



QUEEN'S GAZETTE

Where are the women? P10

No sex please, we're plants P8



Dear Bob Rae...

By ANNE KERSHAW
Ontario should promote the "differentiation" of institutions in higher education, make a multi-year commitment to increase funding and create more flexible student aid programs to ensure students "can start and finish their studies with confidence."
These are just three of the 29

recommendations contained in Queen's submission to the Rae panel on postsecondary education.
Bob Rae released his discussion paper last month. Universities are now making official submissions outlining their recommendations. Opportunities for dialogue in communities and

campuses across the province continue until mid-December. Queen's will host a roundtable discussion on Tuesday, Nov. 23. It will be followed by a Town Hall at St. Lawrence College (Great Reading Room - Kingston Campus) from 12:30 to 2:30 pm.
Submitted last week, the 40-page Queen's report offers recom-

mendations on the five issues identified in the panel's discussion paper: quality, accessibility, system design, funding and accountability.
"Institutional differences in missions acknowledge and embrace different strengths and strategies, and distinctive local and regional circumstances," the

university submission states. "In our view this differentiation is healthy and should be encouraged so that we can create and sustain a diverse postsecondary system capable of addressing a wide range of economic and social needs."
Other key means of address-
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MAKING A POINT



STEPHEN WILD

Ojibway storyteller Basil Johnston gestures as he tells a joke to attendees at the recent sixth-annual Aboriginal Studies Symposium, presented by the Four Directions Aboriginal Student Centre. Mr. Johnston was one of several First Nations presenters at the art-and-literature-themed symposium, which took place at the Policy Studies Building.

Equity advisors call for new Maclean's measure

By CELIA RUSSELL
Ontario university equity practitioners would like to see *Maclean's* add a new component to its annual ranking of Canadian schools.

As universities turn attention outwardly in a quest to become more globally minded, equity and diversity should be an important part of how universities are rated, says Queen's University Advisor on Equity Mary Margaret Dauphinee.

"It's one area that is not represented in the survey," she says. "If we are working toward globalization and a diversified work place, then we would have to measure how each university is doing in meeting these objectives."

On behalf of the Ontario Universities Employment and Educa-

tional Equity Network (OUEEN), Ms. Dauphinee has written to Anthony Wilson-Smith, editor of *Maclean's Magazine*, to suggest an addition to the performance indicators used in the rankings.
About 30 equity practitioners

at universities across Canada belong to OUEEN. Established more than 10 years ago, it provides a forum to discuss and gain access to the information necessary to fulfill the mandate of promoting a climate at Canadian universities conducive to diver-

sity and achievement of employment equity.

At this year's annual conference, held at Queen's, members were unanimous that additional important measures be added to future rankings of Canadian uni-

See MEASURE: Page 11

Rankings don't tell whole story

By ANNE KERSHAW
Queen's disappointing drop in the university rankings this year can be attributed to a relatively small shift in the total scores calculated by *Maclean's*, says Chris Conway, director, Institutional Research and Planning.

The university ranked fifth in *Maclean's* annual survey in the top-tier medical/doctoral cate-

gory reserved for Canada's universities offering both undergraduate and PhD programs as well as medical schools. This is the first time it has ranked below third. Since *Maclean's* rankings were introduced in 1991, Queen's has consistently ranked as one of the top three universities in Canada. Last year, the university tied for third place with the University of

Western Ontario.

Overall, Queen's maintained or improved on its rankings in 18 of the 24 categories.

In considering the results, it's important to note that under the methodology employed by *Maclean's* relatively small differences in raw data can translate into a significant change in rank-

See RANKINGS: Page 11

Law dean named to court

Alison Harvison Young, dean of the Faculty of Law, has been appointed as a judge to the Superior Court of Justice of Ontario, effective Friday, Nov. 19.

"My head is still spinning with many reactions," says Dean Harvison Young. "I am deeply honoured to have the chance to contribute as part of our judicial system, and I will do my very best to live up to the challenge."

Associate Dean Gary Trotter has been named acting dean.

University explores prison site for future expansion

By KAY LANGMUIR
Some local citizens are warming to the idea of Queen's taking over the former Prison for Women complex, says the vice-principal of operations and finance.

Andrew Simpson says a number of people approached him following his presentation at a recent public meeting on the former prison's future, and more citizens contacted him later to voice informal support for the

university's proposal to renovate the historic structure for academic purposes.

The Queen's proposal would respect the heritage designations of the 1930 administration building and adjoining cell block on the eight-acre site and offers a seamless fit with the property's institutional-use zoning, he said.

"We think that this is the right solution for the Kingston community and the logical conclusion for the future of

Queen's," he said.

The university is in dire need of more space, and has been busy making its intentions known since the property first came on the market under the auspices of Canada Lands, he added. Canada Lands, a federal agency, manages the sale of surplus federal properties.

"When we look forward in the coming years, it's hard to see how Queen's is going to grow new facilities...we don't have a

lot of space in the core of campus. It would be good if we could find a solution, albeit on the western edge," he said.

Canada Lands has held three public meetings to gather public consensus on the site, and has been considering residential development for at least part of the property. A decision on the site's future is expected by the end of the year.

"At the moment there are a
See PRISON SITE: Page 2

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For news updates visit us online @ www.queensu.ca/newscentre



Matters of PRINCIPAL

A view of the big picture from the Office of the Principal. Here are some highlights of Principal Karen Hitchcock's schedule.

