



QUEEN'S GAZETTE

A keyboard switch P5



The science behind beauty P11



Farewell, Principal Leggett

COMMUNITY PAYS TRIBUTE TO OUTGOING LEADER

By KAY LANGMUIR

During his 10-year tenure as principal, William Leggett helped to foster a learning environment that encouraged students to get

involved in the affairs of the institution and to stretch their wings, a student leader told community business and education leaders at the June 2 Kingston Community Networking Breakfast.

"I can tell you with confidence that Queen's students have more say in the running of our alma mater than students at all other Canadian universities," said Rec-

tor Ahmed Kayssi, adding that there has never been anything heavy-handed about Dr. Leggett's leadership style and the way he treated students.

"What we are most grateful for is his conviction that students are at university to grow and that in growing they need to rebel and learn from their experiences. In the face of this particular chal-

lenge, Dr. Leggett, you have shown incredible patience and restraint, always adding to our responsibilities rather than diminishing them, and in doing so you have been most impressive."

Despite the enormous challenges of his position, Dr. Leggett always maintained his enthusiasm and optimism and buoyed those around him, said Mr. Kayssi.

"Never, ever did I hear him grumble or complain, even in the darkest days of budget cuts and funding uncertainty."

Dr. Leggett was particularly praised for his efforts in strengthening relations between the university and Kingston, and received the key to the city from Mayor Rosen in recognition of this work.

See FAREWELL: Page 2

A DEGREE OF POPULARITY



STEPHEN WILD

The media swarm Jean Chrétien as he and Chancellor Charles Baillie makes their way into Jock Harty Arena. The former PM received an honorary LLD at spring convocation ceremonies May 27. A recording of his address can be downloaded from the CFRC website at www.cfrc.ca. For more scenes from spring convocation, see page 16.

Quality funding cuts hit budget

By CELIA RUSSELL

Queen's is \$2.5 million short of a balanced 2004-05 budget, the result of a provincial government decision not to increase a fund designed to address a critical decline in quality at Ontario universities.

On May 8, the Board of Trustees approved the operating budget, which was balanced on the assumption that this \$2.5 million from the Quality Assurance Fund would be forthcoming. The \$75-million fund, introduced by the Conservative government in 2003, was slated to grow to \$200 million over the next two years.

When the Liberal government announced its first budget on May 18, increasing Quality Assurance funding was not part of the package.

This unexpected shortfall and the implications of the government's decision to freeze tuition for two years paint an uncertain financial picture for Queen's and the rest of Ontario's universities, says Principal Bill Leggett.

"I would have loved to have gone out on a high on the budget and our relationship with the government, but I'm afraid that I can't," he reported at the May 26 Senate meeting. "The harsh reality is that the [government's] tuition offer is \$10 million short of what was required to recover revenue lost through the tuition freeze."

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Meet the faces behind University Avenue redesign

By CELIA RUSSELL

The public will get a first opportunity to meet the consultants charged with the redesign of University Avenue later this month.

Queen's planning officials will introduce lead consultant du Toit Allsopp Hillier with Carl Bray & Associates, The Ventin Group Architects, McCormick Rankin Corporation, Richard Ubbens/Peter Simon and Gabriel Design at the June 23 open house. It will take place in Etherington Hall Auditorium on University Avenue from 7 to 9 pm.

They will describe the project and the overall goals of the project and will interact with the audience afterwards, says Campus Planning and Development Director Jeanne Ma.

"It's more of an informal

gathering to allow the project design team and the public to get to know each other," she says.

The consultants will probably present some preliminary sketches, and follow with a question period with the audience. Another open house will take place on Thursday, Sept. 30 from 7 to 9 pm in room 202, Policy Studies.

The design team represents all facets of management, design, heritage and technical skills, and many of them have previous experience with Queen's and Kingston-area projects. The Ventin Group was the lead architect on the recent construction of Goodes Hall, which involved an award-winning restoration of Victoria School.

In its proposal to Queen's, the team states that the rehabilita-

tion of University Avenue is both important and challenging.

"These challenges stem largely from its current heavy use by vehicles and pedestrians, the way in which buildings relate to the street, the conflict between urban setting and horticultural requirements and by its dual ownership."

The consultants also note its heritage character as a defining feature of the campus. Originally called Gordon Street, it formed the western edge of the 12 acres Queen's purchased from the federal Department of the Militia in 1880. Initially held by the military as a site of proposed defence fortifications, the land continued to be used as a volunteer parade ground under a lease from the university. New, sub-

stantial houses were built on the west side in the late 1800s. In the early 1900s, construction of new university buildings on the east side gave the campus a firm edge and the street was renamed University Avenue.

The refurbishment is made possible through a \$5.5-million gift from two anonymous donors to the university. About \$4 million will go to construction and \$1 million will go to establish an endowment fund for the ongoing maintenance and renewal of University Avenue, from Clergy Street south to Stuart Street.

The Board of Trustees gave a green light to the project last March by approving \$500,000 of the funds to be used for initial planning. www.queensu.ca/camplan

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Queen's News Centre

IN BRIEF

University hosts Japanese princess

Queen's hosts Her Imperial Highness Princess Takamado during a two-day visit to the university, starting today, Monday, June 14.

The Princess stops in Kingston as part of a coast-to-coast visit to Canada. At Queen's, she will participate with the Consul General of Japan in Toronto and Principal Bill Leggett in a Sakura Tree ceremony on the grounds of Summerhill. A Sakura tree, a symbol of goodwill and friendship between Japan and Ontario, will be planted in memory of her late husband, Prince Takamado. The Princess will also dedicate a special collection of Japanese materials to the Stauffer Library from the Japan Foundation and attend a civic event hosted by the City of Kingston.

Prince Takamado attended Queen's University from 1978-1981 and played an important role in building bridges between the cultures of Japan and Canada. He was honoured for his contributions in 1992 with an honorary doctorate from Queen's. Prince Takamado died in 2002.

Meet the candidates

Candidates running in the June 28 federal election will participate in a debate Tuesday, June 15 from 5 to 7 pm in Dunning Auditorium on University Avenue. The event is presented by the Arts and Science Undergraduate Society.

Another Financial Times first

The School of Business has been ranked among the world's top providers of executive education, according to the sixth annual survey published recently by the influential European business publication *The Financial Times*.

Ranked first in Canada and 12th in the world in the main "open enrolment" division, Queen's is the only Canadian school to have made the list in all six years of the ranking's history. This year, Queen's bested well-known schools such as University of Michigan, IMD (Switzerland), Dartmouth, London Business School and Insead (France/Singapore).

Queen's was ranked 12th internationally for open executive programs or programs open to all executives, rather than custom-designed for one organization. The university also scored among the top 10 in four of the 16 categories that make up the rankings, including a number three world ranking in the important area of "follow-up" — evaluating the "after-sale service" and continuing education opportunities Queen's provides to participants once they return to their workplaces.

Farewell

continued from page 1

But the principal made it clear that the university and the city are very much in the same boat — what benefits one benefits the other. To be the best, Queen's must attract the best students and staff, and part of Queen's draw is the attractiveness of the city as a wonderful place to raise families without having to commute, he said.

"Kingston is one of our greatest recruiting tools. If we can just get people here and give them time, we're halfway there."

Speaker Eric Bennett, a Queen's law graduate and local business representative, also emphasized the relationship between Queen's and its host city. He noted that the direct economic impact of the university on the city is more than \$500 million, and indirectly the impact is twice that number. He also acknowledged Dr. Leggett's involvement in the Kingston community, through several volunteer positions with local community and educational organizations.

The city will miss Dr. Leggett's leadership, said Vice-Principal (Advancement) George Hood, who emceed the event.

Dr. Leggett, who steps down June 30, learned only upon arriving at the event at the Howard Johnson Hotel that he would be the subject of discussion. In addressing the audience, the principal spoke fondly of his working relationships and colleagues at the university.

"I'm not comfortable with tributes directed at me personally," he said. "The reality is that no one accomplishes much in life on his own. In every successful venture, there is a front person and the brains behind the front person."

Dr. Leggett said he has been privileged to work with and be supported by a team of very talented people, "and they know who they are... I have tremendous admiration for them."

Finding himself in front of a

Quality funding

continued from page 1

As for the Quality Assurance Fund, inflation was funded at two per cent when the actual rate was four per cent, said Dr. Leggett, whose 10-year tenure as principal ends June 30. "So \$40 million dollars isn't there. Combined with the cost of the tuition freeze, this is a loss of \$50 million.

"We did our best, given the circumstances [to prepare our budget], and now we find that the money is not there."

This is the first time in recent history that the budget, which is balanced as per board policy, has experienced such a shortfall. Principal Leggett said he remains "moderately hopeful" that the situation will improve before the end of the next fiscal year, and is encouraged by the appointment of former premier Bob Rae to conduct a government review of post-secondary education this summer. Mr. Rae has maintained an active interest in postsecondary education and recognizes the value of high-quality education and research, the principal says.

Ontario universities are confident that the review which was launched June 8, and is intended to focus on ensuring a high-quality, accessible and accountable education system, will point to a need for reinvestment, Richard Van Loon, chair of the Council of Ontario Universities (COU) and President of Carleton University said in a news release.

The budget announcement will, however, present difficulties for universities and their students, he said. Some universities will need to introduce further austerity measures that will affect the number of courses available



CELIA RUSSELL

Kingston Mayor Harvey Rosen (right) presents outgoing Queen's Principal Bill Leggett with a key to the city at the June 2 Kingston Community Networking Breakfast. The gesture, which came as a surprise to the principal, recognizes his efforts over his 10-year tenure in building a strong relationship with the city.

large roomful of people with no script in his hands, Dr. Leggett decided to weigh in on a few community issues.

"I'm taking the opportunity 28 days before I leave to say what I've been thinking for a decade," he said.

He expressed concern that too often when the city or the university wants to move ahead with major projects, the community reacts in a negative knee-jerk manner.

"Every time we want to do something to make (the downtown) more vital — not in my backyard. Every time Queen's wants to do something — not in my backyard."

When a city's heart succumbs to decay, as has happened to many American cities, it's difficult to reverse the process, he

warned. Students are within easy walking distance of Kingston's downtown core, and when they go home for the summer, local businesses feel it, he said, adding that the city needs to keep people coming downtown with projects like the Large Venue Entertainment Centre (LVEC).

"It's visionary and courageous and we should see that we make it happen," he said.

The project has generated local opposition and controversy, as have plans for the proposed Queen's Centre on campus, which may require demolition of several century homes.

Dr. Leggett is currently preparing to transfer his office to incoming Principal Karen Hitchcock at the end of June, but will remain at Queen's as a member of the biology department.

to students and the range of academic and administrative services that support the quality of their learning experiences.

The COU is disappointed that the government did not increase the Quality Assurance Fund, as anticipated in the 2003 budget announcement.

"This will further delay our moving from 10th out of 10 in provincial funding per student," said Dr. Van Loon.

Ontario launches review

Former Premier Bob Rae will lead a seven-member panel to conduct a review aimed at improving quality and access to Ontario's post-secondary institutions.

In launching the review last week, Minister of Training, Colleges and Universities Mary Anne Chambers said she was pleased the former premier agreed to offer his extensive experience and expertise to the review.

"He will be assisted by a group of outstanding individuals as we work with our partners to develop a sustainable postsecondary system that is a pillar for the future success of Ontario, its people and its economy," she said.

Mr. Rae and his team will do a comprehensive review of the design and funding of the education system. Recommendations are due in January 2005.

The former premier, who is an adjunct professor at the University of Toronto and Senior Fellow of Massey College, will lead consultations with students and their parents, university and college partners and members of the pri-

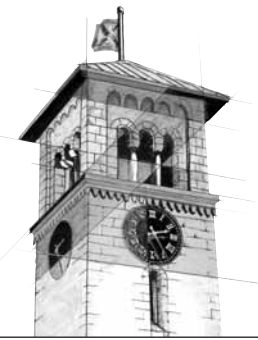
The council was pleased that the government will enhance the Ontario Student Assistance Program and will provide funding for enrolment growth and compensation for the second year of the tuition freeze.

"However, the lack of certainty about how these funds will be incorporated into a longer-term funding framework creates problems for universities in budgeting for future years," he said.

vate and public sectors to develop an accessible, affordable and accountable, high quality postsecondary education system with a sustainable funding framework.

"Our review will not only look at what we have done in Ontario but more broadly at the world to consider what other jurisdictions with great public institutions of higher learning have done, are doing, and plan to do," he said. "We are seeking to put Ontario at the forefront of innovation in support for higher education."

Advisory panel members include: Leslie Church, a law student and former executive director, Ontario Undergraduate Student Alliance; Ian Davidson, chief of police for Greater Sudbury; former Premier William Davis; Don Drummond, senior vice president and chief economist TD Bank Financial Group; Dr. Inez Elliston, retired educator and community leader; Richard Johnston, retiring president of Centennial College and Huguette Labelle, chancellor of the University of Ottawa.



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Equity compliance needed: advisor

By CELIA RUSSELL

The university cannot effectively address faculty retention issues until its faculties and departments include equity as part of the appointments process, says the University Advisor on Equity.

"We are very disappointed with the 35-per-cent response rate with the equity academic reporting forms," Mary Margaret Dauphinee told the May 26 Senate meeting. "We are working with the Vice-Principal (Academic) Office, looking at ways to ensure this is done. It is required by the collective agreement. But without this information, we cannot give you the data you need."

Ms. Dauphinee was responding to questions Senator Roberta Lamb posed to Senate about equity regarding the Canada Research Chairs appointments process and the resources the Office of the University Advisor on Equity needs for communication and education to create an environment of equity.

Dr. Lamb said her questions

were prompted by her concern that the university is not keeping up with its equity commitments. She wanted to know what the university was planning to do to address employee retention and "chilly climate" issues.

Over the next year, the Office of the University Advisor on Equity will be working on both those issues, Ms. Dauphinee said. This will include the implementation of a new equity data management system.

"Retention is an issue, especially with women of colour and Aboriginal peoples at the university," she said. "The top-down approach is not working. We are going to have to work with faculties and departments to develop action plans [a goals and timetables program that include the equity process]. I know it's more work and more paper but what we are doing now is not working. Equity is everybody's responsibility and it's time that everybody got on board."

Change happens gradually, Ms. Dauphinee stated in her

written response to Senate. "No single approach will create an inclusive climate and remove all systemic barriers.

"The root cause of many of the equity challenges people face at Queen's is a chilly climate. From our poor track record on hiring faculty members with disabilities, the revolving door for visible minority women faculty, to the lack of understanding among parts of the campus community for the need to improve opportunities for aboriginal students, the awareness and respect for others that is key to a positive climate is still missing in many parts of Queen's."

In her written response to Dr. Lamb's question regarding gender representation, Vice-Principal (Academic) Suzanne Fortier said that Queen's is committed to ensuring, to the best of its ability, that there has been effort to ensure appropriate gender representation, and representation from other designated groups, in all CRC appointments.

Senator questions TA funding plan

By CELIA RUSSELL

Increasing teaching assistant rates from \$23 to \$32.50 has one senator concerned that it would create compensation inequities.

Senator Elizabeth Hanson raised this and other concerns about teaching assistant (TA) funding packages during question period at the May 26 Senate meeting.

