



QUEEN'S GAZETTE



A brain-drain reversal p5

Where art and science collide p4



The report to Rae

REVIEW PANEL PRESENTS QUEEN'S WITH AN INVALUABLE OPPORTUNITY TO INFLUENCE FUTURE DIRECTION OF UNIVERSITIES, PRINCIPAL SAYS

By ANNE KERSHAW Queen's has established a working group to review key higher education issues and begin the process of preparing the university's formal submission to Ontario's Rae panel on Postsecondary Review.

Areas the committee will look at are quality and finance, accountability, funding model, student assistance, college collaboration and buffer body, a reference to the concept of an independent institute devoted to research and policy development and analysis.

"This is a critical time for higher education, and the review panel presents us with an invaluable opportunity to influence the future direction for universities," says Principal Karen Hitchcock. "Now is the time to work towards ensuring that we achieve a funding model that will support our learning and research aspirations and accessibility for all qualified students."

Preparing a high quality submission that will clearly and effectively convey our concerns and recommendations to the Rae panel is a key priority for Queen's at this time, the principal says.

"We are both working with

our colleagues across the province and developing our own submission as part of this important initiative. This is a time to look carefully at how we're providing aid to our students, how we're approaching our financing and how we're defining quality. In all of these areas, it's essential that we take a long view and strategic approach to the development of a vibrant and sustainable post-secondary education sector."

Members of the Queen's working group are Suzanne Fortier, vice-principal (Academic); George Hood, vice-principal (Advancement); Kerry Rowe, vice-principal (Research); Andrew Simpson, vice-principal (Operations and Finance); Donna Lounsbury, director, Office of the Principal; Shelley Aylesworth-Spink, coordinator, External Relations; Les Monkman, special advisor to the principal; Arthur Sweetman, director, School of Policy Studies; Jo-Anne Brady, university registrar and Chris Conway, director, Institutional Research and Planning. As the process moves forward, the working group will be talking to other key stakeholders on campus and in the broader community.

Two key documents that the group will be reviewing to inform its work are the Quality and Financing Draft Report from the task force chaired by former Council of Ontario Universities president Peter George and the 1996 (David) Smith report of the advisory panel on Future Directions for Post-secondary Education entitled Excellence, Accessibility and Responsibility.

The Rae panel is expected to release its discussion paper

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THERE ARE NO OLD PEOPLE HERE



COURTESY OF SID SAHAY

A young mother carries her child in a sling down a busy street in South Africa. "There are no old people there," notes third-year medical student Sid Sahay, who recently returned from a summer research trip to the region where he witnessed the AIDS pandemic first hand. For the story, see page 9.

The rejuvenation of University Avenue

DESIGN TEAM SEEKS REACTION AT SECOND PUBLIC MEETING

By KAY LANGMUIR

The public will have another chance to make suggestions on how to improve Queen's main north-south thoroughfare at a second public meeting taking place on campus this Thursday.

"It's very important that everyone is invited," Jeanne Ma, director of Campus Planning and Development, says of the Sept. 30 meeting on the revitalization of University Avenue. The meeting takes place in room 202 of the Policy Studies building on Union Street from 7 to 9 pm.

"The design team is showing

its explorations and explaining the pros and cons...and I would like to have ample time for discussion so we understand each recommendation."

"It's very important that everyone is invited."

Jeanne Ma

Public reaction and comments will help the architects and planners involved in the project to refine their scenarios, she says.

"We're very aware that it takes time and care to decide the right thing for the campus and the community," Ms. Ma added.

A \$5-million gift from two anonymous donors is paying for the major effort to rejuvenate the spine of the campus - University Avenue from Clergy Street south to Stuart Street.

The plan has an impressive list of stakeholders and user groups whose concerns must be taken into consideration. The university must coordinate with city officials and consider the needs of the wider community and seek to synchronize the heritage past, modern uses, and future development of campus in their plan to re-make the roughly one kilometer stretch of city boulevard.

"This is really what I call civic work," says Ms. Ma. "It's more than a campus. We're doing civic improvement. This has an impact on people's lives. And we

want to make it a lively street for people of all ages."

The area covered by the project goes "from building face to building face" on each side of the avenue. Green space may be relocated further back closer to the buildings, opening up more space for pedestrians, cyclists, the handicapped and other uses, says Ms. Ma. Even the kind of trees and plants chosen will involve careful decisions about how best to provide canopy shade and seasonal color while still allowing the elegant stone buildings to be seen.

Every detail must be considered carefully. Even the street lighting for example, will be selected to do its job of facilitating safe movement in low-light conditions without causing undue light pollution.

A major challenge for the design team, du Toit Allsopp Hillier of Toronto, will be to reconcile the streetscape's conflicting horticulture and transportation needs.

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Matters of PRINCIPAL

What's life like for the head of a university today? With this issue, the Gazette introduces a new, regular feature providing a view of the big picture from the Office of the Principal at Queen's. Here are some highlights of Principal Karen Hitchcock's schedule.

Sept. 7 – Speaks to the 3,300 members of the Class of 2008 during the Undergraduate Welcome Ceremony.

Sept. 8 – Hosts Kingston Mayor Harvey Rosen at lunch at the University Club.

Sept. 21 – Tours the West Campus facilities at the Faculty of Education.

Sept. 22 – Attends at the Faculty of Applied Science for an overview of their programs and the new Beamish-Munro Hall. Hosts a Queen's Research Chairs Reception at Summerhill, where five new chairs are announced.

Sept. 24 – Meets with leaders of several Japanese universities visiting Queen's to learn more about the university's achievements in technology and research.

Sept. 28 – To give keynote speech at the Queen's Community Networking Breakfast. Will congratulate winners at the fall Queen's Major Entrance Awards Reception, held at the Agnes Etherington Art Centre.

Oct. 1, Oct. 2 – Will attend regular meetings of the Queen's Board of Trustees and speak at the annual Grant Hall Society dinner.

Oct. 4 – Will help serve pancakes to students, faculty and staff during Queen's United Way Campaign Kick-off Breakfast at Grant Hall. Will host reception of the Royal Society at Summerhill.

Oct. 6 – Will meet over dinner with executive of the Queen's University Staff Association to discuss issues.

Oct. 12 – Will speak to new department heads at an orientation event and then attend the Queen's School of Business Faculty Forum.

Oct. 13 – Will meet with Arthur Carty, Canada's Science Advisor to the Prime Minister. Will host reception for Queen's retirees at Summerhill.

Mature students form new group

By CELIA RUSSELL

A new group on campus hopes to offer support to older students who come to study at Queen's.

"There were many reasons for starting this group," organizer Leslie Doucet says of the Queen's University Mature Students Society (QUMSS). "Among them was the need to reach out to all mature students regardless of gender, or age. There is a commonality to the experience of returning to school that, as mature students, we all share."

The society recently ratified with Alma Mater Society and plans to hold its first social and annual general meeting Monday, Oct. 4 at 7 pm in the McLaughlin Room of the JDUC. Guests include the Dean of Student

Affairs Robert Crawford and Sociology Professor Steve Boyd.

"Older students bring a wealth of skills and life experience with them to university," says Ms. Doucet. "This is an immense resource that the entire student body can tap into and we are hoping that QUMSS will be the catalyst for this exchange."

QUMSS does not use the strict definition of mature student as used by the University Registrar. The society includes anyone of any age, away from studies for any length of time, enrolled in one or more undergraduate classes at Queen's."

The group does not see itself overlapping with the services that the Ban Righ Centre cur-

rently provides to mature women students, she says.

"Ban Righ has been very supportive of our efforts and will be setting up an information table at our AGM. Our hope is to complement, rather than duplicate, any of the existing services and resources on campus."

The aims of the society are to provide mature students an opportunity to meet socially and support each other during their time at the university, to assist mature students to reach their academic goals, and to enhance their experience at Queen's through greater participation in campus activities.

For more information, contact Leslie Doucet at 547-8025, email 1ld3@qlink.queensu.ca.

Reporting continued from page 1

later this month, launching the process of developing a strategic, fiscally sustainable and long-term plan for universities and colleges.

Once the discussion paper is released, universities will be invited to make official submissions outlining concerns and recommendations. At the same time, there will be many opportunities for dialogue and debate in communities and campuses across the province until mid-December. Town Hall meetings will provide people throughout Ontario with an opportunity to share their ideas and concerns about postsecondary education. Kingston is scheduled for a

roundtable dialogue and town hall meeting on Nov. 23.

Bob Rae is scheduled to deliver his recommendations to the government in early 2005. The former premier, who is an adjunct professor at the University of Toronto and Senior Fellow of Massey College, was appointed to lead the seven-member panel earlier this year.

The review is being carried out in three key stages: examining past studies and reports on post-secondary education and undertaking research and analysis of best practices in Ontario, other parts of Canada and the world; soliciting ideas through extensive consultations with the

public, stakeholders and experts; and developing recommendations.

"The importance of this initiative to quality of life and the economic vitality of the province can't be overestimated," says Principal Hitchcock. "Central to these two elements is the quality of the province's post-secondary education system. The very appointment of the Rae panel signals the government's inclination toward a strategic approach. And the involvement of all sectors in this planning process will help to assure that Ontario's post-secondary education system is second to none."

Clarification

The article, "Students score well in annual design competitions" in the Sept. 13 issue, should have mentioned that Terence Chiu and Terence Ly were the original founders of the ChemECar competition. They were supported by several people in the Chemical Engineering department and the dean's office in the Faculty of Applied Science. Dr. A. Docoslis (Chemical Engineering), Tony Mendes (Chemical Engineering '04) and John Stephenson (Engineering Chemistry '04) were involved in an advisory capacity and Barrie Jackson was a team advisor to the winning entry/car.

Rejuvenation continued from page 1

Nowhere is the conflict better illustrated than on the avenue's beaten-down median, where trees and grass are waging a losing battle against road salt, damage from passing vehicles, drought and heavy foot traffic.

"They're not doing well and they're dying," says Ms. Ma.

There has been great public interest in the project and the planning department has received many comments, she says. Thursday's meeting is expected to draw more than the

30 individuals who attended the initial public orientation session held June 23 after most students and many faculty had left campus.

After the meeting, the design team will further refine its concepts and there may be a third public meeting before the university gives its final approval, hopefully by the end of the year, she says. The city must then also sign off on the plan before any work can begin.

www.queensu.ca/pps



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NEW NEUROPATHIC PAIN STUDY

- DIABETIC FOOT PAIN
- CHRONIC SHINGLES PAIN

Researchers from the Departments of Anesthesiology, Endocrinology and Neurology at Queen's University, Kingston, Ontario are looking for volunteers for a study of the treatment of pain in people with neuropathy (nerve damage) from either diabetes or chronic shingles pain.

To qualify for the study you must have neuropathic pain and have no serious heart problems or kidney disease. If you are selected for the study you will need to make 4 out patient visits to Kingston over an 18-week period. The out patient care and study medications are provided free of charge.

If you are interested in volunteering or have questions about the study, please contact:

Joan Bailey, RN, BA, MEd
Pain Research Study Coordinator
Department of Anesthesiology
Kingston General Hospital, Queen's University
Tel (613) 549-6666 ext. 2146

CANADIAN CLUB OF KINGSTON

Luncheon meeting, noon Thursday October 14.

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Creative, collaborative approach earns professor inaugural Baillie teaching award

By KAY LANGMUIR

Morris Orzech, renowned for his eclectic and collaborative approach to teaching, has been awarded the university's inaugural Charles Baillie Teaching Award.

"He's not just the type of teacher who gives knowledge focusing on facts," says Joy Mighty, director of Queen's Instructional Development Centre, which administers the award. "He wants students to understand the material in a deep, learning sense."

A six-member adjudication panel recently bestowed the \$5,000 award on Dr. Orzech, of the Department of Mathematics and Statistics, after reviewing a lengthy submission including a teaching dossier, letters from students and colleagues, and the statement of his nominator, Robert Erdahl, former department head.

Dr. Orzech was chosen over four other applicants for his work in the areas of leadership, collaboration and innovation.

"There were a lot of letters from people who have seen the impact of Morris' teaching later in the courses they teach,"

says Dr. Mighty.

One student wrote: "Prof. Orzech's leadership in education has had a significant impact on my preparation as a math teacher and on my overall philosophy of mathematics."

Dr. Orzech's teaching efforts are felt at many levels, not just in the classroom, but throughout the math faculty and even at a national level, says Dr. Mighty.

Dr. Orzech also furthered his work in math education by chairing the Canadian Mathematical Society as well as its education committee. He founded teaching and learning seminars which brought colleagues in his department together with Queen's education faculty and math departments at local high schools. He kept this collaboration going by starting and maintaining a list serve where these educators could exchange information, Dr. Mighty says.

Dr. Orzech acknowledged that a flexible approach has served him well during his 36 years of teaching.

"I'm eclectic and adaptive in choosing teaching strategies. It depends on my purposes; it depends on the needs of the stu-

dent," he says. "I may start out with a certain approach, but as I learn their backgrounds, and learn more about the conceptual obstacles, I will adapt my technique."

