



# QUEEN'S GAZETTE



Paris 1919 P9

Solar vehicle grounded P11



## Improving Ontario's universities

### MORE FUNDING VITAL, RAE REVIEW WORKING GROUP SAYS

By ALEC ROSS

An independent "buffer body" to guide Queen's Park on policies affecting colleges and universities was one of several topics dis-

cussed recently as Queen's forms its official submission to the Rae review of postsecondary education in Ontario.

Principal Karen Hitchcock moderated a 90-minute panel discussion Oct. 2 at a Board of Trustees theme session. Six senior administrators, all members of the 10-person working group, presented some of their thoughts

about the relationship between universities and colleges, quality and financing of the postsecondary system, student aid, the provincial funding model, accountability, and the need for an independent "buffer body" to provide Queen's Park with research and guidance on policies affecting colleges and universities.

The panelists agreed with many key points of a discussion paper released the previous day by the body conducting the postsecondary education review, headed by former Ontario premier Bob Rae. The result of a months-long survey of past studies of college and university systems in Ontario and elsewhere, the 42-page document outlines

some major questions that stakeholders must grapple with to improve the system and make it sustainable over the long term.

Vice-Principal (Academic) Suzanne Fortier agreed to the proposition expressed in the discussion paper that individuals, governments and "willing and generous" public and private

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### ART UNDER GLASS



STEPHEN WILD

Myriam LaVoie (left) and Kathy Bond examine the magnified image of part of a clay bowl, one of several treasures brought to the recent art conservation roadshow at the Agnes Etherington Art Centre. For \$20, professional art conservators, both alumni and friends of the Masters of Art Conservation program, offered advice on how to restore, preserve and protect treasures for future generations. Proceeds went to support the program, which is the only graduate-level art conservation training program in Canada.

## Principal's installation a highlight of fall convocation

By ANNE KERSHAW

When the Reverend George Monro Grant, Queen's first Canadian-born and seventh principal, was installed in 1877, the nature of his arrival in Kingston marked the beginning of a Queen's tradition that endured for some time. Led by the Battery Band, students travelled en masse to the train station to greet the new principal, and cheered him along his carriage route to Queen's campus.

Later this month, Queen's will install its 18th principal. Karen Hitchcock's first moments in the city might not have been accompanied by the same kind of boisterous revelry. But her appointment in July evoked the kind of excitement and buzz typ-

ical of any great milestone in the life of the institution, and her installation on Thursday, Oct. 28 will be a celebration steeped in ceremony and tradition.

For the second time, the ceremony is being held as part of convocation, in keeping with wishes expressed by former Principal Bill Leggett at the time of his installation. Following almost to a letter the installations of Queen's three previous principals, David Smith, Ronald Watts and Dr. Leggett, the ceremony will combine ecclesiastical and secular elements, reflecting the university's Scottish Presbyterian beginnings and its evolution into a non-denominational institution.

At the same time, this instal-

lation is both historic and prescient for its own reasons. The appointment of Dr. Hitchcock as the first woman and first American principal at Queen's, can be seen as emblematic of the university's expansive perspective and vision.

Dr. Hitchcock made the point herself during a recent interview with Shelagh Rogers of *CBC Radio's Sounds Like Canada* program: "Part of Queen's wonderful charm is that it's a very traditional institution, but its tradition is really in its value system.

"It holds very strongly to its passion about quality academics, quality programs and student centeredness. But it really isn't traditional in its outlook, or in the way it wishes to implement

those wonderful values that have been the hallmark of Queen's for all these years. I don't think the (selection) committee was looking to pick its first female principal or its first American principal but to find a fit with someone who treasured those ideals as well."

At the announcement of Dr. Hitchcock's appointment last May, Chancellor Charles Baillie noted that the search for a new leader for Queen's was guided by one key goal. "We were determined to identify who would be the single, most qualified individual to continue to lead this university to yet another level of excellence in teaching and research. And in seeking this new leader, we did not limit our imag-

inations.

"We took into account all the desired leadership qualities and characteristics for a new principal

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## Library celebrates its first decade

A special supplement in today's *Gazette* commemorates Stauffer Library's 10th anniversary. The supplement highlights the library's history and outlook for the future.

Anniversary celebrations take place Thursday, Nov. 4, when award-winning journalist and renowned lecturer Naomi Klein will deliver a free public lecture at 3:30 pm in the Stauffer Library Atrium. Ms. Klein is the author of the best seller *No Logo: Taking Aim at the Brand Bullies*.

A reception will follow in the library loggia. The library is located at the corner of Union Street and University Avenue.

Seating is limited; standing room is available. Tickets can be picked up at the Stauffer Library Circulation desk during normal business hours.

# Throne speech signals commitment to research, education, V-P says

Last week's Speech from the Throne signals the government's understanding of the key role university research plays in promoting an innovation agenda, says Queen's Vice-Principal (Research).

"Although the government did not extensively address the importance of research and post-secondary education, the throne speech reaffirms the government's significant commitment to building foundations in basic science and technology, including the Canada Foundation for Innovation and Health Research, and the development of this for the benefit of the economy," says Kerry Rowe.

Prime Minister Paul Martin's throne speech, the broad outline of his government's plans read by Governor-General Adrienne

Clarkson, noted the role of the government's National Science Advisor in helping to ensure that investments in science and research are focused and strategic.

"We are very grateful that the government has provided this important funding for research to enable us to build the excellent research programs that support Canada's innovation agenda. We look forward to working with the government to ensure that adequate funding continues to be forthcoming on an ongoing basis, particularly with regards to the three federal granting councils (CIHR, NSERC, SSHRC), which currently comprise our leading source of external funding.

It's essential that the federal research councils receive an

annual base budget increase to address the thousands of new applications entering the system each year, Dr. Rowe says.

He notes, as well, the need from the government for ongoing and increasing support for the indirect costs of research.

"These federal funding issues are particularly important if we wish to take on the challenge of enhancing Queen's position as an increasingly research-intensive university within the framework of maintaining a mid-size university environment with outstanding undergraduate and graduate programs.

"Outstanding faculty and students are attracted to an outstanding research environment and government support is crucial to sustaining Queen's research excellence."



## QUEEN'S GAZETTE

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## Improving continued from page 1

donors should share the cost of higher education. But, reiterating a common refrain from the past decade, she said that if the province wants universities to provide quality education that is accessible to all – and reap the social and economic benefits of a well-educated workforce as a result – Queen's Park must simply ante up more in postsecondary education funding than it does now.

Panelist Chris Conway, Director, Institutional Research and Planning, who spoke about the province's funding model, agreed with Dr. Fortier. Although the current "corridor" system of postsecondary funding is 30 years old and could use some tweaking – for instance, stable money for deferred maintenance of aging university buildings would be a boon – he said it's still a fundamentally sound vehicle for distributing provincial monies for education.

"It's not the formula," he said. "It's the amount of money that goes through the formula." Another topic was the provincial student assistance program

(OSAP), which Registrar Jo-Anne Brady said is not meeting its objectives. Like the discussion paper, she said governments probably should not subsidize the education of those who can pay for it themselves, and that funding from some tax credits might be reallocated towards students in need.

Universities should be allowed the flexibility to set tuition themselves, but they should also assume responsibility for student financial assistance – an idea that Queen's has been advocating for some time, she said.

Panelists also discussed closer collaboration between universities and colleges, a concept that looms large in the Rae panel's thinking.

While some collaboration is desirable, Vice-Principal (Research) Kerry Rowe said the respective mandates of the two institutions should not be blurred. The primary role of colleges is to prepare people with the technical skills and training they need to work in industry, while that of universities is to

produce well-rounded people who can bring high-level knowledge to industry and thereby help foster an innovative and forward-moving economy.

"Universities do not and should not focus on the short-term needs of industry," he said.

George Hood, Vice-Principal (Advancement) felt that an independent "buffer body" devoted to research and policy development and analysis was probably unnecessary.

If one were to be established, however, its mission must not interfere with the governance powers and responsibilities of individual university boards, he said.

### Bob Rae comes to town

The Rae panel will be at Queen's on Nov. 23 for a town-hall meeting at which members of the public are invited to air their views on the future of Ontario's postsecondary education system. The commission's final report is scheduled to be released in January 2005.

[www.raereview.on.ca](http://www.raereview.on.ca)

## MBA #1

Queen's MBA has been ranked number one in the world outside the U.S. by *BusinessWeek* magazine – the highest ranking ever awarded to a Canadian business school. The last time the U.S. publication released the influential biannual ranking, in 2002, the School of Business commanded top spot in Canada, and ranked number two in the world outside the U.S.

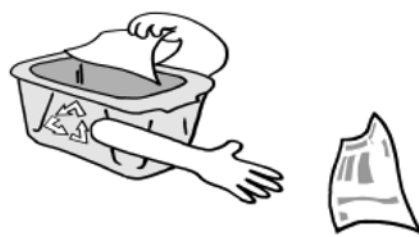
As the announcement took place at press time, further details will be published in the Oct. 25 *Gazette*. For more, see [www.queensu.ca/newscentre](http://www.queensu.ca/newscentre).

### Corrections

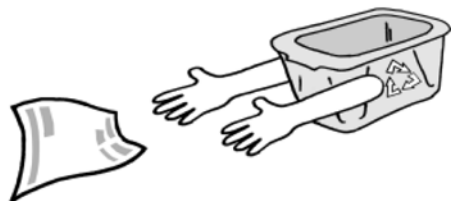
Robert Hudson is a member of the Department of Medicine. Incorrect information appeared in the Diversity column in the Sept. 27 *Gazette*.

Morris Orzech chaired the education committee of the Canadian Mathematical Society. Incorrect information appeared in the article, "Creative, collaborative approach earns professor inaugural Baillie teaching award" in the Sept. 27 *Gazette*.

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## Main street to get a user-friendly new look

### DESIGNERS AIM FOR A COHESIVE PLAN FOR UNIVERSITY AVENUE

By KAY LANGMUIR

Members of the Queen's community got a first look at some possible futures for University Avenue recently when architects introduced draft sketches for rejuvenating the main boulevard in the heart of campus.

The \$5-million makeover for the one-kilometre stretch of roadway will likely be a variation of one of three major scenarios: retaining and refurbishing the street median, removing the median and narrowing the street, or closing the street to non-essential traffic and converting it to a pedestrian mall, the design team told about 50 people attending a public meeting Sept. 29.

"Many of the improvements (on the street in the past) have been done with one building in mind, and it doesn't add up to a single look or feel," said John Hillier, project manager for the prominent Toronto firm of du Toit Hillier Allsopp. The designers are mapping out a new look for the street, its sidewalks, and even the spaces in front of and between its buildings.

"We don't want to design it so that it upstages the heritage buildings...but we want it to have a contemporary expression."

The team of landscape architects, urban planners and architects working on the project are aware of the community's desire to have a street that's user-friendly and flexible, where people are comfortable lounging, studying or taking in a special event, said Mr. Hillier. But it must also be a durable landscape, he added.

The architects reviewed some variations on the three design directions and the pros and cons of each. For example, a median could remain the same width but have greenery in raised planters to avoid road salt and compaction by foot traffic. A wider median could accommodate a line of larger trees, although trees and shrubs generally languish when hemmed in by pavement. They would never become large enough to provide a grand shade canopy, Mr. Hillier said. The median could also be paved over entirely, or be constructed flush with the road, he added.

"Controlling foot traffic is something we need to look at. And the quality of the paving isn't as nice as the quality of the

buildings and possibly there's more pavement than there needs to be."

The other promising scenario, removing the median and narrowing the street, would allow more space for pedestrians, larger forecourts (front lawn areas) for buildings, and more room for greenery and social activity; just what forms the latter might take are details to be worked out at a later stage of the project, said Mr. Hillier.

Gardens and floral colour are likely to work best in the forecourts and side courts of the buildings, he said.

The pedestrian mall concept, though an exciting idea, has more costs than benefits, according to the design team. Although it offers greater pedestrian safety, a mall would not necessarily reduce the amount of paving and would increase traffic on neighboring streets, the meeting was told. It would be a significant departure from the street's linear heritage; it would greatly complicate access to buildings for taxis, couriers, handicapped transit and emergency vehicles, and would heighten concerns for safety at night when the lack of passing cars means there are no "eyes on the street," Mr. Hillier explained.

