications Officer Lorinda Peterson, 533-3234.

## SENATE IN BRIEF

### Notes from the March 25 meeting

**Board of Trustees report, March 5/6:** Cheryl King-Van Vlack asked if the Board of Trustees only approved tuition fees listed in the report. She asked what the status was for other fees. Patrick Oosthuizen, who chaired the meeting on behalf of Principal Bill Leggett, confirmed that the Board of Trustees approved all tuition fees that are not financially supported by the Ontario government and those where no increase is recommended. Due to the uncertainty about the Ontario government's tuition policy for regulated programs, these fees have not been approved.

In reply to a question from Lorne Carmichael, Faculty Senator, Arts and Science, Prof. Oosthuizen stated that the Joint Board/Senate Committee to Select the Principal has not yet made a recommendation to the Board of Trustees.

**Honorary degree recipients:** Prof. Oosthuizen drew attention to the list of honorary degree recipients for the Spring and Fall 2004 Convocations. He urged senators to participate in the convocation celebrations. Senator Malcolm Stott asked, perhaps humorously, if Mr. Chretien's citation would note his strong support of the Liberal Party in Quebec. In the same vein, Mr. Oosthuizen asked if Mr. Stott would like to help write the citation.

**Senate approved:** the enrolment plan and targets for 2004/2005 and 2005/2006 and that Senate empower the university registrar to make any adjustments as are necessary and appropriate to specific program goals and opportunities to ensure that the total projected enrolment for 2004/2005 is achieved.

Jo-Anne Brady, University Registrar, stated that the document asks Senate to reaffirm the 2004-2005 targets and approve the plan for the 2005-2006 academic year. She noted that there was an error in the report regarding the expected growth in the

post-graduate medical enrolment, which will be corrected for the official Senate minutes.

Diane Beauchemin asked about the long-term strategy to increase graduate enrolment and decrease undergraduate enrolment. She wondered if there would be broad consultation before the university adopted this plan. Ms. Brady responded that the numbers contained in the report were following a plan that Senate approved in the past. The more significant discussion regarding the proposal to increase graduate enrolment is at the planning stage. A recent meeting with the Principal and Deans concluded that a discussion paper should be drafted. Uli Scheck, dean, School of Graduate Studies and Research explained that the increase in graduate enrolment for the next two years is very conservative. In the near future, there is an expectation that the demand for graduate studies would be significant and that the university will need a workable strategic plan. David Walker, dean, Health Sciences, added that the increase in graduate enrolment in the Faculty of Health Sciences was mandated by licensing requirements for Physical and Occupational therapists and by government requirements to education young physicians at the graduate level.

Mr. Stott asked about the balance between domestic and international graduate students. Mr. Scheck replied that the number of applications from Visa students had increased substantially over the past few years. However, due to a number of natural constraints, the ratio between domestic and international graduate students would remain the same.

**Senate approved:** the revised terms of reference for; the Senate Committee on Academic Procedures, and the Senate Committee on Non-Academic Discipline.

Mr. Scheck stated that the changes were driven by Senate's recent adoption of the Student Appeals Rights and Discipline (SARD) policy.

# Cross-faculty teaching forum to focus on equity

INTERNATIONAL  
EDUCATION CONSULTANT  
ENID LEE TO GIVE  
KEYNOTE ADDRESS



JOY MIGHTY  
Teaching Issues

This year's Cross-Faculty Teaching Forum (CFTF) takes place Monday May 3 in Goodes Hall. The one-day conference focuses on a theme that promotes excellent teaching and learning. It offers faculty an opportunity to network with other faculty and to discuss important issues that affect teaching and learning at Queen's. This year's theme is "... As If Equity Mattered, The Difference Difference Makes," a topic proposed by the Senate Educational Equity Committee (SEEC).

Human diversity is a fact of modern life. Whether it is diversity in race, ethnicity, gender, age, occupation, skills, education, sexual orientation, physical abilities, teaching and learning styles, religion, class, or any of the other ways in which we identify ourselves as different from those around us, the existence of diversity presents significant challenges at the university which is a mere microcosm of our diverse world.

On account of their social identity, diversity at the university is primarily a negative experience for some of our students while being primarily a positive experience for others. When this happens, inequity exists. One of the greatest challenges we currently face as university teachers is to use the opportunities presented by diversity to enhance the quality of teaching and learning so that every student in our classrooms has an equal opportunity to succeed.

The CFTF will explore some specific challenges and opportunities raised by diversity in the teaching/learning environment. In particular, we will examine how

our attitudes and beliefs, policies and resources, curriculum, teaching, evaluation processes and use of technology can create barriers to or facilitate the achievement of educational equity for all students.

An interactive and very stimulating program has been planned. Vice-Principal (Academic) Suzanne Fortier will open the program by emphasizing the relevance and importance of this CFTF to the greater mission of the university.

Enid Lee, an international consultant on antiracist, inclusionary and equitable education will give the opening address. Dr. Lee has pioneered a variety of equity-centred initiatives to assist educational institutions in achieving equitable outcomes for all students. An experienced and accomplished teacher, she received an honorary Doctor of Laws at Queen's 2001 Fall Convocation for her contribution to the development of antiracist education in Canada. She is currently a visiting scholar with "Teaching for Change" in Washington, D.C.

Another program highlight will be a panel discussion by graduate and undergraduate students who will share their personal experiences with barriers to equity at Queen's. The purpose of the panel is to encourage faculty to see how their choices, actions, and approaches to various aspects of teaching (e.g. curriculum, delivery, assessment, classroom

climate etc.) impact students. Students will talk about the challenges they have faced that have, or could have, impacted their learning adversely, as well as some of the strategies and teaching practices that made a difference or facilitated their learning. The Rector, Ahmed 'KC' Kayssi will moderate the panel.

Faculty volunteers from various disciplines will facilitate a discussion of issues raised by the keynote address and student panel in several concurrent sessions. These sessions will explore the big picture of the environment for equity at the university, as well as specific ways of promoting equity in our curriculum design, teaching, evaluation of student learning and use of educational technology. Ultimately, participants will leave this year's CFTF with an increased awareness of the difference difference makes and a set of practical strategies for achieving equity in their classrooms.

This year's CFTF is hosted by the Instructional Development Centre (IDC) in collaboration with a number of units that either have a mandate to promote equity or have a strong interest in diversity issues. The planning committee includes faculty members and representatives from the Human Rights Office, Office of the University Advisor on Equity; the Senate Educational Equity Committee, Health, Counselling and Disability Services, Aboriginal Teacher Education Program, Aboriginal Council; International Centre, Women's Studies, Law, the Learning Technology Unit, Political Studies, students, the QUFA Feminist Caucus; the Office of the Vice-Principal Academic (Faculty Relations); QUFA; and the IDC.