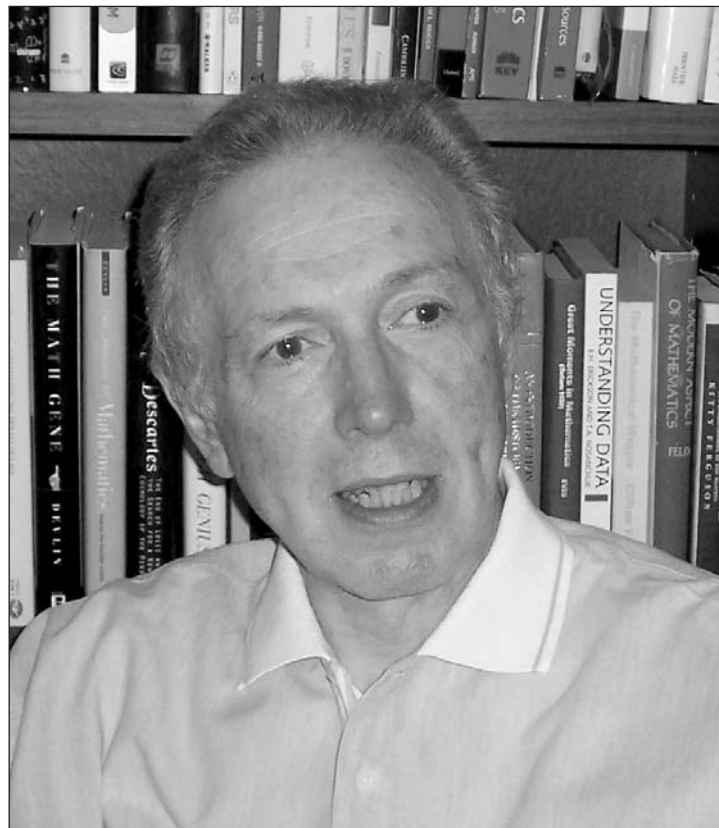
Dr. Orzech says he sees analogies between teaching math and medicine – dealing with human subjects in case-by-case situations, and trying to measure success to various problems.

Although honored to receive the award, Dr. Orzech admits to worrying a little that he did so at the expense of others "who would be equally meritorious."

"There are other people out there who didn't get it because I did and I feel they should get some kind of support."

But he added, Queen's has also done a wonderful job of promoting teaching excellence on campus by establishing the Instructional Development Centre.

Named for Queen's Chancellor Charles Baillie, the award "is one of the premier awards at Queen's," says Dr. Mighty. It was established with a \$100,000 gift from the TD Bank and \$25,000 from Mr. Baillie, the bank's former chairman and chief executive officer.



COURTESY OF MORRIS ORZECH

Morris Orzech's teaching techniques have earned him praise from both inside and outside the university.

BEFORE – AND AFTER



CELIA RUSSELL

A billboard showing an early 20th-century photo of Gordon Hall with its original roofline was erected last week outside the building on Union Street. Part of the renovations to the building include restoring the original roofline to the once-flat-topped building. Work on the building is scheduled for completion next summer.

Bring your treasures to the art roadshow

Want to learn more about a treasured family heirloom? Art conservation masters students are opening their doors to the public Sunday, Oct. 3.

From noon to 4 pm at the Agnes Etherington Art Centre, professional art conservators, both alumni and friends of the program, will be on hand in the atrium to offer advice on the best means to restore, preserve and protect these treasures for future generations and to offer insight into the historical significance of special objects.

A \$20 ticket includes admission to the art centre, the examination of one item, a tour of the Art Conservation Program facilities and labs and refreshments. No monetary appraisals will be made, but educational materials and a list of organizations and websites will be available for

those wishing more information. Conservators are donating their time and all proceeds will go to the professional development of current and future students in the program.

The Master of Art Conservation program is the only graduate-level art conservation training program in Canada, and only one of six in North America.

For tickets, call 533-6000 ext. 75487, Monday to Thursday, 1 to 5 pm. Mail-in requests should include a \$20 cheque and a description of the object to be examined. They can be sent to Art Conservation Roadshow, Department of Art, Ontario Hall, Kingston, Ont., K7L 3N6. A limited number of tickets will be available on the day of the event.

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by Michael Frayn

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IN BRIEF

Principal's radio show comes to Queen's

Tune in to CFRC Tuesdays at 1:20 pm to hear Principal Karen Hitchcock and co-host Glenn Busby as they examine issues unique to university campuses. The show looks at the latest research, and invites commentary from experts and administrators from all levels of education. Since 1990, *The Best of Our Knowledge* has highlighted breakthroughs across disciplines and across the globe, putting listeners in touch with the men and women at the forefront of their fields. *The Best of Our Knowledge* is produced by WAMC/Northeast Public Radio's National Productions in Albany, N.Y., with production support from CFRC.

www.cfrc.ca
www.wamc.org/tbook.html

Flip for the United Way

A pancake breakfast to kick off the 2004 Queen's United Way campaign takes place Monday, Oct. 4, 7:30 to 9:30 am in Grant Hall. Admission is \$2 and all proceed go to the United Way. This year's goal is \$265,000. Last year, Queen's raised more than \$260,000, making the largest donation of all Kingston-area organizations and comprising 11 per cent of the total campaign.

Issues and women faculty

Join University Advisor on Equity Mary Margaret Dauphinee to discuss issues that concern women faculty at Queen's on Friday, Oct. 8 from 2:30 to 4:30 pm in Ban Righ Hall. Participants are asked to RSVP by Oct. 1. Call 533-2563 or email equity@post.queensu.ca.

Aboriginal Centre opens its doors

Good food, entertainment and company – the Four Directions Aboriginal Student Services Centre invites students, staff and faculty to its open house, this Wednesday, Sept. 29, from 4 to 7 pm. The centre is located at 146 Barrie St., just south of Union. Come and enjoy the Three Sisters' soup and bannock, lasagne, wild rice salad, appetizers and cake while listening to the women's drum group. There will be draws for a T-shirt and hat. For details, call the centre at 533-6970 or email 4direct@post.queensu.ca.



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.



STEPHEN WILD

Matthew Gibson, Heather Bonham and Mo Bock rehearse for the play *Copenhagen*, to be performed in the Integrated Learning Centre next month.

Art and science collide at the ILC

By CELIA RUSSELL

It is not every day that you can walk into an engineering building and see a theatrical production in progress. But this is exactly what will happen next month in the new Integrated Learning Centre, Beamish-Munro Hall, at Union and Divison streets.

Science and art will intersect in the foyer Oct. 6-24, when Theatre Kingston premieres the Tony-award-winning hit *Copenhagen* by Michael Frayn. Featuring Matthew Gibson, Mo Bock and Heather Bonham, the play is directed by Queen's DuPont Chair in Engineering Education, Caroline Baillie.

This is a natural fit for Dr. Baillie, who says she has been involved with theatre for longer than she has engineering.

"I often use this medium to present issues which raise consciousness about values in our society otherwise washed aside by the prevalent driving forces of

power, status and money. Occasionally, I have had the pleasure of bringing my three passions together, engineering, education and theatre – and this is one such occasion."

Known as site-specific theatre, the performance uses properties and meanings found at a given site, says drama professor and Theatre Kingston Artistic Director Craig Walker.

"The theme of the play is extremely consonant with the theme of the place. It is reflective of the application and study of science, particularly applied science."

The audience, however, does not need a background in science to enjoy the play, he says. "All they need is a sense of intellectual curiosity."

Copenhagen deals with the conversations that may have taken place between scientists Neils Bohr, who was working for the Allies, and Werner Heisen-

berg, who was working for the Nazis' during WWII at a time when any new knowledge relating to the development of a potential atomic bomb was critical, says Dr. Baillie.

"They were old friends, having revolutionized atomic physics in the 1920s with their work together on Quantum mechanics and the uncertainty principle. The audience is asked to consider the relations between the two scientists and Bohr's wife Margrethe and how this might have affected what was said."

"I am personally interested in how scientists become positioned in society to have so much 'responsibility,'" says Dr. Baillie. "Who has the right to take this much power or be given it? And what about the other players in society? All those in positions of power get some say, but very many of our community do not get any say what so ever in the future of their country or even

their planet. Students need to be made aware of the critical implications of these issues and consider them from the beginning of their studies."

Post-production discussions will take place on the 13th, 17th, 20th and 24th for audiences to engage with the cast, director and scientists.

For information or tickets, call 544-2021, or visit www.theatrekingston.com. The play is produced in association with Critical Stage, UK, with funding from the Ontario Arts Council and the George Taylor Richardson Memorial Fund.

Future faculty fusion opportunities include a series of art/engineering events in the Faculty of Applied Science including the exhibition of award-winning photographs from its photographic competition and production of new plays from its playwriting competition, Engineering and Society.

Thinking like a team = success

WHETHER SCORING THE GOAL OR LANDING THE DEAL, KNOWING AND ACCEPTING YOUR ROLE IS CRITICAL, SAYS JOHN PHELAN

By CELIA RUSSELL

It takes skill to win a world hockey championship or land a business deal.

But what's happening in your head – the mental, emotional and spiritual side – can make or break the outcome, says John Phelan, mental skills coach for the 2004 World Cup of Hockey champions Team Canada.

Skill is just one part of the winning formula, says John Phelan, who is also an adjunct professor in the School of Business. The advice that he gave the nation's elite hockey players earlier this month before their final against the Finns is not much different from what he tells students who take his undergraduate leadership course.

"It doesn't matter whether you are trying to sell a product or score a goal," says Prof. Phelan.

"It all comes down to how you see yourself – your relationship with your team mates and your opponents and your place in that organization."

What's happening in your head – the mental, emotional and spiritual side – can make or break the outcome, he says.

"These players are very skilled. They all know how to skate and they all know how to shoot the puck."

But not all of them were headed for the limelight. It was Coach Phelan's job to prepare the players for this kind of experience. There's a difference between the successful team and a successful player, he says.

"First, you have to understand who you are as a person and then to move to understanding 'who we are' as a team."

"Team Canada consists of all the best people from their teams. Most of these players are used to playing 20 to 30 minutes a game. [In the world championship], 'this is not going to work, because there is not enough ice and there is not enough time. Six of those team members won't even be dressing. As a team member, how you deal with that is crucial. It's not about your own importance, it's about accepting roles."

The same goes for a workplace or business situation, he says.

"In a high-performing team, it's crucial that members learn to be competent in their roles and not just comply. Nobody may ever see you, but you still play a significant role in the success of the organization."

Prof. Phelan's unique approaches to leadership and team-building were first noticed by Team Canada when they were training for the 2001 World Championships. He also worked with Team Canada in 2002 in Calgary before the Olympics in Salt Lake City, where they captured the gold medal.

"They asked me to come back this year. I was there during training camp and worked with the guys individually. I gave one team presentation during training camp and a second team presentation before the final against Finland."

So just what did he tell the team before their exciting 3-2 victory on Sept. 14 before a sell-out crowd at the Air Canada Centre in Toronto?

"I told them that everybody had created the situation which led to fulfilling our goal. Even though we hadn't played very well against the Czech team – some people said we were



CELIA RUSSELL

John Phelan

lucky – we found a way to win that game. We now can go forward, taking the lessons learned in that game, and play our game in the final."

With 25 years of coaching experience, Prof. Phelan has also taught coaching and leadership in the School of Physical and Health Education. He is now affiliated with the Florida Panthers organization of the National Hockey League (well, after the strike is over, he adds) after 10 years with the Ottawa Senators in the areas of mental skills coaching and player development. He is also a former captain of Canada's National Rugby team.

New recruits prove Queen's success in reversing the brain-drain trend

By SARAH WITHROW

From as far away as France, new faculty have flocked to Queen's.

"I estimate about 50 percent of the new faculty members have moved from outside Canada," says Monica Stewart, coordinator of Faculty Recruitment and Retention. Four Canada Research Chairs (CRCs) are among the 87 new faculty members.

"We know that the program is working to attract eminent scholars to Queen's, many of them Canadians returning from other countries," says Vice-Principal (Research) Kerry Rowe.

Just as the Queen's Research Chairs were created to help retain excellent researchers already at the university, the CRC program was initiated in 2002, in part to help reverse the so-called brain drain. The program won over eminent physiologist and biochemist Colin Funk.

Dr. Funk's University of Philadelphia research made the news shortly after he arrived at Queen's as a CRC: the team he lead was able to show that an asthma medication is effective in protecting against aneurysms. Clearly, Philadelphia's loss is Queen's gain. "I'd read about the Canada Research Chair position in *Science* magazine and then stopped in at Queen's in 2002 to visit old professors when I was on sabbatical."

Although Dr. Funk attended Queen's in the 1980s, he has spent the past 15 years in the U.S.

"It's nice to be back in Canada," he says.

Though his son is missing his friends – and having some trouble converting to metric – there's little doubt the move has been a homecoming for Dr. Funk.

"My wife said I started saying 'eh' as soon as we crossed the border."

Anatomy and Cell Biology CRC Anne Croy also views the university as a good place to spend the balance of her esteemed career. When approached by Queen's, she learned it had "tremendous" gynecologists and obstetricians. Plus, the particular research focus of an emerging team in the department "just seemed like a perfect marriage" to her interests.

Her comments reveal that Queen's appeal to prospective faculty is layered. Dr. Croy and her husband were also lured here by Kingston's sense of history (they have bought a designated "historic home") and by the area's sailing opportunities.

"I don't think there's any other community in Canada that combines all these so well – the historic, academic and recreational aspects," she says.

The peripheral attractions seem to figure prominently in faculty's complex decision to accept a Queen's posting.

"There are a lot of young families amongst the new faculty," says Ms. Stewart. This explains why children's crafts were included as part of the Agnes Etherington tour for the new recruits, and also how the university is able to score teaching talent coming from places like Paris.

"It was way too big," says Physics Professor James Fraser who comes to Queen's from Paris's Ecole Polytechnique. While he cites the opportunity to do "cutting-edge research, to teach top-notch students and to set up a brand new laser lab with the best equipment I can get" as his main reasons for choosing Queen's, Dr. Fraser also notes that Kingston's size and location were also "really perfect for me and my family." He and his sons



New faculty Cristina Caraccini (Spanish and Italian), Sebastian Ruffo (French) and James Fraser (Physics) get a taste of Queen's at the recent Principal's reception in the Biosciences Complex welcoming them to Queen's.

(both under three years-old) like to throw rocks in the water by the lake. "It's the job of a lifetime," he says. "For me it's ideal."

The beauty of Kingston is a key part of Queen's charm, says Electrical and Computer Engineering Professor Subramania Sudharsanan, who – with a year at Queen's under his belt – offered the benefit of his experience to his incoming colleagues at their welcome celebration.

"Winter is beautiful in the sunshine. I take a lot of pictures off the Wolfe Island ferry," says

Dr. Sudharsanan. Despite coming here from California, he says he prefers spring and fall to Kingston's humid summers. He also says "that there was good support for my research was a significant attraction."