However, supporters for the idea of a pedestrian mall were the first to the microphones once the floor was opened to questions. They argued that the extra space created by banning cars could be used to infuse the boulevard with new life by making room for student cafes, static and performing art displays, fountains, basketball courts, even a skating rink.

But university officials and some area residents were quick to point out that the section of University Avenue in question, Clergy to Stuart Streets, is a city thoroughfare used by citizens and city buses which could not be closed without city council's permission.

A cycling enthusiast also warned that a pedestrian mall, with no demarcated area such as a roadway to separate bicycles and pedestrians, would invite dangerous collisions between the two.

Other citizens asked that trees selected for planting not obscure the heritage buildings, and also praised tentative plans to use subdued lighting to set off the buildings' best features at night.

The university hopes to approve a final design of the project by the end of the year, with construction commencing next summer.

[www.queensu.ca/universityavenue](http://www.queensu.ca/universityavenue)

## IN BRIEF

### U.S. ambassador to visit Queen's

U.S. Ambassador to Canada Paul Cellucci speaks at Queen's next Tuesday, Oct. 12, at 6 pm in 1102 Biosciences on Arch Street. In light of his past remarks concerning the Canada-U.S. relationship, a lively discussion is expected. Details: Queen's International Affairs Association. For more info contact [qiaa@ams.queensu.ca](mailto:qiaa@ams.queensu.ca).

### Report card due Oct. 13

This year's edition of the University Report Card will report results of universities in letter grades (i.e. A+, A, A-, etc.), instead of simply ranking universities as in the past, officials from the market research firm The Strategic Counsel have told the *Gazette*.

The report will be published as a special supplement in *The Globe and Mail* on Wednesday, Oct. 13. The supplement reports the ratings of Canadian universities based on results of a web-based survey of students.

## Proposed Queen's Centre design to be unveiled next week

By CELIA RUSSELL

The public will get a first chance to view the preferred design of the Queen's Centre and a chance to offer further comment at a public meeting next week.

An information meeting will take place Wednesday, Oct. 20 from 7 to 9 pm in the Policy Studies Building, room 202. The design team - representatives from the architectural firms of Sasaki, Bregman + Hamann and Shoalts and Zaback - will present an overview of the Queen's Centre, show how previous input has informed the design and be available to answer questions from the campus and Kingston communities.

"After earlier rounds of consultation in December, January and March, we look forward to sharing our vision with Queen's and the Kingston community," Vice-Principal (Operations and Finance) Andrew Simpson, who chairs the Queen's Centre management committee, told the

*Gazette*. "We have taken into account many of the issues that have been raised."

The board originally approved the concept of the Queen's Centre, a unique student life, athletics, recreation academic facility, in May 2003. The centre, which is expected to be built in phases over the next 10 years, will double the existing space of the John Deutsch University Centre and the Physical Education Centre. It will be the largest construction project of its kind ever undertaken by the university.

In an update to the board Oct. 1, Trustee Andrew Pipe, chair of the Queen's Centre executive committee, stressed the project's importance, and how excited he was with the work done so far.

"Never has there been a more pressing need to replenish and regenerate these facilities."

It is important that the building meets the university community's needs and also that it is situated harmoniously in the

neighbourhood surrounding the campus, he said.

"The results so far are no less than sparkling. The project will recreate the central nervous system of this campus, and I think that you will be as thrilled as I am about the progress that has been made."

### "The project will recreate the central nervous system of this campus."

Andrew Pipe

In March 2004, the university appointed the team of Bregman + Hamann of Toronto, Sasaki, and Shoalts & Zaback of Kingston to steer the project. Since then, the architects and the Queen's Centre programming committee reconfigured an ini-

tial 2003 concept to reflect the key ideas expressed during the public consultation process. During consultations, preservation of historic homes on the Queen's Centre site, accessibility and sustainability emerged as the project's key issues.

"At this point, we are working with the major programming elements such as the need for an arena, a pool, increased fitness space, multi-use space, running track, student life space and space for the School of Physical Health and Education," said Mr. Simpson.

Working groups comprised of students, staff and faculty have helped identify the major program elements (e.g. School of Physical Health and Education, student life space) and looked at design options. More than 100 people have been involved at the committee level with discussing and working on options for the Queen's Centre.

After the Oct. 20 meeting, the

Campus Planning and Development Committee will consider the design at its December meeting for a recommendation to the board to proceed with a schematic design of the project.

The project is guided by the Queen's Centre management committee chaired by Mr. Simpson. Dr. Pipe chairs the Queen's Centre executive committee, which has overall responsibility for the project and works to ensure that consultation has effectively occurred. Associate Vice-Principal (Operations and Facilities) Tom Morrow is the Queen's Centre project director. Four committees report to the management committee: programming (co-chaired by David Walker and Jamie Carson), finance (chaired by Glenda Kaye), communications (chaired by Shelley Aylesworth-Spink) and planning and development (chaired by Tom Morrow).

[www.queensu.ca/queenscentre](http://www.queensu.ca/queenscentre)

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## Installation continued from page 1

that were identified to us by members of the Queen's community as part of the internal consultation process. And we considered the spectrum of experience and expertise required to meet the challenges facing this university and higher education in Canada as we move forward."

The proceedings of the installation ceremony on Oct. 28 begin at 9:30 am. Following opening remarks and greetings, John Rae, chair of the Board of Trustees, will inform the chancellor that on the recommendation of a joint committee appointed by the Senate and Board of Trustees, the board has selected Karen Hitchcock, as principal and vice-chancellor of the university. At that point, the chancellor will administer the pledge of office. Once Dr. Hitchcock has been officially declared principal and vice-chancellor, the chancellor will call upon a member of faculty, a member of staff, a student and the president of the Alumni Association to invest the new principal with the roles of office.

Chancellor Baillie will then extend an official welcome of the university to delegates from sister colleges and universities and special guests. Vice-Principal (Academic) Suzanne Fortier, will call on representatives of other universities to come forward to shake hands with the chancellor, principal and the rector.

This will be followed by what is certain to be another memorable leadership milestone in Queen's history, with Dr. Hitchcock reading the citation in the

conferring of an honorary degree on her predecessor Dr. Leggett.

A highly distinguished scholar and academic leader, Dr. Hitchcock received her BS in biology from St. Lawrence University in Canton, New York and her PhD in anatomy from the University of Rochester, School of Medicine and Dentistry. As a postdoctoral fellow, she did work in pulmonary cell biology at The Webb-Waring Institute for Medical Research at the University of Colorado Medical Centre. Most recently, Dr. Hitchcock served as president of the University at Albany, State University of New York where she gained a reputation as a visionary leader in higher education with a strong commitment to excellence in teaching and scholarship.

Speaking at her first large community gathering in late September about some of her initial impressions of Queen's and Kingston, Dr. Hitchcock noted her introduction to "summer regattas, a blues festival, stirring ceremonial events at Fort Henry, the beauty of stone houses, idyllic country vistas on the shores of a magnificent lake, and the music of the Tragically Hip." Then, she added with a smile, "there was my first encounter with jacket-slammung purple people and a lesson on capturing a tam from the top of a greased pole..."

She mentioned, as well, that her knowledge of Queen's and "this wonderful part of Canada" goes back many years as a graduate of the seaway valley university, St. Lawrence University in



CELIA RUSSELL

At her first Kingston Community Networking Breakfast Sept. 28 at the Holiday Inn, Principal Karen Hitchcock spoke on how universities and communities can work together for a greater common good. For the full text of her speech, see Campus News at [www.queensu.ca/newscentre](http://www.queensu.ca/newscentre).

Canton, New York – a university with long ties to Canada and to Queen's.

"In fact," she says, "I learned the words to the Canadian national anthem at St. Lawrence given that three-quarters of our

hockey team hailed from 'north of the border.'"

The installation ceremony and bestowing of Dr. Leggett's honorary degree will be covered in detail in a special insert in the Nov. 8 issue of the *Queen's Gazette*.

## Convocation, fall 2004

*The following have accepted invitations to receive honorary degrees at convocation to be held on Oct. 28 and Oct. 29.*

**Thursday, Oct. 28 at 9:30 am**  
Installation of Karen Hitchcock  
Honoree: William C. Leggett, LLD  
Arts and Science, Graduate Studies and Research, Queen's Theological College.

**Thursday, Oct. 28 at 2:30 pm**  
Honoree: George Bain, LLD  
Arts and Science, Graduate Studies and Research, Physical and Health Education.

**Friday, Oct. 29 at 9:30 am**  
Honoree: Lenore Goodings, LLD  
Arts and Science, Graduate Studies and Research, Education.

**Friday, Oct. 29 at 2:30 pm**  
Honoree: James Bartleman, LLD  
Applied Science, Graduate Studies and Research, Health Sciences, Law, Business, Policy Studies, Industrial Relations, Urban & Regional Planning.

## Principal's Task Force on Alumni Relations

*Invites Faculty, Staff, and Students to attend a Town Hall Meeting*

THURSDAY, OCT. 21

1:30 TO 2:30 PM

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**Have your say!**

Universities today rely increasingly on their alumni for a variety of reasons – from advocacy to volunteer service to financial support. To fully realize its potential as one of Canada's pre-eminent universities, Queen's needs to be building much stronger partnerships with its graduates now. And it needs a plan.

The Principal's Task Force on alumni relations is drafting a strategic plan designed to raise the level of alumni participation at Queen's.

Talk with members about progress to date, and give them your suggestions about what the University can do to involve alumni more, and more effectively.



### Task Force Members:

- Jo-Anne Brady, *University Registrar*
- Judith Brown, *Executive Director, Alumni and Donor Relations (Chair)*
- Roxy Denniston-Stewart, *Associate Dean, Student Affairs*
- Tyler Forkes, *Past President, Queen's University Alumni Association*
- Arig Girgrah, *Faculty Advancement Officer, Arts and Science*
- Liz Gorman, *Manager, Alumni and Friends, Advancement*
- Jeff McCully, *Privacy Consultant*
- Les Monkman, *Special Advisor to the Principal*
- Sheila Norris, *Human & Organizational Development, Advancement*
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## The future of alumni relations

By KEN CUTHBERTSON

All members of the Queen's community, alumni, faculty, staff, students, and friends of the university, are invited to attend two town hall meetings on the future of alumni relations at the university. The meetings take place Thursday, Oct. 21, 1:30-2:30 pm, on the third floor of the Old Medical Building and Thursday, Dec. 16, 1:30-3:30 pm, in Biosciences Room 1102.

The sessions give Queen's family an opportunity to participate in reengineering the alumni-relations program to meet our ever-growing needs and goals as one of Canada's preeminent universities, says Judith Brown, executive director, Alumni and Donor Relations.

"The meetings are part of a comprehensive and much wider review of alumni relations at Queen's, similar to what's occurring at many universities and colleges throughout North America and Europe, where institutions of higher education are reshaping their constituent relations to provide more support in all the ways that alumni can and do support their alma maters."

Princeton, New Jersey-based consultant Dan White, of the consortium company eAdvancement, recently submitted a report that recommended the university re-examine all aspects of its alumni-relations programs. Mr. White is also facilitating the strategic-review process of which the town hall meetings are a key part.

Mr. White's recommendations are based on findings of a recent telephone survey of more than 400 randomly selected alumni. These results reflect something many people at Queen's have long suspected: while most (97 per cent) alumni have positive feelings toward their alma mater,

these feelings are not reflected in volunteer involvement or support for the life and work of the university, or in financial donations.

In the wake of the report, Principal Karen Hitchcock and Vice-Principal (Advancement) George Hood have charged a 14-member campus-wide task force to consult with the broad Queens community and to prepare a draft plan that will be presented for approval in early 2005 to the Alumni Association and the Board of Trustees.

"Dan has an extensive background in alumni relations at Princeton University and other leading American and Canadian universities, and a keen understanding of this field," says Ms. Brown. "Queen's has a wonderfully devoted alumni family - we couldn't undertake this initiative otherwise - but Dan has cautioned us that if Queen's is intent on continuing to pursue excellence in everything it does, and to maintain the university's reputation, we must raise the level of alumni participation at Queen's to one that's in keeping with the university's hopes and aspirations."

"We see this as something of an imperative, not only for alumni, but also for all members of the Queen's community: students who will become alumni, as well as faculty and staff who are also vital to our alumni relations effort," says Ms. Brown. "Queen's must be a place where alumni relations are seen as the responsibility of the entire institution, and for that, we need the thoughts and suggestions, and the participation of everyone on campus."