To register, go to [www.queensu.ca/idc/16cftf/](http://www.queensu.ca/idc/16cftf/).

Joy Mighty is director of the Instructional Development Centre.



## Mini Medical School

12 May-16 June, 2004, 6:30-9:00 pm

These sessions, intended for the public, will cover...

- r infectious diseases
- r human genetics
- r the immune system
- r the brain & dementia
- r cancer
- r hormones: the good – the bad

To register call 533-2540 or register online at <http://meds.queensu.ca/minimedschool/>

**Cost:**  
\$100 for 6 sessions  
\$50 students & Seniors

**Where:**  
Queen's University  
Please call for location.



LEGACY OF 150 YEARS:  
Preparing Doctors for  
a Changing Society



# Queen's Faculty

## YOUR EXPERTISE WANTED

Please add yourself to Queen's faculty expert list, an electronic database where journalists go to find experts who can comment on issues of public interest

To add or update your profile, go to [qnc.queensu.ca/experts/experts.php](http://qnc.queensu.ca/experts/experts.php) and click **Add Expertise** on the thin red banner at the top of the page. Enter your information on the form and click **Submit**



If you have any questions, please contact Lorinda Peterson, in Queen's News & Media Services, at ext. 33234

## JDUC goes wireless!

STUDENTS' FINAL YEAR PROJECT ALLOWS STUDENTS THE FREEDOM TO STUDY OUTSIDE THE LIBRARY

No wires. No line-ups. Total convenience.

The Common Ground, Queens Pub, and the upper and lower ceilings of the John Deutsch University Centre (JDUC) are now designated wireless hotspots, capable of providing students with wireless Internet access (provided they have a laptop equipped with a wireless network card and a valid NetID).

Now, students can perform activities such as checking their e-mail, browsing an online newspaper, or visiting their course homepages in one of Common Grounds' comfortable sofas while sipping on a latte or munching a muffin.

The JDUC is a popular place for students to study. With the upcoming exam period, wireless access becomes extremely convenient for students studying late into the night who don't want to be confined to the library. The convenience of having Internet access via personal laptops, complemented with AMS's Common Ground and Walkhome service, will result in greater after-hours traffic at the popular student centre.

JDUC Director Bob Burge is pleased to see that the student centre is now able to offer this service. He is quick to acknowledge that this project has been a



MARK LIU  
Plugged In

collective effort of the students, Alma Mater Society (AMS), Society of Graduate & Professional Students (SGPS), and ITServices.

Four fourth-year Electrical and Computer Engineering Students, Mark Liu, Darren Ho, Prakash Menon and Benson Yang took on the task of providing the JDUC with wireless Internet service as part of their final year project, inspired by similar projects in other major universities across Canada.

"The students felt that providing wireless access to the student community was long overdue and strived to make it a reality at Queen's," explains their supervisor, Electrical and Computer Engineering Professor Peter McLane. The students, who held student internships in 02/03 and are members of Sci'03, conducted several tests inside the JDUC over the past seven months to assess the viability of wireless hotspots.

The project is being hailed as an outstanding partnership among Queen's students, administration, and faculty.

"Information Technology Services is thrilled to be involved in

this learning initiative," says Sean Reynolds, director of ITServices.

Security measures have been put in place by ITServices to prevent unauthorized access, meaning that anyone wanting to use the service will have to authenticate using their NetID and password.

Queen's students, faculty and staff will have access to the wireless network in the JDUC. Systems programmer Geoff LeBoldus of ITServices, who was involved in the project, points out, "Authenticating clients is a key issue when deploying safe wireless networking. Completing this piece will enable wider use of wireless networks on campus."

Plans are in place that will bring wireless networking to the library for this September.

There are three wireless access points inside the JDUC. After performing thorough measurements and conducting several analyses, the student engineering team identified an optimal layout of wireless access points, designed to provide maximum coverage while keeping implementation costs low. The layout has been designed so that there are no dead spots - students will always be connected to one of the access points, thus allowing them to move freely within the JDUC. The wireless technology being used is based on the hugely popular IEEE 802.11b wireless protocol, commonly called Wi-Fi. This wireless Internet protocol offers data transmission speeds of up to 11 megabits per second (Mbps), which will be shared among all users connected to a particular access point.

## Fog of War explores life of former U.S. Secretary of Defense McNamara

Cinema Kingston (in affiliation with the Film department) will screen *The Fog of War*, directed by Errol Morris, Sunday, April 18 at 7:30 pm in Etherington Hall Auditorium. Tickets are \$8 at the door.

History professor Geoff Smith will introduce the film.

A special presentation at the 2003 Toronto International Film Festival, Academy Award winner for Best Documentary Feature 2004 and one of the most talked about films at last year's Cannes Film Festival, *Fog of War* is a 20th-century story of an American dreamer who rose from humble origins to the heights of political power.

As United States' Secretary of Defense from 1961 to 1968, Robert S. McNamara served under two Presidents and was ultimately involved with the disastrous Bay of Pigs invasion, the Cuban missile crisis, and the escalation of American involvement in Vietnam. Master documentarian Errol Morris (*The Thin Blue Line*) structured *Fog of War* as 11 lessons from McNamara's life, touching not only on his White House years, but also on his career outside of government, including his role in fire-bombing Japanese cities during the Second World War. The movie also features a score by composer Philip Glass.

Geoffrey Smith teaches the history of sport in the School of Physical and Health Education. He is also interested in the social, cultural, and diplomatic history

of the United States of America in the 20th century. He is currently working on a project analyzing the genesis and character of gender/sexuality arrangements during the Cold War, with special emphasis upon the use of disease metaphors in buttressing national security policies and early versions of political correctness. [www.film.queensu.ca/cinemakingston](http://www.film.queensu.ca/cinemakingston)



NUBAR ALEXANIAN

Errol Morris's award-winning documentary *The Fog of War* screens at Etherington Auditorium Sunday, April 18 at 7:30 pm. Tickets are \$8 at the door.



NANCY OWEN, ITSERVICES

Darren Ho (left) tries out the new wireless technology in the John Deutsch University Centre (JDUC) while Prakash Menon and Benson Yang look on. They and classmate Mark Liu took on the task of providing the JDUC with wireless Internet service as part of their final year project, inspired by similar projects in other major universities across Canada.

Want to promote your business or a special event to Queen's University faculty and staff?