He also enjoys the strong Hindu and East Indian communities in Kingston, the area's parks and beaches and the city's proximity to Toronto and Montreal, as he and his family like to take in the available restaurants, theatre and music.

"Overall, it has been a positive

experience, but there were a few bumps."

He says the lack of competition amongst the banks and high car and home insurance rates were first-year annoyances. Colin Funk agrees, saying that his American credit rating was not accepted by Canadian banks. Despite this caveat, Dr. Sudharsanan was satisfied enough with his new job to put down roots in the community, and has built a house on Highway 15. "It's really suited me well at Queen's," he says.

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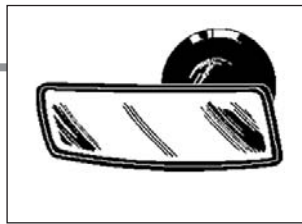
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REAR VIEW



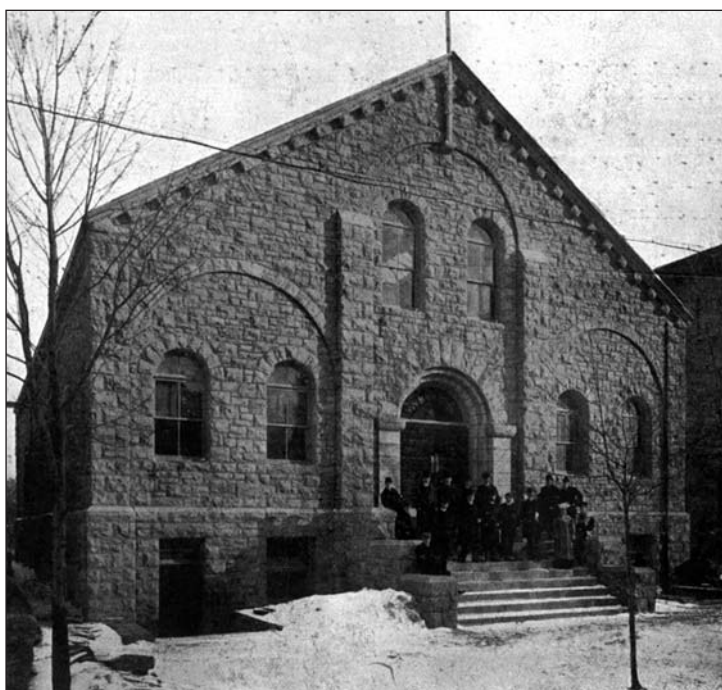
Queen's first gymnasium

In *Rear View*, the Gazette looks back in time to 1907, when the university constructed its first gymnasium, now known as Jackson Hall. Considering that the university community has embarked on the Queen's Centre project, this entry in the 1907 Yearbook for Arts, Science and Medicine offers an interesting perspective on the challenges involved in realizing such a project. Described as the university's most ambitious project ever, the centre embodies a concept for a central student life and athletics complex and will be built in phases over the course of 10 years. In comparison, the process of constructing this gymnasium took more than 25 years! Read on:

At last! After over twenty-five years of discussion and agitation Queen's has a Gymnasium. Like most good things, it took a long time in coming, but when it did come, it was something to be proud of. Of course, during all these years we did occasionally have a gym. of some sort or another, but it never had a permanent abode, and at last succumbed to the want of space caused by the increasing number of Science students, while the other needs of the University absorbed all the funds available, thus preventing the erection of a new building. But in the spring of 1905 the Athletics Committee felt that the need of a gymnasium was too great to be put off any longer, and with the consent of the Finance Committee of the Board of Trustees and the Alma Mater Society, a canvass of the students took place, meeting with such a spontaneous and generous result that the committee at once proceeded to the erection of the Gymnasium. On April 25th, the Chancellor, Sir Sandford Fleming, turned the first sod with appropriate ceremonies. Building operations were at once commenced, under the supervision of Professors A.K. Kirkpatrick and A. McPhail, and pushed forward with all possible speed. The result is the splendid building of which we are all so justly proud.

The Gymnasium is a typical Queen's building – plain, solid and most suitable for the end for which it was constructed. It is one hundred and five feet in length, and sixty feet deep. The walls are exceptionally strong, and the stonework is probably the best on the grounds. The floor of the Gym. is 56 x 86 feet from wall to wall, and made of the best hardwood, and is marked out for basketball and tennis.

In another year, the running track will be completed, and will be twenty laps to the mile. In the basement are situated the dressing rooms, with room for about six hundred lockers, the shower baths and swimming pool. A competent instructor has been secured who, besides conducting the regular gymnastic classes, gives instruction in boxing and fencing, and also directs the training of our track men. Nor do we miss the familiar figure of "Alfie," who has from time immemorial watched the various steps in Queen's athletic progress, and who looks upon the gym. as symbolic of some new championship. He has been installed as janitor. The formal opening of the Gymnasium was held on Saturday evening, January 12, 1907. The regular Alma Mater Society meeting was held in the building, and the prizes won at Queen's Track Sports were presented, but the chief feature of the programme was an address by Dr. R. Tait McKenzie, Professor of Physical Education at the University of Pennsylvania, upon the "Development of Physical Efficiency Among College Men," which will long be remembered by the hearers. Under such favorable auspices did the students enter into formal possession of the new Gymnasium.



COURTESY OF QUEEN'S UNIVERSITY ARCHIVES

The Gymnasium (Jackson Hall) circa 1907.

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.

QUEEN'S FLASHBACK: 19??



COURTESY OF QUEEN'S UNIVERSITY ARCHIVES

Former Queen's chaplain, Padre A.M. Lavery is seated in the first row, third from the left in this undated photo. And that is about all we at the Gazette and Queen's Archives know about it. Those who may know more are encouraged to email gazette@post.queensu.ca with the details.

Letter

Reader debates Democratic campaign tactics

In "U.S. parties step up campaigns abroad, expert says" (*Q&A, Queen's Gazette, Sept. 13, 2004*) I take issue with many of Vincent Mosco's statements.

Concerning the attack ads on Democratic candidate John Kerry's war records: Mr. Kerry's Vietnam war service and its aftermath became an issue because *he* chose to make *it*, rather than his ineffectual 19-year record in the U.S. Senate, the centerpiece of his presidential campaign.

The ads from the "group based in Texas," presumably the Swift Boat Veterans for Truth, are not, and cannot be, "connected with the Bush campaign" simply because some of the donors to the group are identifiable as Republicans, or Texans. Far from being "widely recognized as false," the ads not only had significant acceptance and support, but they indeed prompted Mr. Kerry's campaign to retract some of the claims about his service.

It is worth noting that the Kerry campaign's immediate response to the ads was to attempt (unsuccessfully, I should add) to shut them down before they could even be aired. The campaign threatened hundreds of individual media outlets using legalistic intimidation, and it tried to stop the publication of a book of documentation that has since achieved a half-million copies in sales.

Besides, the most recent ads address Mr. Kerry's conduct *after* his return from Vietnam. This is unquestionably a matter of public record: his blanket smearing of the honour and reputations of fellow servicemen; his personal

admissions of atrocities for which he was never properly prosecuted; and the agony he inflicted, or caused to be inflicted, upon former comrades and captive U.S. prisoners of war by giving aid and comfort to his country's enemies.

He has predicated his fitness to be commander-in-chief of the U.S. armed forces on honourable Vietnam service, yet has defined himself out of his own mouth as a war criminal. Clearly there are legitimate issues for discussion here, and one need not be a Republican campaign operative to raise them.

Dr. Mosco says "[Republicans'] support comes from the wealthiest Americans." This is a myth. In the 2002 election cycle, of those who gave \$1 million or more to political campaigns, \$36 million went to Democrats, while \$3 million went to Republicans. This suggests that the wealthiest Americans supported Democrats by a ratio of 12:1 in dollars expended. For those who gave more than \$10,000, \$140 million went to Democrats, while \$111 million went to Republicans, so Democrats received \$29 million more. (Incidentally, of the dozen richest members of the U.S. Senate, nine – including John Kerry – are Democrats.)

Republicans, however, seemed to excel in grassroots, middle-class fundraising. From donors offering between \$200 and \$999, Republicans received \$68 million and Democrats received \$44 million. For donations between \$1,000 and \$9,999, Republicans raised \$317 million and Democrats \$307 million.

The many vigorous voter registration programs in effect this year are addressed to all Americans – Republicans and Democrats alike – regardless of

expatriate residence, demographic profile, or occupation.

Yes, there are probably more Democrat-leaning than Republican-leaning Americans in Canada. But to suggest that Democrats have targetted Americans "in places like Canada where opposition to American unilateralism runs deep" is gratuitous and specious. This loaded statement presumes that Americans who are resident in Canada can, by that fact, be expected to vote like *Canadians* – presented by definition as anti-U.S. policy, and, I suspect, the present administration – because the political perceptions of expatriates are governed by, or at least congenial with, alleged "Canadian" views.

This is false on its face, and the adage "the wish is father to the thought" comes to mind. Americans, whether Democrat or Republican, reside among Canadians to their mutual benefit and for a wealth of reasons, but identification with the indigenous political climate cannot be assumed to be one of them.

Dr. Mosco's comment about the 2004 U.S. campaign as the first "global election...with a pervasive impact outside the United States" is not only inaccurate, it hints of that old longing – sometimes wistful, sometimes petulant – for direct Canadian impact upon the sovereign decisionmaking of the U.S. electorate, vicarious or otherwise. Perhaps if he would reflect upon *Canadian* sensitivity to issues of *its* own sovereignty and the response that would result from external suggestions to *its* own electorate, he might better appreciate the impact of his comments.

Clara Marvin
Associate Professor
School of Music

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.

Castle enjoys successful inaugural summer term

A wild, wet and windy English summer, but one that still saw a continuing flurry of activity in and around this stately Anglo-Canadian castle...

Our first summer term drew 51 upper-year students – beyond our initial target of 40 – from North America and Asia, immediately and intimately engaged with each other and with the faculty and staff. For everyone who made up this “experimental” community, it was a wonderful experience. The four-week format meant intensity without exhaustion, excitement and stimulus without finality – promising still more avid students and newly challenged faculty for wherever they returned to.

There had been some doubts about the four-week format, but everyone embraced a pedagogy that simply had to be different from the traditional: placing still greater emphasis on experiential learning, transferable skills, methods over data, ongoing assessment over final exams, highly personalised interaction at every level over lectures or monolithic disciplinary purity. The Astronomy course touched everyone, as did the artworks displayed by the Drawing and Painting group, as did the games and plays produced by those in Technology and Society as part of their inno-



DAVID BEVAN

Notes From Herstmonceux

vative assessment process.

Having to wrestle collectively with a new way of teaching and learning generated for four weeks a community where simple table conversation, ranging far and wide, inspired all to dream of academies and invoke – modestly in most cases – images of the Renaissance! In many ways it was the castle as Dr Bader envisioned it... It was, most certainly, an experience to be further intentionalized.

And then it was on to a group of some 60 students from six or seven different European countries, who came to the castle for a week to prepare their production of Purcell and Dryden's musical drama of *King Arthur*. They charmed all those who heard them, whether rehearsing in the courtyard or by the Folly, or per-

forming in their two final performances, in the Castle Ballroom and at Arundel.

Thereafter, a spate of weddings and functions through August culminated in the spectacular extravaganza of some 15,000 people over three days at the Medieval Festival.

And then, just a week later, our new cohort of first-years and upper-years for the fall term, and – is it possible?! – the beginning of the academic year 2004-5...

“It has been an exhausting, but exhilarating summer for all here.”

It has been an exhausting, but exhilarating summer for all here, with the extraordinary privilege of being a part of this place brought home anew by the very recent August issue of *The Burlington Magazine*, probably the most prestigious art history magazine in the world, in which the lead article was wonderfully entitled: “Herstmonceux: England's Medieval Jewel.” Queen's has much to celebrate in this far-flung place.

Library looks to the future by expanding its electronic resources

GENDER STUDIES,
TSE DATABASE JUST
A FEW OF SEVERAL
NEW OFFERINGS



NANCY MCCORMACK

Books and Bytes

If you haven't been around much this summer, you might be interested to know that Queen's Library has acquired a number of interesting electronic sources. Here's a brief overview of just a few of them—to see the entire list, check out the website at library.queensu.ca/libdocs/news/databases/.

Journal Citation Reports (JCR) on the Web: This source allows you to determine the most frequently cited journals in a field, the highest impact journals in a field, the leading journals in a field and the most published articles in a field. It uses citation data drawn from thousands of scholarly and technical journals and includes virtually all specialties in the areas of science, technology, and social sciences.

Oxford Reference Online: Premium Collection: Online access to the “Oxford Companion” series in addition to world maps, dictionaries of every sort and the World Encyclopedia.

Nature Encyclopedia of Life Sciences: This comprehensive reference work contains thousands of articles, tables, figures and illustrations, all extensively cross-referenced and indexed.

Gender Studies Database: This database covers the spectrum of gender studies by combining several databases dealing with

women's studies, men's studies, sexual diversity studies, child development and adolescent studies, and family and society studies.

The library offers a vast amount of mobility information.

SAE (Society of Automotive Engineers) Digital Library: The SAE library offers a vast amount of mobility information used in designing, building, maintaining, and operating self-propelled vehicles for use on land or sea, in air or space.

Toronto Stock Exchange – Canadian Financial Markets Research Center (TSX-CFMRC) Summary Information Databases. For researchers who require information on daily and monthly Toronto Stock Exchange trading information,

as well as historical or current information on price adjustments, dividends, stock splits, recapitalizations, and more.

Physical Education Index: Contains citations and abstracts on everything from peer-reviewed journals to popular press publications. Content covers a wide range of subjects including physical education curricula, sports medicine, dance, sport laws, kinesiology, motor learning, recreation, standardized fitness tests, sports equipment, business and marketing, coaching and training, sport sociology/psychology, and more.

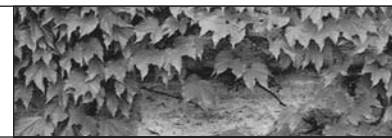
PAISArchive: This historical database provides access to periodicals, books, government publications and other English-language materials from around the world dealing with public policy and social issues from the early twentieth century through to the mid-1970s.