For more information or to offer feedback, contact Judith Brown at brownjb@post.queensu.ca.

### FLIPPING FOR THE UNITED WAY



CELIA RUSSELL

School of Business Dean David Saunders and Vice-Principal (Academic) Suzanne Fortier dish up pancakes to kick off the 2004 Queen's United Way campaign in Grant Hall Oct. 4. The breakfast raised \$476 towards the university's United Way campaign. 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.

## Jean Vanier visits Kingston

Jean Vanier, a champion of people with developmental disabilities, will visit Kingston Oct. 24 and 25.

Dr. Vanier will deliver a talk on Sunday, Oct. 24, Drawn Into the Mystery of Jesus, at KCVI Auditorium, 235 Frontenac St. at 7 pm. He will also conduct a workshop on Monday, Oct. 25 (participants must register in advance).

Mr. Vanier's visit is sponsored by Queen's Newman House, Geneva Fellowship and St. James Anglican Church.

For free lecture tickets or more information, contact any co-sponsor by emailing new-

manh@post.queensu.ca, geneva@post.queensu.ca or vmichaelson@ihorizons.net. Students have ticket priority; any open seats remaining at 6:45pm will be available on a first come, first serve basis.


After a career with the British and Canadian Royal navies, Dr. Vanier, who is the son of the late Governor-General of Canada, Georges Vanier, went to France where he received a doctorate in philosophy from the Institut Catholique de Paris.

In 1964, with Raphaël Simi and Philippe Seux, two men with developmental disabilities, he founded L'Arche, a community

with men and women who have developmental disabilities, many coming from psychiatric centers. From this original community in France, 103 other communities have been founded throughout the world, in Europe, Africa, Asia, North and South America.


In 1971, with Marie Hélène Mathieu, he founded "Faith and Light", communities which meet together regularly: people with developmental disabilities, their parents and friends.

He spends much of his time counseling, encouraging and accompanying assistants in their personal journey in L'Arche.



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## VIEWPOINT

ALLAN GREGORY  
GREGOR SMITH  
LORNE CARMICHAEL  
Department of Economics



## Tenure process has no teeth

As the academic year begins, and we as instructors begin to evaluate the work of our students, perhaps it is time to think about how we evaluate ourselves as faculty members. The most important part of this process is of course the tenure decision. At Queen's, this process has some remarkable features.

First, and perhaps most amazing, no one is ever denied tenure. No applicant at Queen's has been denied tenure for at least seven years. This seems strange for a university that claims to have high standards for research and teaching, and lofty goals for improvement.

Second, Queen's procedures make faculty members responsible for process and administrators responsible for academic judgments.

The role of the departmental Promotion, Renewal, Tenure & Continuing Appointment Committee (PRTC) is to solicit and collect material for a file that is then passed up the administrative chain. Included in this file is a letter containing a summary of the material and the committee's recommendation as to the outcome of the case. However, if the committee's recommendation is negative, any small procedural error may be sufficient, upon challenge by the candidate, to have this letter expunged from the file. In essence, our current procedures suggest that the PRTC Committee's expertise in following the procedural rules is more important than its expertise in the candidate's discipline. It is our administrators who will evaluate the academic merit of the case.

Wouldn't it make more sense if our administrators handled the assembly of materials in a file? This process is standardized across all applicants and could easily be centralized. Wouldn't it make more sense if judgments about the academic merits of a record of research and teaching, including the important task of evaluating outside letters, were assigned to our experts within the relevant discipline?

Third, applicants for tenure are provided with expert advice and representation while PRTC committees are not. Queen's University Faculty Association (QUFA) provides candidates with advice on how to make their way through the tenure and promotion process. In fact, they assign an experienced grievance officer who is available to read the applicant's file at each stage, provide strategic advice that is specific to the case, and even add comments that become part of the official record. If the case goes to external appeal, legal representation will be provided. This support is provided regardless of the merits of the case.

In contrast, the faculty association will provide no support to members of a PRTC committee once they have made the difficult decision that one of their colleagues should be denied tenure. If the committee, or any department member, is concerned that there have been serious errors or violations made in the tenure process subsequent to their own involvement, there is no mechanism whereby they can effectively grieve the situation. QUFA will not take the case.

The faculty association will answer general procedural questions from the committee, as will the Office of the Associate Vice-Principal (Academic). PRTC committees also receive advice at workshops of various kinds. However, the associate vice-principal is reluctant to provide case-specific advice. Since the administration will later be involved in evaluating the merits of the case, it must remain neutral. It cannot advise a committee on how to make an effective negative recommendation.

The PRTC committee begins the tenure process as a neutral body, and must collect the file in a fair manner. But in cases where it comes to the professional opinion that tenure should be denied, it is left without recourse. From this point forward, the situation is one where the administration must act as a neutral judge in a trial where the candidate has effective legal representation, but there is no prosecutor.

Is it any wonder the defense has a perfect record? We believe that the opinions of a candidate's departmental and disciplinary colleagues should carry much greater weight in academic decision-making. Currently, Queen's assigns its academic experts the meaningless job of gathering materials for a file in accordance with an increasingly bizarre set of rules. We assign to our administrators the task of making academic decisions in fields where they may have no expertise, and in a context where they may be hearing only one side of the story. The outcome has been a situation where everyone gets tenure.

How can we at Queen's be asking students, alumni and taxpayers for their support when we enjoy something they will never get – a lifetime sinecure from the time we receive our first appointment?

Allan Gregory, Gregor Smith and Lorne Carmichael are professors in the Department of Economics.

**No applicant at Queen's has been denied tenure for at least seven years.**

**Is it any wonder the defense has a perfect record?**

## QUEEN'S FLASHBACK: 1993



BOB WEISNAGEL

Above, Queen's Bands lead alumni down University Avenue to the Homecoming football game. Below, alumni parade around the Richardson Stadium track at half-time to the cheers of students. For details on this year's homecoming, see page 10.



BOB WEISNAGEL

### Letters Policy

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

### Viewpoint Policy

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



# Diversity is a fact of life

On Sept. 5, *The Boston Globe* newspaper ran an article entitled "The Death of Diversity in Cable TV Programming."

This reminded me of a recent international gathering of language educators, where I asked the question: "What is the best way to kill something?" The answers were many and varied, from the more predictable, such as strangulation and drowning, to the more thoughtful, including, isolation and solitude.

My answer was, "Purify it." Although I am now in international education, I started my professional life in clinical biochemistry, where our professor explained to us that if you could produce a truly pure strain of any living organism, it would exist only for an instant, as even the smallest change in environmental conditions could not be adapted to by such a pure strain.

Of all of the most grotesque twists of scientific knowledge for political ends (as we know, a common practice, still today) Nazi Germany's use of Darwin's notion of "survival of fittest" is perhaps the best example. Here, "fit" was used by military leaders to mean "strong," whereas the scientists meant, "best fit or best suited to survive changing conditions."

So, long before the biological metaphor of diversity came into the language, it was a real and simple fact of life. Purity is death. Diversity is life. The microbiologist, educator and environmentalist René Dubos stated this relationship eloquently, when he wrote in his book, *Celebrations of*



ANDY CURTIS

## Diversity

*Life* (1981): "Human diversity makes tolerance more than a virtue; it makes it a requirement for survival."

Although Queen's likes to think of itself as "becoming ever more international" (Human Resources website, online Learning Catalogue), this is somewhat misleading – given that in last year's university rankings (by *Maclean's Magazine* and other agencies) Queen's came 34th out of about 50 Canadian universities in the Diversity category, and in terms of international students, only around two in every 100 first year 2003 undergraduates at Queen's is non-Canadian.

However, Queen's is committed to improving these facts and figures. Through the work of groups such as the Senate Committee on Educational Equity (SEEC), it is trying to help the community understand that this is a shared responsibility and must be a combined effort.

At the School of English, we work with up to 1,000 international students every year from more than 30 countries. This makes us nearly 98 per cent

international, and something of an oasis of diversity in an otherwise relatively monolingual, monocultural environment. This semester, we have students from Afghanistan, Belgium and Brazil to Tunisia, Turkey and the United Arab Emirates.

So, for us diversity is an integral part of the experience of everyone at the school, that leads to constant and complex intercultural interactions that challenge all parties – students, teachers and administrative staff – but that regularly lead to moments of real intercultural connectedness and mutual understanding. However, the situation at the School of English also underlines the fact that there are many different forms and varieties of diversity. In our case, we are generationally very diverse, with a workforce representing people in their teens, 20s, 30s, 40s, 50s and 60s. At the same time we are almost a completely single-gendered workplace, with 46 of our 48 summer staff being female.

According to the anthropologist, Margaret Mead, "If we are to achieve a richer culture, rich in contrasting values, we must recognize the whole gamut of human potentialities, and so weave a less arbitrary social fabric, one in which each diverse human gift will find a fitting place." Let all of us work towards Queen's being such a place.

Andy Curtis is the executive director of Queen's School of English, and a member of the Senate Committee on Educational Equity (SEEC).

## UNIVERSITY ROUNDUP



### Try a little (more) tenure

Twenty-six senior female profs at Harvard have signed a letter to the president of the university saying that the percentage of tenured faculty jobs offered to women has declined dramatically since he took office. The year before President Lawrence Summers arrived, women received 37 per cent of tenure offers. Since then the percentage has fallen steadily to a low of 11.1 per cent in 2003-04. "We worry about a possible signalling effect for departments," the letter says, "in taking off pressure and suggesting that steady progress for women and minorities is no longer a decadal concern," the professors' letter says.

*The Chronicle of Higher Education, Oct. 1*

### Exposing the "Unequal Academy"

Women academics in the UK continue to get a raw deal, according to a new report by the Association of University Teachers. Entitled *The Unequal Academy*, the report shows there has been a sharp increase in the number of female academics in UK education but that their jobs are more often casual or contract positions and less senior than those of their male colleagues. Currently, 39 per cent of academics are women. But the use of casualized fixed terms contracts is far higher for women than for men. AUT's research also demonstrates that the glass ceiling continues to pervade university life. In almost all cases, the proportion of women in a particular academic grade decreased with the seniority of the grade.

*www.aut.org, Sept. 30*

### Not left behind...yet

"I think the administration has forgotten that the children who aren't left behind are going on to higher education and they are going to need help."

*Kermit Hall, president of Utah State University comments in a recent article about whether President Bush's higher education reforms do much to help those with the most financial need.*

*Chronicle of Higher Education, Sept. 17*

### What really counts in academe

University administrators may tout the merits of non-traditional research but it's research grants and peer-reviewed articles that continue to count in promotion decisions. In a survey, deans and tenure and promotion committees at Canadian universities were asked to rank 27 outputs falling into four categories: traditional research, non-traditional or applied research, teaching and community service and to look at scenarios where a traditional researcher was up for review versus a non traditional researcher. Deans and promotion committees got the same survey, but the deans were asked to consider their faculties' stated promotion criteria while committee members were asked to consider actual practice. Deans rated traditional research outputs, such as peer reviewed articles and research grants, highest. Items related to working in collaboration with decision makers and the public were rated least important. On a scale of one to five, "first author on an article in a high-impact journal" was rated highest and "plain language document for decision makers or the public" was ranked lowest. Committee members overwhelmingly favoured traditional research rating "first author on an article in a high impact journal" highest and "reports designed to influence public policy" the lowest.

*University Affairs, October*

### Measuring campus creativity

How does one measure the creativity of a campus? The easiest way, says Vanderbilt University sociology professor Steven J. Tepper, is to simply count the number of books and articles published by faculty members, number of patents and copyrights owned, number of Nobel prizes and prestigious fellowships won, and number of major discoveries by faculty. But, he says, it might be more telling to examine the climate for creativity, i.e. collaboration because creativity thrives within teams; the kind of diversity that comes from cross cultural exchanges; interdisciplinary exchange as many of the most important scientific discoveries in the modern era happened at the borders between disciplines; time and resources as people need time to develop and test their ideas and prepare themselves to recognize the big idea when it comes; and an environment that tolerates and even encourages failure.

*The Chronicle of Higher Education, Oct. 1*

Compiled by Anne Kershaw

# Crocodiles in the class

## TEACHING WITH PASSION HAS ITS RISKS – AND REWARDS

Steve Irwin is an animal conservationist, known around the world as The Crocodile Hunter. His wildly popular show is seen regularly on the Discovery Network. He spends a good deal of his time tracking down rogue crocodiles in his native Australia and moving them to safer habitats.