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# Airline re-structuring, post-secondary programs, youth justice in the news

## QUEEN'S IN THE NEWS

Highlights of Queen's experts in the media

### March 16-29

Business strategy expert **Douglas Reid** (Business) comments in the *National Post*, *The Toronto Star*, *The London Free Press*, *The Standard* (St. Catharines - Niagara), *The Expositor* (Brantford), *The Gazette* (Montreal), *The Edmonton Journal*, *The Daily News* (Halifax), *The Guardian* (Charlottetown), *The Western Star* (Corner Brook) and the *Prince George Citizen* about continued re-structuring efforts at Air Canada.

**Brian McAndrews** (Education) discusses in the *National Post* and the *Ottawa Citizen* the weighting of grades and life experience for applicants to teacher's colleges in Ontario



**Bill Blake** (Business) comments in the *National Post* about Queen's shortened 15-month Executive MBA program.

Blake

**William Leiss** (Policy Studies) discusses in a *Toronto Star* story living in a risk society

**John Smol's** (Biology) research about how algae foul lakes in Ontario's cottage country initially featured in the *Ottawa Citizen* is highlighted on *ScienceDaily* website.



**Nick Bala** (Law) is interviewed in the *Toronto Star* about tackling youth crime outside the criminal justice system in Ontario.

**Sharon Sutherland** (Policy Studies) comments in an *Ottawa Citizen* story about rules, procedures and the rights of Parliament on Bill C-4. She also

comments in the *Ottawa Citizen* and *Calgary Herald* about the Martin government's review into federal contracting.



Robertson

**Raleigh Robertson's** (Biology) research on the cerulean warbler, a tiny blue Canadian songbird is highlighted in the *Ottawa Citizen*.

**Ned Franks** (Political Studies) comments in a front-page *Ottawa Citizen* story about ministerial responsibility for the sponsorship scandal. His presentation before a Commons committee reviewing the role of the Governor General is highlighted in *The Leader-Post* (Regina), *The StarPhoenix* (Saskatoon), and *The Times-Herald* (Moose Jaw).



Pang

**Stephen Pang** (Anatomy and Cell Biology) comments extensively in a *Kingston Whig-Standard* story and on *CBC Radio Ontario Morning* about

Queen's policies and regulations governing the use of donated bodies for medical research.

**Floyd Tuler** (CAMM) is interviewed in *The Kingston Whig-Standard* and on *CKWS TV* about the new multimillion-dollar fuel cell centre to be built at Queen's. **Tom Harris** (Applied Science) discusses the centre on *CHUM* radio.

**Larry Widrow** (Physics) discusses in a *Kingston Whig-Standard* story NASA's latest discovery of a planetlike body orbiting in our solar system.

**Jonathan Espie** (AMS) and **Kerry Rowe** (Vice-Principal (Research)) discuss in a front-page *Kingston Whig-Standard* story their reactions to the federal budget.

**John Matthews** (Hematology) comments in a *Kingston Whig-Standard* story reporting \$685,000 in new provincial funding for stem cell transplants.

## IN BRIEF

### It's astounding



Original cast member Tim Curry.

A student production of the play "The Rocky Horror Picture Show" takes place at the Princess Court Theatre, April 23 to 25 at 7 pm and on April 25 at 2 pm. Tickets

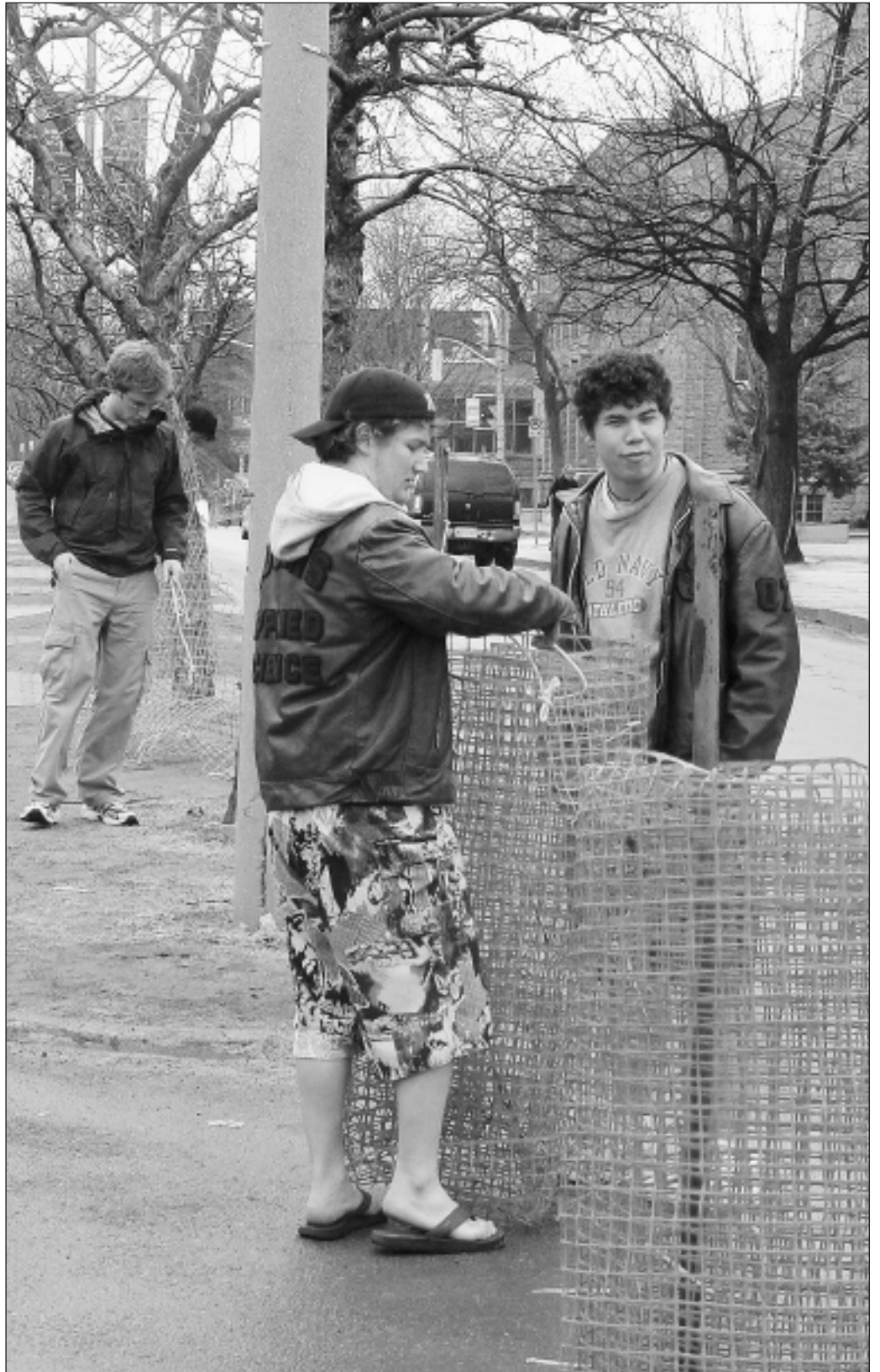
are \$15 for adults, \$12 for students and are available at the UBS in the John Deutsch University the Grand Theatre and What'll I Wear. Audience participation is strongly encouraged!