Hoover's Company Records: In-depth records on thousands of major public and private companies around the world. Information includes key financial and employment information, overviews and histories, etc.

Paper of Record: An archive of newspapers published in Australia, Canada, Mexico, the United Kingdom and the U.S in the 19th century and early 20th century. Also includes two early Kingston papers: Kingston Chronicle and Gazette, 1833-1845 and Kingston Daily News, 1862-1864.

Nancy McCormack is reference librarian at the Lederman Law Library.

UNIVERSITY ROUNDUP



Turning a blind eye?

The Times Higher has discovered that Sunderland University allows undergraduates to copy up to one-fifth of their assignments without punishment. The British university's newly devised official policy on plagiarism states that copying can be treated as a “minor offence,” where “the plagiarism amounts to less than 20 per cent of the text.” The university insisted that it takes plagiarism very seriously and said that the 20-per-cent rule applied only to less-experienced first-year students or in cases where “there is some doubt about whether the cohort has been properly briefed.” Kent University Professor Frank Furedi, a leading commentator on university standards, says, “This is the kind of practice seen in almost every university, but it is very rarely spelt out in such stark terms, as most institutions are too embarrassed to put it on paper.”

The Times Higher Education Supplement, Aug. 20

Arts, sciences can mix

Walls between disciplines are tumbling down at Concordia University. As the faculties of Engineering and Computer Science and Fine Arts prepare to move into a new Integrated Engineering and Computer Science/Visual Arts Complex, the future neighbours are already collaborating on joint research projects. A \$110,000-infusion in seed grants from both faculties is helping them along. Eleven research teams, bringing together 12 engineering and computer science and 12 fine arts researchers, received \$10,000 each to develop projects ranging from the visualization of fish dynamics to the creation of three-dimensional virtual art objects. The response pleases Dean Nabil Esmail, who had made several attempts to bring together the two groups. “It's like trying to breed two species and each species is saying, ‘That's not right.’ It is extremely difficult trying to establish multidisciplinary research in any university in Canada.”

Concordia's Thursday Report, Sept. 9

Let's hear it for the girls

Women have overtaken men at every level of education in developed countries around the world, a survey by the Organisation for Economic Co-operation and Development (OECD) has found. International education figures, published by the OECD, show a consistent picture, across cultures and continents, of women achieving better results than men. The OECD survey is a detailed comparison of education achievement and spending in 43 developed countries. The success of girls is a complete reversal of what would have been expected a generation ago, said Andreas Schleicher, head of analysis at the OECD's education directorate.

news.bbc.co.uk

The worst of all worlds

Giving Scottish students grants rather than loans would have saved the public purse 82.5 million pounds, the Scottish National Party claims. It has pledged to replace loans with grants. “A combination of low repayment rates, long repayment periods and interest charges make loans massively more expensive than an equivalent grant,” says shadow education minister Fiona Hyslop. “Right now, we have the worst of all worlds. The taxpayer is paying over the odds for student funding and students are either being put off going to university or being saddled with huge debts.”

The Times Higher Education Supplement, Aug. 20

Law school biased, professor says

A professor at the University of Montana has asked the state Board of Regents to reverse a decision by the university's School of Law denying him the opportunity to teach constitutional law. Robert Natelson has accused the law school of discriminating against him for years because of his conservative political views. He says the law school had turned down each of his four requests to teach the course since he joined the faculty in 1987. Conservative students had complained to him over the years and that there was a lack of balance in the teaching of constitutional law at the university. For example, one student told him that there was no discussion in the course of the Second Amendment, which establishes the right to keep and bear arms, he says.

The Chronicle of Higher Education, July 16

No different from a tree

A London, England art college is considering banning drawings and paintings of nudes from its walls after complaints about the nature of some student artwork. Artist Maggi Hambling, who has taught life drawing at Morley College since the 1970s, described the decision as “incomprehensible.” Drawing and painting the nude figure is the best possible discipline to train the eye and the painting and the hand, she says. “If a student does a piece of work - drawing or painting - that's good enough to have on the wall, then of course it should be exhibited. It's no different than if it is a tree, or a piece of cheese.” The college has sent out a questionnaire to staff and students asking if they think the practice of displaying paintings and drawings of the naked human form in public spaces should continue. No decision will be taken until the results are collected.

education.independent.co.uk

Compiled by Celia Russell

IN BRIEF

Obstetrics researcher wins Basmajian

Graeme Smith (Obstetrics and Gynaecology), an expert in high-risk obstetrics, is the 2004 recipient of the Mihran and Mary Basmajian Award for Excellence in Health Research.

This prestigious award recognizes the research excellence of a member of the Faculty of Health Sciences within the first six years of his/her independent research career. Dr. Smith will receive the award and present his Basmajian Award Lecture, entitled Use of nitroglycerin as a tocolytic: From bedside to bench to bedside, at the School of Medicine Sesqui-centennial Research Symposium on Friday, Oct. 8 at 2:30 pm. in Grant Hall.

Among other speakers at the day-long symposium are researchers Henry Dinsdale (emeritus, Neurology), Jeanette Holden (Physiology/Psychiatry), Louise Winn (Pharmacology and Toxicology), William Paterson (Gastroenterology), Joseph Pater (Clinical Trials Group), Robert Kisilevsky (emeritus, Pathology and Molecular Medicine), and Peter Davies (Biology/Biochemistry).

Computing papers picked for premier conference

A School of Computing research team will accept the Best Paper award next week in Toronto at the IBM Centers for Advanced Studies Conference (CASCON). Jim Cordy, Tom Dean and former Queen's MSc student Nikita Syntskyy placed first out of 99 total submissions with their paper on "Practical language-independent detection of near-miss clones".

With five of the 24 technical papers selected for presentation at the conference, Queen's School of Computing was matched only by University of Waterloo for number of accepted papers.

Sponsored by IBM, the National Research Council, and CITO (Communications and Information Technology Ontario), CASCON is considered the premier computer science and software engineering conference in Canada.

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

Family health networks: How have they affected doctors?



STEPHEN WILD

Health policy researcher Michael Green (Family Medicine) heads a new study into the impact of Family Health Networks on Ontario doctors.

SALARIES, WORKLOAD, JOB SATISFACTION SURVEYED IN NEW PROVINCIAL STUDY

By NANCY DORRANCE
News and Media Services
Determining whether the salaries of doctors who join Ontario Family Health Networks actually rise – as predicted when the program began – is one focus of a new study led by Centre for Health Services and Policy Research researcher Michael Green.

Levels of work satisfaction and workload experienced by participating family practitioners will also be examined in the 18-month project, funded by the Primary Health Care Transition Fund of Ontario's Ministry of Health and Long Term Care. William Hogg from the University of Ottawa is co-principal investigator.

"Primary health care reform has been on the policy agenda in

Canada for more than a decade," says Dr. Green (Family Medicine). "All of the provinces are looking for some way to evaluate the overall impact of these initiatives, and this project will provide one piece of the puzzle. We hope to share our findings with other provinces using a similar model, having similar incentives."

Pilot projects in Ontario culminated in 2002 with the introduction of Family Health Networks (FHNs) as the preferred model for family doctors. Due to lower than expected uptake into FHNs, the Ministry introduced another alternative – the Family Health Groups (FHGs) model – in 2003.

The new study will survey 300 doctors from across the province: 100 participants from each of the two new models, as well as 100 doctors who have remained in fee-for-service practices.

"One of the barriers to uptake has been skepticism on the part of doctors about the benefits of these reforms for their professional work," says Dr. Green.

"We hope to answer their questions as to what actually happened in the past few years to the incomes, satisfaction with their working environments, and workloads for doctors who entered into FHNs or FHGs compared to those who haven't."

"This project will provide one piece of the puzzle."

Michael Green

In the first phase of the \$225,000 study, the team will develop a confidential questionnaire with input from stakeholder groups like the Ontario College of Family Physicians and the Ontario Medical Association. Then data will be collected and analyzed, and stakeholders informed of the findings prior to publication of a report.

Also on the team with Drs. Green and Hogg are health policy expert Samuel Shortt (Centre for Health Services and Policy

Research) and head of Family Medicine Walter Rosser from Queen's, and University of Ottawa economist David Gray and family physician Gary Viner from Ottawa.

The researchers hope that their findings will help the provincial government in planning implementation of future reforms, and – if clear advantages to participating in the new models are shown – increase the number of primary care physicians participating in networks or groups.

If a change in workload is demonstrated, this may also help the ministry in its health and human resources planning.

"The federal government is calling for reform across the health care system to accompany increased levels of funding received by the provinces," says Dr. Green. "Since primary care underpins the entire Canadian health care system, discovering and resolving the issues that exist in our area should be beneficial to the system as a whole."

CIHR funds palliative care research network

A Queen's-led research team is one of 10 collaborative groups across the country to become new Canadian Institutes of Health Research (CIHR) Palliative and End-of-Life Care Initiatives.

The five-year project, headed by Daren Heyland (Medicine), focuses on care in intensive care units, hospitals, or home settings. It will be located at Queen's and McMaster, with affiliates at other Canadian universities and hospitals.

"Our research focus will be to describe, understand, evaluate, and ultimately, improve commu-



Daren Heyland

nication and decision-making at the end of life," says Dr. Heyland. "We believe the knowledge and tools generated by our research efforts will inform strategies to improve the quality of and satisfaction with end of life care."

CIHR's Institute of Cancer Research launched the \$16.5 million program after identifying palliative and end-of-life care as its #1 priority. Eight other CIHR institutes and eight other organizations joined this initiative as partners, given their common cause in treating pain and termi-

nal illness.

"The scale of work and cooperation across disciplines and provinces is unique in the history of Canadian health research," said CIHR president Alan Bernstein in announcing the new funding. "Canada now leads the world in palliative care research."

Composed of 13 institutes, CIHR provides leadership and support to more than 8,000 researchers and research teams in every province of Canada.

For details on all of the newly-funded projects, see www.cihr-irsc.gc.ca

NEWS and MEDIA SERVICES

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The “beautiful mess” of South Africa

WORK ON THE AIDS FRONTLINE FRUSTRATES AND INSPIRES MEDICAL RESEARCH STUDENT

By SARAH WITHROW

Sid Sahay spent a breathtaking three weeks touring around South Africa before starting his summer research project.

“It was spectacular,” says the third-year medical student. “The beaches, the mountains, the animals – lions and zebras.”

Then he went to Centocow, a rural region in Kwa-zulu Natal, the South African province with the highest prevalence of HIV infection and he told his guide “no tourist sees this.” The guide agreed saying, “That’s South Africa. It’s a beautiful mess.” These words, Mr. Sahay says, perfectly sum up his summer experience.

During his six-week stay, Mr. Sahay became so familiar with the “look” of AIDS patients in his clinical work – their sunken eyes, emaciated faces, oral thrush – that he was able to identify them just by sight. He describes the AIDS problem in Africa as “huge, hard, and sad.”

“It’s acceptable for them to have multiple wives and girlfriends.”

Sid Sahay

“We know the numbers. We know they die. But here (in Canada), we don’t see how they die. It’s a painful death, a suffering death.”

Mr. Sahay, who has previously worked in Ghana and Nepal, says he is haunted by the images of the children with HIV.

“There are no old people there.”

And, particularly, by the memory of one woman.

“She wanted to go home. She was the only one with a bank account in her family. We convinced her to stay one more night for treatment. She went into a coma the next day and then died. It’s as if she knew what was going to happen to her.”

Mr. Sahay worked with Will Boyce (Rehabilitation Therapy, Social Program Evaluation Group, Centre for Health Services and Policy) and also under the auspices of Queen’s Southern



PHOTOS COURTESY OF SID SAHAY

Above, third-year medical student Sid Sahay (right) and a South African colleague treat a patient in Centocow. Below is a panoramic view of the Wild Coast in Mpande in the Transkei area of South Africa – spectacular natural beauty that is in stark contrast to the AIDS crisis that grips the country.

African Research Centre’s Transforming Violent Gender Relations to Reduce Transmission of HIV project. He was in South Africa to interview healthcare workers on their attitudes, beliefs and experiences regarding gender violence and HIV.

Project member Sarita Verma (Family Medicine) calls gender violence the “pandemic within the pandemic” and notes that South Africa has the highest incidence of rape in the world.

Mr. Sahay voices the helplessness he felt when faced with this

reality.

“It’s a puzzle. You wonder how much you can really do. In the Lebolo culture, men pay dowries for their wives and then believe that they own their wives. It’s acceptable for them to have multiple wives and girlfriends. You don’t want to offend them by trying to impose first-world values, but...”