Nov. 3 – Attends dinner with the Queen's University Staff Association (QUSA) at Summerhill.

Nov. 4 – Participates in Stauffer Library 10th anniversary celebrations, including a dinner and lecture with Naomi Klein.

Nov. 5 – Attends gathering at McMaster University of other leaders from research universities in Canada.

Nov. 8 – Tours the Department of Anatomy and Cell Biology.

Nov. 9 – Meets with Peter Milliken, MP and Mayor Harvey Rosen.

Nov. 11 – Speaks to the Alma Mater Society (AMS) Assembly.

Nov. 12 – Speaks to the Kingston Technology Council at Portsmouth Olympic Harbour about university-industry partnerships.

Nov. 15 – Chairs a meeting of Queen's participants who will take part in the Kingston roundtable meeting presented by the Postsecondary Review Advisory Panel.

Nov. 15 – Meets with William Glover, president of the Sydenham Ward Tenants' and Ratepayers' Association.

Nov. 16 – Attends a breakfast meeting with Bob Rae, advisor to the Premier and Minister of Training, Colleges & Universities and leader of the Postsecondary Review Advisory Panel.

Nov. 17 – Hosts a dinner with the Queen's University Faculty Association (QUFA) at Summerhill

Main street new look unwrapped

A third public meeting for the University Avenue revitalization project takes place Thursday, Dec. 2 from 7 to 9 pm in room 202 Chernoff Hall.

At that time, the university will present the proposed design concept along with a summary discussion of the alternatives that were considered. Additional comments will be welcome at the meeting. Previous meetings took place June 23 and Sept. 30 to develop project goals and to

discuss alternative design concepts.

The Board of Trustees gave the green light to refurbishing of the university's main north-south thoroughfare last March, to be funded by a \$5.5-million gift to the university.

About \$4 million will go to construction and \$1 million will go to establish an endowment fund for the ongoing maintenance and renewal of University Avenue, from Clergy Street south

to Stuart Street.

The funds will enable the university to improve the roadway and landscaping so that it fits with the surrounding buildings, Director of Campus Planning and Development Jeanne Ma has said. The gift, from two donors who wish to remain anonymous, is the largest amount of money to go to landscaping since she came to Queen's in 1990.

www.queensu.ca/universityavenue

Association offers special project funds

Members of the Queen's community who have an idea for an innovative program that enriches the university may qualify for some special project funding from Queen's Alumni Association. Awards are normally for a few hundred dollars but can be as high as \$2,000.

In recent years, groups have gained funding for everything from holding conferences,

launching a play and an outreach program in South Africa to covering the cost of launching an art exhibit, a public affairs radio training program and summer day camps.

Forms can be picked up at Alumni & Donor Relations located in the West Wing of Summerhill or accessed at alumni.queensu.ca/quaa/GrantApp.pdf

The deadline for the next round is Jan. 20, 2005 at noon. Apply to the Alumni Association Grants Committee, c/o Alumni and Donor Relations, Queen's University, Summerhill, Kingston, ON K7L 3N6. For details, contact Nikki Remillard, Alumni and Donor Relations, 533-6000 ext. 78691, or email: anr@post.queensu.ca.

Prison site continued from page 1

lot of decisions pending. We're not sure ourselves right now where we stand. We're just trying to find a road to take us forward," said Mr. Simpson.

The university is assessing the prison's capacity to provide a new and larger home for Queen's Archives, some research and development space, as well as a possible graduate studies centre.

As Canada Lands is also looking at possible residential uses for some of the property, the university hopes it will be able to acquire the main buildings and at least some of the surrounding land.

The buildings will require significant renovation, and the university has retained Roger du Toit of du Toit Hillier Allsopp of Toronto, a firm providing architectural, urban design, landscape and planning services, to help assess the building's potential capacity.

The university particularly favours the prison site as the new home for the Archives because it provides more space and also better public access than its current location in Kathleen Ryan Hall on the Old Meds quadran-

gle. About 40 per cent of people visiting and using the Archives come from outside Queen's, Mr. Simpson explained.

Although there seems to be good public support for Queen's purchase of the former prison, there are some concerns that any student residential facilities on the site would adversely affect area residents, "but we're working to allay those concerns," Mr.

Simpson said.

One of the university's ongoing challenges is to find ways to grow which do not impinge on residential areas. Part of the old prison site's appeal is its current institutional zoning.

"We want to minimize the impact on neighbours and in that light, any institutional property that becomes available is important," said Mr. Simpson.

Queen's Gazette branches out

You may have seen copies of *Queen's Gazette* at several places off campus recently – the Via Rail Station, Coach Canada, Chez Piggy and your local LCBO store, to name a few.

Kingston's second-largest employer, Queen's, is now distributing the *Gazette* at more than 15 locations beyond campus and the Kingston General and Hotel Dieu hospital sites.

This is an acknowledgement of the role the university plays in the Kingston community, says Celia Russell, editor.

"The university is an integral part of Kingston's social and economic life. We want to reach out to our neighbours to share what's going on here at the university."

The *Gazette* can also be found at the five branches of the Kingston-Frontenac Public Library, Peak Experience on Wellington Street and the downtown Kingston Tourist Office.