"The deeply problematic guiding assumption here seems to be that the TAship is a graduate award rather than payment for work performed - work which is nevertheless crucial to the delivery of the undergraduate programs for which Queen's is famous," said Dr. Hanson, who is graduate studies coordinator in the Department of English.

She questioned the fairness of paying TAs who are no longer inside the funded portion of their degrees and outside markers at the old rate.

As teaching assistantships are fully taxable and subject to deduc-

tions for CPP and EI, while fellowships are not, she was also concerned about the tax implications of a "re-balanced" funding package. The university is now entering the third year of a four-year comprehensive plan to increase funding to graduate students, Vice-Principal Suzanne Fortier said. Minimum graduate stipends of \$16,000 a year for PhD students were introduced two years ago, and have increased at the rate of \$500 annually. This fall, the rate will be \$17,000.

"If you look at the whole funding picture, graduate tuition fees have been fixed since 1999," she said.

As for the differential rates, "registered students are limited to 10 hours of [paid] work. It is for that reason that the rate is that high," Dr. Fortier said. A rate of \$32.50 an hour works out to a full-time rate of \$59,000 a year, which is more than the floor rate that assistant professors would make, so it is not feasible to offer

that rate to outside markers, who can be paid for more than 10 hours per week of work.

Dr. Fortier said, "We counsel our students to seek out information on tax implications. Since it is a matter of personal income, however, we don't feel it is appropriate for us to get involved."

In outlining the experience of graduate funding systems at other universities, "it's important that we get it right, because it will define the working conditions for graduate students for the next 10 years," said Bill McLatchie. "Hiring people off the street" as markers is a short-term solution, and compromises the goal of building long-term obligations to graduate students, he said.

Dr. Hanson also expressed disappointment in an apparent breakdown of communication between the faculties and departments in introducing the new funding system.

SENATE IN BRIEF

Notes from the May 26 meeting

Joint Queen's-Cornell International Executive MBA Program: Senate approved a joint program between Queen's and the Johnson School of Management at the U.S. university - the first of its kind at Queen's. The partnership involves participation by Queen's and Cornell faculties and is aimed at U.S. and Canadian students preparing for international careers. It will be fully privatized and will build on the schools' existing expertise in videoconferencing technology.

Senate also approved:

- The establishment of a School of Business Teaching Fellows and Teaching Professorships Program. The program will recognize faculty who have achieved distinction in teaching and curriculum development in the school. The Senate Committee on Academic Development (SCAD) noted that the program is similar to the recently established Queen's Teaching and Learning Chairs Program but the awards will be available to faculty members in the Business school.
- The establishment of a School of Business Research Fellows, Research Professorships and Chairs Program, recognizing high-quality research conducted by faculty and providing resources for them to continue their work.
- A collaborative graduate specialization in Computational Science and Engineering in the School of Graduate Studies and Research.
- A request for delegation of authority for the Senate Honorary Degrees Committee to approve fall nominations on behalf of Senate because Senate does not meet over the summer. Traditionally, incoming principals and chancellors are asked to name the honorary

degree recipients for their installations. The committee will review nominations proposed by Karen Hitchcock, who will be installed as 18th principal Oct. 28.

- A motion to establish a special Senate Review Committee on Promotion Policy for the Faculty of Health Sciences.
- Elections to committees. Michael Boffa (faculty), Lily Xu (student) to Academic Procedures; Susan Babbitt (faculty), Robert Burge (staff) to Agenda; Donna O'Connor (faculty), Simon Paabor (student) to Alumni Teaching Award; Paul Belliveau, Huw Lloyd-Ellis (faculty) to Budget Review; Jamey Carson (faculty), Donna Lounsbury (staff) to Campus Planning; Colleen Healey (student), Ainslie Thomson (staff) to Creative Arts and Public Lectures; Andy Curtis (staff), Marlys Koschinsky (faculty) to Educational Equity; Lucie Levesque (faculty) to Health, Counselling and Disability; David Goldstein, Martin Guay, Doug Mitchell (faculty), Frank Gu, Mike Nowak, Ken Saddington (students) to Information Technology; Susan Brodt, John O'Neill (faculty), Lynn O'Malley (staff), Heather Thompkins (student) to Library; Nathan Duyck, Erica Louie (students), Malcolm Thorburn (faculty) to Nominating; Derek Cooper (staff), Fran O'Heare (faculty) to Non-Academic Discipline; Jo Brett (staff), Daniel Offin, Jean Stairs (faculty), Ethan Rabidou (student) to Operations Review; Rob Bickford (student), Dean McKeown (staff) to Orientation Activity Review Board; Gerald Barber (faculty) to Scholarships and Student Aid; Ian McKay (faculty) to University Promotions Advisory Committee; Sandip K. SenGupta, Brian Surgenor (faculty) to University Promotions Committee.

www.queensu.ca/secretariat/senate

ON YOUR MARK



STEPHEN WILD

Project Manager Paul Blizzard and Education Co-manager Lindsay Smith of the Queen's Solar Car team watch as students from Mentor College (left) and Selby Public School race their solar-powered cars at Solar Quest in the Mackintosh-Corry parking lot. The May 31 event attracted high school teams from across Ontario. Queen's two-seater solar car Gemini is in the background.



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Grad Club opens doors on open-air patio

By KAY LANGMUIR

Landscapers began breaking ground last week on a much-anticipated outdoor patio at the Queen's Grad Club, a storied and well-loved gathering place for graduate and undergraduate students, faculty and staff.

"It's taken perseverance," Grad Club Manager Virginia Clark said of the two-year struggle to fulfill bylaw requirements, complete the paperwork and convince university administration that the patio would add to the quality of life on campus.

"The community members of the grad club are the ones who wanted the patio," said Ms. Clark, a Queen's sociology graduate who has worked at the club for four years. "They wrote letters and they lobbied. The whole community was behind me on it and that's what basically got us the patio," she said of the club's 1,500 members, who comprise a cross-section of the university community. "I'm so excited about it."

Since 1975, the two-story red-brick century duplex at the corner of Barrie and Union streets has hosted the campus community with draught on tap and healthy home-cooked meals. It sustains numerous stressed-out grad students as they sit in its comfortable corners scribbling thesis notes. It gives professors a welcoming venue for informal classes and a chance to know their students better. And it offers faculty a casual alternative to the more formal atmosphere of the University Club.

The Grad Club, which operates as a non-profit organization, was losing business on nice days when patrons preferred to stay outside. Its pleasant south-facing verandah is hard-pressed to accommodate 20 people.

"People would walk by and see that the verandah was full and just keep on walking and eat downtown," said Ms. Clark.

The club also had to remove picnic tables from the front lawn because people naturally wan-

dered outside with their drinks, in violation of the club's liquor licence. It was clear the club needed more outdoor space.

"But I just didn't realize what an arduous process it was going to be. It was a learning process just knowing who to go to and who to talk to."

Approvals from the city were relatively easy to get, but there were some concerns from the university administration that an outdoor patio at one of the

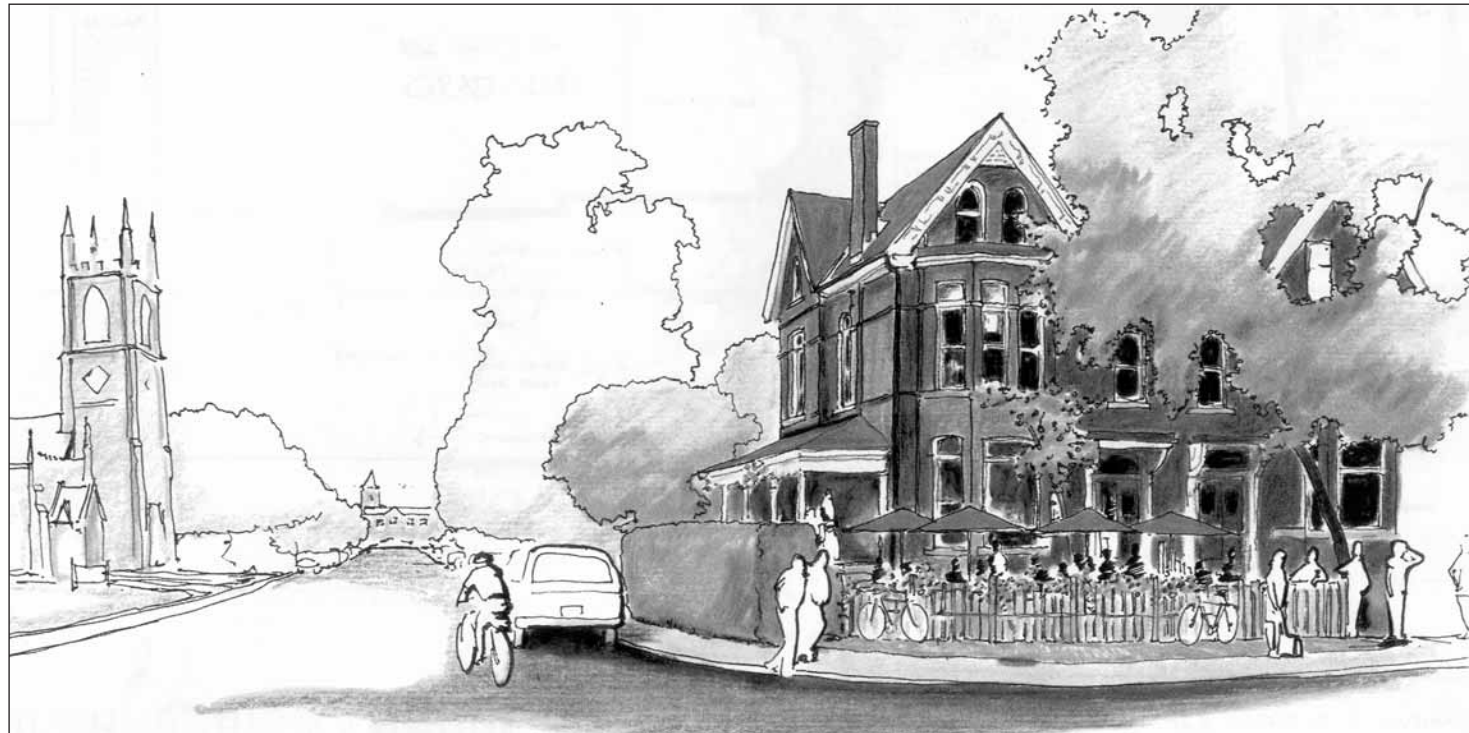
main entry points to campus wasn't appropriate.

"The customers were so incredibly supportive. There were dozens of really nice letters written in support of the patio," said Ms. Clark.

The patio, designed by Hughes Downey Architects, "is going to be beautiful," and will be incorporated into the property's existing mature hedges and perennial gardens, says Ms. Clark. The interlocking-stone

patio is to be installed on the building's front lawn facing Barrie Street, and surrounded by flower beds, posts with integrated lighting, and sporting red sun umbrellas. It will accommodate up to 73 people at two-seater square tables that can easily be pushed together to seat larger groups.

The project is expected to be finished by the end of June, at which time the club will hold a grand-opening celebration.



COURTESY HUGHES DOWNEY ARCHITECTS

Architect's impression of the new Grad Club patio at the corner of Barrie and Union streets.

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Biotechnology advocate to speak at Queen's

An agricultural plant pathologist and outspoken advocate of the use of biotechnology to boost African food production will visit Queen's tomorrow, June 15, as part of a three-city Ontario tour. Kenyan-born Florence Wambugu will speak on the impact of biotechnology on rural development in Kenya.

A graduate of the University

of Nairobi, Dr. Wambugu pursued graduate and postgraduate studies in the U.S. and Britain, specializing in the development of virus-resistant strains of the sweet potato, a staple crop of Kenya. She has also worked in the area of tissue culture for improved varieties of bananas, a project that earned her the World Bank Global Development Network Award.

Dr. Wambugu is CEO of Africa Harvest Biotech International, a non-profit foundation she established in 2002, focused on the use of biotechnology for sustainable agricultural development and the eradication of poverty, hunger and malnutrition in Africa. She is the author of *Modifying Africa: How Biotechnology can Benefit the Poor and the Hungry: A case study from Kenya*.

Her visit is sponsored by Performance Plants Inc., the Southern African Research Centre and the Department of Biology.

Her talk, *Africa's New Confidence in Establishing Food Security*, takes place at 6 pm in Lecture Theatre 1101, Biosciences Complex. Her talk is free and everyone is welcome.



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Computing science types switch keyboards

By EMILY SANGSTER

Seventeen School of Computing (SOC) students, staff and faculty recently came up with a different kind of operating system: a mini-concert.

The second-annual event featured music ranging from Bach to the Beatles and gave students, staff, and faculty a chance to display their varied musical talents and have some fun.

About 50 of the performers' colleagues, friends and children attended the free concert, which took place last month at St. James Church on Union Street, across from the school's home in Goodwin Hall.

It isn't at all unusual to find musically inclined people in a mathematical field such as computing, says Dave Dove, the school's digital systems manager, who organized the event.

"I think if you surveyed any population of well-educated, intelligent people, you'd find a lot of musicians. People really appreciate the challenge [of playing music]."

Some participants were nervous, because this is the only concert they play all year, Mr. Dove says. Most simply appreciate the opportunity to form ensembles with department members and get to know each other in a different way.

"The fun is in the practice sessions," he says.

Thomas Chen, MSc'05, agrees. Now 28, he has been playing the piano since he was 12. Preparing for the concert was a unique chance for students, staff and faculty to work together and enjoy making music, he says. "This year I'm playing jazz, which I never did before."

Selections ranged from the classical "Sheep May Safely Graze" from Cantata No. 208 by J.S. Bach, performed by Dorothea



STEPHEN WILD

From left, Thomas Chen, Brendan Cordy and Dave Dove perform for an appreciative audience recently in the Rogers Room at St. James Church.

Blostein, Ron Hirschorn, Linda Stroud and Bob Tennent on recorders and violin to "Big Butter and Egg Man" by Louis Armstrong, performed by jazz quartet Dave Dove, Thomas Chen, Brendan Cordy and Sabine McConnell; to the SOC ROX band of Dave Dove, Pat Martin, Sabine McConnell, Richard Linley and Wendy Powley rocking to the Beatles hit "Back in the USSR."

The performers come from a variety of musical backgrounds. Some, like Mr. Chen, have been musicians for most of their lives. Others learned an instrument in several weeks, in order to participate in the concert.

"There's an amazing variety and calibre of talent in the department that comes out of the woodwork," Mr. Dove says.

Richard Linley, a system appli-

cations specialist and adjunct professor, is among those who learned an instrument specifically for the event. He picked up a few bass guitar chords to accompany his singing.

"It was either that or tambourine, and I failed tambourine," he jokes.

Purang Abolmaesumi organized the first mini-concert that took place last year. Dr. Abolmae-

sumi, who is not a musician, had just come to Queen's from the University of British Columbia where a similar concert was an annual tradition, Mr. Dove says.

The first mini-concert proved so popular, the school decided to make it an annual event and move it to a larger venue. Mr. Dove stepped in as the event's organizer because Dr. Abolmaesumi is on leave.

Queen's web-footed family finds fame on the World Wide Web

By CELIA RUSSELL

Queen's favorite web-footed family is now famous worldwide, thanks to the Internet.

A quack team from Campus Security recently escorted the female mallard duck and her 12 newly hatched babies from their nest outside Fleming Hall to the shores of Lake Ontario.