Fellow Australian Tim Ellis, speaking to an audience of professional entertainers, once pointed out that The Crocodile Hunter is pretty much the same show each time: Irwin spots the crocodile, jumps into the water, and says "Crikey!" Yet the show is addictive watching, only partly because Irwin catches huge crocodiles with his bare hands.

What brings the audience back, Ellis suggests, is Irwin's irrepressible enthusiasm for his work. He cares so much about what he is doing, and he does it with such passion, that he makes us care about it too.

Passion is sometimes treated with indulgent mistrust (McLaughlin: "We welcome passion, for the mind is briefly let off duty."), or viewed as a source of dangerous energy that must be tamed (Huxley: "Every civilization is, among other things, an arrangement for domesticating the passions and setting them to do useful work.").

Yet acclaimed photographer W. Eugene Smith wrote, "Passion is in all great searches and is necessary to all creative endeavours." And Oliver Wendell



ROBIN DAWES

## Teaching Issues

Holmes Jr. said, "It is required of a man that he should share the passion and action of the time." I believe that passion is as crucial to good teaching as it is to subduing giant reptiles.

I think that reflective teachers generally recognize that deep learning (as opposed to superficial, exam-oriented learning) is most likely to occur when the student cares about the material to be learned. Part of our task as teachers is to help our students find reasons to care.

As teachers, we have disciplinary authority. I'm not referring to our right to impose discipline (within Senate guidelines, of course) but rather our status as expert practitioners within our field. This is sometimes perceived as a barrier separating our students from us – they as neophytes, we as initiates – but I have come to believe that in fact it provides us with one of our most potent teaching opportunities. I propose that the most effective thing we can do in our classrooms to motivate our students to learn the subject matter is to reveal our own passion for the material.

We may be wonderfully organized lecturers. We may be

supremely coherent speakers. We may be highly entertaining in the classroom. None of these attributes, alone or in conjunction, will make our students want to learn the material. What can do that is letting our students see that we, as experts in the field, are passionate about the subject we are teaching.

A few years ago I started taking time during class to share with my students why I, as a computer scientist, care about the material being covered. The increase in the students' engagement was immediate and obvious. Since then, my class prep has always included time to reflect on why I care about the material, and to rekindle my enthusiasm for it (even if it is a first year course that I have taught twenty times). In class I let that enthusiasm show, and the students react positively to it.

There are risks. Passion can make people uncomfortable. If you reveal that you really care about something, you expose yourself to potential attack. I suspect that some of my students (perhaps many!) characterize me as a hopeless nutcase who gets excited about theorems and algorithms. I can live with that – I am excited about those things. It's better than being characterized as an automaton who has no investment in what he teaches.

I believe that teaching without passion is like wrestling a crocodile with your hands behind your back. As Steve Irwin would no doubt say, "Crikey!"

Robin Dawes is an Instructional Development Centre faculty associate and an associate professor in the School of Computing.



## IN BRIEF

## Geography prof wins Fulbright

Audrey Kobayashi (Geography and Institute of Women's Studies) is Queen's most recent recipient of the prestigious Canada-U.S. Fulbright Award.

An expert on gender and racism, Dr. Kobayashi conducts empirical studies of immigrant and refugee women, and investigates the theory of gendered and racialized thinking. She has been examining ways in which the legal system structures social relations, and affects the lives of marginalized people.

As part of the Fulbright reciprocal educational exchange program, Dr. Kobayashi will spend a year at the Migration Policy Institute in Washington, D.C., where she will do a comparative analysis of the conditions of citizenship participation for women immigrants in Canada, the U.S. and Australia.

Since the Canada-U.S. Fulbright Program was created in 1990, nearly 500 scholars have engaged in research exchanges on issues of primary importance to the two countries.

## Carty on research

Canada's new national science adviser to the Prime Minister, Arthur Carty, is the first scheduled speaker in the 2004-05 Kingston Biotechnology Breakfast Series.

An internationally renowned chemist and past president of the National Research Council, Dr. Carty will speak on "Commercialization of research results: Opportunities, challenges, and the way ahead."

It is at the "innovation" end of the research spectrum, involving technology transfer and commercialization, where more needs to be done, he said in an interview with the *Gazette* last year. "I will rely strongly on people in a large number of disciplines and cross-disciplines – from both the public and private sectors – who can provide expert advice," said Dr. Carty.

The event will take place Wednesday Oct. 13 from 7:30 to 9 am at the Four Points Hotel Sheraton. To pre-register, call 546-9387 or e-mail: admin@kingstontechnology.net

## Expert heads government's health team

Family Medicine professor Ruth Wilson will chair an action committee to help implement the provincial government's new interdisciplinary "Primary Care and Family Health Teams" program.

In announcing Dr. Wilson's appointment, Ontario Minister of Health and Long-Term Care George Smitherman said, "This action group will be made up of notable primary care experts from different disciplines. Dr. Wilson's leadership of the committee will be a tremendous asset."

An expert in women's health, aboriginal health, and the determinants of health, Dr. Wilson chaired the Ontario Family Health Network Agency Board for the past three years, and is a past president of the Ontario College of Family Physicians.

## SSHRC awards \$2.34 million to Queen's

## 27 SOCIAL SCIENCES AND HUMANITIES RESEARCH PROJECTS RECEIVE FUNDING

By NANCY DORRANCE  
News and Media Services

Why some people love their jobs, the media portrayal of Palestinian and Israeli women fighters, and ways to develop reading competence are among the new Queen's research projects to benefit from 2004 Social Sciences and Humanities Research Council (SSHRC) standard research grants.

With 27 of 50 applications funded, Queen's had a success rate of 54 per cent: well above the national average of 43 per cent. The university received \$2.34 million from a total distribution of \$86 million.

"Queen's researchers performed exceptionally well in the SSHRC competition," says Vice-

Principal (Research) Kerry Rowe. "The calibre and variety of this year's proposals were very impressive, resulting in a strong success rate which compares favorably with the national average. Congratulations to all of our SSHRC recipients."

Among Queen's recipients:



Barling

**Julian Barling** (Business) is delving into the widely studied but perhaps poorly understood notion of "job satisfaction". His study, entitled "Take this job and love it!" will examine the variables that influence love for one's job, and the ways in which this contributes to positive organizational attitudes and performance.

**John Kirby** (Education) and his team are working to deepen



Kirby

understanding of the factors that contribute to the development of reading competence. Their research program will examine how various cognitive and instructional processes influence reading and comprehension.

**Dorit Naaman** (Film Studies) is examining cinematic and media images of Palestinian and Israeli women fighters inside their respective cultures and in North American media. Her research aims to account for ways in which women function as cultural symbols at times of nationalist liberation struggles.

Grants of up to \$250,000 over three years have been awarded to individual researchers and small teams from 68 universities and colleges across the country. A sig-

nificant portion of the funding will be used to employ students as research assistants.

"With 947 projects awarded, this year's standard research grants competition was the largest in SSHRC's history," said SSHRC president Marc Renaud, in announcing the new funding. "I congratulate the researchers for their creative and innovative proposals, and wish them every success as they carry out their important work."

SSHRC is an independent federal government agency that funds university-based research and graduate training through national peer-review competitions. SSHRC also partners with public and private sector organizations to focus research and aid the development of better policies and practices in key areas of Canada's social, cultural and economic life.

For a list of all 2004 SSHRC standard research grant recipients, see: [www.sshrc.ca](http://www.sshrc.ca)



SSHRC recipient Dorit Naaman is currently on leave as a Ford fellow at Mount Holyoke College in Western Massachusetts.

COURTESY OF DORIT NAAMAN

## Pater, Wiebe win Excellence in Research Prizes

The founding director of the Queen's-based National Cancer Institute of Canada (NCIC) Clinical Trials Group and an expert in Victorian literature, culture and politics are the 2004 winners of Queen's Prizes for Excellence in Research.

Joe Pater (Cancer Research Institute), Edith Eisenhauer Chair in Clinical Cancer Research, and Mel Wiebe (English, Emeritus) will receive their awards at fall convocation ceremonies. They were selected for this honour by the Queen's Advisory Research Committee.

"We are delighted to recognize our distinguished colleagues with the university's top research prize," says Vice-Principal (Research) Kerry Rowe. "They exemplify the impressive

range of research being pursued at Queen's, from Victorian letters and politics to clinical trials of innovative cancer treatments. I hope that the community will take advantage of the opportunity to learn more about their research at the public lectures that they will deliver in early November."

Since his appointment as Clinical Trials Group director in 1980, Dr. Pater has built a national organization that is recognized today as one of the world's leading clinical trials programs for cancer research. He has had a major influence on the development of the methodologies, standards and training programs that have led to the recognition of clinical trials as a scientific endeavour and research

discipline in their own right.

The work of Dr. Pater and his team has had a significant impact on the management of breast cancer, lung cancer and colon cancer, resulting in internationally recognized standards of care. Dr. Pater's prize will be presented on Friday, Oct. 29 at 2:30 pm.

Dr. Wiebe is internationally renowned for his achievement as general editor of the *Disraeli Letters Project*. A 19th-century British prime minister, Benjamin Disraeli was a leading figure in politics at a time when England's policies had immense global reach. Through the examination of his extensive correspondence, the *Disraeli Project* examines the historical context of the man whose influence extended well

beyond politics and into Victorian society and culture.

Seven volumes of annotated letters produced by the project team have advanced scholarly understanding of the social and political context in which Disraeli worked. Dr. Wiebe's prize will be presented on Thursday, Oct. 28 at 9:30 am.

Members of the Queen's community are invited to attend the convocations, which will be held in Grant Hall. The prize winners will speak about their research at the Excellence in Research Public Lectures on Tuesday, Nov. 9 at 7 pm in Etherington Hall. Dr. Pater's topic is, "Making research matter: Clinical trials in the 21st century" and Dr. Wiebe will speak on "More than a footnote: Disraeli at 200."



## MacMillan to speak on Paris 1919

Acclaimed author Margaret MacMillan will deliver the Dunning Trust lecture Tuesday, Oct. 26.

Her lecture, *Uses and Abuses of History: Versailles and Beyond*, takes place in Ellis Hall Auditorium on University Avenue at 7:30 pm. Admission is free and all are welcome.

Dr. MacMillan, a history professor who is provost of Trinity College, University of Toronto, has an international reputation as the author of the best-selling *Paris 1919*, a major study of the negotiations and people surrounding the Versailles Treaty.

"What gives it such appeal is the complex interweaving of the biographies and personalities of those involved, and the negotiations; and the impact of one on the other," says Robert Pike (Sociology) who with Roberta Hamilton (Sociology) and Geoff Smith (History/Physical and Health Education) invited Dr. MacMillan to Queen's.

One of her major points is that the Versailles settlement cannot be seen, as often simplistically in the past, as a first cause of World War II, says Prof. Emeritus Pike.

"One outstanding feature of *Paris 1919* is its global coverage. Many countries were affected by the Paris treaty after the 1914-18 war, but most books just dwell on the impact on Europe. Margaret's looks at delegates from all of the countries and their concerns."

According to the publisher's website, "This book brings to life the personalities, ideals, and prejudices of the men who shaped the settlement. They pushed Russia to the sidelines, alienated China, and dismissed the Arabs. They struggled with the problems of Kosovo, of the Kurds, and of a homeland for the Jews. The peacemakers, so it has been said, failed dismally; above all, they failed to prevent another war. Margaret MacMillan argues that they have unfairly been made the scapegoats for the mistakes of those who came later.



Dunning Trust lecturer Margaret MacMillan will discuss her award-winning book, *Paris 1919*, Tuesday, Oct. 26 at 7:30 pm in Ellis Hall Auditorium. Her visit is presented by the Department of Sociology.

She refutes received ideas about the path from Versailles to World War II and debunks the widely accepted notion that reparations imposed on the Germans were in large part responsible for the Second World War."

Dr MacMillan is the great-granddaughter of David Lloyd

George, the British prime minister who was a main figure at the 1919 Peace Negotiations. She received her PhD from Oxford University and is a professor of history at the University of Toronto. Her previous books include *Women of the Raj* and *Canada and NATO*.

While at Queen's, she will also be delivering a sociology seminar to which the public is welcome on Tuesday, Oct. 26, location TBA.