As Mr. Sahay’s research project subject indicates, gender violence is also predominant and fueled by myths of “cures” for HIV involving sex with children, vir-

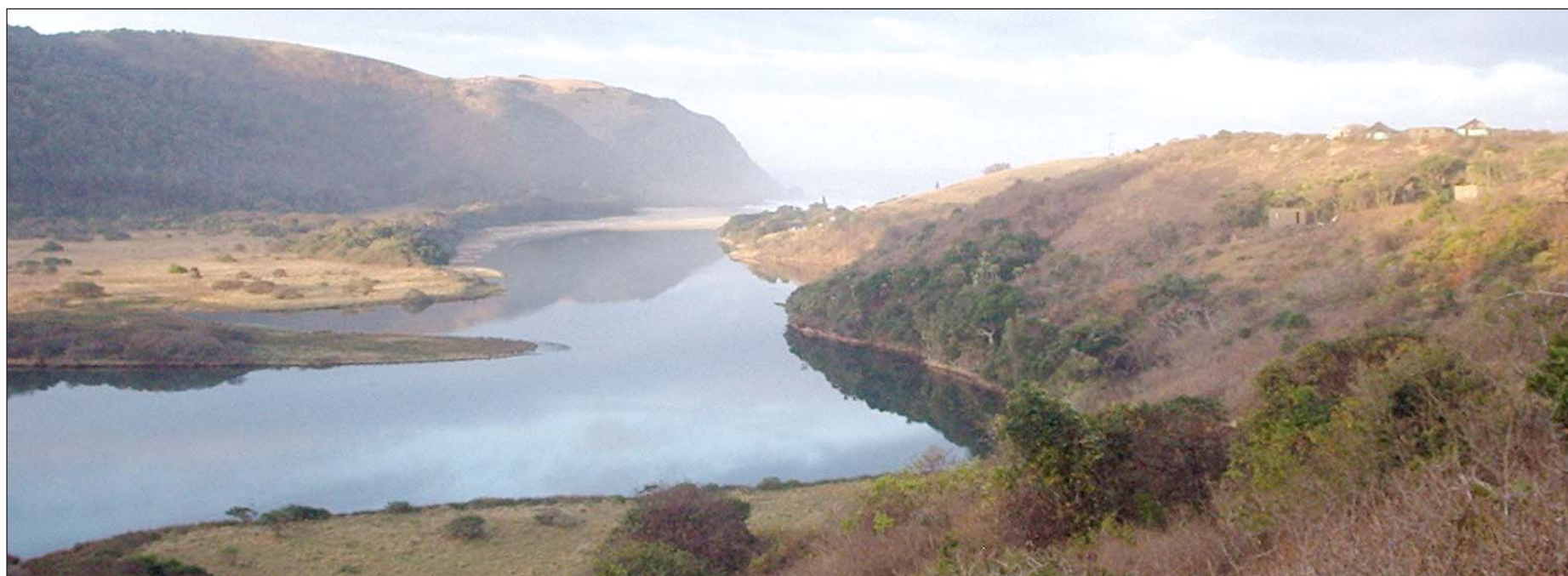
gins and old women – myths that frequently result in the rape of women by desperate men. The need for education is evident in the story he tells of a man he met who was convinced that condoms could cause HIV. He found that the healthcare workers associated with HIV patients were stigmatized.

“Nobody talks about sex there. Since HIV is linked to sex, no one talks about it. No one says they are dying of AIDS. They say they are dying of tuberculosis or meningitis, which they are,

but they have them because they have AIDS.”

While Mr. Sahay’s frustration is palpable, he says he would go back there “in a second. If you are really doing medicine to help people, that’s where they need help.”

He was inspired by his co-workers, “26 year-old doctors fresh out of school, working alone on these wards.” He is also optimistic about the effectiveness of anti-retroviral drugs, the first shipment of which made an appearance in the region two days before he left.



IN BRIEF

Coleridge topic of Whalley lecture

Eighteenth-Century and Romantic literature expert Adam Potkay will present the annual George Whalley lecture, Tuesday, Oct. 12 at 2:30 pm in room 517 Watson Hall. A reception will follow. Prof. Potkay's lecture is entitled Coleridge and the Mediation of Joy.

A member of the English department at the College of William and Mary, Dr. Potkay has published numerous articles on eighteenth and nineteenth-century literature and philosophy. His visit is sponsored by the Department of English.

Love, hate and your computer

Do computers control us or do we control them?

Free Queen's presents a free, non-credit course which will look at where computers came from and where they are headed. Topics include how computers affect our health, our relationships, our creativity and our civic life.

The course will take place Mondays from 6:30 to 8:30 pm, Oct. 18 to Nov. 29. Free Queen's is a volunteer campus-community group. Registration is open to all. Call the Office of the University Advisor on Equity at 533-2563.

Healthcare policy and reform, defense experts and post-secondary curriculum in the news

QUEEN'S IN THE NEWS

Highlights of Queen's experts in the media

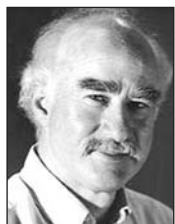
■ Sept. 3 - Sept. 23



Anand

Ann Tierney and Anita Anand (Law) are quoted in *The Globe and Mail* about corporate law and the related curriculum at Queen's.

The Globe and Mail online features commentary by **Sergio Simondo** (Philosophy) about a national pharmacare program in Canada.



Frost

Barrie Frost (Psychology) comments in the *National Post* about birds' "third eyes" used to read changes in Earth's magnetic field during migration.

Doug Bland (Policy Studies) comments in the *National Post* and *Ottawa Citizen* about the future of the Canadian Armed Forces.



Courchene

Tom Courchene (Policy Studies) comments extensively about issues of pharmacare and national unity in the *National Post*, *Ottawa Citizen*, *Toronto Star*, *Montreal Gazette* and *Leader-Post*.



Brock

An opinion piece co-authored by **Kathy Brock** (Policy Studies) about the need for creative solutions to Canada's health-care issues appears in the *Toronto Star*.

John Moore (Business) comments in the *Toronto Star* about combining MBAs with other degrees.

Douglas Reid (Business) comments in *The Calgary Herald*, *Vancouver Sun*, *The Leader-Post* (Regina) and *The Record* (Sherbrooke) about WestJet Airlines new cross-border initiative.

Peter Katzmarzyk (Physical and Health Education) comments in the *Montreal Gazette* and *Calgary Herald* about health risks associated with obesity.

Margaret Harrison (Nursing) comments extensively in *The Kingston Whig-Standard* and on CKWS-TV about the School of Nursing joining with the Australia-based Joanna Briggs Institute to form a new centre that will evaluate health research for local practicing nurses.

Gerald Wilde (Psychology) comments in the *Los Angeles Times* about risk-taking behaviour.

Sanjay Sharma's (Ophthalmology) article about treatment for macular degeneration appears in *Medical Post*.

Roxy Denniston-Stewart (Residences) appears on *CBC Radio International* TV discussing the impact of having younger students in residence at Queen's.

Sam Shortt (Centre for Health Services and Policy Research) is interviewed on CKWS-TV about his Health Canada study into system-wide procedures that may help to reduce errors in Canada's health-care system.



Ellis

Randy Ellis (HMRC) discusses orthopedic technology designed to minimize the invasiveness of surgery on *CBC Radio Ontario Morning*.

Queen's residences theme floors and mentoring program are featured prominently in a *CBC Radio Ontario Morning* special report for back-to-school.



Cox

Wayne Cox (Political Studies) discusses the deteriorating situation in Iraq and the social and political make-up of resistance groups fighting American

troops on *CBC Radio Ontario Morning*.

Strong enrolment growth in Queen's non-degree executive development programs are cited in the *Economist Intelligence Unit's* global executive education survey.

David Edwards (Business) is featured on *BusinessWeek Online* explaining the extensive career management services available to Queen's MBA for Science & Technology students.

Shannon Goodspeed (Business) is featured on *BusinessWeek Online* discussing entrance requirements and the quality of students in Queen's MBAst program.



The Revitalization of University Avenue



Second Public Meeting

30 September 2004

7:00-9:00 PM

Room 202, Policy Studies Building,

138 Union Street, Queen's University

Time, heavy use and a variety of upgrades have compromised the streetscape of University Avenue. You are invited to attend a second public meeting at Queen's and contribute to a project to recreate the grandeur and improve the section of University Avenue from Clergy Street to Stuart Street. All are welcome.

A first public meeting was held on Wednesday, 23 June 2004 to present the University Avenue project. Good discussion followed during which many ideas came forward concerning the use and appearance of the street. This second meeting is being held to present schematic design options with a full discussion of alternatives considered. A third public meeting may be held towards the end of the year.

The project is being planned under Schedule B of the Municipal Class Environmental Assessment. At the completion of the design the public will have the opportunity to view the project file and provide additional comments. A notice of completion will be posted at that time with the viewing location.

For further information on this project please contact:

Jeanne Ma
Project Manager

Campus Planning and Development
Queen's University
Kingston, ON K7L 3N6
Tel (613) 533-6191
Fax (613) 533-6469
Email majk@post.queensu.ca
(or Janet Lambert (613) 533-6827)

John Hillier
Consultant Project Manager

du Toit Allsopp Hillier
50 Park Road
Toronto, ON M4W 2N5
Tel (416) 968-9479
Fax (416) 968-0687
Email john@dtah.com

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October 24, 2004

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When you can't breathe nothing else matters.

Workplace harassment can poison work environment

Personal harassment, defined as behaviour where a person abuses another individual, verbally or emotionally, occurs to some degree in all institutions.

This abuse may be based on a personal trait, because of a dislike of the individual, or as an attempt to exercise power over an individual. The person committing the abuse may be a coworker or someone with "authority," such as a manager or supervisor. It is reported that women can commit this type of abuse as often as men.

Personal harassment is also known as bullying, or emotional or psychological harassment. Examples include making repetitive, rude, cruel, offensive comments or yelling at, threatening, humiliating or isolating the individual. These persistent, damaging attacks not only impact negatively on the recipient, but also may influence coworkers adversely, lead to an uncomfortable and hostile work environment and result in employee dissatisfaction, high turnover rates and reduced productivity.

This potential impact on the work environment is the link between personal harassment and employment equity.

In Canada, there are legislation and institutional policies that address human rights and employment equity issues. However, in nine provinces there is no specific legislation that addresses personal harassment issues. As a result, many institutions, including Queen's, have not yet implemented policies dealing with personal harassment.

Some institutions have incorporated personal harassment issues within collective agreements. Human resources departments often undertake the task of dealing with these issues. Even in cases where no institutional policy is in place, individuals have sued their employers successfully, for "intentional infliction of mental suffering" under civil law.



ROBERT HUDSON
JEANETTE PARSONS

Diversity

This indicates that, from the courts' perspective, employers are responsible for the conduct of their staff and should take appropriate action with respect to anyone in their employ engaging in sexual or other harassment in the workplace.

The consequences of not fulfilling this responsibility are borne by the institution as well as the individual committing the abuse. For example, the CBC reported in July 2004 that a former jail guard with the RCMP in Newfoundland was awarded \$520,000 as compensation for personal harassment by his supervisor and the failure of the RCMP to protect him from such harassment.

Recognizing that the type of work environment that can be created by harassment impacts negatively, not only on the individual, but also on organizational achievement, some provinces are taking steps to examine their labour laws. On June 1, 2004, Quebec changed its minimum conditions of employment to include provisions dealing with personal harassment. Employees in Quebec who feel that they are victims of personal harassment can file a complaint with the Commission des normes du travail, the Ministry responsible for labour law.

Currently, Ontario is reviewing its law, exploring legislation that would require employers to develop a workplace violence pol-

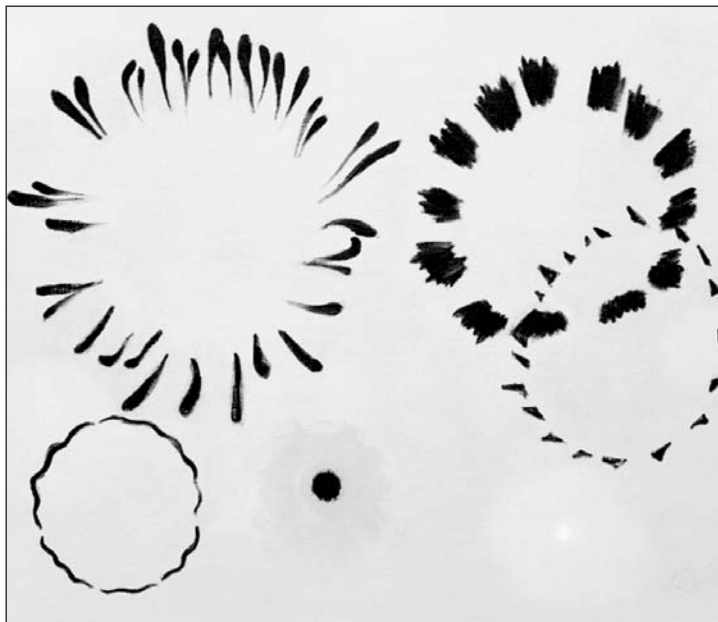
icy (which includes psychological violence), a training program and a policy of progressive disciplinary measures.

Queen's Harassment/Discrimination Complaint Policy and Procedure (2001) prohibits "sexual harassment, harassment based on gender, race, ethnicity, religion, creed and sexual orientation or analogous grounds." However, the policy states explicitly that personal/workplace harassment, which is not based on one of the grounds outlined in the policy, is not covered by this procedure. All collective agreements at the Queen's make reference to prohibition of sexual harassment and the QUFA agreement adheres to the university's harassment/discrimination complaint policy. However, no employment agreement with the university makes explicit reference to protection from personal harassment.

Legal analysts have stated that the law is headed in the direction in which employees are entitled not only to a physically safe workplace but also must feel safe and be safe psychologically. They state further that contemporary courts will not tolerate mistreatment of employees. Personal harassment, whether a human rights issue or not, should not and cannot be ignored.

It would be sensible for institutions to develop and enforce policies dealing with personal harassment. Employees must be informed of their right to file a complaint and the procedures to do so. Their complaints must be reviewed seriously and dealt with appropriately. It is the employer's responsibility to ensure that individuals committing this type of abuse be disciplined suitably.

Robert Hudson is the chair of the Council on Employment Equity and a professor in the Department of Urology; Jeanette Parsons is program coordinator in the Office of the University Advisor on Equity.



WWW.FINEART.UTORONTO.CA

Black Sun, 1994, by Shirley Wiitasalo

Artist uses painting to comment on other media

The Department of Art kicks off its 2004-05 visiting artist lecture series with a public slide presentation by Shirley Wiitasalo, Tuesday, Sept. 28 at 3:30 pm in 1103 Biosciences.

Ms. Wiitasalo, who has exhibited internationally over the last 30 years, has a wide reputation as a technically adept painter and extremely original artist.

Based in Toronto, Ms. Wiitasalo had her first one-person exhibition at A-Space, Toronto in 1973. In 1974, at the age of 25, she was selected for inclusion in the Art Gallery of Ontario exhibition, Contemporary Canadian Art. Throughout the 1980s and 1990s, her work addressed pressures of consumer society, mass media control and predetermination, using a delicate painterly language that ultimately exposed and subverted the effects on all who must, necessarily, coexist in a "natural" world.

She has been noted by critic/curator Phillip Monk as an artist who "used painting partly as a commentary on other

media..." In the 90s she refined her explorations of the dichotomies which dominated her previous work, eliminating ambiguity, and utilizing a more formal simplicity. She works in luminous bright colour, derived from her direct experience with her environment.