As part of the usual "incident report," Campus Security posted photos of the trek on their website and appropriate captions, attracting hits from

as far away as the Middle East and Australia.

"Visitors are still piling onto our ducks page," says Technical Coordinator Steve Gill. "We received a lot of complimentary emails, including one from Saudi Arabia and one from an animal services officer in California. There have been postings on a lot of blogs (weblogs or online journals) as well as many discussion forums, including one in the U.K. and another Australia." The ducks' journey to open

water was also featured in a June 1 *Toronto Star* story.

From mid-April, the mother duck nested under a bush in a raised flowerbed outside Fleming Hall. Staff from several offices in the building, including Campus Security, monitored her progress.

"We had them under 24-hour surveillance," jokes Campus Security Director Dave Paterson.

When the eggs hatched May 21, many were concerned the ducklings would not survive the one-metre drop to the pave-

ment, let alone a half-mile trek to the lake. Although staff set up a ramp to assist in their descent from the flowerbed, some of the babies chose the "swan dive" method. At about 5:20 pm with all 12 fuzzy babies accounted for, the mother and her brood headed south across campus, security entourage close behind. About an hour later, after a few detours ("Who put this building here?") and a wait for a traffic light or two, they arrived safely at the foot of

Emily Street near the Richardson Bathhouse.

Campus Security was happy to divulge details of their latest experience with campus wildlife.

"There are times at Campus Security where unfortunately, we are required to escort persons off-campus," Mr. Patterson says. "This is one incident where we felt we could lift the gaggle order."

To view the photo essay, go to www.queensu.ca/security/ and click on the duck image.

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VIEWPOINT

GEORGE SWEETMAN
AND JIM MCCOWAN

Teaching engineers by example

Queen's has a reputation for offering challenging programs. Alumni seldom complain that they were underworked, and are usually well satisfied with their experience at the university.

If a little unease about the experience does creep in, with engineers at least, it typically arises from a wish that they had received more preparation in elevating theory – which they learned very well – to practice.

And indeed if engineers are to serve society fully, they need a great deal more than a thorough understanding of theory. Communication skills of several kinds, lifelong learning skills and an ability to work in teams are all essential. So too is a keen sensitivity to the social, economic and environmental dimensions of any task.

Although many lecturers try to incorporate some of these topics in their courses, all of the skills required are best developed through practice, followed by feedback, reflection and more practice, on an ongoing basis. And this process of improvement through practice does not end with graduation. As in most professions, engineering careers lead to continuous development of professional skills and continuous expansion of societal awareness.

The role of the undergraduate program must be to set the young engineer on a path whereby these skills and attitudes develop more rapidly, and reach much greater heights, than they otherwise might. That is the task we set ourselves in Applied Science when we developed what we call Integrated Learning.

Beamish - Munro Hall has been built to facilitate Integrated Learning and is very different from other buildings on campus. Whereas most buildings are designed to provide the most modern available support for an ongoing program, this one is designed to facilitate change and innovation. In particular, it provides suitable spaces for instructors who wish to make more use in their courses of active learning techniques, particularly project-based learning and team-based learning. The building includes bookable "group rooms" to support more use of team-based, project-based activities; studios allowing for integration of theory and applications; and plazas of laboratory benches in which students from different programs can see what one another do. A design studio, a prototyping centre, a site investigation facility and facilities to support independent projects such as the solar car all deserve a mention.

The building structure and operation provide data and ideas for learning.

The building structure and operation provide data and ideas for learning. Some of these opportunities arise from simply leaving parts of the substructure exposed. More ambitious aspects involve a *live building* concept in which the performances of many aspects of the building, such as water consumption, electricity use, temperatures and lighting use, are monitored and the data put on-line. These data can be utilized in formal classes or in projects. Live building data, in combination with daily experience in the building, also have the potential to increase student understanding of the building as a complex system interacting with its occupants and with the environment.

Finally, this building teaches by example. If students see that we say sustainability is important, but that we give priority in practice to other factors, they learn just that, and they will carry into practice the sense that sustainability, although worthy, can be sacrificed for other objectives. In this and many other matters, the building exemplifies good practice.

Beamish-Munro Hall, with high environmental standards and exemplary practices in health and safety, in minimizing waste, and in professional behaviour, demonstrates the practices we want our students to adopt in their professional careers.

George Sweetman is director of the ILC and Jim McCowan is associate dean (Integrated Learning).

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. The editor reserves the right to edit or reject any submission that does not comply with policy. Opinions expressed are those of the writer.

Letters Policy

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

QUEEN'S FLASHBACK: 1989



QUEEN'S GAZETTE

Queen's did not fare well on the croquet pitch in a confrontation with the University of Western Ontario. A glum-looking trio tries to keep a brave face after yet another missed hoop. From left, Board of Trustees Chair Walter Light is seen consoling a dispirited Bill McLatchie, while Michael Davies tries to contain his disappointment. Those with more information about this photo are encouraged to email gazette@post.queensu.ca.

Letters

Canada should not sacrifice culture, goals

Asked why as an American she would choose Queen's, the university's next principal Karen Hitchcock replied that the problems and challenges facing universities today are the same everywhere. "It's very simple. Borders are getting very permeable." ("The Right Fit for Queen's," May 17, page 3).

This is a statement which reads well as rhetoric. Does this mean that all universities in North America or even in the world are developing very similar national objectives where factors like culture or national goals have to be subordinated to international values and considerations? How can the values and goals of the American society, which is dominant in its global sweep, permeate and totally penetrate the values and goals of the Canadian society?

In his book, *Arrogance of Power*, Senator J. William Fulbright refers to an overwhelming desire produced by military power for superpatriotism and global dominance. Canada does not accept these values and has from time to time for the sake of world peace promoted the idea

that countries like itself should resist such American tendencies. Canada often tries to persuade the United States to be more considerate of other nations and not pursue imperialist objectives in countries like Viet Nam or the Middle East. In these areas, Canada's ambition is to become a guide and a restraining influence on what it considers certain U.S. goals, which do not harmonize with international peace and stability.

In such a heroic venture of the Canadian society of trying to promote devotion to peacemaking or peacekeeping, Canadian universities will have to play an increasingly important role. How would a university president who has spent all her life in the U.S. comprehend such Canadian concerns?

Dag Hammarskjold, who was influenced by Christian values and objectives, was devoted to spreading a message contrary to most American obsessions with world dominance. He wrote: "Your position never gives you the right to command. It only imposes on you the duty of so living your life that others can receive your orders without being humiliated."

U.S. obsessions with world dominance have created in countries like Iraq such acts of humiliation of other nations that Canada should regard it as

right to resist and persuade their American friends to restrain themselves from such attitudes and habits.

Khalid Sayeed
Professor Emeritus
Department of Political Studies

Stay the course in the wilderness

On behalf of my students and myself, thank you for the write up on our exhibition *Ah Wilderness! Resort Architecture in the Thousand Islands*, which is at the Agnes Etherington Art Centre until Sept. 29, 2004 ("Students collaborate on unique exhibition highlighting Thousand Islands heritage homes" May 17, page 11).

I would like to correct two errors that appeared in the caption under the accompanying image. The summer residence shown is called Mississagua, not Mississauga. The name means meeting of many channels in Ojibwa.

And in case your readers are keen to find it, they should look near Ivy Lea, Ontario and not near Alexandria Bay, New York. We would not want someone to get lost among the many channels!

Pierre du Prey
Department of Art

Stories about prejudice: 50 years ago and today

When I was a child, my mother told me stories of her life at university. Some were funny, like the ones about parties, and my mother would laugh as she reminisced. Other stories were told in a more bitter tone, about the professors in physics and chemistry who destroyed her experiments because "women should not take physics or chemistry." She persevered and graduated, one of two women in her class. This all took place in the late 1940s and early 1950s – no one would expect it to happen today.

In the mid-1960s, my mom returned to university, this time to Queens, and took math. I remember her telling me that I should know a lot of math. Jim Whitley taught her while she was pregnant with me – the only seat in his class that she could get into was in the front row. She continued and completed a degree in Education. Then she had to find a job. She got an interview with the local school board. The vice-principal told her point blank that he would not hire her. They did not hire women to teach math at the secondary school level. So she went to another county, where they were not so prejudiced against women and taught math for more than 20 years, many as head of her department. But that happened more than 30 years ago – no one would expect it to happen today.

In the late 1970s and early 1980s, there were still no women teaching math or science in the large high school I attended – no role models for girls. I was a good student, so I was recommended for enriched courses in several subjects (including math – maybe Jim Whitley did teach me something).

In the fall term, I was not doing well in a social science course. I was failing for the first time in my life. All my other



JUDY WILSON

Diversity

marks were good. I compared my test answers to those belonging to other kids who got good marks. There seemed to be no difference to me or to them. I was confused. When I asked my teacher, who was the department head, he replied that I needed to "try harder." So I did, but I still flunked the Christmas exam.

Girls only got good marks in the department head's class if they wore skirts.

In desperation, I went to the guidance counselor, who did not ask me why: just looked at my marks and suggested I switch to the regular class. My new teacher was nice. I got straight As, just like I used to get. When I picked up my final exam, he wrote the final mark for my report card in the corner. It was 78 per cent. I had flunked the first half of the year, so how was this possible? He looked me straight in the eye and said quietly, "I'm not counting for much the marks you were given before you joined my class." As any good teacher will tell you, marks aren't given, they are earned. His choice of words was very deliberate.

My friends told me later that I should have known better. Girls only got good marks in the department head's class if they wore skirts. I hated skirts. I could not ride my bike in them.

Why didn't I tell my parents? Until the day that I picked up that exam, the message I received was that I was the problem, not the teacher. And no one wanted to take on the department head. But that happened more than 20 years ago – no one would expect it to happen today.

My subsequent university experience was such a positive one, that I didn't expect that it could still happen today. A few weeks ago, I was shocked to hear a friend at Queen's complain that several people in her department were making racist remarks. Others, whom she believed ought to know better, went along with it. "What can I do? If I speak up they will turn on me," she said. "You don't want to be a trouble maker in my department, they would make my life miserable." Perhaps it still does happen today.

I told this story to my daughter and she asked, "But Mom, can't she complain, won't someone listen?"

"Yes, she can complain, but she does not feel that she has enough power to make anyone listen. They are all going along with it. She feels like she has a lot to lose." I explained.

"So how do we change that?" she asked. "The only way to change it to create a safe environment where someone can speak up and others can acknowledge that discrimination still exists."

This is what I am working towards at Queen's – a climate where everyone is respected. And that will not happen tomorrow.

Judy Wilson is a Policy and Data Analyst in the Office of the University Advisor on Equity.

To fight virus infections, follow these easy steps

If it seems like every time you turn around, there's a new virus or network threat, it's because there probably is! Viruses and Windows updates are the new reality for computer users. Unfortunately, universities worldwide are just as vulnerable to these security threats as individual users, and Queen's is no exception.

Virus and security issues expend significant resources. The average virus costs time and effort in identification and removal. In the eight months ending last April, about 1,500 virus infections were identified at Queen's.

Each incident represents time and effort of ITS services staff, as well as potentially significant costs to the owner of the infected machine, such as time and expense in removal and possible rebuilding of files and hard drives.

It doesn't have to be this way. ITS services has the resources to help users help to protect the Queen's network. The newest initiative is our "Watch the Web" message. Part of the re-design of the ITS services website includes a new notifications section. Announcements appear on the



BY ITS SERVICES STAFF

Plugged In

main page as soon as we know of potential or existing situations. This does not preclude e-mail notices to lists or contacting affected users, but is simply one attempt to keep the university community informed. Queen's is fortunate to have an excellent (and free to the user) anti-virus software package, Symantec AntiVirus, as well as a widely admired distribution mechanism in Packman. Although Packman delivers desktop reminders to update, it is important to remember that users are still required to "do" the update.

ITS services broadcasts what to do, but it's ultimately the responsibility of users to do their

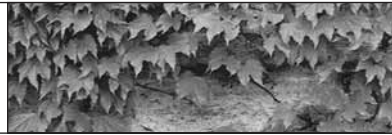
part. So what can you do as a Queen's computer user?

When you get a reminder to update from Packman or from Windows Update – do it! It can be easy to ignore the reminders, or leave them for a later time. Sadly, "later" is often after the computer is already infected. The time spent to update is significantly shorter than the time to clean an infected machine. When you hear of a Windows Critical Update, get it immediately – don't wait until it's more convenient. A corrupted machine that is infecting the network is much less convenient. Watch the Web – bookmark www.its.queensu.ca for updates.

Set a Windows password. Logging in to Windows every time you start your computer may seem inconvenient, but the simple act of setting a password goes a long way toward protecting the integrity of your machine.

Finally, keep in mind these often-repeated sentiments: Don't open attachments from unknown senders, avoid programs from unknown sources and keep your systems up to date. www.its.queensu.ca

UNIVERSITY ROUNDUP



Tourism 101

Kalingrad State University leaders believe local history and geographical location will make the enclave a potential tourist destination after the eastwards expansion of the European Union. Diplomas in tourism, hotel and restaurant services are popular among students at the university, with as many as six students chasing every place. "It's absolutely vital to the region to develop tourism. It can act as a motor for the development of foreign trade: the more positive a picture tourists take home of the region, the better for business."

The Times Higher Education Supplement, April 30

Raising fees to attract strong students

Miami University in Ohio has raised sticker price tuition to just over \$19,000 to better position itself to compete for students of extraordinary academic talent. By aligning Miami's tuition with its perceived value, the plan enhances Miami's national reputation and prestige. Along with this increase comes scholarships for Ohio residents that can lower the actual tuition to about \$9,000. Citing market pressures for moving Miami in this direction, President James Garland hopes the higher pricing would send a stronger message to Ohio residents that Miami offers an education comparable to similarly selective private universities.

Your Higher Education Marketing Newsletter, May 13

More than just money

Alumni mentors give back to their alma mater by helping students with career advice, business contacts and yes, even jobs. Last year, when John Reid, a cable-TV company executive in St. John's, chose a university student to fill a work-term placement in his marketing department, he was able to base his selection on more than just a quick interview. He and Amy Warren, a third-year commerce student at Memorial University, had maintained a months-long dialogue under the auspices of the university's alumni-student mentorship program. The more fortunate students in such programs may come away with both career advice and actual jobs. Ms. Warren says the most valuable lesson she learned from her mentor is not to be "fooled into thinking it's all about who you know; what you know is equally important."

University Affairs, May 2004

Forget a password? Look up – way up

Last year, Adam Stubblefield was driving home from his summer internship at Microsoft Research in Redmond, Wash., thinking of how to find alternative password mechanisms, when it hit him. "I realized that the shape of clouds reminded me of objects in the real world." The second-year doctoral student at Johns Hopkins University had read that people presented with the same inkblot over a number of months said that it reminded them of the same set of words. The same technique, he reasoned, could be used to help people remember forgotten passwords. So the college student spent the rest of his summer proving his theory, and Microsoft filed a patent. The method, it seems, has a better than 95 per cent success rate, and the software giant is planning to include it in future products.

SearchSecurity.com, May 17

B.C. boosts access

The British Columbia government plans to alter the mandates of two university-colleges in the BC Interior, as part of its plan to add 25,000 new postsecondary spaces by 2010.