QUEEN'S GAZETTE

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qnc.queensu.ca/gaz_online.php

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www.queensu.ca/newscentre

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Ontario law schools attract a greater diversity of students, study finds

By LORINDA PETERSON

A new Queen's study finds that Ontario law schools have a diverse student population in relation to visible minority representation, mature students, disabled students and geographic representation.

The Study of Accessibility to Ontario Law Schools was commissioned by five Ontario law school deans and conducted by Alan King, Wendy Warren and Sharon Miklas of the Social Program Evaluation Group (SPEG).

It investigates whether the characteristics of law school students and aspects of financial support and student debt have changed since the deregulation of tuition fees.

"Overall, this is a reassuring report," says Alison Harvison Young, dean of Queen's Faculty of Law and chair of the Ontario Council of Law Deans. "It is also crucial for us to have some data upon which to rely as we address

the challenges relating to the funding of legal education and the related issues of tuition and student aid, and this study should serve as a starting point for further work in the area over the coming years."

Since professional program tuitions were deregulated, the proportion of students of Arab,

"Overall, this is a reassuring report."

Alison Harvison Young

Chinese, Korean and South Asian origin has increased slightly, the study found. At the same time, Aboriginal students and students from Northern Ontario are somewhat under represented.

Among other sources of information, the researchers analyzed data from financial assistance programs, the Ontario Law School Application Service and

Statistics Canada. They also surveyed lawyers and law students who attended the five schools – York University's Osgoode Hall Law School and the faculties of law at the University of Ottawa (English and French Common Law Programs), Queen's, the University of Western Ontario and the University of Windsor – between 1997 and 2004. The Law Society of Upper Canada and the Law Foundation of Ontario provided funding.

The University of Toronto's Faculty of Law did not participate because it has conducted a recent, similar study.

Between 1997 and 2004, tuition fees have more than doubled at four of the five schools and more than tripled at Osgoode.

Over the same period, the study indicates a shift in who is attending law schools based on family income. It shows an increase of 4.7 per cent in the

proportion of law students' parents who earn incomes in the top 40 per cent of the average Canadian family income distribution, and a decrease in the proportion of students whose parents earn incomes in the middle 20 per cent of the distribution.

Other findings include:

- the cost of a legal education, excluding tuition, has increased by 14 per cent.
- the total amount of bursary money awarded to students in financial need has increased dramatically; however, for over one-half of current students who do not receive substantial bursaries, tuition increases have added to the cost of their legal education.
- as a major source of funding, a lower proportion of students are relying on government student aid and a greater proportion are relying on bank loans.

Recommendations for helping students manage their debt include:

- increasing amounts available to law students through the Ontario Student Assistant Program (OSAP) that currently has a cap of \$9,350 a year (this maximum amount has not changed over the past nine years);
- refining the Work Study Plan through OSAP so that the rate of pay to students in the program is consistent with other part-time work opportunities and the nature of the work funded under the plan is relevant to law practice;
- examining the feasibility of a province-wide debt-relief program designed to ease the debt burden of law graduates who enter public service or other low-paying careers either by forgiving loans or by making law school costs contingent on future income.

The report has been submitted to Ontario's Postsecondary Review being conducted by Bob Rae.

IN BRIEF

Water as a human right



Barlow

Social activist Maude Barlow will be on campus Thursday, Nov. 25 to speak on Making Water a Human Right.

The lecture, sponsored by

Development Studies, Environmental Studies and Law, will take place at 4:30 pm in Room 1101 of the Biosciences Complex. A reception will follow in the atrium. As head of the Council of Canadians, she has fought to keep Canadian water as part of the public trust and prevent privatization of the country's freshwater lakes, rivers and aquifers. The Council of Canadians is a non-partisan advocacy group with more than 100,000 members.

Thorny issues of privacy

Privacy expert Mary Culnan (Bentley College, USA) will speak at Queen's on Current Issues in Information Privacy, Friday, Dec. 3. Her lecture is presented by the School of Business and the Surveillance Project and takes place in room 403 Goodes Hall at 2 pm.



Culnan

Prof. Culnan says that privacy has emerged so quickly as a critical business challenge

that corporations are scrambling to catch up. Higher education, specifically business schools, must be at the forefront in helping the business community address these thorny issues.



BENARD CLARK

Queen's Law has a varied and vibrant student body thanks in part to its admission philosophy.

Town Hall Meeting

Rae Review on Postsecondary Education

Tuesday, November 23, 2004

12:30 - 2:30pm

St. Lawrence College - Kingston Campus
Great Reading Room in the Library

Support your postsecondary educational institutions by attending the Rae Review Town Hall meeting at the Kingston Campus of St. Lawrence College on Wednesday, November 23rd from 12:30-2:30pm in the Library's Great Reading Room near the front entrance.

The Rae Review Panel, headed by former Ontario Premier Bob Rae, is examining the future of higher education in Ontario. The panel has recently released a discussion paper and workbook on postsecondary education and is now holding private and public meetings throughout the province.

This public meeting is an excellent opportunity to talk about the importance of postsecondary education in Ontario. It is also provides the opportunity to ask questions of the Rae Review Panel and to help promote a renewed vision for higher education.

Make your voice count!

For more information please visit the Review's website at www.raereview.on.ca or call 1-866-392-1261.



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British historian to deliver Dunning Trust Lecture

Acclaimed historian and author Linda Colley will be on campus Nov. 24 to 27.