For further details on Dr. Macmillan's visit, contact Dr. Pike at 533-6694, email [piker@post.queensu.ca](mailto:piker@post.queensu.ca).

## IN BRIEF

### Philosopher to visit

Jules Coleman, Hohfeld Professor of Jurisprudence and Professor of Philosophy at Yale University, will be on campus during the week of Monday, Oct. 18, under the Principal's International Visitor Program.

A distinguished and influential legal philosopher, Professor



Coleman

Coleman is best known for his work on the economic analysis of law, but he has also made important contributions to a wide range of questions of justice.

During his visit, he will be giving colloquia in both the Faculty of Law and the Department of Philosophy, and a recent article of his in the *Yale Law Journal* on "The Grounds of Welfare" will be the focus of discussion at a special session he will be attending of the Political Philosophy Reading Group. He will deliver a public lecture on Tuesday, Oct. 19 at 7:30 pm in Policy Studies, room 202.

For further information about his visit, contact Alistair Macleod, (Philosophy) [macleoda@post.queensu.ca](mailto:macleoda@post.queensu.ca).

### Public policy and funding capital

David Lindsay will speak on Public Policy and Funding Capital: How will we pay for roads, schools and hospitals? on Thursday, Oct. 14 at noon.

The former president and CEO of Ontario's SuperBuild Corporation (1999-2003) who is a fellow in Queen's School of Policy Studies, delivers his lecture in Policy Studies, room 448.

## OPEN HOUSE ENTERTAINMENT



STEPHEN WILD

The women's drum group performs at the recent open house at the Four Directions Aboriginal Student Services Centre. Left to right are Alison Farrant, Barbara Hooper, Pat Crawford, Heather Green and Georgina Riel. Visitors enjoyed a feast that included soup, bannock, lasagne, wild rice salad and cake.

### Take the path less traveled

Paths Less Traveled, a conference examining social justice and the law, takes place Oct. 22 and 23. The format will be a mixture of individual speakers and smaller workshops, which will explore themes such as pursuing social justice outside of legal practice, practicing law in the public interest, and civil disobedience. To receive more information about the conference, or to register, email [pathsless@hotmail.com](mailto:pathsless@hotmail.com).

### Cinema Kingston is back

Cinema Kingston is back for another season of provocative film, representing the best of international cinema. The series resumes Sunday, Oct. 17 with *Crimson Gold*, directed by Jafar Panahi of Iran. Tickets are \$8 and a four-film-series pass costs \$24, available from Film Studies and Novel Idea bookstore, 156 Princess St. and at the door for the first screening. All screenings take place on Sundays at 7:30 pm at Etherington Auditorium, 94 Stuart St.



# Half-time parade a Homecoming highlight

ABOUT 4,000 ALUMNI AND FAMILIES EXPECTED OCT. 22 WEEKEND

By KAY LANGMUIR

Sometimes it's hard to tell who gets the loudest cheers during the homecoming football game – the players or the thousands of alumni who parade around the track during halftime – some fairly dancing along, some walking stiffly, a few keeping up in golf carts.

About 4,000 former students are expected to descend on Queen's on Oct. 22-24, much to the delight of current students, their university hosts, and hotel owners throughout Kingston and

as far away as Gananoque, whose rooms are pretty much full for that weekend.

"The favorite part of the game for our alumni is the halftime parade," says Judy MacDonald, manager of Advancement events and regional programs. "They do a walk around the track and have banners and special hats and scarves to identify who they are."

"The students are on their feet cheering for them. They make a huge deal of it. It's a very respectful but well-charged cheer. And it's a very emotional moment for many of the alumni...after so many years to see there's still that connection between past and present students."

Due to the late date of this year's celebration – changed to prevent a conflict with Yom Kippur, registration central, aka the

Homecoming Hub, takes place in weather-proof Grant Hall, rather than the big-top tent on Agnes Benidickson Field.

Beginning at 3 pm Friday, and continuing through Saturday, alumni can register and pick up a program of events, connect with old friends, purchase brunch and football game tickets, visit booths set up by various faculty, departments and campus groups, and stay abreast of how Queen's is changing by checking out displays on the University Avenue redevelopment and Queen's Centre projects.

Alumni will have their first opportunity to meet the new principal, Karen Hitchcock, at the ceilidh Friday evening at Grant Hall, complete with bands, cheerleaders, Highland dancers,

and oil thighs.

Most faculty and departmental offices will be open Saturday morning hosting receptions and tours to update alumni on new initiatives and developments. At the same time, children of alumni can enjoy a family fun fair in Grant Hall with face painting, arts and crafts, and storytellers and clowns on hand well into the afternoon.

A brief ceremony will also be held Saturday at 11 am, in front of Summerhill to dedicate a bench in memory of Queen's 11th principal, Robert Charles Wallace, donated by the class of Arts 1949.

Following a barbecue feast, the homecoming parade will "snakedance" its way from Grant Hall to Richardson Stadium on Saturday for a 2 pm kickoff with

the University of Western Ontario Mustangs. Other athletic events, from basketball and soccer games to swimming and water polo are also planned for the big weekend.

The five-year reunions this year are being celebrated for years ending in four or nine. A special 50-year celebration for graduates of 1954 will be presided over by Principal Hitchcock on Saturday evening in Ban Righ Hall. The Chancellor's dinner will be held simultaneously to celebrate 55th or 60th-year reunions for graduates of 1934, 1939, 1944 and 1945.

A farewell brunch concludes the festivities on Sunday. The Alumni Association is also hosting a special brunch honoring Queen's alumni war veterans. [homecoming.queensu.ca](http://homecoming.queensu.ca)

# Experts on business communications skills, human reproduction, post-secondary education in the news

## QUEEN'S IN THE NEWS

Highlights of Queen's experts in the media

■ Sept. 24 – Oct. 5

**Marshall Godwin** (Family Medicine) comments in *The Globe and Mail* about Vioxx, a drug used to treat arthritis that has been recalled.



Blake

**Bill Blake** (Business) discusses the need for professionals to brush up on communications skills in *The Globe and Mail*.

**Dean Van Vugt** (Obstetrics & Gynecology) comments in *The Globe and Mail* about a controver-

sial new reproduction method.



Axworthy

An opinion piece by **Tom Axworthy** (Policy Studies) about Canada-U.S. relations appears in the *National Post*.

**Ross Finnie** (Policy Studies) comments in a *National Post* story about student aid.

**Alan King's** (SPEG) research into secondary school curriculum is highlighted in the *Toronto Star*.



Bland

**Douglas Bland** (Policy Studies) comments extensively about the Canadian military's inability to deal with global instability including the *Ottawa Cit-*

*izen, The Kingston Whig-Standard, The Sudbury Star, The Leader-Post* (Regina), *The Edmonton Journal* and *The Calgary Herald*, and *Times-Colonist* (Victoria).

Principal **Karen Hitchcock** is interviewed by *CBC Radio's Sounds Like Canada* about her thoughts on higher education and her appointment as Queen's principal.

**Robert Gilbert's** (Geography) research on global warming in the Antarctic continues to receive coverage most recently in *The Leader-Post* (Regina).



Kobayashi

**Audrey Kobayashi's** (Geography) expertise in racism and race relations is highlighted in a *Kingston Whig-Standard* story about a

controversial yearlong race tracking project.



Courchene

**Tom Courchene** (Policy Studies) comments in *Macleans* about issues of pharmacare and national unity.

**John Osborne's** (Art) opinion piece about the proposed transformation of the Social Sciences and Humanities Research Council appears in *University Affairs*.

Queen's **International Development Research Centre and Canada-Ukraine Democracy Education Project** are highlighted in the special *UniWorld* supplement in *University Affairs*.

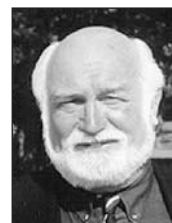
**Paul Grogan's** (Biology) comments initially published in *Nature* about how global warm-

ing affects carbon production in the tundra continue to receive coverage, most recently on *Discovery Channel's Daily Planet* show.



Mosco

**Vince Mosco** (Sociology) is interviewed on *CBC Radio's Ottawa Morning* about regional development and the deployment of high tech clusters.



Osborne

**Brian Osborne** (Geography) was interviewed on *CBC Radio's Sounds Like Canada* about monuments and the BC "Draft Dodger Memorial."

## MAKING A PITCH FOR QUEEN'S



RHONDA HIRSCHFIELD

Associate University Registrar (Student Awards) Teresa Alm talks with prospective students at the recent Ontario Universities Fair in Toronto. Ontario's 19 universities and the Ontario College of Art and Design participated.



## Review targets solar vehicle program IN BRIEF

By CELIA RUSSELL

Queen's solar vehicle team has been grounded, pending the outcome of an independent safety inquiry.

The decision to conduct a review of the program was prompted by accidental death of a member of the University of Toronto solar car team during a six-university demonstration tour during the summer, Tom Harris, dean of the Faculty of Applied Science told Queen's Board of Trustees Oct. 1.

"It would be arrogant to think that we don't have something to learn," Dr. Harris told trustees.

The review team, which includes an expert from the University of Auburn, is in the process of being formed, and the inquiry will be launched shortly. The inquiry should take about six to eight weeks, Dr. Harris said.

Meanwhile the solar team, which is currently working on its 10th vehicle, will still be able to test and operate the vehicle under closed track conditions.

Mechanical engineering student Andrew Frow was driving U of T's solar car on Highway 7 near Kitchener-Waterloo Aug. 12 when it was involved in a two-

car crash. He died later in hospital. The Canadian Solar Tour was subsequently cancelled.

The Queen's team had pulled off the road before the accident happened, due to the heavy traffic.

The University of Toronto has also initiated a review of the circumstances surrounding the accident.

### Board in brief

At its Oct. 1 meeting, the Board of Trustees:

Heard a preliminary enrolment report from University Registrar Jo-Anne Brady. Overall, figures are on track. Although "somewhat light" on entering students with numbers down in computing science and engineering, the number of returning students was over target, balancing the total, she said. The university is on plan for moderate growth in graduate student enrolment, although it fluctuates during the year as students defend and then leave. Total full-time enrolment stands at 16,352 with total full and part-time just over 20,000.

Congratulated Kerry Rowe on his reappointment as vice-principal (Research) for a second five-year term.

Heard Trustee Heino Lilles's

observation that four of 21 recent appointments to full professor were female. "We should continue to pay attention to and to ensure that there is not gender bias in the system."

Ratified a Senate motion approving revisions to the terms of reference for the Helen and Arthur Stollery Professorship in Mining and Geological Engineering.

Ratified a Senate motion approving revisions to the Statement on Promotion Policy for Geographically Full-Time and Adjunct 1 Appointees for the Faculty of Health Sciences.

Approved financial statements for the year ending April 30, 2003.

Approved planning funds of \$250,000 for the Stauffer Library Learning Commons. The project, to be paid by Queen's Library with funds in hand, is expected to cost between \$3- to \$4 million. (Details on the learning commons will be published in a future issue of the *Gazette*.)

Approved tuition fees to be set at a maximum of \$89,000 for the Queen's/Cornell MBA program. The tuition is contingent on receiving OCGS approval for the program. It is estimated that about 50 per cent of students will

receive tuition support from their businesses or companies, Dean of the School of Business David Saunders said. When asked to comment on the fact the fee seemed rather high, he replied, "Cornell's response was, 'Why so low?' They were very concerned that we were underselling the program."

Approved that the pension fund commits \$40 million to buy units in the First Treasury Private Debt Fund, with the funds to be sourced from Addenda Capital's Corporate Bond Fund and TDQC's Pooled Bond Fund.

Approved amendment no. 6 to the Revised Pension Plan of Queen's University (amended and restated as at Jan. 1, 1994): an amendment to the four-year averaging formula used for phasing in annual pension increases, amending it to incorporate a 16-per-cent ceiling and a -4-per-cent floor on the pre-retirement rate-of-return values (or annual returns earned in the years before the start of pension payments for deferred members) used in the average. This amended formula will apply to all pension plan members who initiate pension payments on or after Sept. 1, 2002.

[www.queensu.ca/secretariat](http://www.queensu.ca/secretariat)

## Henshaw to deliver Archives lecture

Peter Henshaw, South Africa Analyst, Privy Council Office will deliver the 22nd annual Archives Lecture Wednesday, Oct. 20. He will speak on Buchan and the Invention of Canada in 202 Policy Studies at 3 pm.