Two of her major awards include The Toronto Arts Award for Visual Art (1993), and the Gershon Iskowitz Foundation Annual Prize (1998). In December 2000, the Power Plant Art Gallery presented a ten-year survey exhibition of Wiitasalo's paintings.

For more information on her visit, contact Visiting Artist Coordinator Jan Winton at 533-6000, ext.77353 or email jw5@post.queensu.ca

The Visiting Artist Lecture Series is part of the Department of Art's practice to bring regional, national and international artists to Kingston as an integral component of its visual arts program. The visiting artist program is supported in part by the Canada Council for the Arts.



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All contracts protect the right to publish, interpret results, clinical trials experts say

Some leading international medical journals are saying they will cease publishing the results of clinical trials where there has not been an official commitment to make findings public. Concern about disclosure issues intensified when it became known that some drug companies had withheld information gleaned from clinical trials that antidepressants might actually increase suicidal thoughts in young people.

To help us better understand some of the issues related to clinical trials, Queen's Gazette posed the following questions to Joe Pater, Director of the National Cancer Institute of Canada Clinical Trials Group (NCIC CTG) at Queen's. The CTG is a national research group that develops, conducts, and analyzes multi-institutional trials of cancer therapy. More than 90 institutions involved in cancer care in Canada and elsewhere participate in CTG studies. CTG also participates in international trials in North America, Europe and Australia.

G: Are the results of clinical trials conducted at the Queen's-based NCIC CTG routinely made public?

JP: The results of all NCIC CTG trials are presented publicly and published. This is both our academic obligation and the most important way we can fulfill our mandate to help reduce morbidity and mortality from cancer. NCIC CTG trials, like those of similar groups in the United States, have for many years been included in a U.S. Government registry called PDQ®. Trials in PDQ® are automatically included in the on-line registry

mentioned by the international medical journal editors (www.clinicaltrials.gov). All contracts for our studies have very clear language protecting our right to publish and interpret the results of our research.

G: How would you describe the mandate of the NCIC-CTG?

JP: We have a formal mission statement that derives from the goals of the organizations responsible for our core funding, the National Cancer Institute of Canada and the Canadian Cancer Society: "To develop and conduct trials aimed at improving the treatment and prevention of cancer with the ultimate goal of reducing morbidity and mortality from this disease."

This means that the final standard for measuring the success of our program is the extent to which studies we conduct actually change practice, since this is how our findings are translated into reducing the impact of cancer. In addition, though, it is vital that all trials contribute new knowledge about cancer and its effects on patients. To that end, we have a program aimed at collecting and analyzing data on quality of life and have established a specimen bank in the Department of Pathology at Queen's that will support studies aimed at correlating trial results with, for example, molecular changes in patients' tumors.

G: What are some of the common misconceptions about clinical trials?

JP: Clinical trials are a form of research aimed at assessing, in a controlled fashion, the impact of interventions – in this context interventions aimed at improving health or preventing disease. Clinical trial methodology can be applied to a wide variety of situations. Probably the most common public misconception about clinical trials is that their sole purpose is the evaluation of experimental drugs for the purpose of obtaining regulatory approval. While it is laudable that regulatory agencies do insist on the conduct of rigorous research before approving new drugs, this is not the only reason clinical trials are carried out. Important clinical trials have addressed a wide variety of issues ranging from the comparison of surgical procedure to the use of nurse practitioners in primary care. A common misconception about trials that are evaluating experimental drugs is the idea that, because there are so many rules, regulations and guidelines governing these trials, it doesn't mat-



JOE PATER
Q&A

ter who is responsible for their design and conduct. As the actions of the international journal editors imply, there are reasons to be concerned when clinical trials are totally in the control of organizations that have a financial interest in their outcome. Further, like any form of research, clinical trials vary substantially in quality, so it is very important that the academic community has the ability to independently develop and appraise these studies.

Clinical trial methodology can be applied to a wide variety of situations.

G: Why do people volunteer to be involved in clinical trials?

JP: A very common reason for participation by cancer patients is that clinical trials provide access to new therapies, usually drugs, which would otherwise be unavailable, because their value is not yet proven. This is clearly a situation that requires careful ethical oversight and truly informed consent. There are many other reasons for trial participation. Most striking to me is how often patients volunteer for trials because they want to help future patients with their disease.

G: What contribution has the CTG made in advancing the

methodology of clinical trials and how have patients benefited?

JP: As mentioned, our mandate is primarily to carry out trials that improve outcomes for patients or potential patients. This requires us to do studies that address important questions, the answers to which will make a real difference. We've been fortunate recently to have led or been involved in a number of studies that demonstrated a survival benefit for the treatment being assessed (more information on these trials can be found at www.cancer.ca). However, for a trial to have an impact on patient care, it is not enough for it to have positive results. The trial must have been conducted in such a way that its results are convincing to regulatory agencies, care delivery institutions, and practitioners. We have, therefore, been very involved in the development and refinement of trial methodology. For example, one of the important outcomes of cancer clinical trials is tumor response, that is, how much a cancer shrinks in response to treatment. Members of our group were instrumental in establishing a new international standard for response assessment. We've made a similar contribution to methods for measuring the adverse effects of treatment. As a last example, we were the first cancer group to demonstrate that quality of life data could be successfully collected in large clinical trials and we continue to contribute to the development of methods for analyzing these data.

IN BRIEF

Design the law school poster

The Faculty of Law announces the competition for the design of a 2005 poster - the third in what is an annual competition for the design of a unique poster that will always be associated with the law school in that year. The winning design will be awarded a \$1,000 cash prize provided by Carswell. Designs submitted should seek to incorporate some theme appropriate to law, or the teaching of law and attempt to make some association with the university and/or Kingston. Beyond that, there is no stipulation as to style or degree of imagination. The 2004 poster can be seen on the Law Library website at library.queensu.ca/law/index.htm. Deadline for submissions is Nov. 30. The poster will be reproduced and sold to raise money to assist in further redevelopment and refurbishment of Macdonald Hall. For details, call Nick Pengelly, 533-2843.

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.

DOES THE SUBWAY STOP HERE?



CELIA RUSSELL

It looks like a subway stop, but it isn't. Workers put the finishing touches on the shelter over a flight of stairs that exit from the Campus Bookstore's subterranean textbook section.

From auto parts to applied science

BURSARY FROM FAMOUS HALF CLASS HELPS MATURE STUDENT REALIZE QUEEN'S DREAM

By EMILY SANGSTER

When Anna Petryshyn graduated from high school in 2000, she had no idea what she wanted to do. However, after launching a promising career in the automotive parts industry, she changed gears abruptly and returned to school. Now, the 21-year-old is the 2004 recipient of the Sc'48 1/2 Mature Student Bursary.

The award was established in 1998 by the famous half class of returning WWII veterans for a mature applied science student facing many of the same pressures they did – financial need or family responsibilities, and the task of readjusting to an academic setting. It is worth \$60,000 over four years, making it the largest undergraduate class-funded award at Queen's.

Ms. Petryshyn, who is the first woman to receive the Sc'48 1/2 bursary, says she'd always planned to further her education, but she wasn't sure what to study. Following in her electrician brother's footsteps, the

Toronto native opted to learn a skilled trade, and she was accepted into the Magna Technical Training Centre in Brampton, Ontario, for a mould making apprenticeship. In 2002, she represented the Centre in the Skills Canada competition, placing second nationally in precision machining.

Experience in the automotive parts industry kick-started her volunteer work to promote the trades as a career option for young people and to engage more women in traditionally male-dominated fields, she says. She has appeared in TV programs and spoken at forums and trade shows.

Ms. Petryshyn completed phase two of her apprenticeship through night courses at Durham College and a day job at Blau Autotec, a division of Magna. As she worked, she realized what she wanted to study at university.

"I do a lot of work with metal. It's very mechanical and very technical, and I wanted to get an engineering degree to complement that."

After a successful "test run" of chemistry and algebra courses at Ryerson University, she applied to Queen's for mechanical engineering. Summers spent in Kingston as a sea cadet and constant Tricolour anecdotes from her father, Walter Petryshyn,



At the annual reunion of Sc'48 1/2, Jack Billingsley, a class spokesman, accepts thanks from Anna Petryshyn, the first female recipient of the Sc'48 1/2 Mature Student Bursary.

KEN CUTHBERTSON

Law'73, had kept the University in the back of her mind. Ms. Petryshyn says the Sc'48 1/2 bursary, which she learned about on a visit to the Queen's website, will greatly enhance her student experience.

"In my head, Queen's was my first choice, but realistically it wasn't, because of how much it would cost to move to Kingston

and study away from home," she explains.

Jack Billingsley, a spokesman for Sc'48 1/2, says spreading the word about the bursary as a way to reduce this cost barrier has been hard work, and the bursary still receives a relatively small number of applicants. However, he notes that the class's efforts to make it easier for mature stu-

dents to go back to school have been worthwhile.

Says Jack, "Every Sc'48 1/2 scholar so far has been on the Dean's list. It's a real pleasure to be working with these persons and seeing them do so well."

For more information on the Sc'48 1/2 Mature student Bursary, go to www.queensu.ca/registrar/awards/Entrance.html

New program helps students shop for the right career

Over the summer, Career Services developed a new service called the "What to do with a degree in...?" webshop.

It answers one of the most common questions asked at Career Services, and provides students with extensive lists of employment opportunities for every Queen's degree program.

The new service shows students that interesting and challenging employment opportunities are available to students in all disciplines.

Last month, Career Services

launched the service, which is accessible at careers.queensu.ca/students.

Students should not be afraid to think outside the box when it comes to potential careers.

Concurrent Education student Virginia Strachan developed

the webshop over the summer with guidance from members of the Career Services counselling team and the collaboration of several academic departments.

"The project was a priority for Career Services because once students understand how their degree fits into their future, they can move along very quickly to discover great opportunities," says Career Counsellor Jane Good.

It is important for students to understand that their degree does not dictate what they can

pursue as a career, she says. Students should not be afraid to think outside the box when it comes to potential careers.

"The best starting point, and ultimately the best touchstone for career success and satisfaction, is a student's interest in something. That 'interest in something' might not surface immediately and might not always be obvious in a particular degree. But by paying attention to what does catch their attention during their time at Queen's, most students can confidently

take a great next step."

The lists of career options available on the "What to do with a degree in...?" webshop are a good start for students developing their own list of potential occupational areas.

Students hoping to explore career opportunities further should visit the Career Services website, sign up for a workshop or browse through the Career Information Area.

For more information, contact Jane Good at jg26@post.queensu.ca

BULLETIN BOARD

Appointments

Submission information
Please note that appointment submissions will be edited to address style considerations and length. Submissions should be a maximum of 200 words.

Promotion/renewal/tenure or continuing appointments – 2004

Reappointment/Renewal: Gillian Barlow, Archives; Michael Blennerhassett, Medicine; Richard Brachman, Civil Engineering; Kim Brooks, Law; Ian Chin-Sang, Biology; Rosanne Currarino, History; Richard Day, Sociology; Thomas Dean, Electrical and Computer Engineering; Mark Diederichs, Geological Sciences and Geological Engineering; Keyve Ding, Community Health and Epidemiology; Michael Greenspan, Electrical and Computer Engineering; Keyvan Hashtrudi-Zaad, Electrical and

Computer Engineering; Jeremy Heil, Archives; Heather Home, Archives; Jill Jacobson, Psychology; Li-Jun Ji, Psychology; Don Klinger, Education; Colin MacDougall, Civil Engineering; Elizabeth MacEachren, Education; Neil Magoski, Physiology; Christopher O'Callaghan, Community Health and Epidemiology/NCIC Clinical Trials; Helene Ouellette-Kuntz, Community Health and Epidemiology; Margo Paterson, School of Rehabilitation Therapy; Nicholas Pengelley, Law; Leslie Ritchie, English; Laurent Seroude, Biology; Steven Smith, Biochemistry; Denise Stockley, Education; Wulin Suo, School of Business; Sheryl Taylor, Pathology and Molecular Medicine; Dean Tripp, Psychology; Yuxiang Wang, Biology; Louise Winn, Pharmacology and Toxicology/School of Environmental Studies. **Tenure:** Brian Amsden, Chemical Engineering; Natalie Cann, Chemistry; Arthur Cockfield, Law; Lynda Colgan, Educa-

tion; Ana da Silva, Civil Engineering; Hans Dringenberg, Psychology; Mohamed Ibnkahla, Electrical and Computer Engineering; Sadam Kelebek, Mining Engineering; Andrew Lewis, Mathematics and Statistics; Yan-Fei Liu, Electrical and Computer Engineering; Steven McKinnon, Mining Engineering; Andrea Mueller, Education; Kathleen Norman, School of Rehabilitation Therapy; Cella Olmstead, Psychology; Scott Parent, Chemical Engineering; Keith Pilkey, Mechanical Engineering; Charlotte Reinholtz, French; Lesly Wade-Wooley, Education. **Promotion:** Assistant Professor: Philip Hahn, Obstetrics and Gynaecology. Assistant Librarian: Nancy McCormack, Law Library. Associate Professor: Brian Amsden, Chemical Engineering; Natalie Cann, Chemistry; Arthur Cockfield, Law; Lynda Colgan, Education; Hans Dringenberg, Psychology; Mohamed Ibnkahla, Electrical and Computer Engineering; Eduard Iliescu, Medicine;

Diane Lawrence, Education; Andrew Lewis, Mathematics and Statistics; Leslie MacKenzie, Anatomy and Cell Biology; Andrea Mueller, Education; Kathleen Norman, School of Rehabilitation Therapy; Cella Olmstead, Psychology; Scott Parent, Chemical Engineering; Dimitri Petsikas, Surgery; Keith Pilkey, Mechanical Engineering; Charlotte Reinholtz, French; Lesly Wade-Wooley, Education. Professor: Bruce Anderson, Civil Engineering; Kristan Aronson, Community Health and Epidemiology; William Boyce, Education/Community Health and Epidemiology; Michael Cunningham, Chemical Engineering; Michael Fitzpatrick, Medicine; Donald Forsdyke, Biochemistry; Charles Graham, Anatomy and Cell Biology; Zongchao Jia, Biochemistry; Michael Kawaja, Anatomy and Cell Biology; Kenton Ko, Biology; Patricia Minnes, Psychology; Richard Oko, Anatomy and Cell Biology; Dan Poenaru, Surgery; Gerhard

Pratt, Geological Sciences and Geological Engineering; Natalie Rewa, Drama; John Rudan, Surgery; Stephen Scott, Anatomy and Cell Biology; Katharine Smithrim, Education; Craig Walker, Drama; Glen Willmott, English; Dick Zoutman, Pathology and Molecular Medicine; Librarian: Jeffrey Moon, Stauffer Library.