She will deliver the 2004 Dunning Trust Lecture on Thursday, Nov. 25 at 8 pm in room 1101 of the Biosciences Building on Arch Street.

Dr. Colley of Princeton University will speak on *The Problems of Empire: Present, Past and Future*. The public, as well as students, staff and faculty, are cordially invited; admission is free.

She writes regularly for papers such as the London *Guardian*, and is highly regarded for her ability to bring historical scholarship to bear on world affairs and current events, as, for example, in her Millennium Lecture at 10 Downing Street before Tony Blair and his cabinet, and in her appearances on radio and TV in the U.K.

Dr. Colley is visiting Queen's in conjunction with the Disraeli Project (Department of English)

to celebrate the Disraeli Bicentenary (Disraeli was born on Dec. 21, 1804). Her visit also marks some other project milestones. These include the retirement of Professor Emeritus Mel Wiebe as project director of the Project and the introduction of his successor, Robert Morrison, Queen's National Scholar and professor of English.

Another significant event for the project in 2004 was the publication of Volume Seven of its fully annotated edition of *Benjamin Disraeli Letters* (University of Toronto Press). The first review of the volume, by Dean Robert O'Kell of the University of Manitoba for *Victorian Studies*, concludes: "The seven volumes of the *Disraeli Letters* continue to be the standard to which all other such projects aspire."

Both fortuitously and fortunately, especially for the coincidence in timing with the Bicentenary, Professor Wiebe is also one of this year's winners of



DENISE APPLEWHITE

Linda Colley

Dr. Colley, a Fellow of the British Academy, author most recently of the widely acclaimed books *Britons* and *Captives* and currently the Shelby M.C. Davis 1958 Professor of History at Princeton, has held comparable positions at Cambridge, Yale and the London School of Economics as well as positions on the boards of the British Library and the Tate Gallery. U.S. copies of *Britons* and *Captives* will be on display at her lecture, and she will be available to sign them.

Dr. Colley will be visiting Sandra den Otter's History 459/859 seminar (British Culture and Society, 1780-1914) on Wednesday, Nov. 24 from 9:30 to 11:20 am, in room 517 Watson Hall. All are welcome to join the class on this occasion. Dr. Colley will also be meeting with other students and faculty members during her stay. Those wishing to arrange a meeting may contact Professor Wiebe or Ellen Hawman at the Disraeli Project, 533-2764.

Experts on antifreeze proteins and business bankruptcy in the news

QUEEN'S IN THE NEWS

Highlights of Queen's experts in the media

■ Nov. 2 - Nov. 15



Murray

Laura Murray (English) comments in *The Globe and Mail* about proposed amendments to The Copyright Act that will apply to the Internet and intellectual property.

Julian Barling (Business) discusses weight discrimination in the workplace in the *Globe and Mail*.

Nick Bala (Law) comments in the *National Post* about a court case involving Canadian tobacco companies charged with smuggling cigarettes from the United States to Canada.



Trotter

Gary Trotter (Law) comments in the *National Post* about the removal of a jury foreman in a California murder case.



Montgomery

Pharmaceutical research by **Bob Montgomery** (Biology) is highlighted in *The Toronto Star*.



Aiken

Sharryn Aiken (Law) comments extensively about the Canadian security certificate process in the *Toronto Star* and on *CBC TV News and Current Affairs*, *CBC national radio's The World at Six* and *CBC regional radio's All in a Day*.

Research on obesity among Canadian children by **Peter Katzmarzyk** (Physical and Health Education) continues to receive coverage including in *The London Free Press*, *The Ottawa Sun*

and *The Edmonton Sun*.



Busch

In a Canadian Press story, **Marc Busch** (Business) discusses how Bush's re-election affects the movement of cattle from Canada across the U.S. border.

He also comments in *The Star Phoenix* about WTO sanctions on hormone-fed beef.

Ken Wong (Business) comments in *The Vancouver Sun* about Wynne Powell, the man credited with the success of London Drugs.

Ronald Watts (Policy Studies) comments on Stephen Harper's ideas about federalism in *Maclean's*.

The discovery by **Christopher Marshall** and **Peter Davies** (Biochemistry) of an incredibly potent antifreeze protein that allows flounder to survive in sub-zero waters continues to receive coverage, most recently in the magazine *L'Express*.



Anand

Anita Anand (Law) comments in *The New York Times* about Stelco Inc.'s bankruptcy claim and subsequent reversal of fortunes.



Zureik

Elia Zureik (Sociology) appears on *CBC TV Newsworld* discussing the death of Yasser Arafat.

Kim Nossal (Political Studies) discusses the U.S. election result and its lack of impact on the Kingston economy on *FLY-FM radio*.

NEWS and MEDIA SERVICES

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A LEADER IN MANAGEMENT EDUCATION



BERNARD CLARK

Business professor Peggy Cunningham and MC Wayne McFarlane of PricewaterhouseCoopers smile at a reception on campus last week honouring Dr. Cunningham as the recipient of the 2004 Leaders in Management Education award for the Ontario region.

Teaching talents earn business professor prestigious award

Peggy Cunningham's dedication as an innovative educator has earned her a major teaching award from PricewaterhouseCoopers.

The School of Business professor was named the recipient of the 2004 Leaders in Management Education award for the Ontario region. She was honoured at a campus reception last week, attended by faculty, staff, students and former students.