Every year, Queen's Archives holds a public lecture highlighting collections in its holdings; this year's lecture is on John Buchan, Lord Tweedsmuir, former Governor-General of Canada. Queen's holds his private papers and his personal library.

This year, a public roundtable will also take place Thursday, Oct. 21 in the Collins Room in Richardson Hall at 10 am. A group of 25 enthusiasts from the Buchan Society, including family members will take part. The group has traveled from England on a Canadian tour.

A reception will follow the lecture on Oct. 20; archival and bibliographic material will be on display. Lecture attendees are asked to RSVP to 533-2378.

## Dust off the golf clubs

Enjoy a round of golf while raising money for the Queen's medical student bursary fund. The School of Medicine sesqui golf tournament on Friday, Oct. 22 still has a few open spots. Great prizes are available as are tax receipts for part of the entry fee. Registration includes green fees, cart, snacks and drinks, and a barbecue lunch. The scramble format ensure that not everyone has to be an excellent golfer to win. To register, email Sandy Fox at [foxs@post.queensu.ca](mailto:foxs@post.queensu.ca) or call 533-6000 ext 78422.

## Smooth-sailing orientation, Senate hears

By CELIA RUSSELL

Orientation week was one of the best yet, Dean of Student Affairs Bob Crawford told the first fall meeting of Senate Sept. 23. "The Orientation leadership was just excellent," he said. Things in the student housing area were also unusually quiet. Any potential move-in rowdiness "was handled efficiently by a good day of rain," he said, referring to the recent area drenching by tropical storm Frances.

Principal Karen Hitchcock, chairing her first Senate meeting, said how much she enjoyed participating in the welcoming ceremony and other orientation events and meeting new faculty.

"It's been a wonderful, but steep learning curve since I arrived here."

Principal Hitchcock also noted that two thirds are returning senators and one third are new, and that representation comes from students, staff and faculty.

"It's important that all of us in the room keep focus on what is best for the good of the university. We all have an equal voice."

### Senate in brief

At its Sept. 23 meeting, Senate:

Heard a preliminary enrolment report from University Registrar Jo-Anne Brady (see Board of Trustees news for final totals).

Approved revisions to the terms of reference for the Helen and Arthur Stollery Professorship and revisions to the Statement

on Promotion Policy for Geographically Full-Time and Adjunct 1 Appointees for the Faculty of Health Sciences.

Approved a review of collaborative programs in Life Sciences.

Approved the appointment of the following to Senate committees: Iain Munro (faculty) to Academic Development, Joy Mighty (faculty) to Educational Equity and Peter Auchincloss (staff) to Information Technology. [www.queensu.ca/secretariat](http://www.queensu.ca/secretariat)

## Virtual computer store opens its doors

Over the past few months, ITS Services' Campus Computer Sales & Service has been fine-tuning its web store to help faculty and staff to acquire technology and computing supplies in a more efficient and convenient manner.

"We noted that, particularly during the back-to-school rush, it was very difficult for staff and faculty to contact us by telephone," says Keith McWhirter, manager, Campus Computer Sales & Service. "We also found that there was a demand for after-hours purchasing. We wanted to provide a process that was secure, track able and convenient."

The web store at [ccstore.queensu.ca](http://ccstore.queensu.ca) lets people shop at their convenience, view product availability, create a quote, compare item availability and current pricing, and arrange free on-campus delivery. Orders are processed within one business day.

Customers choose to use the web store for many reasons, including finding it more convenient than waiting on the phone, or waiting for a call back, appreciating the ability to order anytime and from anywhere. By registering for the monthly newsletter, they are kept

informed on specials/promos exclusive to web store shoppers.

When a purchase is made online, all order history is stored in a profile, using industry standard 128Bit SSL security. Orders can be tracked online, eliminating the need to search for paperwork. Email notifications are sent when orders have been placed and when they are shipped.

"We've bought just about all our office computers, monitors, printers and accessories through the online store in the past year or so," says Carol Kavanaugh, research & information analyst with Arts and Science. "I like being able to track the order online, until it has been shipped. I also like being able to see what we ordered previously, so it's easy to order another item when we know one works well for us."

Of course, not all purchases or enquiries can be handled through the web store.

"For many purchasing decisions, faculty and staff need to talk with our sales staff – but by using the web for basic needs and replenishment, the hope is that the faculty and staff will be able to make their computing purchases more efficiently," says Mr. McWhirter.

Agnes Etherington Art Centre

SIXTEENTH-CENTURY ITALIAN DRAWINGS IN CANADIAN COLLECTIONS

# The Century of Mannerism


**17 October – 15 December**

GUEST LECTURE SERIES

**SUNDAY 17 OCTOBER, 2 PM**  
**David McTavish**, Professor of Art History, Department of Art, Queen's University  
*"The Century of Mannerism"*  
 Opening reception follows

**SUNDAY 24 OCTOBER, 2 PM**  
**David Franklin**, Deputy Director, Chief Curator, and Curator of European and American Prints and Drawings, National Gallery of Canada  
*"Revealing Magnificence and Grandeur: Drawing in Renaissance Florence"*

**TWO LECTURES IN NOVEMBER**  
 – watch for details



Taddeo Zuccaro, *Five Walking Men*, 1550-1559. Photo: Cheryl O'Brien.

Supported by the Ontario Art Council and the Museums Assistance Program of the Department of Canadian Heritage.

**University Avenue at Bader Lane, Kingston, ON K7L 3N6 613 533-2190 [www.queensu.ca/abeth](http://www.queensu.ca/abeth)**



## 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.

### Kerry Rowe, reappointed Vice-Principal (Research)

Principal Karen Hitchcock, acting on the unanimous recommendation of an advisory committee and following ratification by the Board of Trustees, is pleased to announce the reappointment of Kerry Rowe as vice-principal (Research) for a five-year term. In making this announcement, Principal Hitchcock acknowledges Dr. Rowe's exemplary service to the university during his first term in this position and thanks members of the advisory committee and of the larger university community for their expressions of support for Dr. Rowe's reappointment.

## New Faculty Appointments

### Arts and Science announces the following appointments

Biology: Sharon Regan, Canada Research Chair – July 1/04. Chemistry: David Zechel; Guojun Liu, Canada Research Chair – July 1/04. Classics: Arden Williams, Erez Natanblut – July 1/04. Computing: Hagit Shatkay – Jan. 1/04. Development Studies: Susanne Soederberg, July 1/04. Economics: Hao Li – July 1/04; Thorsten Koeppl – Sept. 1/04. ENVS/Biology: Linda Campbell –

July 1/04. French Studies: Catherine Dhavernas – June 1/04; Monique Dufresne, Sebastien Ruffo, July 1/04. Geography: Lu Wang, Melissa Lafreniere – July 1/04. History: Jeffrey Collins, Andrew Jainchill – July 1/04. Mathematics and Statistics: Gregory Smith – July 1/04; Navin Kashyap – Jan. 1/04. Physical and Health Education: Elaine Power; Ian Janssen, Queen's National Scholar – July 1/04. Philosophy: Daniel McArthur, SSHRC Postdoctoral Fellow, Sept. 1/03; Rahul Kumar, Queen's National Scholar, July 1/04. Physics: Stephane Courteau – Jan. 1/04; James Fraser – May 1/04. Political Studies: Oded Haklai, Andrew Lister, Stephanie Mullen – July 1/04; Carla Lam – Sept. 1/04. Psychology: Laura-Lee Balkwill, SSHRC Postdoctoral Fellow – June 1/04; Valerie Kuhlmeier, Caroline Pukall – July 1/04; Uzma Rehman – Aug. 1/04. Sociology: Martin Hand; Myra Hird, Queen's National Scholar – July 1/04. Spanish and Italian: Cristina Caraccini, Roberto Viereck-Salinas – July 1/04. Women's Studies: Katherine McKittrick, Dina Georgis – Aug. 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 and Donor Relations (Alumni and Friends). For more information, contact Angela Farmer, 533-6000, ext. 75403, [farmera@post.queensu.ca](mailto: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 the department head. Successful applicants will be required to have their proposals passed through the Queen's Office of Research Services Ethics Board before funds are released. A single development grant award will not exceed \$10,000. Deadline Oct. 22. Information: Kimberly Recoskie, [dcp@post.queensu.ca](mailto:dcp@post.queensu.ca) or 544-4885.

### Health Sciences internal funding opportunities

The Harry Botterell Foundation supports research in the neurological sciences up to \$10,000. The Garfield Kelly Cardiovascular Research and Development Fund supports basic or clinical studies in cardiovascular function in health or disease up to \$5,000. The Violet Powell Research Fund supports

research in encephalitis. Awards normally do not exceed \$5,000. Applications for these competitions should be submitted on the Health Sciences application form to the Office of Research Services. Forms and terms are available from the Office of Research Services, 301 Fleming-Jemmett, ext. 74096 or at [www.queensu.ca/vpr/sources/internal.html](http://www.queensu.ca/vpr/sources/internal.html). Deadline Nov. 1.

### 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/](http://www.queensu.ca/secretariat/) or the University Secretariat, B 400 Mackintosh-Corry Hall. Deadline: Oct. 15.

## Convocation

### Fall 2004 Convocation Ceremonies

Members of the faculty are invited to attend the Fall 2004 Convocations Ceremonies in Grant Hall as outlined below:

**Thursday, Oct. 28 2004, 9:30 am**  
Installation of Karen Hitchcock and Convocation  
Queen's Theological College  
School of Graduate Studies and Research

Faculty of Arts and Science (Anatomy to English)  
**Honorary Graduand:** William Leggett (LLD)  
**Thursday, Oct. 28 2004, 2:30 pm**  
School of Graduate Studies and Research  
Faculty of Arts and Science (Environmental Studies to Physics)  
School of Physical and Health Education  
**Honorary Graduand:** George Bain (LLD)  
**Friday, Oct. 29 2004, 9:30 am**  
School of Graduate Studies and Research  
Faculty of Arts and Science (Political Studies to Women's Studies)  
Faculty of Education  
**Honorary Graduand:** Lenore Goodings (LLD)  
**Friday, Oct. 29 2004, 2:30 pm**  
School of Graduate Studies and Research  
Faculty of Applied Science  
Faculty of Health Sciences  
Faculty of Law  
School of Business  
**Honorary Graduand:** James Bartleman (LLD)

**Assembly:** The academic procession will assemble in Kingston Hall 30 minutes prior to the Convocation times. If you will be joining the academic procession, please call 77927 or e-mail [covperth@post.queensu.ca](mailto:covperth@post.queensu.ca). You are encouraged to complete our online form prior to Oct. 19, 2004 at [www.queensu.ca/secretariat/convocation/RSVPform.html](http://www.queensu.ca/secretariat/convocation/RSVPform.html) so that sufficient seats may be reserved.  
**Academic Regalia:** Members of the academic procession who do not have a hood or gown should make arrangements with the Alma

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Mater Society (located on the second floor of Kingston Hall) one half hour before each ceremony. Please present your faculty card for identification.

*Note: Members of the academic procession who are not graduates of Queen's will use their own gown and hood, however they can borrow a black gown from the AMS.*

#### Receptions:

All receptions are the responsibility of the faculty or school concerned. You are encouraged to attend these functions and meet with the graduates and their families.

#### Governance

##### The Senate Committee on Academic Development (SCAD)

A sub-committee established in April 2003 will make recommendations to SCAD regarding policies and guidelines that should be in place at Queen's to provide a common frame of reference with respect to the hiring and funding of teaching assistants and their roles and responsibilities. This Sub-Committee on Teaching Assistants at Queen's University also received the mandate to engage in broad consultation with the university community. The committee has prepared a draft policy which can be found at [www.queensu.ca/secretariat/SCAD\\_TA\\_Draft.pdf](http://www.queensu.ca/secretariat/SCAD_TA_Draft.pdf). All members of the Queen's community are invited to read the draft document and to send comments to Uli Scheck, Dean of Graduate Studies and Chair of the SCAD Sub-Committee on Teaching Assistants at Queen's University by fax 533-6015 or [schecku@post.queensu.ca](mailto:schecku@post.queensu.ca) by Monday, Nov. 1.

##### Internal Academic Reviews

Suzanne Fortier, Vice-Principal (Academic) and chair of Senate's Internal Academic Review Committee, announces the names of consultants and review team members for the internal academic reviews to be conducted in Arts and Science in the coming year.