Okanagan University College will be turned into a stand-alone college and a university that's part of the University of British Columbia. Meanwhile, the University College of the Cariboo will assume responsibility for BC Open University and Open College to form a new special-purpose university. UBC Okanagan will be based at OUC's North Kelowna campus and accept its first 900 students in September 2005. Okanagan College will offer applied and college-oriented programs at eight OUC campuses, including one in Kelowna. The conversions will add 5,500 postsecondary places in the Okanagan region by 2010, said the B.C. Ministry of Advanced Education.

University Affairs, May 2004

Rappin' with "Li'l Til"

Coming off his latest endeavor as Dr. West in the "Matrix" sequel, Princeton University religion professor Cornel West is teaming up with President Shirley Tilghman on a hip-hop album. Under the pseudonyms "Li'l Til" and "Cor-Nellie," Drs. Tilghman and West will collaborate on the album, "Rollin' With the Trustees." At first, Dr. Tilghman was opposed to the idea, Dr. West said. "But I just said, 'Shirley, you look good. Won't you back that thang up?' Shirley said, 'You can't touch this.' From then on, we had to do it." Dr. Tilghman praised Dr. West for his innovative approach to religion studies. "Instead of gangsta rap, we're doing something positive like professa rap," she said.

DailyPrincetonian.com, January

IN BRIEF

SPEG helps WHO with youth health study

The Canadian component of a timely international report on the health of young people in 35 countries was coordinated by Queen's Social Program Evaluation Group (SPEG).

The report, released recently in Edinburgh, Scotland by the World Health Organization, examines behaviours such as smoking, drinking, cannabis use, sexual practices, physical activity, eating habits, body dissatisfaction, bullying and fighting. Called "Young people's health in context" it is the most recent survey of the Health Behaviour in School-aged Children (HBSC) study, involving close to 162,000 young people aged 11, 13 and 15 years in Europe and North America.

William Boyce (Faculty of Education and Department of Community Health and Epidemiology) headed the Canadian portion of the report. It includes the work of researchers from several Queen's units, including Community Health and Epidemiology, Physical and Health Education, Emergency Medicine, Education, and Psychology.

"We are not just here to research and publish this information, but to use the information and the insight that this survey gives us to help with health policies and decision-making," said Erio Ziglio of the WHO European regional office, in announcing the findings. "We want to help improve the chances of better health for our young population."
www.euro.who.int/youthhealth

Student poster presentations predominate

Poster presentations by Queen's engineering and computing students have won top honours in recent national competitions.

The engineering entry, by undergraduate students Andrea Adams and Dan Prentice, received top prize in the poster presentation competition at the Woodfibre Plastic Composites Conference, in competition against many master's and PhD students.

The Queen's School of Computing poster, by student Thomas Chen, placed first at the Institute of Robotics and Intelligent Systems (IRIS) NCE conference. This poster was titled Ultrasound-guided computer-assisted surgery.

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

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.

Researchers discover unexpected undersea volcano in Antarctica

By LORINDA PETERSON
News and Media Services
Marine scientists have found what they believe to be an active and previously unknown volcano on the sea bottom in the hostile waters off the Antarctic Peninsula.

The discovery came as a surprise to an international research team trying to determine why a massive floating extension of a portion of the Antarctic Ice Sheet, known as the Larsen Ice Shelf had collapsed and broken up there several years ago.

Queen's geographer Robert Gilbert was the only Canadian researcher on the project led by Eugene Domack from Hamilton College in New York State. Severe sea ice conditions prevented reaching the primary sites at Larsen Ice Shelf, so the researchers diverted to the sea mount where conditions were more favorable, he said. This enabled them to assess whether an anomaly recorded on the sea floor during a 2001 expedition was indeed a volcano. The volcano, which has yet to be named, is unusual in that it exists on the continental shelf, in the vicinity of a deep trough carved out by glaciers passing across the seafloor.

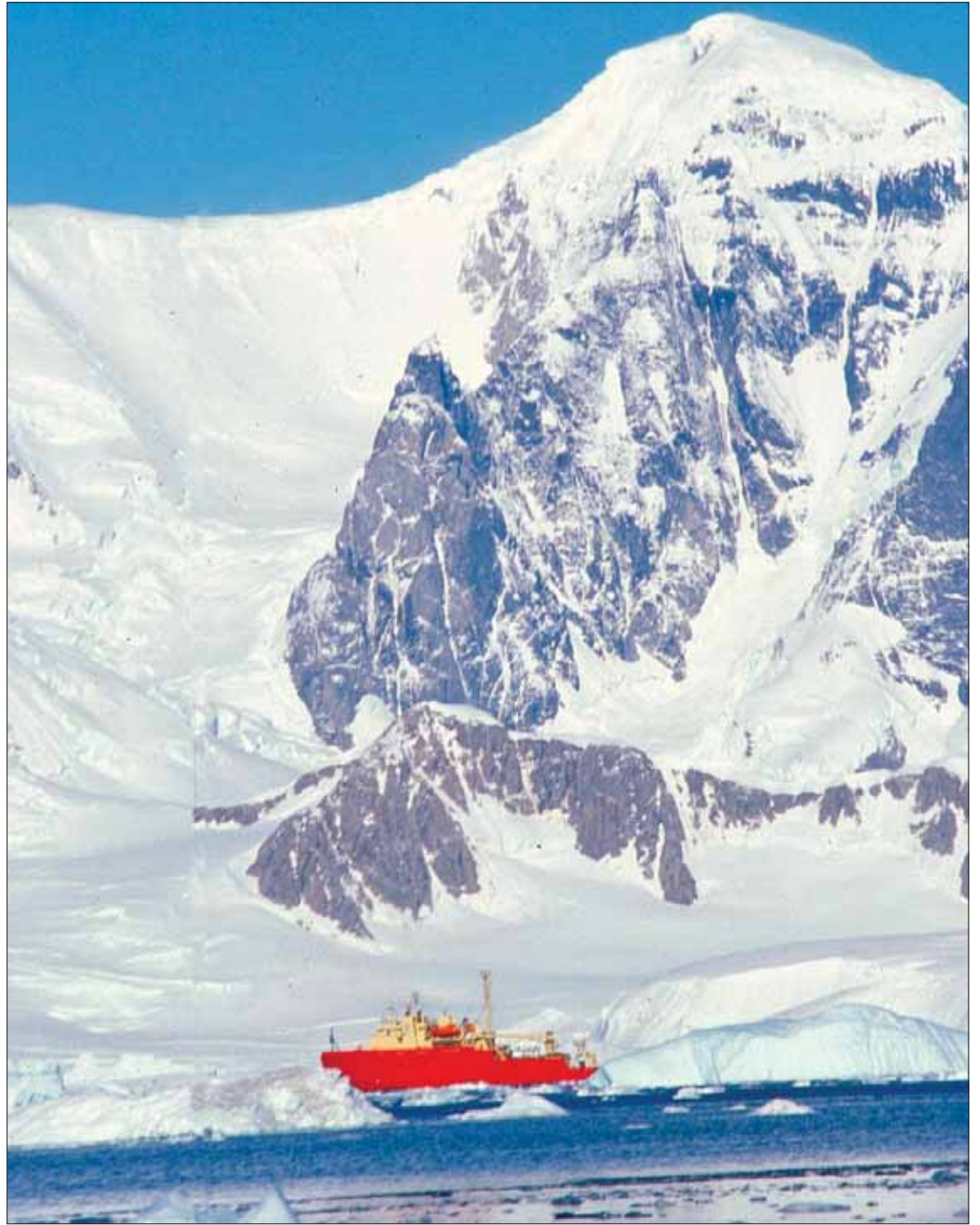
"The volcano may be active. The question is, 'How active is it?'"

Robert Gilbert

Dr. Gilbert, the only Canadian researcher conducting ice shelf research says the volcano may partially or completely post-date the last glaciation, making it a relatively recent phenomenon, perhaps less than several tens of thousands of years old.

"Temperature in the water just above the surface of the volcano, and the presence of gas in the water above it suggest that the volcano may be active," he adds. "The question is 'how active is it?'"

Reports indicate that the volcano stands 700 meters above the seafloor and extends to within roughly 275 meters of the



The icebreaker Laurence M. Gould in Lallemand Fjord on the west side of the Antarctic Peninsula. COURTESY U.S. ANTARCTIC PROGRAM

ocean surface. The researchers estimate that the volcanic core contains at least 1.5 cubic kilometers of volcanic rock.

By comparison, Mount Erebus, a known active volcano on Ross Island in the Antarctic is approximately 3,800 meters above sea level and Mauna Loa, the largest volcano

on earth, rises approximately 4,100 meters above sea level.

The research team also includes scientists from Hamilton College in New York State, Colgate University, the Lamont-Doherty Geological Observatory at Columbia University, Montclair State Uni-

versity in New Jersey and Southern Illinois University.

Funding from the National Science Foundation (NSF) supports the research cruise. NSF coordinates all U.S. scientific research in Antarctica.
geog.queensu.ca/profiles_gilbert.html

Researchers call for action to help chronic pain sufferers

NEW SURVEY SHOWS NEARLY HALF LIVE WITH THEIR PAIN

By NANCY DORRANCE
News and Media Services
About half of those reporting that they suffer from chronic pain in southeastern Ontario say they are not receiving medical treatment for their condition, according to a seven-county survey by a Queen's pain research team.

And pain is more commonly reported in people with low incomes and lower levels of education.

These are just two of the findings of a new study, led by Dean Tripp (Psychology, Anesthesiology, and Urology) and pain epidemiologist Elizabeth VanDenKerkhof. Funded by the Department of Anesthesiology, the report is now being prepared for publication.

Forty-three per cent of respondents in the random telephone

survey report that they experienced constant or bothersome pain within the past six months. Of this group, 50% reported receiving no medical treatment for their condition – a finding that Dr. Tripp considers alarming. "A lot of people in our communities may be suffering in silence, experiencing and fighting pain that is left untreated," he says.

The Queen's research team, including Psychology graduate student Margo McAlister, used a chronic pain grading system in the random telephone survey that classifies pain into four distinct categories. "We didn't think it was enough to look just at the persistence of the pain, but also how disabling it is, and the level of intensity," explains Dr. VanDenKerkhof.

As the severity of pain increases, so does the likelihood of people experiencing depressive symptoms, the survey shows. Respondents who reported high pain/interference (Grade 4) were



STEPHEN WILD

Elizabeth VanDenKerkhof

six times more likely to also report depressive symptoms, compared to respondents who reported low pain/interference (Grade 1).

Chronic pain costs the North American economy an estimated \$40 billion annually, with an additional \$40 billion spent on the management of depression – considered a "co-morbid" factor

with pain, since the two frequently occur together. Pain patients with depression have a greater likelihood of non-recovery and increased healthcare use than pain patients with no depression.

Statistics from other parts of Canada, using pain grades of 2-4, show that southeastern Ontario has a relatively high rate of chronic pain: 43% compared to an average of 22 to 50% prevalence elsewhere.

"Our survey shows that a substantial proportion of the general population in our community suffers from highly interfering and disabling pain, associated with depression, poor health, high health care and medication use," says Dr. Tripp. "The high prevalence in our sample suffering from these problems indicates the need for aggressive action to encourage further research and increased funding for multidisciplinary treatment facilities in this region."

A key player in new findings

CLINICAL TRIALS
GROUP PRESENT 22
CANCER STUDIES AT
INTERNATIONAL
CONFERENCE

By NANCY DORRANCE
News and Media Services
Twenty-two research studies presented at the American Society of Clinical Oncologists (ASCO) annual meeting last week in New Orleans – including five that show significantly increased survival rates for sufferers of lung cancer, breast cancer, brain cancer, and lymphoma – involved the National Cancer Institute of Canada Clinical Trials Group (NCIC CTG) based at Queen's.

The strong Canadian contribution to the ASCO conference reflects both the high quality of the Canadian clinical cancer research community, and the leadership and support provided by more than 115 Queen's faculty and staff who comprise the "central office" of the National Cancer



STEPHEN WILD

Joe Pater

Institute of Canada Clinical Trials Group, says CTG Director Joe Pater, the Edith Eisenhower Chair in Clinical Cancer Research.

This group, in turn, could not have accomplished what it has without the ongoing support of the Canadian Cancer Society, the National Cancer Institute and Queen's Cancer Research Institute, where the Clinical Trials Group is housed, he adds.

Highlighted in the "Best of Oncology/Society Abstracts" at the conference were new survival data from a breakthrough

study with important implications for breast cancer treatment in post-menopausal women. Coordinated by the CTG, the international study was halted early last fall to provide patients who were taking placebos the opportunity to switch to the drug being tested: letrozole.

All participants continue to be followed under an amended protocol. The updated findings show that at 30 months of follow-up there is a 40 per cent reduction in their risk of breast cancer, and among women whose original cancer had spread to lymph nodes, the death rate of those taking letrozole is reduced by 39 per cent.

Other significant findings reported at the conference from studies involving the Queen's group include:

- 15 per cent increased survival rate five years after surgery for patients with non-small cell lung cancer (the most common type of lung cancer) who received a relatively short course of chemotherapy treatment that produced few side effects
- 20 per cent increased survival

rate for patients with glioblastoma multiforme (GBM) – an aggressive form of brain cancer that is difficult to treat – when a chemotherapy drug, temozolomide, was added to their radiation treatment

- a two-month increase in survival time of patients with advanced lung cancer who received the non-chemotherapy drug erlotinib (now being fast-tracked by the U.S. Federal Drug Administration)

Since its inception in 1971 as a cooperative oncology group supported by the Canadian Cancer Society, the NCIC Clinical Trials Group has enrolled more than 25,000 Canadians in more than 275 trials, with thousands more enrolled internationally.

"The number of positive studies being reported this year is a tribute to the investment in laboratory and clinical research by private and government agencies around the world," says Dr. Pater. "That investment seems to be paying off and we are likely to be seeing more and more such reports over the next few years."

IN BRIEF

Protein discovery garners NSERC prize

Seeing sexual impotence in yeast led biology student Marie Evangelista to the discovery of a protein that is key to how cells get their shape and divide – and earned her a 2004 NSERC Doctoral Prize.

The finding has implications for areas from understanding how bacteria "hijack" and steer human cells, to how cancer cells spread.

Dr. Evangelista, whose co-supervisors at Queen's were Paul Young and Charlie Boone (now at University of Toronto), is one of five recipients of the prestigious award for top doctoral research in science or engineering. She is currently a researcher with Genentech BioOncology.

Three named to Canadian Academy

Three Queen's researchers are among 30 new fellows named to the distinguished Canadian Academy of Engineering (CAE). They are Dean of the Faculty of Applied Science Tom Harris (Chemical Engineering), Canada Research Chair in Infrastructure Engineering Ian Moore (Civil Engineering) and Richard Bathurst (Civil Engineering).

"Recognizing distinguished contributions to the practice of engineering, election to the Canadian Academy of Engineering is one of the highest national honours within the profession," says Vice-Principal (Research) Kerry Rowe. "The induction of three new fellows from Queen's illustrates the university's excellence in the applied sciences, and we congratulate them for this highly distinguished honour."

This outstanding group of new members provides great role models relative to the engineering profession in Canada, says CAE president Morrel Bachynski. Widely cited for his work in variance-based performance monitoring and assessment of control systems, Dr. Harris has made significant research contributions and advanced the industrial practice of control. His methodology is used internationally by several companies in a diverse range of industrial control applications. As dean, he has also championed the advancement of engineering education and training.