The Leaders in Management Education (LIME)

awards are sponsored by PricewaterhouseCoopers and Canadian Business magazine. The awards are granted in four regions across Canada. They recognize faculty who have exhibited exceptional performance as classroom teachers and who, through their other professional activities, have helped to improve the practice of management in Canadian organizations.

"In the past, we have brought winners from across Canada to a single national reception in Toronto," says Wayne McFarlane,

leader, human capital, with PricewaterhouseCoopers in Canada. "This year, we decided to come to you to host receptions at each of our regional award winner's schools. We wanted to be where our winner's work, where their contributions are first felt."

A 15-year member of the business school, Dr. Cunningham has distinguished herself as an innovative and award winning educator, contributing to management education in Canada and internationally. She has served as a visiting professor in

France, England, Germany and China. Dr. Cunningham has pioneered the development and promotion of course material in the area of business and marketing ethics and was instrumental in offering the first such course at Queen's in the early 1990's.

More recently, Dr. Cunningham has acted as the founding director of the new Queen's Accelerated MBA for Business Graduates, taking the program from concept to launch.

www.pwc.com/ca/lime2004

IN BRIEF

All invited to medical symposium

Learners of all ages and backgrounds are encouraged to explore the future of medical education in Canada at a free symposium Thursday, Nov. 25. The symposium caps a successful series of events marking the School of Medicine's sesquicentennial. It takes place in Grant Hall from 8:30 am to 4:30 pm.

Honorary chairperson will be the Governor-General, Her Excellency the Right Honourable Adrienne Clarkson. "The issues that are going to be discussed are important in a social context," says Dean of the Faculty of Health Sciences David Walker.

For details, see meds.queensu.ca/sesqui04/

Seize each day

Former football great Terry Evanshen shares his incredible story in professional development workshops taking place on Staff Appreciation Day, Thursday, Dec. 2. The victim of a devastating car accident, Mr. Evanshen gives a moving account of how he re-

establishes his identity every day by rebuilding his confidence and purpose one step at a time. He demonstrates the power of the human mind to overcome obstacles.



WWW.SPEAKERS.CA

Evanshen

The workshop will run from 9 to 10:30 am and will repeat from 1:30 to 3 pm. To register, go to www.hr.queensu.ca. Those without access to a computer may call Human Resources, ext. 32070. For more on Staff Appreciation Day activities, see page 16.

CANADIAN CLUB OF KINGSTON

Luncheon meeting, noon, Thursday, December 9
 Guest speaker Dr. Marc Garneau
 President, Canadian Space Agency
"Space - A National Resource for Canada"
 Minos Uptown Village, 2762 Princess St, Kingston.
 Reservations 384-2021 (Club information 530-2704)
 Members \$20 Guests \$25

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 Biosciences Complex, Room 1101



VIEWPOINT

RONALD WEISMAN
PSYCHOLOGY, BIOLOGY



Why university teaching fails students

In deciding whether universities provide inferior teaching, perhaps we can agree on two simple principles. First, that it is better for students to like the instructional process than to hate it? Second, can we agree that marks, more or less accurately, measure the skills students acquire in their courses? One could insist that the whole marking thing is a sham. However, I, and most of you, believe that students who get high marks in a course have learned more about the subject matter than people with low marks. From these two simple principles we can generate the goals of ideal instruction: to help students enjoy the educational process as much as possible, given that learning is hard work, and to help students learn most of the course material, achieve fluency, and thus obtain high marks.

The fact is, almost nobody at any university really wants students to get better marks.

Queen's Instructional Development Centre (IDC) has much to say about cajoling students into liking professors and their courses but almost nothing to say about helping students to learn better so that they will obtain higher marks. The IDC's advice, and that of most similar groups at other universities, rarely passes the sniff test; it is not based on solid experimental evidence and is, therefore, about as useful as miracle tonic sold off the back of a pickup truck.

Anyhow, we do not condemn students to mediocrity by disappointing them with our appearance or manners; we fail them with inferior teaching. Most of our students, despite their high qualifications, cannot achieve the marks awarded to the very best students. We simply fail to teach most students well enough so that they can excel in our courses. The fact is, almost nobody at any university really wants students to get better marks.

Universities have built marking on the curve into the curriculum. Here at Queen's, first-year course mark distributions are carefully monitored and have averages around 70. Courses are meant to act like egg-grading stations, holding students up to a hard light and passing on to the next level only those with the highest marks. For example, if second-year courses require a minimum of average marks in a department's first-year courses, then about half the first year class will be excluded.

This is just simple mathematics: About half the scores in any symmetrical distribution are lower than the average. What if technology improved learning so that the average mark in first year courses was 85? Could we justify excluding a student with a mark of 80 from second-year courses? This issue leaves most academics with queasy stomachs.

The present solution ensures that the students who reach the higher-level courses and those admitted to graduate school will be like us, the professors who evaluated them: people who do well under the current inefficient, mean-spirited educational system. The inefficiencies of the system – that result in only a few learning what most should learn – help professors manage the numbers of students who would otherwise overflow their fourth year and graduate courses. Most professors see no problem with the current system. This, we are told, is life in the meritocracy, where merit determines future status – survival of the fittest students.