**School of Business** – Consultants: Suzanne Rivard, HEC Montréal; Kai Peters, Ashridge Business School. Review Team: Kathy Arney, Advancement staff; Rob Beamish, Sociology and Physical and Health Education (Chair); Susan Lederman, Psychology; Keith Banting, Policy Studies and Political Studies; Sergio Sismondo, Philosophy; Muhammad Arshad, graduate student, Mining Engineering; Charles Sumbler, undergraduate student, Political Studies.

**French Studies** – Consultants: Cynthia Brown, University of California, Santa Barbara; Yvonne Hsieh, University of Victoria. Review Team: Ken Cuthbertson, Advancement staff; Eliane Boucher, doctoral student, Psychology; Barbara Kisilevsky, Nursing; Paul Manley, Medicine (Chair); Adele Mercier, Philosophy; Sina Tahamtan, undergraduate student, Biochemistry; Paul Treitz, Geography.

**Geological Sciences and Geological Engineering** – Consultants: Martin Gibling, Dalhousie University; William P. Leeman, Rice University. Review Team: David Abonyi, undergraduate student, Political Studies; Veronica Blackburn, doctoral student, English; George Boland, Business; Janice Glasgow, Computing (Chair); Roger Healey, Institutional Research and Planning staff; Scott Lamoureux, Geography; Kent

Novakowski, Civil Engineering. **German Language and Literature** – Consultants: David John, University of Waterloo; Dagmar Lorenz, University of Illinois at Chicago. Review Team: Ron Anderson, Mechanical Engineering (Chair); Jasmine Bahrami, undergraduate student, Biology; Krista Laugesen, doctoral student, Chemistry; Margaret Little, Political Studies and Women's Studies; George Logan, English; Teri Shearer, Business; Erin Webster, Arts and Science staff.

**Program in Language and Linguistics** – Consultants: David Heap, University of Western Ontario; Monica Macaulay, University of Wisconsin – Madison. Review Team: William Cannon, Business (Chair); Carl Heywood, Art; Ann Marie Hill, Education; Michael Hollis, undergraduate student, Computing; Natalie Rewa, Drama; Terry Smith, Classics staff; Michael Urban, undergraduate student, History and Politics.

**School of Physical and Health Education** – Consultants: Phillip Gardiner, University of Manitoba; Penny McCullagh, California State University, Hayward. Review Team: Alan Grant, Geology staff; Gary Kibbins, Film Studies; Christopher Langford, undergraduate student, Economics; Donald Maurice, Pharmacology and Toxicology (Chair); Sam Shortt, Community Health and Epidemiology; Lauren Snider, Sociology; Catherine Goodman, graduate student, Classics.

**Spanish and Italian Languages and Literature** – Consultants: Patricia Grieve, Columbia University; John Kirk, Dalhousie University. Review Team: Peter Aitken, Marketing and Communications staff; Jennie Baxter, doctoral student, Psychology; Richard Chaykowski, Policy Studies; Mark Chen, Physics; Eva Krugly-Smolka, Education; Alicia Miller, undergraduate student, History and Politics; Sylvia Söderlind, English (Chair).

Members of the university community wishing to provide comment on any of these units are invited to do so in writing, to the chair of the review team. If there is no chair designated, please send comments to the dean of the relevant faculty.

**Employee Development**  
Please visit [www.hr.queensu.ca](http://www.hr.queensu.ca) (click on Employee Work and Career Support) to register for the following workshops.

**Wednesday, Oct. 20**  
**Balancing Work and Family**  
In this workshop, you will explore levels of stress associated with six common problems of balancing work and family. You will also identify effective strategies for coping with stress to restore balance and enhance the quality of life. Bring your lunch. We'll provide juice and soft drinks. Wendy Lloyd, Human Resources, 12:10 pm.

**Tuesday, Oct. 26**  
**Lunchtime Leadership Series: Assessing Yourself and Your Team**  
Bring your lunch and join us for video and discussion about dispelling the myths and learning the truth about leaders and followers; understanding the seven hats you wear as a manager; and how to assess your people, your team and yourself. Wendy Lloyd, Human Resources, 12:10 pm.

**Monday, Oct. 18**  
**Alexander Okhotin**, Computing. Boolean grammars: expressive power and parsing algorithms. Supervisor: K.T. Salomaa, 524 Goodwin, 10 am.

**Monday, Oct. 25**  
**Karin Steiner-Bell**, Education. Social understanding in the friendships of persons with a developmental syndrome. Supervisor: N.L. Hutchinson, McArthur Hall, The Vernon Ready Room, 9:30 am.

#### Notices

##### Lesbian, Gay, Bisexual and Trans-Gender/Sexual Studies Certificate Program

Department heads interested in participating in the LGBT Studies Certificate Program please contact Dina Georgis at [georgis@post.queensu.ca](mailto:georgis@post.queensu.ca). Courses must have 15-20% LGBT content and allow students to complete their major assignment on relevant topics. Now in its fourth year this program allows students to focus their studies and interests at Queen's in Queer Studies while majoring in the discipline of their choice.

##### 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, see the SWEP information and the proposal form online at [careers.queensu.ca](http://careers.queensu.ca). Deadline for proposals is Oct. 19. For further information contact Liann Joannette at 533-6000, ext.74044 or [ldj@post.queensu.ca](mailto:ldj@post.queensu.ca).

##### Tuition Support Plan benefit deadlines

Human Resources and the Office of the Vice-Principal (Academic) remind staff and faculty that the deadlines are approaching for submission of applications for the Tuition Support Benefit for the fall term. On-line application forms are available for all eligible employees at [www.hr.queensu.ca](http://www.hr.queensu.ca). For assistance, please contact Susann Gauthier, Human Resources ext. 78859.

- QUFA – Nov. 1
- QUSA General Staff – Oct. 31
- QUSA Research, Grant and Contract Staff – Oct. 31
- CUPE 1302 – Nov. 30
- CUPE 229 – Nov. 30
- CUPE 254 – Nov. 30
- GFT Clinical Faculty – Feb. 28, 2005
- Senior Administration Group – Nov. 1

#### PhD Examinations

Regular university staff may attend PhD oral thesis examinations.

##### Monday, Oct. 18

**Alexander Okhotin**, Computing. Boolean grammars: expressive power and parsing algorithms. Supervisor: K.T. Salomaa, 524 Goodwin, 10 am.

##### Monday, Oct. 25

**Karin Steiner-Bell**, Education. Social understanding in the friendships of persons with a developmental syndrome. Supervisor: N.L. Hutchinson, McArthur Hall, The Vernon Ready Room, 9:30 am.

#### Surplus Items

##### Mechanical Engineering offers for sale

One-one screw driven Instron tensile tester (10,000lb. capacity). Model TTC, speed range 0.02"/min to 20"/min. Purchased new in 1967. For information or to view contact Charlie Cooney at ext. 32752 or [cbc@post.queensu.ca](mailto:cbc@post.queensu.ca). Submit sealed bids marked "Mechanical Engineering" to Fran Lanovaz, Purchasing Services by 4 pm on Monday, Oct. 18. Please mark bids "Confidential". Queen's is not responsible in any way for

the condition of any item(s) it has made available nor for any damage or injury that may occur due to use or removal of the item(s). Queen's reserves the right to reject any or all of the bids. Only successful bidders will be notified.

#### 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.

##### People with lung conditions needed

We need people with diagnosed lung conditions to be volunteer patients so rehabilitation therapy students can learn about conditions such as: severe asthma, emphysema, cystic fibrosis, COPD, chronic bronchitis or other diagnosed conditions. Time commitment about 2 hours on Oct. 28 or Dec. 2. For more information, contact Cheryl Descent at 533-6000, ext.78087, [grossc@post.queensu.ca](mailto:grossc@post.queensu.ca).

##### 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](mailto:parisi@post.queensu.ca) for more information.

## Lump sum additional voluntary contributions due by Nov. 12

Members of the Queen's Pension Plan (QPP) with pensionable earnings under \$100,000 will have the opportunity to make a single, lump sum additional voluntary contribution (AVC) to their pension accounts in November. Plan members who are currently making monthly AVCs by payroll deduction should receive a memorandum this week from Pensions and Insurance setting out the maximum lump sum contribution that they are entitled to make. (Please note, however, that in order to avoid over-contribution problems, only members whose estimate is in excess of \$200 will be notified).

Members who are not making AVCs in 2004 but who would like to make a lump sum contribution in November should contact the Pensions Office (36414) for an individualized calculation setting out their AVC limits for 2004. The deadline for returning completed forms and a cheque to the Compensation Unit of Human Resources is Nov. 12, 2004 (although cheques may be postdated to November 30, 2004). Note that contributions received after this date will not be accepted. For more information on AVCs and how they impact RRSP contribution limits, please visit the our web site which can be accessed through the *Current Faculty and Staff* section of the Queen's homepage (or go directly to [www.queensu.ca/fins/dept/pension.html](http://www.queensu.ca/fins/dept/pension.html)).

#### Research on genes and eating disorders

The National Institute on Mental Health is sponsoring an international study to determine whether anorexia nervosa may be genetically predisposed. Volunteer families with at least two relatives (sisters, brothers, aunts, cousins, grandparents) who have had anorexia nervosa are required. The study involves interviews, questionnaires and a blood draw. No travel and all expenses paid. Email [adrianne.hlavenka@uhn.on.ca](mailto:adrianne.hlavenka@uhn.on.ca) or go to [www.angenetics.org](http://www.angenetics.org).

#### 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 Dianne Morales, 533-6887, [dm1@post.queensu.ca](mailto:dm1@post.queensu.ca) or go to <http://meds.queensu.ca/~webspp/>.

#### Translators needed

The International Centre needs Queen's staff or faculty-member 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 533-6000, ext. 74650, [c14@post.queensu.ca](mailto:c14@post.queensu.ca); or Alison Cummings, 533-6000, ext. 77556, [ac23@post.queensu.ca](mailto:ac23@post.queensu.ca).

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 inquires:

phone: (613) 533-6000 ext. 75464  
e-mail: [advert@post.queensu.ca](mailto:advert@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; 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* to Nov. 28; Contemporary Feature and The Davies Foundation Galleries, *Blind Stairs*, to Nov. 7.  
[www.queensu.ca/ageath/](http://www.queensu.ca/ageath/)

### Events

Thursday, Oct. 14 – Annabel Hanson, Queen's. The Barbizon School and its legacy, Agnes Etherington Art Centre, 2:15 pm. **Sunday, Oct. 17** – David McTavish, Queen's. The century of mannerism. Opening reception follows. Agnes Etherington Art Centre, 2 pm. **Sunday, Oct. 24** – David Franklin, National Gallery of Canada. Revealing magnificence and grandeur: drawing in Renaissance Florence. Agnes Etherington Art Centre, 2 pm. **Thursday, Oct. 21** – Highlights Tour – a guided tour of current exhibitions. Agnes Etherington Art Centre, 12:15 pm. **Saturday – Sunday, Oct. 23 and 24.** The Art Centre will be open extended hours this weekend. Join us for a highlights tour on Saturday at 10:15 am. Agnes Etherington Art Centre, 10 – 5 pm. Free for alumni and their families.

### Union Gallery

1st floor of the Stauffer Library (corner of Union and University) *Building Formation*. Lesley Coen, Emily Filler, Vanessa Drew to Nov. 4. Reception Saturday, Oct. 16, 6 pm in the gallery.  
[www.uniongallery.queensu.ca/](http://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](mailto:solara@educ.queensu.ca).

## Music

### Tuesday, Oct. 12

Showcase Concert, featuring the School's band, orchestra, choirs and jazz ensemble. Special guests, the samba percussion group, Wuawuanco Todos. Grant Hall, 7:30 pm, \$6 adults, \$3 students and seniors.