### Queen's hosts inaugural real estate seminar

Participants are encourage to register for Queen's inaugural Executive Seminar on Corporate Real Estate, to be held in Toronto on June 16-18.

Those who register before April 16 for the seminar, Creating Value in Corporate Real Estate Through Strategic Consensus-Building, qualify for a discounted fee. For details, go to [info.queensu.ca/surp/Corporate\\_Real\\_Estate.pdf](http://info.queensu.ca/surp/Corporate_Real_Estate.pdf).

## APRIL FOOLS



CELIA RUSSELL

Engineering students dismantle the fence they erected along the University Avenue median as an April Fool's prank. The fence forced a few to take some extra steps during between-class traffic, but many students chose to hop over the barrier.

## Kingston Symphony performs graduate student's composition

### PEOPLE

Original music for the symphonic play, *A Squall*, by **Richard Zanibbi** (PhD student, Computing) was performed recently by the Kingston Symphony to a full house at the Grand Theatre.

**Brian Osborne** (Geography) was a keynote speaker at the Australian Cultural Tourism Conference, Journey Further. He presented a paper entitled, Holy Grail, Plastic Cup, or Glass of Wine? The Quest for Cultural Tourism.

**Jack Jeswiet** (Mechanical and Materials Engineering) was awarded a Visiting Fellowship in the Faculty of Engineering and Information Technology at the Australian National University in Canberra. The award is from Feb. 1 to July 31, 2004. He will be working on the development of an ecodesign and education website with colleagues in Australia, Belgium, Den-

mark, France, Germany, the Netherlands, Norway and Sweden. He will also be developing modules for teaching ecodesign and life cycle engineering with colleagues at UNSW.

This year's Marty Memorial Scholarship is shared between students **Christine Koh** and **Elizabeth Otto**. The prestigious scholarship was established in memory of Dr. Aletta Marty, M.A. 1894, LL.D. 1919 and her sister, Sophie Marty, a distinguished graduate, and awarded to a woman graduate for one year of study and research. **Jillian Boyd** was awarded the Jean Royce Fellowship, also awarded annually by the Alumnae Association to a woman graduate for one year of study and research.

The Disraeli Project announces the publication of the seventh volume of its Disraeli Letters edition (**Mel Wiebe**, general editor, **Mary Millar** and **Ann Robson**, co-editors, **Ellen Hawman**, research associate). Advance copies of *Benjamin Disraeli Letters Volume VII (1857-1859)* were

on display at The View From Knowsley, a March conference on the leaders of the British Conservative party in the last half of the nineteenth century, principally the 14th and 15th Earls of Derby, and Disraeli, Earl of Beaconsfield. Held at Knowsley Hall, near Liverpool, the traditional seat of the Earls of Derby, it was hosted by the current (19th) Earl of Derby. **Professor Wiebe** presented copies of the book to Lord Derby and Lord Hurd (former Conservative foreign secretary), Lady Hurd having told him that her husband had taken a copy to bed with him and read many passages out to her with great delight. Because several remarks were made about the relative obscurity of the 16th Earl of Derby (as Lord Stanley, governor-general of Canada 1888 - 1893), Professor Wiebe informed the assembly that this was not the case in Canada, where his name is highly revered because of the Stanley Cup.

People is an occasional column celebrating the achievements of Queen's community members. Email your submissions to [gazette@post.queensu.ca](mailto:gazette@post.queensu.ca).

## Wanted: a would-be student who could use a \$60,000 bursary

The April 15 deadline for this year's Science 48½ Mature Student Entrance Bursary is fast approaching, and class spokesman Jack Billingsley is hopeful that as word of the award spreads, applications will flow in.

"We'd really like to have a good pool of qualified applicants this year," he says.

The bursary, worth \$15,000 per year for each of four years, is available to mature students who demonstrate financial need and who will be entering first-year studies in the Faculty of Applied Science in the Fall 2004.

Science 48½, the only ½ class in the 163-year history of Queen's, was made up of returning WWII veterans, many of

whom were older and had families when they studied at Queen's. "That's why we established the bursary for individuals

**"The money has all come in with a minimum of prompting."**

*Jack Billingsley*

who have been out of a traditional system of education for at least three years. We believe this considerable bursary may encourage someone to come to Queen's Engineering who may

not have otherwise considered doing so", says Mr. Billingsley.

The class has been a closely knit group, and over the years its members have been generous in their support of their class fund. Today, it stands at about \$1 million. The Sc'48½ class fund is the largest class fund in the Faculty of Applied Science," says Billingsley. "What's really amazing is that we never have any kind of fundraisers or campaigns. The money has all come in with a minimum of prompting."

For more information about the Sc'48½ Mature Student Entrance Bursary, please visit [www.queensu.ca/registrar/awards/forms/bursary/Science.pdf](http://www.queensu.ca/registrar/awards/forms/bursary/Science.pdf) or call the Student Awards office at 533-2216.

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

## Looking for a copy of the latest *Queen's Gazette*? Here's where to find one.

- b Kingston Hall
- b Campus Bookstore, Clark Hall
- b Ontario Hall
- b Old Medical Building (front entrance)
- b Summerhill (West wing entrance by reception desk)
- b Craine Building, Room 212
- b Miller Hall, Bruce Wing (entrance off campus road)
- b Humphrey Hall (main lobby)
- b Dupuis Hall
- b Goodwin Hall
- b Walter Light Hall
- b Macgillivray Brown Hall, 218
- b Barrie St. - Career Services
- b Queen's Grad Club, 162 Barrie St.
- b Four Directions Aboriginal Student Centre, 146 Barrie St.
- b Biosciences Complex
- b Abramsky Hall
- b School of Nursing, Cataraqui Building, Barrie St.
- b Psychiatry, 72 Barrie St.
- b Louise D. Acton Building
- b Botterell Hall
- b Etherington Hall
- b McLaughlin Hall
- b La Salle Building (146 Stuart St) - Student Health
- b University Club (main entrance)
- b Stirling Hall
- b Rideau Building
- b Chernoff Hall
- b School of English, 96 Lower Albert St.
- b Victoria Hall
- b Watson Hall
- b Harrison-LeCaine Hall
- b Ban Righ Centre, 32 Queen's Cres.
- b Agnes Etherington Art Centre
- b Jeffery Hall
- b Mackintosh-Corry Hall, (foyer by cafeteria and foyer by bank machines)
- b Ellis Hall
- b Richardson Hall
- b Pathology, Richardson Labs
- b Dunning Hall (auditorium entrance)
- b Douglas Library
- b Nicol Hall
- b Phys. Ed. Centre
- b JDUC (Union St. entrance, upper lobby-by visitor and info. centre)
- b JDUC (lower level outside sidewalk café)
- b Apartments and Housing, 169 University Ave.
- b Stauffer Library
- b School of Business, Goodes Hall
- b Macdonald Hall
- b Policy Studies Bldg.
- b St. Mary's of the Lake Hospital
- b West Campus: Faculty of Education
- b West Campus: Jean Royce Hall