New faculty appointments

The following are new full-time faculty members in Health Sciences:
Ramiro Arellano, Anesthesiology (Sept. 1/04); Michael Cummings, Anesthesiology (Sept. 1/04); Louise Rang, Emergency Medicine (Sept. 1/04); John Muscedere, Medicine (Aug 30/04); Stephanie Palerme, Obstetrics and Gynaecology (Sept. 1/04); Stephanie Baxter, Ophthalmology (Sept. 1/04); Sherif El-Defrawy, Ophthalmology (Sept. 13/04); Martha McKinney, Paedi-

atrics (Aug 30/04); Harriet Feilotter, Pathology and Molecular Medicine (Sep 1/04); Lorne Seargeant, Pathology and Molecular Medicine (Sep 13/04); Sarah Jones, Surgery (Sep 1/04).

Awards and Grants

Queen's University Alumni Association

Awards of a few hundred dollars each are available to help groups from Queen's introduce innovative programs. Application forms are available at <http://alumni.queensu.ca/quaa/>, or they can be picked up at Alumni and Donor Relations (Alumni and Friends), West Wing of Summerhill. Applications are reviewed twice each year. To be considered in the next round of awards submit application by Friday, Oct. 8 at noon to Alumni Association Grants committee c/o Alumni & Donor Relations (Alumni and Friends). For more information, please contact Angela Farmer, 533-6000 ext. 75403, farmera@post.queensu.ca.

Grants to support research in the Developmental Disabilities Field

Proposals from faculty, staff and students for Development Grants to stimulate research and educational activities in the developmental disabilities field are being considered. All proposals must be collaborative and interdisciplinary. Submit a summary of the proposed research or educational activity with a signature of approval from department head. Successful proposals will be passed through the Queen's Office of Research Services Ethics Board before funds are released. Awards will not exceed \$10,000 each. Deadline for submissions is Oct. 22. Information: Kimberly Recoskie, dcp@post.queensu.ca or 544-4885.

Special recognition for staff award nominations

This award recognizes staff members who consistently provide outstanding contributions during their workday, directly or indirectly, to the learning and working environment at Queen's at a level significantly beyond what is usually expected (e.g. improving the workplace efficiency, quality of work life, customer service, problem-solving, etc.) Information and nomination forms are available from www.queensu.ca/secretariat/ or the University Secretariat, B 400 Mackintosh-Corry Hall. Deadline: Oct. 15.

Committees

Headship search, Civil Engineering

Dave Turcke's term as head of Civil Engineering will end June 30, 2005. Dr. Turcke does not wish to be considered for reappointment. In accordance with the terms of the Collective Agreement between Queen's University and the Queen's University Faculty Association, Principal Karen Hitchcock has appointed a selection committee to advise her on the appointment of Dr. Turcke's successor. Elected members: R. Brachman, A. Fam, C. MacDougall, I. Moore, K. Novakowski, Civil Engineering. Appointed members: H. Jamieson, Geological Sciences and Geological Engineering; M. Briglio, undergraduate student; S. Howard, graduate student; Cathy Wagar, undergradu-

ate program assistant. Non-voting member: R. Boegman, Graduate Studies and Research. Chair: Tom Harris, Applied Science. Faculty, staff and students are invited to submit their comments on the present state and future prospects of Civil Engineering, and the names of possible candidates for the headship, to the Chair of the Committee, Dr. Tom Harris, c/o Donna Horner, by Oct. 4. All letters will be reviewed by the selection committee and will become part of the record of decision-making.

Headship search, Film Studies

Blaine Allan's term as head of Film Studies will end on June 30, 2005. He has declined to consider reappointment. In accordance with the *Collective Agreement between Queens University Faculty Association and Queens University at Kingston*, the principal has appointed a selection committee to advise her on the appointment of Dr. Allan's successor. Elected members: Peter Baxter, Frank Burke, Gary Kibbins, Susan Lord, Film Studies. Appointed members: Tim Fort, Drama; Linda Graham, Julia Keilty, student, Film Studies. Non-voting member: Robert Silverman, Arts and Science. Chair: Christine Overall, Arts and Science. Faculty, students and staff are invited to submit their comments on the present state and future prospects of Film Studies, and the names of possible candidates for the headship to the chair of the committee, Associate Dean Christine Overall, cdo@post.queensu.ca by Friday, Oct. 8. All letters will be reviewed by the selection committee and will become part of the record of decision-making.

Principal's Advisory Committee, Vice-Principal (Academic)

Principal Karen Hitchcock announces the membership of the committee selected to advise her on candidates for the position of Vice-Principal (Academic) and more generally on the structure and operation of the Vice-Principal's office. Members are: Andrew Daugulis, Chemical Engineering; Mary Margaret Dauphinee, University Advisor on Equity; Brent Gallupe, School of Business; Ann Marie Hill, Education; Karen Hitchcock, Principal and Vice-Chancellor (Chair); George Hood, Vice-Principal (Advancement); Donna Janiec, Risk Management & Audit Services; Leslie Monkman, Special Advisor to the Principal (Secretary); Christine Overall, Arts and Science; Bruce Parly, Law; Barbara Teatero, University Libraries; Tyler Turnbull, AMS; David Walker, Health Sciences. Members of the university community are invited to submit their views on the Office of the vice-principal (Academic) to the principal. Respondents are asked to state whether or not they wish to have their letters shown, in confidence, to members of the advisory committee. Letters should be submitted by Oct. 8.

University Archivist search

The search process for a university archivist for Queen's will begin shortly. A committee chaired by Suzanne Fortier, Vice-Principal (Academic), will be established to advise the principal on the present state and future prospects of University Archives and on the selection of the university archivist. Suggestions for membership on the advisory committee are

requested and should be submitted in writing to the Office of the Vice-Principal (Academic) by Oct. 4. Members of the university community are also invited to offer comments on the present state and future prospects of the University Archives. These comments should be submitted in writing to Suzanne Fortier, Vice-Principal (Academic) and respondents are asked to state whether they wish to have their letters shown, in confidence, to the members of the advisory committee.

Governance

New Principal installation

The installation of Karen Hitchcock as the 18th Principal of Queen's will take place in Grant Hall on the morning of Thursday, Oct. 28, 2004. The installation will be part of the first fall convocation ceremony and full information about the ceremonies and academic procession can be found at www.queensu.ca/secretariat

Senate promotion procedures

Faculty who are not covered by the provisions of the Collective Agreement may be eligible to apply for promotion according to the Senate Statement on Promotion Policy (revised June 1994). This document requires that applications be made prior to Nov. 30. It may be accessed at: www.queensu.ca/secretariat/senate/policies/ or from the University Secretariat, Mackintosh-Corry, B400, 533-6095.

The Senate Committee on Creative Arts & Public Lectures

In order to encourage the broadest possible range of nominations, any person or group within the Queen's community is eligible to make a nomination for the Brockington Visitorship and the Chancellor Dunning Trust Lecture. **The Brockington Visitorship:** The terms of reference for the Brockington Visitorship are to invite a person of international distinction to come to Queen's to deliver a public lecture and to meet formally and informally with faculty and students. **The Chancellor Dunning Trust:** The terms of reference for the Chancellor Dunning Trust Lecture are to identify and invite a person of distinction to be the Chancellor Dunning Trust Lecturer. The Chancellor Dunning Trust Lecturer will be expected to deliver a public lecture that promotes the understanding and appreciation of the supreme importance of the dignity, freedom and responsibility of the individual person in human society. Nomination forms can be obtained from the University Secretariat, B 400 Mackintosh-Corry Hall, ext. 36095 or at: www.queensu.ca/secretariat/senate/BV_CDTL.html. Proposals will be accepted for up to \$7,000 for the Brockington Visitorship and \$16,000 for the Dunning Trust Lecture. The successful applicant will be responsible for all aspects of the Lecture. Deadline for submission, Friday, Oct. 15.

Milestones

Compiled by Faye Baudoux
If you have a milestone of 5, 10, 15, 20, 25, 30, 35, 40 years or more of continuous service coming up and you do NOT wish your name

to be included in the listing, please contact Faye in Human Resources at 77791.

Congratulations to those who reached the following milestones in September 2004

35 years: Darlene Holden, Business; Vivian Huffman, Health Counselling and Disability Services; Linda Kirkpatrick, Cataloguing, Technical Services; Heather Potts, Education; Sandra Pryal, Computing.

30 years: Nancy Loudon, Education Library; Leonard Rose, Chemistry; John Webb, ITS.

25 years: Linda Allen, Engineering Science Library; Tom Bradshaw, Computing; Patricia Eaton, Human Resources; Michael LeSarge, Athletics and Administration; Kamala Narayanan Serials, Technical Services; John Poland, Environmental Studies; Phyllis Reid, Law.

20 years: Joseph Downey, Urology; Susan Kobus, Pharmacology and Toxicology Rhonda Lee-Sherman, Financial Services; Harold Liddell, PPS; Brenda Sheldrick, Residences; Barbara Stanton, Developmental Consulting Program.

15 years: Sandra Blair, Residences; Patricia Dudley, Education; Jennifer Halligan, UIS; James MacAdams, PPS; Karen McDonnell, Residences; Audrey Metcalfe, Stauffer Library; Brian Perkins, Education; Lam Pho, Clinical Trials; Lenora Pimentel-Hayes, Residences; Patricia Powell, Residences; Adair Redish, Drama; Nadine Sands, Residences; Mary Weatherby, Residences.

10 years: Tammy Chesebrough, Athletics and Administration; Lisa Eyles, Athletics and Administration; Ken Glover, Campus Telecommunications and Networks; Kelly Goode, School of English; Mark Howes, Policy Studies; Donna Janiec, Risk Management and Audit Services; Jocelyn Purdie, Art; Christine Salmon, Industrial Relations Centre; Kimberley Shaw, School of Physical and Health Education; Janet Youmans, Applied Science.

Five years: Joan Brake, Health Counselling and Disability Services; Sandra Brooks, ITS; Malcolm Cunningham, Faculty of Education; Kathryn Galt, Ophthalmology; Susan Herrick, Health Counselling and Disability Services; Richard Linley, Computing; Tracy Lott, School of English; Kyla Madden, McGill-Queen's Press; Lisa Marzano, School of Graduate Studies; Janice McAlpine, Strathy Language Unit; Kimberley Murphy, Dean of Student Affairs; Kenneth Stewart, Biochemistry; Patricia Sullivan, Agnes Etherington Art Centre; Benjamin Whitney, Business.

Notices

Employee Assistance Program

For off-campus professional counselling call toll free: 1-800-387-4765 (français 1-800-361-5676). This service can be reached 24 hours a day, seven days a week. Further information is available on the following website: www.queensu.ca/eap/

Staff directory updates

Staff Directory update request sheets have been sent to Departmental Telecom Representatives (DTR). Anyone with a change to their listing is asked to contact their DTR. DTRs are listed within the departmental listings in the current staff directory or available online at

www.its.queensu.ca/ctn/list.

SWEP 2005

This popular program allows faculty and staff to submit proposals for the employment of returning undergraduate students in career-related summer jobs. If you have a project that could benefit from the work of a student, SWEP information and the proposal form is online at careers.queensu.ca. Deadline for proposals is October 19. For further information contact Liann Joannette at 533-6000 ext. 74044 or ldj@post.queensu.ca.

PhD Examinations

Regular university staff may attend PhD oral thesis examinations.

Monday, Sept. 27

Anjanie McCarthy, Psychology, Eye gaze displays are social signals of mental processing. Supervisors: D.W. Muir, K. Lee, 228 Humphrey, 2pm.

Volunteers

Moms-to-be needed for pelvic floor study

Is this your first baby? Are you less than 20 weeks? Please consider joining a KGH/Queen's study about the impact of childbirth and delivery on the pelvic floor. Call Lorraine at 548-1343 for details.

Pregnant subjects needed

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.

School of English seeks conversation partners

Want experience with ESL students? Want to learn about other cultures? Want to meet amazing people? Come out and chat with students, do a little tutoring. Training provided. 533-6000, ext. 75123 or lott@post by Sept. 17 at 4 pm.

Standardized patients

We will train people from the community to play the roles of patients or the relatives of patients on Tuesday afternoons from mid-Sept. to late March, and on Thursday afternoons from early March to early May. Everyone is invited to apply, especially men aged 20 to 40. For more information, contact Diane Morales, 533-6887, dm1@post.queensu.ca or go to meds.queensu.ca/~webspp/.

Translators needed

The International Centre needs Queen's staff or faculty volunteers to translate for emergency calls from non-English speaking representatives of students abroad. Interested individuals who are fluent in Cantonese, Dutch, Finnish, French, German, Greek, Hindi, Italian, Japanese, Mandarin, Norwegian, Portuguese, Russian, Spanish, Swahili, Swedish, Thai or Turkish, contact Cathy Lemmon at ext. 74650, c14@post.queensu.ca or Alison Cummings at ext. 77556, ac23@post.queensu.ca.