Dr. Moore is recognized for his outstanding contributions to engineering design practice, research and education, particularly in relation to buried infrastructure. He is an international expert on the analysis of soil-pipe interaction. His findings define how most major pipe manufacturing companies in North America design and use pipe products.

Cross-appointed to Royal Military College, Dr. Bathurst is renowned for his work on geosynthetic-reinforced retaining wall systems. His physical testing and modeling have led to the development of practical guidelines for the design of these systems, and to the safe and economical design of a new generation of retaining wall systems now used by industry throughout the world.

Sensory signals "warm up" muscles for action

By NANCY DORRANCE
News and Media Services
A new study involving members of Queen's Centre for Neuroscience Studies has produced surprising findings about the way coordinated head movements are controlled through brain signals.

University of Western Ontario researcher Brian Corneil conducted the research while he was a Queen's PhD student under the supervision of Doug Munoz (Physiology and Psychology), Canada Research Chair in Neuroscience.

The study is published in the current edition of the international journal *Neuron*.

"When we shift our gaze, we typically make a coordinated movement of our eyes and head, but until now the mechanisms for doing so have remained unclear," says Dr. Corneil. "From this study, it appears that force is developed at the neck muscles before a decision to commit to a gaze shift is made."

Also on the research team are Dr. Munoz and neurophysiolo-

gist Etienne Olivier from the University of Louvain in Belgium. The study was supported by the Canadian Institutes of Health Research (CIHR) and the Human Frontier Science Program (HFSP).

A key role of the brain is to transform sensory information into motor commands to guide movement.

"This study shows that some sensory signals undergo almost no transformation before being sent to the muscles," explains

Dr. Munoz. "These weak sensory signals can then be used to 'warm the muscles up' to be ready for action once the brain decides what to do."

Dr. Corneil received the Governor General's Gold Medal for his Queen's PhD thesis, as well as the 2002 Donald B. Lindsley Prize in Behavioural Neuroscience for most outstanding PhD thesis awarded by the international Society for Neuroscience (SFN).

www.neuron.org

MEDICAL RESEARCH UP CLOSE



STEPHEN WILD

Researcher Louise Winn (Environmental Studies, Pharmacology and Toxicology) shows a tissue sample to high school students in a recent Discovery Day workshop she conducted on the consequences of chemical exposure during pregnancy. Almost 100 students from eastern Ontario high schools spent a day on campus acquiring a close-up, hands-on perspective of health sciences research as part of the Canadian Medical Hall of Fame Discovery Day.

IN BRIEF

May 8 Board meeting notes

Tuition fees for 2004-05: Given the Ministry of Training, Colleges and University's policy to freeze tuition fees for 2004-05 and 2005-06, the Board of Trustees approved the following fees (unchanged from 2003-04 levels): Applied Science, Years 1-4, \$6,760. Commerce, Year 1, \$4,193; Commerce, Years 2-4, \$8,712. Law, Years 1-3, \$8,961. Medicine, Years 1-4, \$13,500; Medicine, post-grad, \$0. Regulated programs (all years), Arts, Science, Physical Education, Music, Fine Art, Nursing, Rehabilitation Therapy, Education, \$4,193; Nurse Practitioner, \$5,384. Rehabilitation Therapy Professional Master programs, \$6,900. School of Policy Studies: Master in Public Administration (full-time), \$6,900; part-time per course, \$1,034; Master of Industrial Relations, \$5,159.

Residence fees for 2005-06: The board approved the following: single room and board, main to campus, \$8,661 (compared \$8,348 for 2004-05), single room and board, new residences, \$9,095 (\$8,765), single room and board, West Campus, \$8,461 (\$8,148); single room only, West Campus, Grad Residence, Harkness International Hall, \$4,795 (\$4,622); double room and board, main campus, \$8,561 (\$8,248); economy double room and board, main campus \$7,061 (\$6,748), triple room and board, \$7,961 (\$7,648). The increases represent a 3.75 per cent increase over last year's fees in brackets.

Other approved fees: the main campus residents society fees to increase by 3.75 per cent to \$74.99 for 2004-05 and the Jean Royce Hall Society fee to remain at \$70 for 2004-05. Student Activity fees as proposed by the Alma Mater Society and the Society of Graduate and Professional Students.

Bracken Library renovations: the board approved \$250,000 to do design work for the Bracken Library renovation project.

Bader Lane: The board approved several naming dedications, including naming Queen's Crescent Bader Lane to honour long-time benefactor Alfred Bader.

Queen's Centre: Executive committee chair Andrew Pipe and operations committee chair Andrew Simpson reported that their committees have been making good progress identifying programming needs for the proposed athletics and student life complex.

Investment managers: The board approved the termination of Jarislowsky, Fraser as a manager of U.S. equities for the pooled endowment and pooled investment funds to be replaced by McLean Budden.

Appointments and reappointments: The board approved reappointments to the board, appointments and reappointments to committees, to committee chairs and vice chairs and reappointment of the board chair and board vice-chairs.

Ratification of Senate items: The board ratified the establishment of the David Chadwick Smith Endowed Chair in Economics; the revised Freedom of Information and Protection of Privacy Guidelines; the establishment of the Centre for Water and the Environment (CWE) as a university centre.

Stuart Ryan, law school pioneer

Professor Emeritus Harold Robert Stuart Ryan, who was instrumental in founding Queen's Faculty of Law, died of a heart attack April 7 at the age of 93. Dr. Ryan was also involved in many Anglican church committees and task forces and served the diocese of Ontario as chancellor for 31 years. Long-time colleague and friend Dan Soberman offers this remembrance of Dr. Ryan and his contributions to Queen's.

Until 1957, the Law Society of Upper Canada – the governing body of the legal profession in Ontario – had steadfastly refused to recognize professional education in law by Ontario's universities. In the preceding 90 years, the universities of Toronto, Ottawa and Western Ontario had each tried once, and Queen's had tried twice to establish LL.B. programs, but each time the Law Society denied them credit for such education in qualifying as lawyers in Ontario. And after each refusal, the universities closed down their law programs.

In the spring of 1957, the Law Society finally gave in and agreed to recognize university programs. Principal W.A. MacKintosh and Vice-Principal J.A. Corry had played a leading role in negotiating the agreement between the Law Society and Ontario universities, and they were enthusiastic about getting the faculty up and running as quickly as possible – by September of that year.

Stuart Ryan and I were hired as the first two full-time members of the faculty that spring. At the end of August, we both arrived in Kingston to work with Dr. Corry, who was acting dean of the law faculty. This new beginning was a very exciting time. I was a young law teacher with two years' experience at Dalhousie University; Stuart was a well established, mid-career lawyer, who had been chairman of the Port Hope Board of Edu-

cation and subsequently its mayor, as well as a highly regarded litigation lawyer before coming to Queen's.

Fortunately for me, I could not have worked with two more friendly, intelligent and able colleagues. Of course, as vice-principal, Dr. Corry was very busy, but he still taught one law course and came to our temporary home often even if only briefly. So that first year I spent a lot of each day with Stuart in our

Stuart was the main influence that turned our first class into a family.

adjoining offices and we frequently had dinner together.

I could easily have felt intimidated by such a peer of the legal profession, but from the very beginning, I found Stuart a considerate, gentle person, genuinely interested in all our students (the first class of 25) and in me personally. And he had a wonderful sense of humour that saved me from embarrassment, because he was deferential to me as an "experienced" law teacher (two years!). But Stuart was the true scholar. He could read Greek and Latin, quote Aristotle and great Roman thinkers and he had encyclopedic knowledge about law and history – and about Canada generally. Whenever we discussed the origins of important legal rules, Stuart could explain succinctly how and when they arose. I owe a great deal to his wisdom. So it was a delight to spend time with him both socially and academically.

The students felt the same way about him. Stuart was the



Stuart Ryan

KEN CUTHBERTSON

main influence that turned our first class into a family: we shared so much with our students – informal dinners and parties, bridge games and table tennis. Yet our sharing and camaraderie in no way diminished student respect and admiration for Stuart. I benefited greatly from it, too, because the students understood our role not only as their teachers but also as the ones who had to make hard decisions about their grades and passing or failing. And in that first year, with only hastily created and rudimentary admission standards, we had the unpleasant task of failing a significant number of them!

An example of Stuart's insightful wisdom came when we were considering a motto to be part of the law school crest. He suggested to Dr. Corry that it be the phrase "Soit droit fait". When the students learned of it they were perplexed: why would we choose a French motto? Well Stuart, went to class very good-

humouredly asked if anyone knew the origin of the phrase. There was silence.

He then explained that when the king approved a bill from Parliament it became law when he signed it with the ancient phrase "soit droit fait", which means "let the law be made". It also means "let right be done." In 1604, the first year of James 1st's reign, there began a struggle over the supremacy of parliament versus the king. At the time James needed funds and when Parliament refused unless the king signed an important bill into law, James gave in and signed the bill – and "right" was done.

The students immediately gave their support to the motto for Queen's law. It was a wonderful example of how Stuart gently used his sophisticated knowledge to educate us all. And it was just an early stage of his long career and great contribution to Queen's and the larger community.

The greening of the Frost Wing

By EMILY SANGSTER

The space where the Frost Wing of Gordon Hall once stood will soon become a grassy courtyard – for the time being, at least.

Workers are cleaning up the open space. The area is being landscaped, and will stay that way at least until the long-term future of the buildings in the area becomes clearer.

"We're grading it smooth and putting in a green lawn, a couple of trees, some Queen's light standards and a pathway across the area," said Campus Planning and Development Director Jeanne Ma. "Basically, it's recognizing that the area is in transition."

The landscaping contract will be awarded during the first week of June, and the work should be complete by next summer.

The university has discussed the concept of a war memorial quadrangle in the space bounded by Fleming Hall to the south, Douglas Library to the west, Gordon and Nicol Halls to the north and Clark Hall to the east, Ms Ma said. However, the Stewart-Pollock Wing of Fleming Hall and the Frost Wing of Gordon Hall were put up in the space in the early 1960s.

A May 2002 precinct study on the long-term development of the block proposed several concepts that depend on the evolution of Clark Hall, which may have a

small addition built on its north side to replace the temporary covering being put up over the stairs to the basement. The ideas also hinge on the future of the Stewart-Pollock Wing. If the wing were to be demolished, the remaining space would be better framed by the surrounding buildings and more conducive to projects such as a memorial quadrangle.

"When and if – and it's a big 'if' – the building could be vacated and alternate space could be found, it might come down," she said. However, the Campus Planning committee is not actively pursuing such a change, and will not begin ambitious changes to the existing space without stable funding and a definite long-term goal.

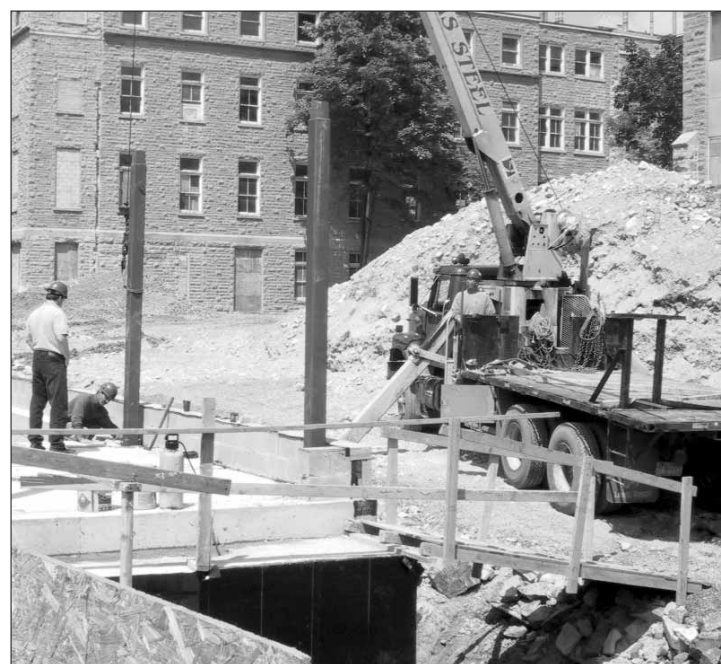
"There are really a lot of unknowns about changes that may occur and the timing of them," Ma said. "We want to look at open space as a resource and as a legacy, and not have future development encroach upon it."

The 40-year-old Frost Wing at the rear of Gordon Hall was demolished last fall, after the Chemistry department moved into the newly built Chernoff Hall. An assessment showed the wing would need so much work to bring it up to building code standards that it wasn't economically viable, said Pat Caulfeild, construction manager for Physi-

cal Plant Services. "The building was becoming more and more of an eyesore, and the principal was adamant that the building was not to be occupied after the Chemistry department left."

Last year, the Frost Wing's furniture, windows and piping were removed, the ivy was scraped off the outside walls, and

the building was demolished. The rest of Gordon Hall, which now sits empty, will eventually be renovated to serve as the new home of the University Registrar, School of Graduate Studies and Research and Career Services. The university is in the process of awarding a contract for the work, Mr. Caulfeild said.



A view of the site of the former Frost Wing, looking northwest from the Campus Bookstore.

EMILY SANGSTER

The science behind perceptions of beauty

A quest to attain beauty, even physical perfection, seems to be an ongoing theme of today's media. Recently, we've seen reality shows such as The Swan devoted to documenting the process of someone being transformed through plastic surgery to their idea of a beauty ideal. To help us understand the science behind how we judge and perceive beauty, the Queen's Gazette posed the following questions to Bob Montgomerie, biology professor, researcher and author of numerous publications on mate attraction and sexual selection in birds, fish, insects and humans.

G: What are some of the underlying scientific ideas about beauty?

BM: Let me start with a biological definition of beauty, so we don't get sidetracked into a philosophical/artistic/humanist debate that is outside my area of expertise. For animals, including us, beauty is simply an individual's physical attractiveness to another. Thus a male bird is more beautiful than another if females find it more physically attractive, by any criterion that can be visually assessed. Beauty defined this way is the biological result of sexual selection, an evolutionary process discovered by Charles Darwin. So, the physical features influenced by sexual selection affect one's success in obtaining mates, whereas those that have evolved by natural selection improve the bearer's ability to gather food, escape from predators, or fight off diseases. Thus, beauty evolves to help individuals obtain more or better quality mates thereby maximizing their lifetime reproductive success.

G: Are the laws of attraction defined by nature?

BM: From this biological definition of beauty, it is logically necessary that many "laws of attraction" are influenced by sexual selection. Because males can generally have more offspring than females, sperm are cheap and abundant, whereas ova are expensive and limited; there is a sexual difference in the kinds of traits that most male and female animals (including men and women) find attractive. Competition with other males is the main influence on male reproductive success, so females often prefer males that are more competitive. In males, competitiveness is signaled by physical features that indicate wealth, power, size and strength, such as testosterone-based facial signals (e.g. prominent cheekbones and brows) in humans. In females, physical features that suggest fertility are the ones that males tend to find most attractive. In human females, youth and indicators of childbearing and rearing are important fertility signals (e.g., body mass index, waist-to-hip ratios). Maximum fertility in women occurs in the 18-25 year old range and, not surprisingly, this is the age range that men find most beautiful, everything else being equal. For both males and females, features that signal health, condition and genetic quality are important, for obvious reasons. Despite all this, many visible traits, particularly in humans, do not have a direct genetic basis and are simply defined by cultural whims that spread through the population



BOB MONTGOMERIE Q&A

by advertising (commercial or personal), though even these can be indirectly related to traits favoured by sexual selection.