Copies are also available in the Department of Marketing and Communications, 107 Fleming Hall (Stewart-Pollock Wing)

## CAREERS

### Faculty Appointments

Meldrum Robertson appointed head of Biology  
Principal William Leggett announces that Mel Robertson has been appointed head of Biology for a five-year term commencing July 1, 2004. Dr. Robertson holds a BSc (Hons) and PhD from St. Andrews University (Scotland). He pursued post-doctoral studies at the Laboratoire de Neurobiologie Comparée (Arcachon, France) and the University of Alberta and taught at McGill University before coming to Queen's in 1988 as an associate professor in Biology. He was awarded tenure in 1991 and promoted to professor in 1995. He is also cross-appointed to Physiology and Psychology. Dr. Robertson's research uses insect model systems and focuses on the operation of neuronal circuits that are responsible for controlling animal behaviour. His primary current interest is in determining the

mechanisms by which neural circuits can be protected for successful operation under extreme environmental conditions. This research is funded by NSERC and by CIHR. He has published over 80 articles in research journals and books. Dr. Robertson has held Royal Society (UK), AHFMR, NSERC and QNS fellowships. He has served on an NSERC grant selection committee and currently is a member of the College of Reviewers for Canada Research Chairs and serves on the Editorial Advisory Board of the Journal of Comparative Physiology. Dr. Robertson has served on numerous committees at Queen's including the Board of Studies, Graduate Council and Senate. He is presently associate head of Biology. In making this announcement, Principal Leggett expresses his appreciation for the dedicated leadership provided by Peter Boag during his five years as head of Biology.

### Staff Appointments

Building Operations Assistant  
2004-22  
Faculty of Health Sciences  
**Larry Parr**  
(Faculty of Health Sciences)

### 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, April 13th, 2004 at 4:30 pm, unless otherwise stated. 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 **Susan Goodfellow** in Human Resources.

Electrical Engineer  
Physical Plant Services  
2004-28

**Closing Date: Friday, April 16, 2004**

**Minimum Hiring Salary: \$48,871 (Salary Grade 9)**

**Terms: Continuing full-time**

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

Administrative Secretary  
Office of the University Registrar 2004-29

**Minimum Hiring Salary: \$31,523 (Salary grade 5)**

**Terms:** Term appointment from June 1, 2004 until May 31, 2006

Electronics Technologist (CUPE Local 254)  
Information Technology Services 2004-30

**Tentative Hiring Range:** \$38,767 - \$48,458 (314 points)

**Terms:** Term appointment until March 31, 2005

Custodians (CUPE Local 229)  
Physical Plant Services  
2004-31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41  
Hourly Rate: \$17.60

**Terms:** Term appointments (37.5 hours per week; September 7, 2004 - May 27, 2005)

There are eleven term appointments available working 37.5 hours per week from September 7, 2004 until May 27, 2005. The successful candidates will be required to work weekends and afternoon/evening shifts as required, and must be willing to work overtime and respond to call-ins outside of normal working hours.

**Major Responsibilities:** strip, seal and wax, and spray buff floors; clean and sanitize washrooms, fixtures and fittings; vacuum and shampoo carpets and upholstery; sweep, dust-mop and damp-mop all floor surfaces; collect garbage; clean glass, walls and blackboards; move furniture; lock and unlock buildings; operate a variety of floor machinery and maintain a clean and healthy environment in the buildings; shovel snow from entrances and steps.

**Requirements:** secondary school diploma with the ability to read and write in English; ability to comprehend and follow instructions, and read computer print-outs; some mechanical aptitude is essential; must be willing and able to work in a team environment; proven ability to work with individuals at all levels within the Queen's community; must be physically capable of performing the above-noted duties.

These positions fall under the jurisdiction of the Canadian Union of Public Employees, Local 229.

Controls Mechanic (CUPE Local 229)  
Physical Plant Services  
2004-42

**Hourly Rate:** \$24.11

**Terms:** Continuing full-time.

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

**Major Responsibilities:** install, repair and troubleshoot pneumatic and DDC control systems; utilize computers and computer-controlled systems including energy management control systems, and perform preventative maintenance routines on building control systems.

**Requirements:** accredited Instrumentation Engineering Technology diploma from a community college; several years of relevant trades experience in a construction/industrial setting; must be conversant with computers and computer-controlled systems; ventilation system experience; general knowledge of steam heating systems; ability to work effectively and efficiently with the mechanical team and other trades; valid Ontario driver's licence.

**NOTE: Applications for the following competitions within the Office of the Advancement will be accepted until Friday, April 30, 2004.**

Research Coordinator  
Development and Business Relations  
2004-43

**Closing Date: Friday, April 30, 2004**

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

**Terms:** Term until April 30, 2005

Advancement Officer, Events  
Alumni and Donor Relations  
2004-44

**Closing Date: Friday, April 30, 2004**

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

**Terms:** Continuing full-time

Advancement Officer,  
Students and Young Alumni  
Alumni and Donor Relations  
2004-45

**Closing Date: Friday, April 30, 2004**

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

**Terms:** Continuing full-time

Advancement Officer,  
Mass Appeals  
Donor Appeals and  
Stewardship  
2004-46

**Closing Date: Friday, April 30, 2004**

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

**Terms:** Continuing full-time

Communications Officer  
Marketing and  
Communications  
2004-47

**Closing Date: Friday, April 30, 2004**

**Minimum Hiring Salary:** \$40,537

(Salary Grade 7)

**Terms:** Continuing full-time

Advertising Coordinator/  
Communications Assistant  
Marketing and  
Communications  
2004-48