Art

The Agnes Etherington Art Centre

University Avenue
Etherington House, *Agnes Etherington, A Legacy* to Dec. 2005; African Gallery, *Metal Work of West Africa*: a selection from the Justin and Elizabeth Lang Collection to July 31, 2005; The Bader Gallery, *Real and Imagined People* to June 19, 2005; The Davies Foundation Gallery, *Celestial Bodies*, Ed Pien, Nov. 27, 2004 to Jan. 30, 2005; Contemporary Feature Gallery, *BFA Faculty Show*, Nov. 20, 2004 to Jan 23, 2005; Bader Gallery; Frances K. Smith Gallery, *The Nature of Work* to Dec. 19; Historical Feature and R. Fraser Elliott Galleries, *The Century of Mannerism: Sixteenth-Century Italian Drawings in Canadian Collections*, Oct. 17 to Dec.15; Samuel J. Zacks Gallery, *Baroque Flourishes, Première Series* Aug. 29 to Nov. 28; Contemporary Feature and The Davies Foundation Galleries, *Blind Stairs*, to Nov. 7; *Ah, Wilderness! Resort Architecture in the Thousand Islands* to Sept. 29.
www.queensu.ca/ageht/Events

Sunday, Oct. 10. *Tone Deaf III*, 3rd installment of Kingston's annual experimental music and sound art festival organized by the Modern Fuel Artist-Run Centre (MFARC). Intermedia performance by New York-based Phill Niblock, and an improvised program by Kingstons Live ElectroAcoustic Research Kitchen (LEARK members Robert Mulder, Kristi Allik, and Mike Casells). Details and reservations at www.tone-deaf.org or info@tone-deaf.org or 613 548-4883. Atrium, Agnes Etherington Art Centre, 8 pm. \$10/\$6 for a single evening or \$30/\$20 for all four performances. Lower prices for students, seniors, and unemployed artists.

Union Gallery

1st floor of the Stauffer Library (corner of Union and University) *A Kind Jester* to Oct. 5, Project Room.
www.uniongallery.queensu.ca/

The Studio

B144 Duncan McArthur Hall (corner of Sir John A. MacDonald Blvd. and Union Street) *Wind and Water*, paintings by Kim Woodman to Oct. 22. Gallery hours: Tuesday and Thursday, 11:30 am to 1 pm, Wednesday noon to 1 pm or by appointment. For information contact Angela Solar, 533-6000, ext. 77416 or solara@educ.queensu.ca.

Theatre

Wednesday, Oct. 6 to Sunday, Oct. 24 – Theatre Kingston and Applied Science
Kingston premiere of Copenhagen, the hit play by Michael Frayn, in the new Integrated Learning Centre in Beamish-Munro Hall. Presented with support from the George Taylor Richardson Memorial Fund.

Departmental seminar schedules

Biochemistry
meds.queensu.ca/biochem/index.php/seminar_series

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/NEWSAN/DEVENTS/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

Law
<http://law.queensu.ca/Visitors/index.php>

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, Sept. 28

Art
Shirley Wiitasalo, visiting artist. Public slide presentation. 1103 Biosciences Complex, 3:30 pm.

English
Gareth Griffiths, University of Albany (SUNY). 'Trained to Tell the Truth': Missionaries, Converts and Narration. 517 Watson, 2:30 pm. Reception following, 440 Watson.

Thursday, Sept. 30

Philosophy
Ted Bond, Queen's. The negative term as content-bearer in moral and related contexts. 517 Watson, 4:30 pm.

School of Medicine

W.T. Connell Memorial Lecture
Dr. Kenneth L. Tyler, University of Colorado Health Sciences Center Speaking. West Nile virus encephalomyelitis. Etherington Auditorium, 11:30 am. Details: <http://meds.queensu.ca/ce/lectures/connell2004-tyler.html>

SNID
David Sanders, U.S. War Resister. B204 Mackintosh-Corry, 1 pm.

Information www.queensu.ca/snid
Thursday, Oct. 7

Philosophy
Philip Clark, University of Toronto. Topic TBD. 517 Watson, 4:30 pm.

SNID
Stewart Vriesinga. Iraq Peace Teams (Canada). B204 Mackintosh-Corry, 1 pm. Information: www.queensu.ca/snid

Tuesday, Oct. 12

English
George Whalley Lecture
Adam Potkay, College of William and Mary. Coleridge and the Meditation of Joy. 517 Watson, 2:30 pm. Reception following 440 Watson.

Tuesday, Oct. 19

Kingston Arts Council
Ross Kilpatrick (Queen's). 500 Candles for Mona Lisa: Portraits and Poetry. Wilson Room, Kingston Public Library, 7:30 pm.

Special Events

Astronomy open houses
Open houses at Queen's in collaboration with local RASC Kingston take place every second Saturday each month, 7:30 – 9:30 pm from Oct. to March and 9 to 11 pm April to Sept. All welcome and admission is free. For more, visit: observatory.phy.queensu.ca (tour schedules and observatory info) members.kingston.net/rasc (Royal Astronomical Society of Canada).

Tuesday, Sept. 28

Feminist Book Club
Community members, staff, faculty and students meet at 32 Bader Lane to discuss Nancy Thayer's 'The Hot Flash Club'. Meetings are held the last Tuesday of each month and the books are available at the library and local bookstores. Not necessary to read the book. Homemade soup is provided for a small donation. Alison Quattrocchi will facilitate. Information amq_1975@yahoo.ca. Oct. 26, Anita Brookner's 'Hotel du lac'. Dec. 2, Merylly Simond's 'The Convict Lover'

Information Night On Central America

Find out what's happening at Queen's and in the Kingston Community concerning Central America. Trips, study resources, social gathering. Sponsored by the Guatemala Canada Solidarity Network. Grad Club, upstairs (corner of Barrie and Union St), 7 pm. Information 546-5791 or 542-1707.

Wednesday, Sept. 29

Professional Schools Fair
Representatives from colleges and universities in Ontario, Canada, the United States, Australia and Europe will be available to talk about their programs and answer your questions. Presented by Career Services, Grant Hall, 11 am to 2 pm. Information 533-2992 or www.careers.queensu.ca.

Thursday, Oct. 7

Crossing Borders Study and Work Abroad Fair
Information on going overseas to study, work, travel, volunteer, intern or teach English and on obtaining funding to go abroad. Wallace Hall and the Lower Ceilidh, JDUC, 10:30 am to 2:30 pm. Information sessions throughout the day, 10:30 am to 8:30 pm, Queen's University International Centre (QUIC) in the JDUC. Information at www.queensu.ca/quic/wsa

Friday Oct. 8

Faculty women's tea
Please join Mary Margaret Dauphinee, University Advisor on Equity, to discuss issues that concern women faculty at Queen's. Ban Righ Hall, 2:30 to 4:30 pm. Please RSVP by Friday, Oct. 1 at 533-2563 or equity@post.queensu.ca.

Workshops and Conferences

Friday, Oct. 1

Southeastern Ontario Health Science Centre Orthopaedic Conference
Stepping into the Future. \$80 per person, \$65 SEOHSC staff, \$50 students includes program materials, refreshments and lunch. Holiday Inn, Kingston 8 am to 4 pm. Cheque/ money order payable to KGH – Orthopaedic Conference Information 549 - 6666, ext. 2111. **Mondays, Oct. 18 to Nov. 29**

Our Love/Hate Relationship with the Computer

A free, non-credit course, offered by Free Queen's, a volunteer campus-community group. Where did computers come from and where are they headed? Topics include how computers affect our health, our relationships, our creativity and our civic life. 6:30 to 8:30 pm. Registration open to all by calling Queen's Equity Office at 533-2563.

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

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:
Please contact Harry Smith, Coordinator of Dispute Resolution Mechanisms, at 533-6495 for assistance or referral to an advisor.

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 Harry Smith, Coordinator of Dispute Resolution Mechanisms, at 533-6495 for assistance or referral to an 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.

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

Place an ad in the
**QUEEN'S
GAZETTE**

For rates and inquiries:
phone: (613) 533-6000 ext. 75464
e-mail: advert@post.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 appropriate.

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

The next Gazette deadline is Monday, Oct. 4 at noon.

A SAMPLE OF TEACHING EXCELLENCE



STEPHEN WILD

Some of the university's best teachers pose for the Gazette annual photo in the atrium of the Biosciences Complex. Front row, from left: Neil Merritt, Anne Richards, Diane Morales, Donna O'Connor, Sue Moffatt, Selim Akl, Leda Raptis, Darryl Tschirhart, Michael Greenspan. Second row: Tarek El Tahawy, Bill Newstead, Ross Morton, Paul Deir, Gabrielle McIntire, Patti Cox, Cheryl Pulling, Conrad Reifel. Third row: Salman Mufti, Leo Jonker, Jerry Simon, Mohamed Ibnkahla, Chris Eckert, Brian Frank, Tom Simko. Fourth row: Michael Sylvester, Ian Towner. Fifth row: Ron Neufeld, John Plinius, Andrew Poyton, Shahram Yousefi, Christopher Mueller, James Green, Michael Pratt.

These teachers are tops

Each year at Queen's, students recognize a select group of faculty members and teaching assistants for their outstanding contributions as educators and mentors. The Gazette proudly presents teaching award recipients for the academic year 2003-2004. The information below is generously supplied by the Instructional Development Centre (IDC). Those who have won awards and do not see their names on this list are encouraged to contact the IDC at idc@post.queensu.ca.

UNIVERSITY-WIDE AWARDS

Alumni Award for Excellence in Teaching (Alumni Affairs)
2004 **Donato Santeramo** – Spanish and Italian

Christopher Knapper Award of Excellence in Teaching Assistance (Alma Mater Society)

Steven Urquhart – French Studies, Rupindar Brar – Physics,
Hilton Bertalan – Sociology, Eric Carlson – English

Frank Knox Award (Alma Mater Society)

Geoffrey Smith – History and Physical and Health Education,
Marc Busch – School of Business

APPLIED SCIENCE

Applied Science First Year Teaching and Learning Award (Faculty of Applied Science)

Fall 2003: **Bill Newstead** – Chemistry,
Winter 2004: **Leo Jonker** – Mathematics and Statistics

Education Catalyst Award (Chemical Engineering)
2003/04 **Andrew Poyton** – Chemical Engineering

Civil Engineering Teaching Assistant Award

Fall 2003: **John Ford**

Winter 2004: **Tarek El-Tahawy**
Civil Engineering Teaching Award

Graeme Skinner

Electrical and Computer Engineering Teaching Award

Michael Greenspan – second-year winner

Derrick Bouchard – third-year winner

Jim Green – third-year winner

Brian Frank – fourth-year winner

Mohamed Ibnkahla – fourth-year winner

Teacher Assistant Award (Electrical and Computer Engineering)

Eliza Shirdel – second-year winner

Darryl Tschirhart – third-year winner

Robert Hoshino – third-year winner

Nathan Fredrickson – fourth-year winner

Iannick Monfils – fourth-year winner

Golden Apple Award (Engineering Society)

Luke Bisby – Civil Engineering

Ron Neufeld – Chemical Engineering

Shahram Yousefi – Electrical and Computer Engineering

Tom Simko – Mechanical and Materials Engineering

ARTS AND SCIENCE

W.J. Barnes Teaching Excellence Award for Arts and Science

Undergraduate Society (Arts and Science Undergraduate Society)

Chris Eckert – Biology, **Leanna Turner, Gabrielle McIntire** – English

Biology Department Student Council Award

of Excellence in Teaching

Adam Chippindale

Biology Award for Excellence (Demonstrators)

Gary Armstrong

William Patrick Doolan Award (Chemistry)

Simona Mitu

Merck Frosst Canada Teaching Assistant Award (Chemistry)

Stephen Lee, Stefanie Smith

Varian Teaching Assistant Award (Chemistry)

Laurie Brown

Fisher Scientific Teaching Award (Chemistry)

Kevin McEleney

DSC Teaching Assistant Award (Chemistry)

Eric Anctil

Din Lal Teaching Assistant Award (Chemistry)

Sergei Manzhos

Graduating Class Award for Excellence

in Teaching Chemistry

Natalie Cann

Howard Staveley Teaching Award (School of Computing)

Selim Akl Honorable Mentions: **James Stewart, Parvin Mousavi**

Excellence in Teaching Assistance (School of Computing)

Michelle Crane

Undergraduate Award for Excellence in Teaching Physics

Ian Towner

Teaching Assistant Prize in Psychology

Randy Jamieson

Undergraduate Teaching Award in Psychology

Ron Holden

Graduate Teaching Award in Psychology

Ron Holden

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FACULTY OF HEALTH SCIENCES

Faculty of Health Sciences Education Award

Christopher Mueller – Biochemistry

Leda Raptis – Microbiology and Immunology

PAIRO Excellence in Clinical Teaching Award (School of Medicine)

Donald Soboleski – Department of Diagnostic Radiology

PAIRO Excellence in Undergraduate Teaching by a Resident

(School of Medicine)

Oliver Haw For Chin – PGY-2

W. Ford Connell Award for Excellence

in Teaching (School of Medicine)

Robert McGraw – Emergency Medicine

Aesculapian Lectureship Award (School of Medicine) 2003

Phase I: **Conrad Reifel** – Anatomy and Cell Biology

Phase II A: **John Matthews** – Oncology, Hematology

Phase II B: **Michel Melanson** – Neurology

Phase II C: **Chris Parker** – Department of Medicine

Phase II E: **Jerome Simon** – Department of Medicine

Clinical Skills Teachers in the School of Medicine Award

of Excellence in Teaching

Phase 1: **Anne Ellis, Robert Anderson, Cherie Jones-Hiscock,**

Ron Wigle, Heather Ostic, Sue MacDonald

Phase 2 A: **Jun Kawakami, Heather Ostic, Sue MacDonald,**

Linda O'Connor, Heather Clark, Tony Sanfilippo

Phase 2 B: **Linda O'Connor, Neil Merritt, John Drover,**

Mike Sylvester

Phase 2 C: **John Drover, Darren Beiko, Peter Ellis, Linda O'Connor**

Phase 2 E: **Ross Morton, Catherine deMetz, Michael Fitzpatrick,**

Diederick Jalink, Paul Belliveau, Kim Dow, Maxine Clarke,

Dianne Delva, Fran Crawford

General Clinical Skills: **Anne Richards, Diane Morales, Sue Moffatt**

Cheryl Pulling

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