Physical beauty is only a small component of mate choice in humans.

G: Have our criteria for human beauty changed over the ages?

BM: It is unlikely that sexually selected traits in humans have changed much during recorded history as there simply has not been enough time for such selection to cause a noticeable change in our behaviour. Also, modern medicine has clearly reduced the disadvantages of being congenitally unattractive, thus relaxing the force of sexual selection. Culturally transmitted traits (jewelry, hair and clothing styles) change dramatically in just a few years or months and, for that reason, it is sometimes difficult to see what was so attractive about appar-

ently beautiful people photographed in a previous era. Even so, clean, healthy-looking faces that show signs of wealth, power, and testosterone in men, or youth and fertility in women have always been beautiful.

G: What about other animals? What do they find beautiful?

BM: The basic criteria are the same for males and females of most species: competitiveness in males, fertility in females. Signs of health, vigour, and symmetry (a correlate of genetic quality) have also been shown to be attractive to both sexes in a wide variety of animals. Some animals, like the bowerbirds we study in Australia, also have culturally transmitted traits that vary from population. In that species, males gather colourful objects from their territories and display them to females during courtship. The exact nature of display props used within some populations depends on what the dominant males have decided to gather for their own display; the subordinates simply try to copy them. Sound familiar?

G: What has been your most surprising finding about beauty and attraction?

BM: Two things, really. First, I am continually impressed with our (and other animals') ability to detect subtle cues that influence our choices of mates. Humans, for example, prefer faces that are ever so slightly more symmetrical than others, even though they may have no idea what is influencing their choice. Second, it is

truly astonishing how little this interesting subject has been studied by scientists, given its relevance to a wide variety of social interactions.

G: Is there anything people can do to make themselves more beautiful?

BM: I am asked this all the time, usually in jest as if it was a question that I could not possibly answer. But the answer should be obvious, from what I have already said. Just about anyone would be more (physically) beautiful if they had their face altered to look more healthy and symmetrical. If you are a man, making your face look more testosterone-rich and dressing to indicate greater wealth would make you more beautiful-looking to women; if you are a woman, looking younger (cosmetics) and more fertile (by adjusting your body mass index) would help. Is it any wonder that cosmetic surgery is so popular in 2002 there were almost 900,000 cosmetic surgery operations in the U.S. alone. Fortunately, for me at least, physical beauty is only a small component of mate choice in humans; all kinds of personality and behavioural traits also influence whom we find most attractive. Also, because of modern medicine, our personal reproductive success is no longer as influenced by our physical beauty, as it must have been at one time, maybe finally emancipating us to make choices that ignore physical features, without suffering some reproductive penalty due to sexual selection.

Queen's researchers on Antarctica, fish anti-freeze, in the news

QUEEN'S IN THE NEWS

Highlights of Queen's experts in the media

■ May 12 - June 8



Marshall

A discovery of a potent fish antifreeze by **Peter Davies** and **Chris Marshall** (Biochemistry) receives extensive coverage including the *National Post*, *Ottawa Citizen*, *Edmonton Journal*, *The Vancouver Sun*, *The Gazette* (Montreal), the front page of *The Kingston Whig-Standard* and *CBC Radio's Quirks and Quarks*.

Kim Nossal (Political Studies) comments in a *National Post* story about public support for the Canadian military.

The **School of Business** is highlighted in a *Globe and Mail* story about MBA programs hiring outside coaches to give students practical career advice.

Marketing strategist **Ken Wong** (Business) discusses marketing surveys in a *Globe and Mail* story about competitive markets for fast food restaurants in the *Edmonton Sun*.

Jonathan Rose (Political Studies) comments in an *Ottawa Citizen* story about former president Ronald Reagan. He is also inter-

viewed for a front-page article in the *Edmonton Journal* about the role of Alberta's public affairs bureau.



Gilbert

The discovery of a volcano on the sea bottom off Antarctica by **Robert Gilbert** (Geography) and an international research team receives extensive coverage, including the *National Post*, *The Ottawa Citizen*, *The Edmonton Journal*, *The Calgary Herald*, *The Gazette* (Montreal), *The Kingston Whig-Standard*, *The Daily News* (Halifax), *CBC Radio News and Current Affairs*, *CBC TV The National*, and *Discovery Channel's DailyPlanet* show.



Manson

Allan Manson (Law) comments in an *Edmonton Journal* story about victims' responses to conditional sentences.

An opinion piece by **Tom Axworthy** about the prospect of a minority government in Canada appears in the *National Post*.

John Freeman (Education), one of the major Canadian contributors to a World Health Organization report, *Health Behaviour in School-aged Children*, comments extensively on the findings in the *National Post*, *Ottawa Citizen*, *The Calgary Herald*, *The*

Edmonton Journal, *The Gazette* (Montreal) and *CBC Radio's* regional news.

Douglas Reid (Business) comments extensively about Air Canada's latest negotiations that have released it from bankruptcy protection including *The Edmonton Journal*, *The Calgary Herald*, *The London Free Press*, *Times Colonist* (Victoria), *The Gazette* (Montreal), *The Telegram* (St. John's), on *CBC Radio National News* and *CBC Radio's The Current and Regional News*.

Medical researcher **Julielynn Wong** (Medicine) is profiled in a *Maclean's* magazine special report highlighting student leaders of tomorrow.



Vertegaal

Roel Vertegaal (Computing) discusses sunglasses developed in Queen's Human Media Laboratory that can detect when someone is making eye contact with the

wearer on *Discovery Channel's Daily Planet* program, *CBC-Radio's As it Happens*, *BBC-Radio Scotland*, *Talk Radio 702 Johannesburg* and *NewScientist.com*.

Finance professor **Lew Johnson** (Business) is interviewed on *CBC Radio* national and regional news broadcasts regarding John Manley's appointment to Nortel's Board of Directors.

Nick Bala (Law) is interviewed on the *CBC Radio's The Current* about violence and teenage girls.

Anita Krajnc (Political Studies) co-authored a *Vancouver Province* op-ed about the need to overhaul Canadian charitable tax laws.

Hugh Segal (Policy Studies) discusses federal election strategies on *CBC Radio's Cross Country Checkup*.

Vicki Friesen (Biology) comments on *CBC Radio's Ontario Morning* show about the recent cormorant cull at Presqu'île Provincial Park.



Anand

Anita Anand (Law) is interviewed on *CBC Radio Canada International* regarding Conrad Black and the Hollinger decision.

Jacalyn Duffin (History of Medicine) comments in a *Kingston Whig-Standard* story about a legal case seeking to overturn a 20-year ban on buying private health services.



Tripp

Findings of a study led by **Dean Tripp** (Psychology) surveying the incidence of chronic pain sufferers in southeastern Ontario are highlighted in *The Kingston Whig-Standard*.

Helene Ouellette-Kuntz (Psychiatry) comments in a *Kingston Whig-Standard* story about a Queen's-led study to find better

ways of integrating people with disabilities into the community.

Harvey Lazar (Intergovernmental Relations) comments in a front-page *Kingston Whig-Standard* story, part of an ongoing series examining the Canadian health system.

Lewis Tomalty (Microbiology & Immunology) comments in a *Kingston Whig-Standard* story about Queen's Mini Med School.

Geoff Smith (History) comments extensively in a *Kingston Whig-Standard* tribute to former President Ronald Reagan.

Brenda Brouwer (Rehabilitation Therapy) is interviewed on *CKWS TV* about a workshop on human movement she conducted for Ontario high school students as part of the Faculty of Health Sciences Canadian Medical Hall of Fame Discovery Day.

John Cain (Anesthesiology) and **Elizabeth VanDenKerkhof** (Community Health and Epidemiology) are interviewed on *CKWS-TV* about Queen's new survey of chronic pain in Southeastern Ontario.

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.

Faculty Appointments

Karen Hitchcock appointed Principal
The Board of Trustees of Queen's University announces the appointment of Karen Hitchcock as the university's 18th Principal effective July 1, 2004. She succeeds William Leggett, who has served as Queen's Principal since 1994. Dr. Hitchcock was appointed President of the University at Albany, State University of New York in 1996 after serving as interim President and also as Vice President of Academic Affairs from 1991 to 1995.

Before arriving at the University at Albany in 1991, she served as Vice Chancellor for Research, Dean of the Graduate College, Professor of Anatomy and Cell Biology, and Professor of Biological Sciences at the University of Illinois at Chicago. From 1985 to 1987, she was Associate Dean for Basic Sciences, Research and Graduate Studies, School of Medicine at the Texas Tech Health Sciences Center. Dr. Hitchcock has also spent a significant part of her career at Boston's Tufts University and served as the George A. Bates Professor of Histology and Chair of the Department of Anatomy and Cellular Biology in the Schools of Medicine, Dental Medicine, Veterinary Medicine and the Sackler Graduate School of Biomedical Sciences. A distinguished scholar and academic leader, Dr. Hitchcock received her Bachelor of Science in Biology from St. Lawrence University in Canton, New York and her Ph. D. in Anatomy from the University of Rochester, School of Medicine and Dentistry

Rosa Bruno-Jofré re-appointed Dean of Education
Principal William Leggett announces that Rosa Bruno-Jofré has accepted reappointment for a second term as the dean of Education, effective July 1, 2005. This announcement follows on the strong recommendation of Vice-Principal (Academic) Suzanne Fortier and the unanimous and enthusiastic support of the Advisory Committee and the broader community. Dean Bruno-Jofré was educated in Argentina before completing her PhD at the University of Calgary in 1983. She came to Queen's from the Faculty of Education at the University of Manitoba where she had been serving as Associate Dean (Graduate Studies, Research and Special Projects), and previously as Senior Academic Fellow in the Office of the Vice-President Academic. Prior to the University of Manitoba, she held positions in Latin America, and at Western Washington University, where she received an Award for Distinguished Service. With a background that included an excellent record of scholarship and extensive administrative experience, Dr. Bruno-Jofré was appointed as Dean of the Queen's Faculty of Education in Aug. 2000. Since assuming the deanship, Dr. Bruno-Jofré has continued her teaching and research and has been involved in a number of professional activities. She has published widely as well as serving as the book review editor of the Canadian Journal of Higher Education and as the senior co-editor of Encounters/Encuentros/Rencontres on Education, an international monograph series. She is co-chair and founding member of the Teaching of History Research Group, an interdisciplinary group that includes teachers. Dean Bruno-Jofré was recently presented with the prestigious Lamp of Learning Award by the Ontario Secondary School Teach-

ers Federation in recognition of her outstanding contribution to public education. She is recognized for the quality of her leadership, her sound management practices and institution of fair policies, and her ability to engage members of the Faculty of Education community in a variety of new initiatives. The restructuring of the Continuing Teacher Education unit including the development of an online course delivery infrastructure, which has resulted in a tripling of continuing education registrations, has been at the forefront of Dean Bruno-Jofré's successes over the past four years. Other notable achievements have been the building of state-of-the-art graduate student facilities and the building of the e-Learning Hub, a physical and virtual space which has placed the faculty in a leading position nationally, and has already attracted international attention. Furthermore, Dean Bruno-Jofré has focused on cultivating relationships with alumni and has created the Education Alumni Group, which has received strong support from teachers. Her friend-raising efforts have been extraordinary. In making this announcement, Principal Leggett extends his appreciation to the members of the advisory committee.

Dale Mercer appointed head of Surgery
Dale Mercer has been appointed head of Surgery at Queen's and Surgeon-in-Chief at Kingston General Hospital and Hotel Dieu Hospital for concurrent terms from July 1, 2004 to June 30, 2009. These appointments are announced by William Leggett, Principal and Vice-Chancellor of Queen's, and Carol Mackillop and Ed Zarichny, Chairs of the respective hospital boards of directors. After receiving his MD in 1978 from Queen's and completing five years of general surgery residency, Dr. Mercer undertook a two-year fellowship in general and thoracoesophageal surgery at the Virginia Mason Medical Centre in Seattle Washington. In 1985, he returned to Queen's as an assistant professor in the Division of General Surgery within the Department of Surgery. He was promoted to associate professor and granted tenure in 1991, and promoted to professor in 1999. Dr. Mercer's research interests have included aspects of laser surgery, esophageal physiology with respect to gastroesophageal reflux disease, and clinical studies of anti-reflux surgery and esophageal cancer. In addition to having 34 papers in peer-reviewed journals, 20 book chapters and one co-authored textbook, Dr. Mercer has published numerous abstracts and other non-peer reviewed papers. He has presented at national and international meetings, principally on the topic of esophageal diseases. Dr. Mercer has been an examiner for the Royal College of Physicians and Surgeons of Canada and he is presently a very active member of the College of Physicians and Surgeons of Ontario. In addition to being a member of the board, he serves on many of the college's committees and he chairs the Complaints Committee. Dr. Mercer also serves on many surgical specialty committees, as well as numerous university, hospital and departmental committees. He is the past Program Director for the Division of General Surgery and he is currently Chair of the Division and past Deputy Head of the Department of Surgery. In making this announcement, Principal Leggett expresses his appreciation for the outstanding leadership provided by Dr. Peter Brown throughout his ten-year term as head of Surgery.

Appointments

Aboriginal Counsellor/Student Recruitment Officer 2004-5
Four Directions Aboriginal Student Centre
Ian Peltier
Manager 2004-6 Four Directions Aboriginal Student Centre
Georgina Riel
Administrative Secretary 2004-29
Office of the University Registrar (Records and Services)
Denise Cameron (School of Physical and Health Education)
Electronics Technologist 2004-30
Information Technology Services
Gary Scott
Advancement Officer (Students and Young Alumni) 2004-45
Alumni and Donor Relations
Zahra Valani
Senior Secretary 2004-55
Faculty of Health Sciences
Debra Allen (Alumni Affairs)
Manager, Postgraduate Medical Education 2004-58 Postgraduate Medical Education
Mary Lou Delisle (Residences)
Residence Judicial Advisor 2004-59
Associate Dean of Student Affairs
Cheryl Gale
Employment Programs Assistant 2004-63 Career Services
Carol Bell (Office of the University Registrar)
Student Resource Assistant 2004-69
Faculty of Education
Withdrawn
Administrative Secretary 2004-70
Department of Psychology
Dietlind Fletcher (Advancement Business Office)

Staff Vacancies

NOTICE

Effective July 1, 2004, staff job advertisements will no longer appear in the Gazette and will be posted instead, on a weekly basis, on the Human Resources website at www.hr.queensu.ca.

Departments requiring casual hourly paid secretarial or clerical assistance should contact Susan Goodfellow in Human Resources, 533-2070.

Applications received from internal candidates will be acknowledged by the Department of Human Resources. Effective July 1, 2004, the results of each job competition will be posted on the new Human Resources website, within the "Announcements" section of the homepage.

Closing date for the following positions is **Tuesday, June 22, 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.