**Closing Date: Friday, April 30, 2004**

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

**Terms:** Term until October 31, 2004

Advancement Programmer  
Analyst  
Advancement Data  
Management  
2004-49

**Closing Date: Friday, April 30, 2004**

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

**Terms:** Term until April 1, 2005

Advancement Officer,  
Individual Giving  
Donor Appeals and  
Stewardship  
2004-50

**Closing Date: Friday, April 30, 2004**

**Minimum Hiring Salary:** \$45,969 (Salary Grade 8)

**Terms:** Continuing full-time

Advancement Officer, Special  
Interest Groups and Athletics  
Donor Appeals and  
Stewardship  
2004-51

**Closing Date: Friday, April 30, 2004**

**Minimum Hiring Salary:** \$45,969 (Salary Grade 8)

**Terms:** Continuing full-time

Manager, News and Media  
Services  
Marketing and  
Communications  
2004-52

**Closing Date: Friday, April 30, 2004**

**Minimum Hiring Salary:** \$48,871 (Salary Grade 9)

**Terms:** Continuing full-time

Manager, Online  
Relationships  
Alumni and Donor Relations  
2004-53

**Closing Date: Friday, April 30, 2004**

**Minimum Hiring Salary:** \$48,871 (Salary Grade 9)

**Terms:** Continuing full-time

Manager, Donor Appeals  
Donor Appeals and  
Stewardship  
2004-54

**Closing Date: Friday, April 30, 2004**

**Minimum Hiring Salary:** \$48,871 (Salary Grade 9)

**Terms:** Term until May 6, 2005

## Committees

Headship selection committee, Civil Engineering  
David Turcke's term as head of Civil Engineering ends June 30, 2005. Dr. Turcke does not wish to be considered for reappointment. In accordance with the terms of Article 41 of the Collective Agreement between Queen's University Faculty Association and Queen's University at Kingston, a selection committee will be formed to consider the present state and future prospects of Civil Engineering, and to assist the principal in the selection of a new head. Members of the bargaining unit will elect five members. Faculty, staff and students are also invited to nominate staff and students from Civil Engineering, and faculty from cognate disciplines for membership on the selection committee. Nominations should be sent to Dean Harris (Chair), c/o Donna Horner, Faculty of Applied Science by April 19.

Headship selection committee, Physical Health and Education

Janice Deakin's term as director of Physical and Health Education ends June 30, 2005. Dr. Deakin is willing to consider reappointment. In accordance with Article 41 of the Collective Agreement, a partial selection committee is being formed to consult with the members of the school and determine if there is a clear departmental consensus in favour of renewal. Members of the university community are invited to comment on the present state and future prospects of the school and the renewal of the present director. If you wish to offer comments on these matters, please be advised that your letter will be reviewed by the committee and will become part of the record of decision-making. Please address comments to Associate Dean Bill McLatchie at [mclatchi@post.queensu.ca](mailto:mclatchi@post.queensu.ca) or by fax to 533-2067 by April 30, 2004.

## Other Positions

Administrative Assistant,  
School of Business

This is a full time, one-year contract position with possibility of renewal.

**Responsibilities:** works with the Senior Development Officers to provide administrative support in executing the annual and long term fund-raising objectives of Queen's School of Business.

**Requirements:** two years post-secondary education in business administration with 2-3 years experience or the equivalent combination of education and experience; strong interpersonal and communication skills; excellent writing and interpretive skills; excellent organizational skills; and the ability to maintain confidentiality and discretion; proficiency with Windows operating systems, Microsoft Office, Excel, Powerpoint and Advance (BSR) database packages.

Minimum hiring salary: \$31,523 (Salary grade 5)

Please send resume by Wednesday, April 14 to: Personnel Administrator, Queen's School of Business, Goodes Hall, Rm. 440, Queen's University, Kingston, Ontario K7L 3N6 or email to [msejior@business.queensu.ca](mailto:msejior@business.queensu.ca).

Faculty position, Cancer Research Institute  
A position is available in the Division of Cancer Biology and Genetics.

**Responsibilities:** molecular, cellular and translational studies in cancer biology, including: resistance and metabolism of xenobiotics, cell growth and differentiation, cancer genetics and molecular diagnostics; develop an externally funded research program that would complement existing research strengths of the division and the faculty as a whole. Opportunities to participate in the teaching programmes of the various departments and CIHR training programs in Health Sciences with appointment to Pathology and Molecular Medicine or Pharmacology and Toxicology are available as appropriate.

**Requirements:** PhD and/or MD; at least 3 years postdoctoral training; and an outstanding record of achievement. Candidates with research interests in one or more of the following areas are especially encouraged to apply: membrane proteins including transporters; mechanisms of drug and/or chemical toxicity; animal models of drug/chemical metabolism and disposition; pharmacogenetics. Academic staff at Queen's University are governed by a Collective Agreement between Queen's University Faculty Association and the University. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be considered first for this position. Queen's University has an employment equity program, welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians.

Review of applications starts May 3, 2004, and continues until the position is filled. Submit a curriculum vitae, a statement of research interests and accomplishments, and the names and contact information for three referees to Maureen Rogers, Senior Research Secretary, Division of Cancer Biology & Genetics, Cancer Research Institute, Queen's University, Kingston, Ontario K7L 3N6. [rogers@post.queensu.ca](mailto:rogers@post.queensu.ca).

## Employee Development

Register for the following program or obtain further information at ext. 32070 or [hradmin@post.queensu.ca](mailto:hradmin@post.queensu.ca).

### Thursday April 15

The Effective Manager Series: Coaching and Giving Feedback

This workshop will introduce you to the concept of coaching within a business environment and the use of feedback as a tool to help your staff grow and develop. Through the use of video, group discussion and activities, you will have the opportunity to gain a better understanding of the characteristics and skills of an effective coach; learn to adapt your coaching style to the situation and the individual; learn the whys, whens and hows of using constructive feedback. 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/](http://www.queensu.ca/eap/).



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Anonymous  
Non-judgmental**

Need to talk? Telephone Aid Line Kingston is a crisis, distress, befriending and information line staffed by trained volunteers. TALK is open from 7pm to 3am every night, and serves the entire Kingston community.

**Call 544-1771**

**Also seeking volunteers. Leave a message at 531-8529.**

## Awards and Grants

Development grants to support interdisciplinary research and educational activities in the developmental disabilities field. The Development Grant Selection Committee chaired by Ron Lees of the Developmental Consulting Program (DCP) recently held two competitions for grant submissions. Carol Freeman, Speech-Language Pathologist at Hotel Dieu was awarded \$5,000 to evaluate a training program in which front line staff who work in agencies supporting persons with developmental disabilities learn strategies to enhance both the quantity and quality of communication within staff-client interactions. Jessica Jones, Psychiatry and Patricia Minnes, Psychology were jointly awarded \$5,000 to evaluate an anger management treatment group for persons with dual diagnosis who suffer from anger and aggression difficulties. Cynthia Forster-Gibson, Family Medicine received \$2,500 to develop a national association for research and education in developmental disabilities. The next competition is tentatively scheduled for Oct. 2004. For information contact Barbara Stanton at 544-4885 or by email at dcp@post.queensu.ca.