This meritocracy is the pride of academia. It is fair and just, and everyone has a chance. Here is a telling analogy: Consider the world before inoculations for smallpox and polio. It was a fair and just world, a meritocracy in that it ensured the survival of the fittest – those with the good genes were protected from disease. But our culture is long past accepting survival of a few as its goal. Students deserve real fairness and real equality of opportunity. This will mean adopting learning technology capable of educating all our students to a high standard. And that technology exists: tried and tested.

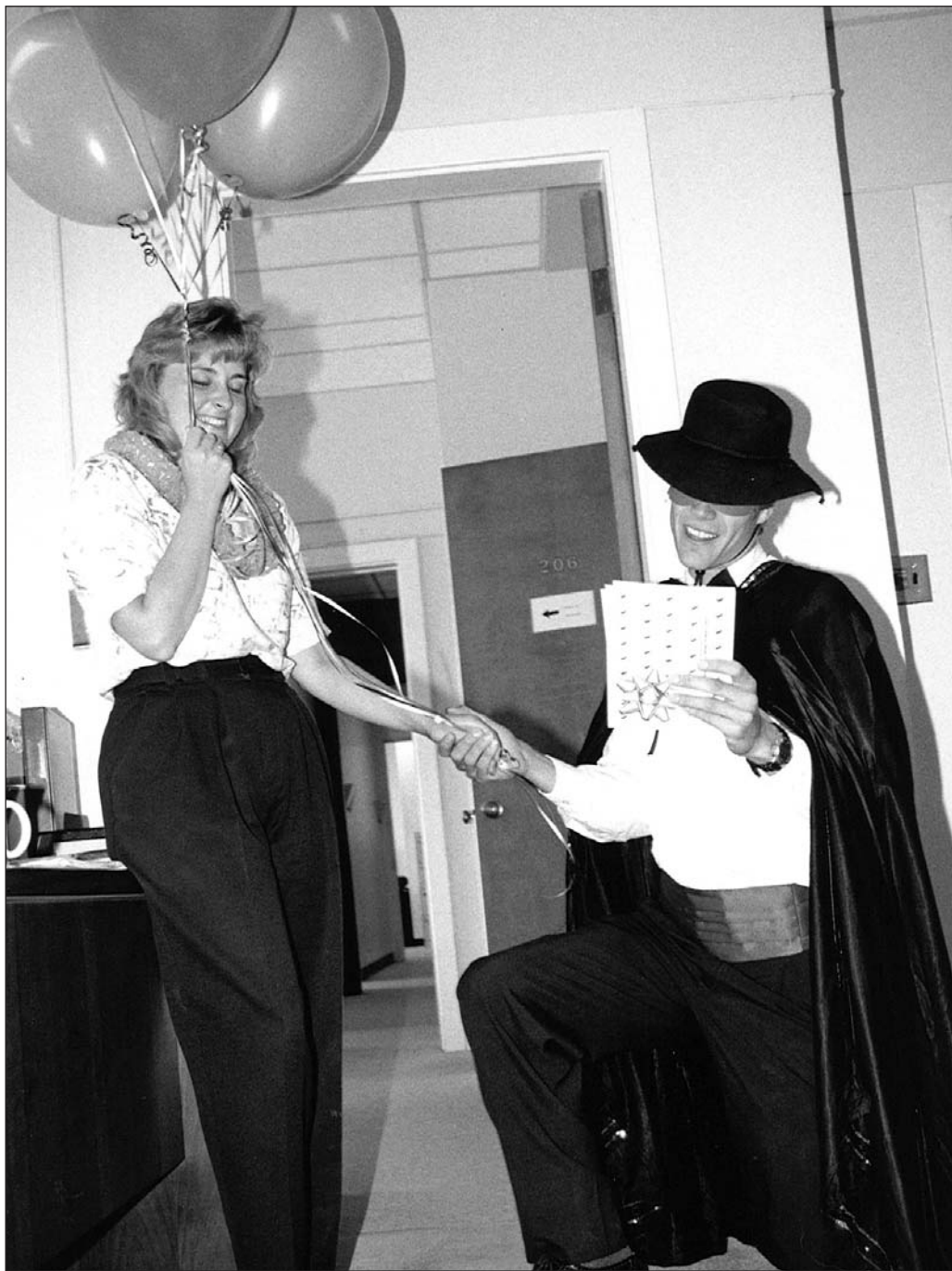
To be continued in a later issue.

Ronald Weisman is an emeritus professor of psychology and biology. He has been affiliated with Queen's for 40 years. This article will form part of a prospectus for a book entitled, *Applying Behavior Analysis: Damned If You Do*.

Viewpoint Policy

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

QUEEN'S FLASHBACK: 1995



STEPHANIE CAMPBELL

The Kissing Bandit pays Lauren Sharpe, of the Office of the Principal, a visit at Richardson Hall.

Letter

Coping with change versus "dancing with change"

The newly installed principal and vice-chancellor of Queen's, Karen Hitchcock, seems to be aware that she faces formidable challenges.

She deliberately tries to define her tasks in manageable and even simplistic terms. She has tried to divorce herself from the hard realities of the world by defining her objectives in reassuring terms so that both professors and students would think that the challenges she faces are no different from those of her predecessors.

She argues that the central preoccupation of any principal should be to follow the long tradition of the university, that is, of creating a balance "between the power of instantaneous, technologically-mediated access to information and the personal interaction of mentor and stu-

dent, which are the heart of our enterprise." In essence, this is age-old balancing of order with change.