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

Program Assistant, Queen's Executive Development Centre
School of Business
2004-76
Minimum Hiring Salary: \$30,824 - effective July 1, 2004 (Salary Grade 4)
Terms: Full-time, one-year appointment

Program Coordinator, Queen's Executive Development Centre
School of Business
2004-77
Minimum Hiring Salary: \$36,642 - effective July 1, 2004 (Salary Grade 6)
Terms: Full-time, one-year appointment

Program Manager/
Application Advisor,
Queen's Executive MBA
School of Business
2004-78
Minimum Hiring Salary: \$41,550 - effective July 1, 2004 (Salary Grade 7)
Terms: Full-time, one-year appointment

Systems Programmer
Information Technology
Services
2004-79
Minimum Hiring Salary: \$41,550 - effective July 1, 2004 (Salary Grade 7)
Terms: Full-time, one-year appointment

Program Manager
Enrichment Studies Unit
2004-80
Minimum Hiring Salary: \$47,118 - effective July 1, 2004 (Salary Grade 8)
Terms: Full-time, one-year appointment

Program Liaison/
Counsellor, Aboriginal
Teacher Education Program
Faculty of Education
2004-81
Closing Date: Mon., July 12, 2004
Minimum Hiring Salary: \$47,118 - effective July 1, 2004 (Salary Grade 8)
Terms: Term until March 31, 2005 (four days per week - salary will be pro-rated)

Planner
Campus Planning and Development
2004-82
Closing Date: Tues., June 29, 2004
Minimum Hiring Salary: \$50,093 - effective July 1, 2004 (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.

Facilities Key Clerk
University Residences
2004-83
Minimum Hiring Salary: \$30,824 - effective July 1, 2004 (Salary Grade 4)
Terms: Continuing full-time

Governance Assistant
University Secretariat
2004-84
Minimum Hiring Salary: \$30,824 - effective July 1, 2004 (Salary Grade 4)
Terms: Term until June 30, 2005

Administrative Secretary
Vice-Principal (Academic)
2004-85
Minimum Hiring Salary: \$32,311 - effective July 1, 2004 (Salary Grade 5)
Terms: Continuing full-time

Residence Life Coordinators (2)
Residence Life Office
2004-86; 2004-87
Minimum Hiring Salary: \$36,642 - effective July 1, 2004 (Salary Grade 6)
Terms: Term (one year)

Coordinator of Educational Programs
Residence Life Office 2004-88
Minimum Hiring Salary: \$41,550 - effective July 1, 2004 (Salary Grade 7)
Terms: Continuing full-time

Career Counsellor
Career Services
2004-89
Minimum Hiring Salary: \$41,550 - effective July 1, 2004 (Salary Grade 7)
Terms: Continuing full-time

International Student Advisor
International Centre
2004-90
Minimum Hiring Salary: \$41,550 - effective July 1, 2004 (Salary Grade 7)
Terms: Continuing full-time

Intake Counsellor
Health, Counselling
and Disability Services
2004-91
Minimum Hiring Salary: \$47,118 - effective July 1, 2004 (Salary Grade 8)
Terms: Continuing term (September 1 until April 30 each year - 5 days per week). Salary will be prorated.

Personal Counsellor
Health, Counselling
and Disability Services
2004-92
Minimum Hiring Salary: \$47,118 - effective July 1, 2004 (Salary Grade 8)
Terms: Continuing term (September 1 until April 30 each year - 4 days per week). Salary will be prorated.

Personal Counsellor
Health, Counselling
and Disability Services
2004-93
Minimum Hiring Salary: \$47,118 - effective July 1, 2004 (Salary Grade 8)
Terms: Continuing term (September 1 until April 30 each year - 3 days per week). Salary will be prorated.

Senior Laboratory Technician
(CUPE Local 254)
Biochemistry
2004-94
Tentative Hiring Range: \$41,078 - \$51,347 (353 points)
Terms: Continuing full-time

Caretaking Attendants (3)
University Residences
2004-95; 2004-96; 2004-97
Hourly Rate: \$17.60 (CUPE Local 229)

Terms: Continuing
These are continuing appointments working 20 hours per week. The successful candidates must be willing to work overtime, respond to call-ins outside of normal working hours, and work evening/night shifts as required.

Major Responsibilities: daily cleaning and maintenance of residence buildings in a home-like environment during the academic year, as well as performing duties during the conference season; clean and sanitize washrooms, fixtures and fittings; vacuum and shampoo carpets and upholstery, sweep, dust-mop and damp-mop all floor surfaces; strip, seal, wax and spray buff all floors; operate a variety of floor machinery; collect garbage, clean glass, walls and move furniture; report losses, damages, repairs and infractions of residence regulations; maintain a clean and healthy environment in the residence buildings.
Requirements: ability to work in a physically demanding environment; secondary school diploma with the ability to read and write in English; ability to comprehend instructions; sound knowledge of cleaning procedures and safe work practices; ability to read computer printouts; some mechanical aptitude is required; 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.

Committees

Council on Employment Equity nominations sought
Principal William Leggett is seeking nominations of staff and faculty from the Queen's community to serve as members of the Council on Employment Equity. There are two current or

upcoming vacancies on the Council. New members will be appointed for a two-year term starting Sept. 2004. The purpose of the Council on Employment Equity is to promote a climate favorable to equity on campus with a focus on human resource matters; communicate and share equity-related information; review policies and practices and make recommendations. Current members who will continue on Council through Sept. 2004 are: Voting Members – Robert Hudson (Chair), Dorothy Agnew, Christine Collier, Bruce Elder, Arig Girgrah, Mary Jane Kingston, Lee Shuster. Ex-Officio – Vice-Principal Operations and Finance or delegate; University Advisor on Equity; Program Coordinator, Office of the University Advisor on Equity; Manager, Human Resources (responsible for equity); Director of Office of Human Rights; Director of Health, Counselling and Disability Services or delegate. Please submit nominations to the Principal's Office by July 31, 2004.

Advisory Committee, GeoEngineering Centre at Queen's – RMC
In accordance with procedures adopted by Senate for the establishment of University Centres, Kerry Rowe, Vice-Principal (Research) has established an advisory committee to advise him on a proposal for the formal establishment of the GeoEngineering Centre at Queen's – RMC (GEC). Committee members are: Ron Anderson, Mechanical Engineering (Chair); Bob Dalrymple, Geological Sciences and Geological Engineering; David Turcke, Civil Engineering; Pierre Quenneville, Civil Engineering (RMC); Sonja Verbeek, Office of the Vice-Principal (Research) (Secretary). The GEC received provisional approval in the fall of 2002 and is now seeking formal approval as a University Centre. The mission of the Centre is to foster one of the world's leading research teams investigating the theory and application of GeoEngineering and related GeoScience. Capitalizing fully on the scholarly potential in this area at Queen's and RMC, the GEC will focus on bringing the relevant researchers together, providing advanced education in GeoEngineering and its sub-disciplines, and stimulating vigorous research activity including major interdisciplinary studies of relevance to other scholars and our society. For more information on the Centre, please visit their website at <http://mine.queensu.ca/geoeng/>. Members of the university community are invited to submit their comments on the establishment of the centre to the chair of the committee by June 21, 2004. Also, individuals interested in reviewing the complete proposal may obtain a copy from the Office of the Vice-Principal (Research) at research@post.queensu.ca or extension 36933.

Please note the Gazette is re-running this notice because a committee member's name was omitted from the version that ran May 17.

Principal's Advisory Committee, Dean of Law
Principal William Leggett announces the membership of the committee which he has asked to advise him on the present state and future prospects of the Faculty of Law and on the selection of the Dean. Alison Harvison Young has indicated that she does not wish to be considered for another term as Dean. Committee members are: Martha Bailey, Associate Professor, Law; Rosa Bruno-Jofré, Dean, Education; Art Cockfield, Law; Jane

Emrich, Director, Admissions, Law; Suzanne Fortier, Vice-Principal (Academic) – Chair; Mary Margaret Dauphinée, University Advisor on Equity; Kathleen Lahey, Law; Mary Jane Moore, Law; Merrilees Muir, Office of the Vice-Principal (Academic) – Secretary; Bruce Treichel, Chair, Faculty of Law Dean's Council and Partner, Faskin Martineau DuMoulin LLP; Gary Trotter, Law; Trevor Shaw, Law Students' Society President; TBA, Graduate Student. Members of the university community who still wish to comment on the present state and future prospects of Law may do so by June 15, 2004. Letters should be submitted to Suzanne Fortier, Vice-Principal (Academic) and respondents should indicate whether they wish to have their letters shown, *in confidence*, to the members of the advisory committee.

Headship Search Committee, Obstetrics and Gynaecology
John Jeffrey's second term as head of Obstetrics and Gynaecology will end on June 30, 2005. Principal William Leggett has established a search committee to provide advice on the headship and on the present state and future prospects of the department. Members are: Dr. Paul J. Belliveau, Surgery; Dr. Heather Cockwell, Resident Representative, Obstetrics and Gynaecology; Dr. Kimberly Dow, Paediatrics; Dr. John Fisher, Associate Dean, Academic Affairs, Health Sciences; Dr. Susan Haley, Anesthesiology; Dr. Mary Anne Jamieson, Obstetrics and Gynaecology; Bonnie McCaig, Obstetrics and Gynaecology; Sherri McCullough, President of Volunteer Services, Hotel Dieu Hospital; Dr. Peter Munt, Chief of Staff, Kingston General Hospital; Dr. J. Peter O'Neill, Obstetrics and Gynaecology; Eleanor Rivoire, Vice-President, Patient Care Programs and Chief Nursing Officer, Kingston General Hospital; Lynn Shepherd, Undergraduate Medical Student Representative; Dr. David Walker (chair), Dean, Health Sciences; Gail Knutson (secretary), Senior Staffing Officer, Health Sciences. All members of the University community, faculty, staff and students, are invited to submit to the chair by Friday, June 25, 2004, their opinions in writing, on the present state and future prospects of the department and the names of possible candidates for the Headship. Respondents should state whether their letters may be shown, in confidence, to the members of the search committee.

Other Positions

Research Assistant, Anatomy and Cell Biology
This is a full-time position in Dr. B.A. Croy's lab in the Department of Anatomy and Cell Biology. The main areas of research in this lab are in the field of reproductive immunology. **Responsibilities:** University degree in a relevant field with some job-related experience or a three-year post secondary program and several years job-related experience; on the job training will provide skills specific to the position. **Requirements:** experiments will involve both human and mouse material; experience in immunology, developmental and molecular biology techniques is desirable; participate in clinical studies to assess and recruit patients; and conduct follow-ups according to protocols. Consideration will be given to an equivalent combination of education and experience. **Minimum Hiring Salary:** (July 1, 2004 rate): \$36, 642 (Salary grade 6).

Salary will be competitive and commensurate with experience.

Forward resumé to: Dr. B.A. Croy, Department of Anatomy and Cell Biology, Queen's University, Kingston, Ontario K7L 3N6. No telephone or e-mail inquiries please.

Research Technician, Anatomy and Cell Biology
This is a 60 per cent time position for 3 months.

Responsibilities: Competent with transmission electron microscopy specimen preparation techniques and associated photographic methods. This includes processing, embedding, sectioning, staining, viewing and imaging specimens using the transmission electron microscope and producing photomicrographs. **Requirements:** Two-year post-secondary program with technical expertise in electron microscopy and photography. Consideration will be given to an equivalent combination of education and experience. **Minimum Full-time Hiring Salary** (July 1, 2004 rate): \$30,824 (to be prorated to reflect 60 per cent appointment, salary grade 4). Competitive and commensurate with experience.

Research Technician, AtheroChem Laboratory
This is a full time position to start immediately, or date to be negotiated.

Requirements: BSc, or Community College diploma in the biochemical/biological sciences; experience or training in handling of mice, cell/tissue culture, radioisotopes and column chromatography (e.g. HPLC); and flexibility in working hours. Applicants may be asked for three letters of reference. **Initial Responsibilities:** maintaining precise and accurate laboratory notebooks; maintain basic laboratory equipment; execute the following types of experiments: cell/tissue culture studies in the export of cholesterol; preparation and characterization of liposomes; chromatographic separation of peptides and proteins; atherogenesis studies in transgenic and wild-type mice; preparation of appropriate solutions. **Salary and Benefits:** Salary commensurate with Queen's grid for job grade. Benefits to be discussed with successful applicant.

Submit application with resume to: Dr. Perry Kim, Manager of Operations, AtheroChem Inc., c/o PARTEQ Innovations, Biosciences Complex, Queens University, Kingston, Ontario, K7L 3N6.

Research Technician, Biochemistry
This is a full-time position for one year, commencing in Aug. or Sept. The incumbent will assist in the optimal function and day-to-day operations of research labs in the Department of Biochemistry at Queen's studying protein structure/cellular regulation.

Requirements: undergraduate science degree or three-year post-secondary program in biotechnology; experience in the areas of molecular biology, biochemistry and cell biology will be considered an asset. **Responsibilities:** preparation of stock solutions, buffers and cell culture media; maintenance of lab equipment; inventory and replenishing of supplies as necessary. The incumbent will work with potentially hazardous materials including cryogenics, in accordance with health and safety regulations. **Salary:** \$30,824 (Level 4) + benefits

Apply in writing or by fax to Drs. Andrew Craig and Steven Smith, Department of Biochemistry, Queen's University, K7L 3N6, Fax (613) 533-2497.

Research Associate, Centre for Health Services and Policy Research

This 18 month project explores the relationship between patient safety and health system governance starting July 1, 2004 for 18 months. **Responsibilities:** perform thorough literature searches; maintain an electronic bibliography; conduct key informant interviews; and prepare draft reports. **Requirements:** graduate degree in political science, health administration, or a closely related discipline. Knowledge of French would be an asset.

Submit a CV and the names of three referees by June 23, 2004 to: Dr. Samuel Shortt, Centre for Health Services and Policy Research, Abramsky Hall, 3rd Floor, Queen's University, Kingston, Ontario K7L 3N6 or seds@post.queensu.ca. The

Centre thanks all who express an interest and advises that only those selected for an interview will be contacted.

Research Manager, Queen's Perinatal Research Unit
Minimum Hiring Salary: Grade 10, Minimum Level

Terms: Full-time Term until June 30, 2007

Please send CV to Dr. Graeme N. Smith, Department of Obstetrics and Gynecology, Queen's University, Victory 4, Kingston General Hospital, Kingston, ON. K7L 2V7
613-548-2405 or gns@post.queensu.ca.

Employee Development

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

Assertiveness Techniques for Success
With an emphasis on the work environment, you will learn and practise techniques to deal assertively with others, handle conflict in constructive ways, and improve the listening and empathy skills needed to be an effective communicator. Wednesday, June 23, 9 am to 12 pm. Judith Wilson, Training Consultant

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/.

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.

Group Life and Health Premiums for Employees

(For information on premium and benefit coverage details please check the benefits section of the Human Resources web site – www.hr.queensu.ca/Benefits/Benefit.htm)

The group insurance premiums change each July 1. The new rates at July 1, 2004 have been adjusted to reflect Queen's utilization and current cost trends. The new rates are as follows:

Basic Life Insurance
The new rate is \$0.269/\$1,000 of coverage per month. Participating employees will pay \$0.121/\$1,000 of coverage per month while the University will pay \$0.148/\$1,000 of coverage per month.

Dental
The new rates for this benefit are \$8.70 per month for single coverage and \$22.65 per month for family coverage. These rates represent 25 per cent of the total premium with the remaining 75 per cent paid by Queen's University.

Long Term Disability
The new rate is 1.03 per cent of monthly salary. This benefit is fully paid by participating employees. As a result, income from this benefit is tax-free.