## Notices

Exploring the boundaries Archives is planning a campus-wide exhibition beginning Sept. 2004. Many students and faculty of the university may be unacquainted with the rich primary sources that are housed here on campus. This exhibit is intended to raise their awareness by highlighting some of the rare and precious documents available at the Archives. The focus of the exhibit is archival material that reflects research that has pushed the boundaries of a variety of fields such as physics, art, literature, economics, philosophy and geography. The intention is to match material with the appropriate audience by utilizing available display space within related environments. If you have any display space available, please contact the Archives at home@post.queensu.ca.

QUFA members making application for renewal, tenure, promotion or continuing appointment - 2004 Faculty governed by the Collective Agreement between Queen's and Queen's University Faculty Association who may be making applica-

tion for renewal, tenure, promotion or continuing appointment, are advised that the deadline for the receipt of such applications is Sept. 1, 2004. Members are referred to the following Articles in the Collective Agreement for information: Article 24 - Employment Equity; Article 28 - Procedures for Personnel Decisions; Article 30 - Renewal; Article 31 - Tenure/Continuing Appointment; Article 32 - Promotion.

**Rental listings needed!**  
The International Housing Office is seeking rental listings for in-coming international students and scholars for the spring/summer, fall and fall/winter periods. To submit listings for apartments, rooms in either a landlord's home or in shared accommodations with other students, please visit [www.queensu.ca/quic/housing](http://www.queensu.ca/quic/housing) and access "Rental Property Submission Form" or call 533-2604 ext. 74650.

**Review of JDUC Room Reservations and Commercial Sales Policies**  
The JDUC Council is undertaking a review of JDUC room reservations and commercial sales policies. The review will include examining and defining who can book space, categories of users, appropriate uses of space (rooms, tables, common areas), hours, rate schedules, and other policy issues. For more information on the review or to provide your comments, please contact Bob Burge, Director, JDUC, [burger@post.queensu.ca](mailto:burger@post.queensu.ca) or ext 78775.

**Sports Leagues**  
Registration is now open for Grad Soccer and Summer Softball. Register forms are available at the PEC.  
**Grad Soccer League**  
Women's and Men's Divisions  
Play 1-2 times per week, May 10-July 24. Approximately \$475 per team; registration deadline April 8; team must have a minimum of 60% grad students.  
**Summer Softball League**  
Recreational and Competitive Division  
May 25-July 24. Approximately \$250 per team; registration deadline April 30. The Queen's softball league is open to any members of the Queen's Community (faculty, staff, students). Contact Kelly Smith (Sports Events) at 533-6000, ext. 77834 or [homevent@post.queensu.ca](mailto:homevent@post.queensu.ca) if you need more information.

## PhD Examinations

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

**Monday, April 5**  
Joel Wellington Reid, Physics. Phase evolution, crystallography and thin films of silicon stabilized calcium phosphates. Supervisor: M. Sayer, 201 Stirling, 1:30 pm.

**Monday, April 12**  
Amos Ben-Zvi, Chemical Engineering. Identifiability of differential algebraic equation systems. Supervisor: P.J. McLellan, 312 Dupuis, 9 am.

**Tuesday, April 13**  
Huiping Zhang, Physiology. Monoaminergic neurotransmission - and neuronal migration-related genes and autism spectrum disorders. Supervisor: J.A. Holden, 449 Botterell, 9 am.

**Thursday, April 15**  
Ryan Edwardson, History. Canadianization: Canadian content, cultural intervention, and constructing a national culture. Supervisor: I.G. McKay, 521 Jeffery, 10 am.

**Thursday, April 15**  
Lynne-Marie Postovit, Anatomy and Cell Biology. Oxygen-mediated regulation of cellular invasion: involvement of nitric oxide and cyclic nucleotide-dependent signalling pathways. Supervisor: C.H. Graham, 912 Botterell, 2 pm.

**Monday, April 19**  
Aman Khan, Mining Engineering. Oxygen mass transfer and electrochemical studies in flotation of complex Ni-Cu Sulphide Ores. Supervisor: S. Kelebek, 350 Goodwin, 10 am.

**Monday, April 19**  
Sonia Lynn Bardy, Microbiology and Immunology. Recent insights into the structure and function of The Archaeal Flagellum of Methanococcus voltae. Supervisor: K.F.J. Jarrell, 816 Botterell, 1:30 pm.

## Surplus Items

**Mining Engineering offers for sale**  
1 Miscellaneous Parts Box (not to be separated, to go as a lot). 12 PII class motherboards (mostly Asus P2L97); 7 PII/233 cpus; assorted cables; no minimum, open bid. Various computer system units - all operationally functional. 1 Notebook Toshiba 330 CDT; 96M ram, P166, ~3G HD; minimum bid: \$225. 1 Notebook Toshiba 320 CDS; 96M ram, P166, ~3G HD, minimum bid: \$225. 1 P6Pro180 with 80M ram and 3.0G HD; MGA Mystique Graphics; Sound and network card; CD; floppy; minimum bid: \$150. 1 K6/2 400MHz with 64M (EDO); Sound, Network card;

Modem 33.6; 4.0G HD; ATI Mach64 video; CD; floppy; minimum bid: \$175. 1 P200 with 64M ram; 4.0G HD; ATI Mach64; network card; CD; floppy; minimum bid: \$150. 1 K6/2 450MHz with 256M ram; 3.0G HD; Vortex sound card; network card; CD; floppy; minimum bid: \$200. For information or to view, please call Peter at ext. 36945 or Wanda at ext. 1234.

Submit sealed bids marked "MINING" to Patti George, Purchasing Services by 4 pm on Monday, April 12. Please mark bid(s) "Confidential".

**Physical Plant offers for sale**  
1 Ridgid Threading Machine - AS IS with Stand, Model 535 Serial 3-45007; 115 volt; 8 amp; 1/2 HP. Reserved bid of \$300.00. Included with the machine are: 1 Quick opening Die Head 1/2 to 3/4"; 1 Quick opening Die Head 1" to 2"; 1-Die Head and Shaft with Drip Pan 21/2 to 4". For information or to view, please call Deborah McElroy at ext. 77588 or 533-6431 or email at [mcelroyd@post.queensu.ca](mailto:mcelroyd@post.queensu.ca). Item must be removed by April 16.