Dr. Hitchcock is an academic and a former head of the State University of New York at Albany. Academics often try to articulate their tasks in elegant if not mellifluous prose.

In this, Ben Okri, the Nigerian novelist and poet, comes to her rescue. She borrows from Okri the phrase "dancing with change."

A politician, when faced with a world of cruel or insurmountable difficulties, often indulges in terminology which any careful observer can see through.

An academic, on the other hand, thinks that he or she has the entire range of disciplines like philosophy, poetry, history and sociology. Principal Karen Hitchcock thinks that she can beguile her readers and listeners with an elegant phrase like "dancing with change."

The world of today is in the grip of those who espouse terror-

ism and those who advocate the cause of democracy.

While this epic struggle goes on, how are the students expected to find their moorings? Some of them seem to be aware that in the art of coping with real change, disciplines like philosophy, science or poetry do not seem to offer much hope and help.

Quite a number of them have launched their own protests and demonstrations to save the world from the emerging catastrophe.

The question therefore we have to raise is how does Principal Hitchcock propose to guide both the academics and the real world in the challenges that we have outlined?

I think that Okri's phrase, "dancing with change," is both inadequate and even inappropriate.

K.B. Sayeed
Professor Emeritus
Political Studies

Letters Policy

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

Got the world on a string, living in a castle

A STUDENT REFLECTS
AN ATYPICAL TERM
OF LEARNING – AND
ADJUSTMENT

I'm looking forward to the future.

I'm looking forward to sharing my journey, the photos, the souvenirs and the memories with new friends, my future husband-to-be and someday my children. In the near future, I'm looking forward to boarding that plane and coming home to Canada, to share with my family and friends what I've experienced here – in England – within these past few months.

I guess that it's not normal to say that you've spent your first year of Canadian university studying abroad in a 14th-century brick castle – complete with turrets, a moat and its very own haunting ghosts. But, if you are a Queen's student like myself, it's a real possibility that you might know someone who has participated in the International Study Centre's program. I do, and what's more, I am.

As we near the end of the fall 2004 term, stressed (like most of you) with those essays that we must begin, and those exams threatening in the not-so-distant future, the past couple of weeks have marked a time of reflecting back to what has been: what feelings have been evoked and what lessons have been learned, both in and outside of our seminar room walls.

Belying its location in rural,



VICTORIA SCHWARZL

Notes from Herstmonceux

southeast England, Herstmonceux Castle has been abuzz with student activity and excitement ever since the first group of eager students arrived on its grounds ten years ago. This year proves no different to the substantial legacy that is beginning to form in the routines and adventures of us "castle-kids."

These past few months have been a blur of activity and travel.

This is not to say, though, that everything on this side of the Queen's campus has gone smoothly. No, it took some time to get adjusted to this new way of life. Here, not only are we finding ourselves adjusting to first-year university and residence life, but we are making that transition while forming a tight-knit community secluded only with other students, faculty, and staff. Dubbed the 'Canadian island', despite the increasing

diversity, the ISC campus can feel at times like a microcosmic fortified in-the-middle-of-nowhere. Knowing, though, that home is far away has produced such a welcoming feeling of identity and of belonging to that island – our island, our home for the next year.

These past few months have been a blur of activity and travel. As if course readings and work do not keep one busy enough, staff of the ISC have taken it upon themselves to ensure an education in English culture and heritage for all of us, through day trips to such places as Canterbury, Cambridge, and Oxford. Faculty have arranged weekly trips in relation to courses to London, taking advantage of the proximity of the Castle to one of the most vibrant, cosmopolitan cities in the world. In the last week of October, in three coach buses filled with students and staff, our community travelled 14 hours north to Scotland and northern England, spending time in Edinburgh and Liverpool.

To say that these past few months have been filled with learning, personal growth, adventures, travels and studies would be to underestimate the depth and intensity offered at the Herstmonceux Castle environment.

I'm looking forward to the future, to share my photos, souvenirs and memories...

Student Victoria Schwarzl, is editor of *The Zoo* at the International Study Centre at Herstmonceux, East Sussex, Britain.

Get It! @ Queen's makes journal searching easier

Queen's Library is introducing a new service which should help you get to electronic journal articles more easily, and save time copying down citations and moving between one database and another.

It's called Get It! @ Queen's. You'll see those words on a web icon when you are searching in most of the library's abstracting and indexing databases.

The service makes the direct electronic link between the citation in the A&I database and the journal article itself. So instead of copying down the bibliographic information and then going to either the QCAT Library Catalogue or to the list of e-journals on the library website (or both), all you have to do is click the button to be taken to a page linking directly to the article. You will be provided with a link to two, three, or more different sources from which you can access the full text of the article.

The service also provides you with alternatives – when the library doesn't subscribe to the particular e-journal in which the article you are looking for appears, for example. If that is the case, you'll see a link to search for a print version in QCAT to find out whether the library has access to the journal or to the particular dates in which your article falls. Links to the RACER and the Health Sci-



WAYNE JONES &
BRENDA REED

Books and Bytes

ences Interlibrary Loan services are coming soon.

On that same menu display, you will also find a link to RefWorks, another new tool from the library that will allow you to manage citations and bibliographies. You can import the citation for this particular article right into your RefWorks account and save it for future access and formatting. There are also links to ask us for assistance or to find out more about the Get It! @ Queen's service.