Optional Life Insurance
The rates for optional life insurance remain the same. This benefit is fully paid by participating employees.

Semi-Private Hospitalization
The new rates for this benefit are \$5.06 per month for single coverage and \$13.17 per month for family coverage. This benefit is fully paid by participating employees.

Supplementary Medical
The new rates for this benefit are \$11.48 per month for single coverage and \$44.07 per month for family coverage. These rates represent 30 per cent of the total premium with the remaining 70 per cent paid by Queen's University.

Governance

Honorary degree nominations

The Senate Committee on Honorary Degrees invites nominations for the award of honorary degree at the 2005 Convocations. Nomination forms are available on the web at <http://www.queensu.ca/secretariat/HonDegre.html> or from the University Secretariat, B400 Mackintosh-Corry Hall, 533-6095. Deadline for submission of nominations is Friday, August 13, 2004.

Notices

Feminist Book Club

Due to low attendance the book club will not meet over the summer. Meetings will resume in Sept. If you have suggestions for books to read next year please email to amq_75@yahoo.ca by June 28 so they can be included in the fall newsletter.

Rental listings needed!

The International Housing Office is seeking rental listings for incoming 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 and access "Rental Property Submission Form" or call 533-2604 ext. 74650.

PhD Examinations

Regular university staff may attend PhD oral thesis examinations.

Tuesday, June 15

Douglas Angus, Geological Sciences and Geological Engineering. 'Development and application of one-way elastic wave propagators in generally-anisotropic, heterogeneous, three-dimensional media'. Supervisor: C.J. Thomson, 100A Miller, (Seminar Rm), 1:30 pm.
Carrie Lyons, Biology. 'Plasticity of striated muscle bioenergetics: mitochondrial changes during differentiation, development, and aging'. Supervisor: C.D. Moyes, 3110 Biosciences, 12:30 pm.

Wednesday, June 16

Yu du, Management. 'Credit rating, default probability and structural credit risk models'. Supervisor: W. Suo, 415 Goodes, 2 pm.

Sarah Palmer, Geological Sciences and Geological Engineering. 'Development and fluid history of the Paleoproterozoic Thelon Basin, Nunavut, Canada'. Supervisor: T.K. Kyser, 100A Miller (Seminar Rm), 1:30 pm.

Wednesday, June 23

Huang Zeng, Biology. 'Inhibition of clathrate hydrate by antifreeze proteins'. Supervisors: V.K. Walker and J.A. Ripmeester, 3110 Biosciences, 9:30 am.

Friday, June 25

Kimberly Wahl, Art History. 'Fashion the female artistic self: aesthetic dress in nineteenth-century British visual culture'. Supervisor: V. Jirat-Wasiutynski, 210 Ontario, 2 pm.

Monday, June 28

Sheelagh Jamieson, Psychology. 'Identifying precursors of attachment in the still-face paradigm'. Supervisors: D.W. Muir and K.C.H. Parker, 228 Humphrey, 1 pm.
Eleanor Kennedy, German. 'Genre trouble: the performative picaresque and female identity in contemporary Austrian and German women's narrative'. Supervisor: P. Fachinger, 304 Kingston, 2 pm.

Tuesday, June 29

Trisha Parsons, School of Rehabilitation Therapy. 'Intra-dialytic exercise rehabilitation in end-stage renal disease (ESRD)'. Supervisors: C.E. King-Van Vlack and E.B. Toffelmire, Louise D. Acton Bldg. (1st Fl. Conference Rm.), 9 am.

Friday, July 2

Angela Book, Psychology. 'Psychopaths as social predators'. Supervisor: V.L. Quinsey, 228 Humphrey, 1 pm.

Monday, July 5

Patrick Causey, Chemistry. 'Synthesis, characterization and assessment of cytotoxic properties of a series of titanocene dichloride analogues'. Supervisor: M.C. Baird, 515 Chernoff, 1:30 pm.

Thursday, July 8

Laura Johnston, Psychology. 'The relationship between attachment style and responses to dissatisfaction in romantic relationships'. Supervisor: L.R. Fabrigar, 228 Humphrey, 1:30 pm.

Surplus Items

The John Deutsch University Center offers for sale:

1 Sanyo memo scribe with foot pedal and adapter – takes small tapes;

1 monitor and security camera;
1 Audiotronic cassette player – takes regular tapes. For information or to view call Wanda Kay at ext. 74847. Submit sealed bids marked "J Deutsch Univ Ctre" to Fran Lanovaz, Purchasing Services by 4 pm on Monday, June 21.

Chemical Engineering

Offers for sale:

1 Comfort-Aire Heat Controller Inc. window air conditioning unit. 3-ton cooling system; 36,000 BTU/hr; Model #WY-363 (The workhorse – Super Power-Aire); Serial #010GK0049271; company website: <http://www.aitons.com/RAC-1-99.pdf> (pg 8 of 12). **Minimum Bid: \$1000.** Purchased in Aug. 2001 for \$1900 and is in good working order. It was last used in the summer 2003 and can be seen at Dupuis Hall, B-32. Any other questions, please contact Dr. Daugulis, ext 32784 or daugulis@chee.queensu.ca. Submit sealed bids marked "Chemical Engineering" to Patti George,

Purchasing Services by 4 pm on the Monday, June 21.

Please mark bid(s) "Confidential".

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

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

Volunteers

Pregnant subjects

A joint Queen's and KGH study is looking for healthy pregnant women prior to 25 weeks (and ideally prior to 14 weeks) along. Compensation is provided. Please call 549-6666, ext. 4348 or email parisi@post.queensu.ca for more information.

Stroke study

Anatomy and Cell Biology requires volunteers who have suffered a stroke for a study to assess how stroke affects upper limbs. Adults above the age of 60 with no known neurological disorders are needed as well for control experiments in the same study. The single session takes about two and a half hours and compensation is provided. Phone 533-6000 ext. 74590 or email melanie@biomed.queensu.ca for an appointment or more information.

Queen's Pension Plan

Quarterly Investment Report – March 31, 2004

Capital Markets

Returns on investments in the various markets can be measured against a series of well-established indices. Index returns for the 3-month and 12-month periods ending March 31, 2004 are as follows:

	3 months	12 months
S&P/TSX Composite (Canadian Stocks)	4.9%	37.7%
MSCI World (Global Stocks ex Canada)	4.5%	29.0%
SCM Bonds (Canadian Bonds)	3.1%	10.8%
ML Master II (High Yield Bonds)	3.9%	9.2%
T-Bills (Treasury Bills)	0.7%	3.0%

Queen's Asset Mix

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

The current market value of the Queen's Pension Plan (QPP) of approximately \$1.1 billion can be broken down as follows:

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

Queen's Performance

1. Compared With Other Pension Plans

The fund returned 3.6% in the first quarter. This put the QPP in the third quartile in RBC Global's universe of pension funds. The one-year return of 25.8% is first quartile, as is the three-year return of 6.7%. The five-year return of 7.4% is in the second quartile. The quartile breaks for RBC Global's universe are as follows:

	3 months	1 yr	3 yrs	5 yrs
1st quartile	4.4%	24.9%	6.3%	7.9%
Median	3.9%	23.2%	5.5%	6.5%
3rd quartile	3.5%	21.4%	4.3%	5.8%

2. Relative to the Benchmark

	3 months	1 yr	3 yrs	5 yrs
Fund return	3.6%	25.8%	6.7%	7.4%
Benchmark return	3.9%	24.2%	4.8%	6.1%
Fund performance relative to benchmark	-0.3%	1.6%	1.9%	1.3%

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

3. General Comments

- The global stock market rally continued in January and February.
- The return for the first quarter was about 30 basis points below benchmark. Performance over longer periods continues to be strong both on a relative basis and against the benchmark.
- The Pension Committee has been monitoring the performance of Wellington Management (global equities). While the manager will be retained, we will be investing in two different equity products with this firm.
- We continue to hedge approximately 50% of our US dollar exposure back to Canadian dollars.
- The Canadian dollar lost 1% against the U.S. dollar in the first quarter.

WORTH THE WAIT



CELIA RUSSELL

Hamburger in hand, Les McDermid, director, Advancement Data Management, heads for the condiments, watermelon and drink stations at the highly organized and perennially popular Queen's Spring Barbecue May 31 at Agnes Benidickson Field. As this was the last barbecue hosted by Principal Bill Leggett and Claire Leggett, a gigantic cake decorated with photos of the Leggetts was on display – until the hundreds of staff, faculty, students and retirees helped "dismantle" it.

HELP LINES

Campus Security Emergency Report Centre:

533-6111

Human Rights Office
533-6886

Irène Bujara, Director

Sexual Harassment Complainant Advisors:

Margot Coulter, Coordinator
533-6629

Tracy Trothen – Theology
533-2110 ext. 74319

Chuck Vetere – Student Counselling
533-2893 ext. 77978

Anti-Racism Complainant Advisors:

Stephanie Simpson, Coordinator
533-6886

Audrey Kobayashi – Geography,
533-3035

Anti-Heterosexism/Transphobia Complainant Advisors:

Julie Darke, Coordinator
533-6886

Eleanor MacDonald, Politics
533-6631

Coordinator of Dispute Resolution Mechanisms:

Doug Morrow
533-6495

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

Sexual Harassment Respondent Advisors:

Paul Banfield – Archives
533-6000 ext. 74460

Mike Stefano – Purchasing
533-6000 ext. 74232

Greg Wanless – Drama
533-6000 ext. 74330

Anti-Racism Respondent Advisor:

Ellie Deir – Education
533-6000 ext. 77673

Internal Dispute Resolution SGPS Student Advisor Program
533-3169

University 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:

Kathy Beers – Student Affairs
533-6944

Bob Burge – JDUC
533-6000 ext. 78775

Gary Racine – Telecommunications
533-3037

Freedom of Information and Privacy Protection

Information Officer
533-2211

Commissioner
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.

Art

The Agnes Etherington Art Centre
University Avenue

Ah, Wilderness! Resort Architecture in the Thousand Islands to Sept. 29; 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; The Davies Foundation Gallery, *Arnaud Maggs, Orford String Quartet* to Sept. 6.

www.queensu.ca/ageth/

Union Gallery

First floor of the Stauffer Library (corner of Union and University) Main gallery, *Collections Contained*, Maggie Hogan. Project room, *Please*, Andrea Chin. June 12 to July 16. Reception to celebrate both exhibitions Saturday, June 19, 2 to 4 pm.

Studio Gallery

Art Options Kingston, a group of 16 local artists, presents "Cool", an eclectic exhibition and sale of art, from July 6 - 28 at the Studio Gallery, Duncan McArthur Hall, corner of Union and Sir John A. Macdonald Blvd. Gallery hours are Monday - Thursday, 11:30 a.m. - 1 p.m. Opening reception: Thursday, July 8, 4 - 7 p.m.

Departmental Seminar Schedules

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

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

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

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

Chemistry
<http://chem.queensu.ca/NEWSANDEVENTS/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

Human Mobility Research Centre
www.hmrc.ca

Pharmacology/Toxicology
meds.queensu.ca/medicine/pharm/

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

Policy Studies
localendar.com/public/spscal

Public Lectures

Tuesday, June 15

The Surveillance Project
Malcolm Crompton, former Australian Federal Privacy Commissioner. Proof of ID required? Getting identity management right. 301 Goodes, 12 to 2 pm. Light lunch served.

Education

Stephen Billett, Griffith University, Australia. Relational interdependence between the individual and the social: some considerations for learning and instruction. Vernon Ready Room (A115), Duncan McArthur, 2 pm.

Wednesday, June 23

Jewish Studies
Ros Schwartz. Singing to the Jewish soul. Watson 517, 7:30 pm.

Special Events

Tuesday, June 15

All-candidates meeting
Meet candidates running in the June 28 federal election. Dunning Auditorium, 5-7 pm. Presented by the Arts and Science Undergraduate Society.

Wednesday, June 23

University Avenue project
Meet the design consultants at a public meeting to discuss the refurbishment of University Avenue. Ellis Hall auditorium, 7-9 pm. For details, go to www.queensu.ca/pps.

Thursday, June 24

QUSA Strawberry Social
Fresh strawberries, ice cream with tea biscuits and lemonade. 11:30 am to 1:30 pm, on the grounds of Summerhill (rain location: Grant Hall). Entertainment by Diane Bootsma. Proceeds to The Andy Fund. Tickets \$3.50 QUSA members; \$4 non-members; \$2.50 Children (12 and under) available from: Wendy Clarke, Summerhill, ext. 77470; Deb Emerton, KGH, 548-2389; Peg Hauschildt, Stirling, ext. 32169; Wendy Lloyd, Richardson, ext. 74175; Leisa McDonald, Fleming, ext. 77307; Cindy Peters, West Campus, ext. 75099; Betty Pollard, JDUC, ext. 32215; Diane Reid, Mackintosh-Cory, ext. 77173; Lucy Russo-

Smith, Botterell, ext. 32900; Kelly Smith, BioSciences, ext. 36602; Teresa Touchette, Goodes, ext. 32303; Marlo Whitehead, Cancer Research, ext. 74734. People with physical difficulties, please contact the QUSA office to make alternative ticket arrangements.

Friday, June 25

Therapeutic Advancements and Discoveries in Pharmacology and Toxicology
Refreshments at 2 to 2:30 pm. Dr. Remi Quirion. The role of CGRP in pain and tolerance to opiates, 2:30-3:00 pm; Dr. Paul Wood, New developments in the treatment of stroke, 3:10 to 3:40 pm; Dr. Robin Walker, Toxicological perspectives: acetaminophen to gabapentin, 3:50 to 4:20 pm. Honouring the contributions of Dr. Roland Boegman, Dr. Khem Jhamandas and Dr. William Racz. Etherington Auditorium.

Tuesday, June 29

Retirements
Members of the university community are invited to join the School of Business in offering best wishes to Marjorie Peart and Marilyn Shurtleff at a retirement reception from 4 to 6 pm in the Atrium at Goodes Hall. RSVP by Thursday, June 24 to Tenay Gunter, ext. 78316 or rspv@business.queensu.ca.

Submission Information

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

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

The next Gazette deadline is Monday, July 12 at noon.

Convocation memories

Counter-clockwise from left: Former Prime Minister Jean Chrétien smiles as he is hooded by Principal Bill Leggett during his honorary degree ceremony at spring convocation May 27. Rector Ahmed Kayssi (left) and Chancellor Charles Baillie (right) look on. Principal Leggett smiles as he listens to Dr. Chrétien describe retirement life. Chancellor Baillie (right) escorts hon-

orary degree recipient and Queen's alumnus Gordon Wells to convocation June 4. At the May 28 Applied Science convocation, the chancellor, Mr. Kayssi and former rector Peter Gallant congratulate the principal after he receives a Queen's kilt package, a surprise gift from board chair John Rae. Peter Gallant, the first rector Dr. Leggett worked with, presented him

with a skean dhub (the dagger that goes into the right sock of a killed person), a gift from the five rectors with whom Dr. Leggett worked. Cameras of all kinds are aimed at Jean Chrétien as he delivers his speech. Graduation day - the culmination of years of study about to take place, students smile in the sunlight as they process into the Jock Hartly Arena.



STEPHEN WILD



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STEPHEN WILD



CELIA RUSSELL



STEPHEN WILD