Submit sealed bids marked **Ridgid Threading Machine** to Deborah McElroy, Physical Plant Services by 11 am on April 12. Put each bid into a sealed envelope. Please mark bids "Confidential".

Queen's University is not responsible in any way for the condition of any item(s) it has made available, nor for any damage or injury that may occur due to use or removal of the item(s).

Queen's University reserves the right to reject any or all of the bids. Only successful bidder will be notified.

## Volunteers

Find out more about female physiology and health. The Clinical Exercise Physiology Laboratory needs female subjects 20-35 years old, who are regularly menstruating, physically active, and not taking oral contraceptive or hormone replacement therapy for a study examining the effects of menstrual cycle on breathing and blood acidity. The study involves 3 laboratory visits over approximately 2 months. If you are interested in participating or would like more information please contact Luba Slatkovska, Study Coordinator, Queens University, Physical Education Centre, at (613) 533-6284 or by email at [m\\_c\\_research@hotmail.com](mailto:m_c_research@hotmail.com).

## HELP LINES

**Campus Security Emergency Report Centre:**

**533-6111**

Human Rights Office  
533-6886  
Irene Bujara, Director

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

Tracy Trothen - Theology  
533-2110 ext. 74319

Chuck Vetere - Student Counselling  
533-2893 ext. 77978

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

Audrey Kobayashi - Geography,  
533-3035

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

Eleanor MacDonald, Politics  
533-6631

Coordinator of Dispute Resolution Mechanisms:  
Doug Morrow  
533-6495

directs staff, students and faculty to the appropriate campus resources for assistance.

Sexual Harassment Respondent Advisors:

Paul Banfield - Archives  
533-6000 ext. 74460

Mike Stefano - Purchasing  
533-6000 ext. 74232

Greg Wanless - Drama  
533-6000 ext. 74330

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

Internal Dispute Resolution  
SGPS Student Advisor Program  
533-3169

University Dispute Resolution 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  
Commissioner Paul Tetro  
533-6095

Employee Assistance Program  
1 800 387-4765

University Chaplain:  
Brian Yealland  
533-2186

Rector  
Ahmed Kayssi  
533-2733

Student Counselling Service  
533-2893

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



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## Art

The Agnes Etherington Art Centre  
University Avenue

**Ongoing exhibitions:** 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; Frances K. Smith Gallery, *Prints, Patrons and Publishers*, Stefano Della Bella to May 30. African Gallery, *Metal Work of West Africa*: a selection from the Justin and Elizabeth Lang Collection to July 2005; Bader Gallery, *Real and Imagined People*, from the Art Centre's collection of 16th and 17th century European painting to June 19, 2005. [www.queensu.ca/ageth/](http://www.queensu.ca/ageth/)

## Events

Thursday, April 15 – Guided tour of current exhibitions. 12:15 pm, free.

Sunday, April 18 – Opening for the exhibition *Agnes Etherington: A Legacy*. Events include a guided tour of all exhibitions at 1:15; musical performance by Trio Grazia at 2:15 pm, and afternoon tea in the Atrium at 3 pm. 1:15, 2:15, and 3 pm, free.

## Union Gallery

*Art Is \_\_\_\_\_*, a group exhibition of first year students fine art class of 2007. April 8 to 28. Reception Thursday, April 8.

## Film

### Sunday, April 18 Cinema Kingston and Queen's Film

*The Fog Of War* by Errol Morris, 106 minutes, PG. A Special Presentation at the 2003 Toronto International Film Festival, Academy Award winner for Best Documentary Feature 2004, and one

of the most talked about films at last year's Cannes Film Festival, *The Fog of War* is a 20th century story of an American dreamer who rose from humble origins to the heights of political power. Introduced by Geoffrey Smith, Physical and Health Education and History. Etherington Auditorium, 7:30 pm. \$8 at the door.

## Departmental Seminar Schedules

Biochemistry  
[meds.queensu.ca/medicine/biochem/seminar.html](http://meds.queensu.ca/medicine/biochem/seminar.html)

Biology  
[biology.queensu.ca/seminars/dss.html](http://biology.queensu.ca/seminars/dss.html)

Business  
[business.queensu.ca/research/conferences/index.html](http://business.queensu.ca/research/conferences/index.html)

Centre for Neuroscience Studies  
<http://queensu.ca/neurosci/seminar.html>

Chemistry  
<http://chem.queensu.ca/NEWS/ANDEVENTS/Seminars/Seminar02W.PDF>

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

Economics  
<http://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  
[meds.queensu.ca/medicine/pharm/](http://meds.queensu.ca/medicine/pharm/)

Physiology  
[meds.queensu.ca/medicine/physiol/physiol.sem.html](http://meds.queensu.ca/medicine/physiol/physiol.sem.html)

Policy Studies  
[localendar.com/public/spscal](http://localendar.com/public/spscal)

## Public Lectures

### Tuesday, April 6

#### Education

John Kirby, Queen's. Not learning to read: diversity among children and adults. Vernon Ready Room, 4 pm.

#### Health Sciences

##### Susman Family Lecture

Timothy Pollak, Dalhousie University. The place for aiodarone in the new age of arial fibrillation therapy. Etherington Hall Auditorium (Stuart St. entrance), 5 pm. Light refreshments.

## Special Events

### Saturday, April 10

#### Queen's Observatory planet festival on sky!

At the beginning of this week all the five naked-eye planets of our solar system are visible on the evening sky; in one night you should be able to spot them all. All you need is your eye and little information regarding their positions among the stars. 9 to 11 pm. Regular open houses at Queen's Observatory are organized for public in collaboration with local RASC Kingston every second Saturday of each month between 9 and 11pm from April till September. Free admission.

### Thursday, April 29

#### The Ban Righ Foundation celebrates its 30th Anniversary (1974-2004)

Elaine Teofilovici, YWCA Canada is the keynote speaker for the Annual Awards Ceremony, 7 to 9 pm at Grant Hall. Music will be provided by Two Roads Home. Please join us in honouring mature women students and those who so generously provide support. RSVP by April 15 at 533-2976, or [kk9@post.queensu.ca](mailto:kk9@post.queensu.ca).

## AN AFRICAN ORAL TRADITION



LORINDA PETERSON

Juno-Award-winning Dub poet Lillian Allen performs her work to an audience in Watson Hall. Dub poetry is a political form of poetry, often associated with Afro-North Americans, set to music. Ms. Allen won Junos for recordings of poetry with music in 1986, and again in 1988.

## 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 Monday, April 12 at noon.**