### Sunday, Oct. 17

**Queen's Performing Arts**  
Pianist André Laplante plays Liszt and Ravel. Grant Hall, 8 pm. Tickets: 533-2558.

## Theatre

### 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. Sept. 13, 16, 20, 23 special Talkback after the show.

### Departmental seminar schedules

#### Biochemistry

[meds.queensu.ca/biochem/index.php/seminar\\_series](http://meds.queensu.ca/biochem/index.php/seminar_series)

#### Biology

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

#### Business

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

#### Centre for Neuroscience Studies

<http://queensu.ca/neurosci/seminar.html>

#### Chemistry

<http://chem.queensu.ca/NEWSANDEVENTS/Seminars/Seminar02W.PDF>

#### Computing

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

#### Economics

<http://qed.econ.queensu.ca/pub/calendar/week.html>

#### GeoEngineering Centre at Queen's – RMC

[www.geoeng.ca/GENG840\\_Schedule.htm](http://www.geoeng.ca/GENG840_Schedule.htm)

#### Human Mobility Research Centre

[www.hmrc.ca](http://www.hmrc.ca)

#### Law

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

#### Pharmacology/Toxicology

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

#### Physiology

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

#### Policy Studies

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

## Public Lectures

### Tuesday, 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.

### Thursday, Oct. 14

#### History

Adnan Husain, Queen's. Converting failure: crusader culture, missionary imagination and 'the Saracens' in the thirteenth-century. 517 Watson, 11:30 am.

#### Policy Studies

#### Brown Bag Lecture

David Lindsay, former president Ontario SuperBuild Corporation, Queen's Policy Studies Fellow. Public policy and funding capital: how will we pay for roads, schools and hospitals? 448 Policy Studies, noon.

#### SNID

Rina Sen Gupta, Queen's. Viewing trafficking through the gender lens. A discussion on the sending and receiving organ countries and the South Asian human trafficking paradigm. B204 Mackintosh-Corry, 1 pm.

### Friday, Oct. 15

#### Economics and Policy Studies

#### W. Edmund Clark Distinguished Lecture on Public Policy

Orley Ashenfelter, Princeton University. Evolution of the global labor market: change versus continuity. 202 Policy Studies.

#### Psychiatry

Jorge Visbal, Ambassador of Colombia. Realities of terrorism in Colombia. 202 Policy Studies, 11 am.

### 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.

#### Philosophy

Jules Coleman, Yale University. Legal positivism since Hart. 202 Policy Studies, 7:30 pm.

### Wednesday, Oct. 20

#### Archives

Peter Henshaw, Privy Council Office. The 22nd annual Queen's University Archives Lecture. Buchan and the invention of Canada. 202 Policy Studies, 3 pm. Reception to follow with display of

archival and bibliographic material. RSVP: 533-2378.

### Thursday, Oct. 21

#### History

Richard Bailey, Queen's. Interpretations of the Prophecy of the Lily, the Lion, and the Son of Man from the outbreak of the Hundred Years War to the Glorious Revolution. 517 Watson, 11:30 am.

#### Philosophy

Anjan Chakravartty, University of Toronto. Why the new essentialism is too much like the old essentialism about natural kinds. 517 Watson, 4:30 pm.

#### SNID

Yu Hai, Fudan University, Shanghai. TBD. B204 Mackintosh-Corry, 1 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 October to March and 9 to 11 pm April to September. All welcome and admission is free. For more, visit: [observatory.phy.queensu.ca](http://observatory.phy.queensu.ca) (tour schedules and observatory info) [members.kingston.net/rasc](http://members.kingston.net/rasc) (Royal Astronomical Society of Canada).

### Tuesday, Oct. 12

#### Come to the Italian Club!

Would you like to experience a little of Italy in Kingston? Every Tuesday from noon to 1:30 pm at the Grad Club, 3rd Floor you will experience Italy's tastes, music, art, dance, fashion and, of course, its language! Come practice your Italian and hang out with profs! Everyone is welcome!!!

### Wednesday, Oct. 13

#### Kingston Biotechnology Breakfast Series 2004 – 2005

Arthur Carty, National Science Advisor to the Prime Minister. Commercialization of research results: opportunities, challenges, and the way ahead. 7:30 to 9 am, registration 7:15 am. The Four Points Hotel Sheraton, 285 King Street, Kingston. \$20/person, students \$15 at the door. Pre-registration required at 546-9387 or [admin@kingstontechnology.net](mailto:admin@kingstontechnology.net).

### Saturday, Oct. 16 to Monday, Oct. 18

#### The Harry Rosen Memorial Symposium on Hasidic Tales

All events are free and open to the

public.

Saturday, Oct. 16

Storytelling concert with Diane Wolkstein: Biblical and Hasidic tales, treasures of the heart.

Queen's Biosciences Complex, Auditorium 1101, 8 pm.

Sunday, October 17

10:30 to 11:30 am, **Hasidic tales from a Hasidic perspective.**

Moishe Yida Leibowitz, nephew of the Nikolsburger Rebbe, New York. Hasidic tales and Hasidim today. William Shaffir. Tasher Hasidim and the Rebbe: a case of claims-making. 202 Policy Studies.

11:45 am to 12:45 pm, Rebbe Nachman, Marianne Schleicher, University of Aarhus, Denmark.

Imagery and intertextuality in Rabbi Nahman's Tale of the King Who Had a Wise Man. Neal Rose, scholar and Rabbi. Buber's retellings of Reb Nachman's tales.

2 to 3 pm, **Controversies.**

Nathaniel Deutsch, author, *The Maiden of Ludmir: A Jewish Holy Woman and her World.* The Maiden of Ludmir in Hasidic Legend. Nehemia Polen,

Hebrew College, Boston. Hasidic Tales and interdynastic polemics. 3:15 to 4:15 pm, **Twentieth-century transformations.** Ira Robinson, Concordia University. Hasid and Maskil: The Hasidic tales of an American Yiddish journalist. Anna Shternshis, University of Toronto, Hasidic tales in Soviet Propaganda.

4:30 – 6 pm, **Closing panel.** Scholars and storytellers on Hasidic Tales. A chance for the scholars and storytellers to respond to presented talks and to questions from the audience.

Storytelling concert with Yitzhak Buxbaum. Hasidic tales, tales of the deepest depths.

Monday, Oct. 18

Diane Wolkstein offers a workshop on oral storytelling: genres, examples, techniques. Location TBA, 6:30 to 9 pm. To receive study material in advance of the workshop, contact [judaism@post.queensu.ca](mailto:judaism@post.queensu.ca) or 533-6359.

**Thursday, Oct. 21**

**Queen's University Archives Roundtable**

Moderated by Sandra Den Otter, Queen's, speakers will include: Daniel Gorman, Race and the late-Victorian imperial world-view: John Buchan's 'A Lodge in the Wilderness' and 'Prester John'.

Bill Galbraith, Buchan's appointment as Governor-General: catalyst to sovereignty. Peter Henshaw, Buchan and post-colonial literature.

**FIRST CAPITAL CHALLENGE**

**\$50,000 TO START YOUR BUSINESS!**

**Kick-off Workshop, October 13, 7 p.m., Rm 403, Goodes Hall, 143 Union St.**

SEE **www.win50k.ca** FOR DETAILS

**KGH KINGSTON GENERAL HOSPITAL**

**Queen's UNIVERSITY**

**Moms-To-Be Needed for Pelvic Floor Study!**

Are you less than 20 weeks in your first pregnancy? If so, please consider joining a KGH/Queen's study investigating the impact of delivery on the pelvic floor. Two short visits to KGH are required. Participants will be compensated for their time and expenses. This study is being conducted by Dr. M. A. Harvey, Dept. of OB/GYN.

**For more information call Lorraine Chick RN at 548-1343**



Joanne Laroque-Poirier, Buchan's legacy: the Governor General's Literary Awards. 10 am, Collins Room, Richardson Hall.

**Jean Vanier Visits Kingston!**  
Sunday, Oct. 24 – Drawn into the mystery of Jesus, KCVI Auditorium, 235 Frontenac Street, 7 pm.  
Monday, Oct. 25 – workshop, by registration only. Free. For information contact Newman House, newmanh@post.queensu.ca; Geneva Fellowship, geneva@post.queensu.ca; St. James' Anglican Church vmichaelson@ihorizons.net. Students have ticket priority but any open seats remaining at 6:45 pm will be available on a first come, first serve basis.

**Tuesday, Oct. 26**  
**Feminist Book Club**  
Community members, staff, faculty and students meet at 32 Bader Lane to discuss Anita Brookner's 'Hotel du lac'. Meetings are held the last Tuesday of each month; books are available at the library and local bookstores. Not necessary to read the book. Homemade soup is provided for a small donation. Facilitator: Alison Quattrocchi. Information amq\_1975@yahoo.ca. Dec. 2, Merilyn Simond's 'The Convict Lover'.

**Tuesday, Oct. 26**  
**Dunning Trust Lecture**  
Margaret MacMillan, University of Toronto. Uses and abuses of history: versailles and beyond. Ellis Hall Auditorium, 3:30 pm.

**Wednesday, Oct. 27**  
**Art Conservation**  
Tom Stone, Canadian Conservation Institute. An introduction to coins and medals: technology, terminology, care and ethics. 517 Watson, 1:30 pm.

**Workshops and Conferences**  
**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.

## Submission Information

To ensure we run your information correctly, Calendar items must appear in the following 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](mailto:gazette@post.queensu.ca)

The next Gazette deadline is Monday, Oct. 18 at noon.

## A Footnote on Health

Feeling SAD? It may be something more

Winter is fast approaching and for some people this means ski trips, playing hockey and enjoying a new season outdoors. Unfortunately for others, winter can be a time when they experience a case of the 'winter blahs' – or even a prolonged and more intense experience known as Seasonal Affective Disorder (SAD).

The cause of SAD is unclear, but what we do know is that it's triggered by the limited or diminished amount of sunlight we receive. As the days grow shorter and the nights grow longer, symptoms of SAD can increase. Often these symptoms are at their peak in January and February. Symptoms of SAD include depression, lethargy, fatigue, cravings, for carbohydrates and sweets, headaches and insomnia. Women are also four times more likely to be affected by SAD than men.

Light therapy is often used to treat SAD. This involves spending 30 minutes every morning during the fall and winter months under bright, artificial lights. There are also other ways to help cope with SAD during the winter months. Here are a few tips:

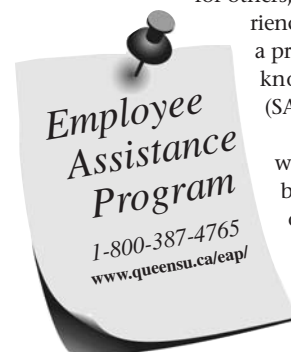
**Get as much natural light as possible.** Let natural light shine through your windows and doors at home, and if possible, position your workspace near a window.

**Get your recommended amount of sleep.** Experts say that seven to eight hours of sleep is enough for adults. Also try to get up at the same time every day – including weekends.

**Eat a well-balanced diet.** Minimize process or junk food in your diet. Instead choose a variety of foods from the five main food groups every day.

**Exercise.** This will help you relieve stress, build energy and increase your mental and physical wellbeing. Take a daily noon hour walk, or if you exercise indoors, position your self close to a window that offers natural light.

Need more information on managing stress and building balance into your life? Your Employee Assistance Program (EAP) can help. A confidential off-site program available to faculty and staff.



## 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.



## Hosting a Homecoming Event?

Queen's Conference and Hospitality Services offers a wide range of event and custom catering services for your Homecoming event – from welcome receptions to full-service banquets.

Our services include

- Food and Beverage services: choose from our suggested menus or let us help you design a custom menu for a special event. We're also pleased to provide host and cash bar options on campus
- Event Management: our planning professionals can coordinate all the details, including room bookings, setups, cleaning, audio-visual needs, event scripting, decor and rental items

Please contact us: 32223 or [confserv@post.queensu.ca](mailto:confserv@post.queensu.ca)

To assist us in providing exceptional service to all Homecoming events, we ask that all event details, including confirmed attendance, be provided by October 15 for any events taking place between October 20 -24, 2004.



THE LUNG ASSOCIATION™

## The 1000 Islands Amazing Race



October 24, 2004

Team Challenges,  
Competitive Activities,  
Problem Solving, Fun,  
Lots of Laughs

That's what the Amazing Race is all about!

On race day your team will be given instructions to problem solve, perform activities and collect items along the route. Once completed you are then given directions for the next leg of the race and the fun continues.

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[kingston@on.lung.ca](mailto:kingston@on.lung.ca)  
or register on line at  
[www.whatsonkingston.com](http://www.whatsonkingston.com)

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month

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to Canada and the U.S.

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month

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[www.vonage.ca/gazette](http://www.vonage.ca/gazette)  
877-272-0528

I switched.

And my phone bill shrank.