To see this powerful new service in action, go to your favourite database, run a search and look for the Get It! @ Queen's button:

For example, if you go to the ERIC (via CSA) database, and search for the descriptors **males** and **literacy** (limiting your results to journal articles), you

will find that ERIC has suddenly become *much* more convenient to use because it now tells you via the Get It! @ Queen's button if the library has online access to the articles you want.

This searching is now done through the magic of Get It! @ Queen's and you are presented with the menu of options described above.

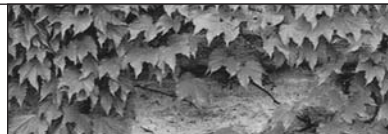
In the case of our **males** and **literacy** search, when we click the button for citation 1—in *Educational Review*—we are offered the full text of the journal from two different sources.

As you use this service, you will learn favourite journal sources, and will discover differences in the technical set-ups of the various sources. Some full text links will take you directly to the article, but others will simply take you to a database that contains the journal, leaving you to dig into the database for the article you now know is there. Still, researchers will find that the behind-the-scenes linking that Get It! @ Queen's provides is a significant improvement in the process of searching for journal articles online.

Need more information? Go to library.queensu.ca/libguides/getit_faqs.htm.

Wayne Jones is head of Central Technical Services and Brenda Reed is acting head of the Education Library.

UNIVERSITY ROUNDUP



A united front for Rae Review

The University of Western Ontario may be the only university to submit a consensus position paper from all major campus groups to a panel studying post-secondary education in Ontario. Administration, faculty, staff and students inked an agreed position that covers every facet of post-secondary reform with the exception of tuition. Leading the university's suggestions is funding to cover all students at the undergraduate and graduate level. Between 1996 – 2001, the province did not provide funding for enrolment growth at Ontario universities. Since 2001, undergraduate growth has been funded, but only a small fraction of actual graduate enrolment growth. As a result, a funding gap exists, representing a revenue shortfall of \$150 million at Western.

Western News, Nov. 11

Black alumni form new association

In a school with a history of "first" achievements for black Canadians – first black medical doctor, first black PhD awarded, first black alumni member of provincial parliament – the University of Toronto adds the Black Alumni Association (BAA) – first in Canada. "The BAA merely recognizes that black students at U of T are trailblazers and always have been," says Kofi Hope, vice-president (public relations).

University of Toronto Bulletin, Nov. 8

A new take on affirmative action

Latin America's first university for black students has opened in São Paulo, Brazil, amid a countrywide debate about quotas. Despite the country's self-image as a "racial democracy," studies show skin colour continues to play a major role in determining Brazilians' access to jobs and education. Blacks earn less than half that white Brazilians do with the same educational background, according to the Brazilian Institute of Geography and Statistics, a government research organization. Business college Zumbi dos Palmares University of Citizenship is working to change that by reserving 50 per cent of its seats for black students.

The Chronicle of Higher Education, Oct. 29

New ways to measure achievement

The traditional 200-year-old system for classifying British degrees as firsts, seconds and thirds has outlived its usefulness, says the British-government-backed Burgess group report. Measuring and Recording Student Achievement concludes that new systems of representing achievement, like the U.S. grade-point system, ought to be explored to better meet the needs of different audiences. Other areas it suggested be explored are the simple pass/fail system and even the abandonment of overall performance measures in favour of detailed transcripts of an individual's achievement on each element of degree courses. The group, led by Bob Burgess of Leicester University, was set up in response to government concern that broad classifications were far too crude to be meaningful.

The Times Higher Education Supplement, Oct. 15

No more exams

Middlesex University in Britain has abolished exams for first-year degree students. It has opted instead to mark students based on their course work – except where an exceptional case has been made to the academic board, such as when a professional body requires exams before it will recognize a degree. Critics claim it is a move to make it easier for students to pass. Course work, the university says, is the best way to "facilitate learning" for first years and helps to identify weak students earlier in their course. "I hope Middlesex is making the change for important educational reasons and not in response to pressure from government to keep down dropout rates," says Alan Smithers, Buckingham University professor and adviser to the Commons' Education Select Committee.

The Times Higher Education Supplement, Oct. 15

Go north, young doctor

A chronic shortage of doctors in small communities and rural areas is forcing a revolution in medical education in Canada. The new model is called "distributed medical education," a concept that is shaking up medical education around the world. It aims to make it more socially accountable to the communities doctors need to serve. Although specifics vary from system to system, distributed medical education involves selecting students with aptitudes, interests and experiences particularly suited to rural health and moving them out from the cities' big academic health science centre early in their medical education, to the sorts of communities where they're likely to practise once they graduate.

University Affairs, October

IN BRIEF

Grad students get \$680,000 from SSHRC

Queen's graduate students in the social sciences and humanities will receive \$680,000 in scholarship funding from the Social Sciences and Humanities Research Council (SSHRC).

Eighteen students at the master's, doctoral and post-doc levels have been awarded Canada Graduate Scholarships under the program, introduced in the 2003 federal budget to promote post-graduate studies. Research being conducted by Queen's recipients ranges from corporate criminal liability, to the Gothic revival in Atlantic Canada, to Middle-Eastern orientalism.

Under the CGS program, master's students receive one-year, \$17,500 scholarships; doctoral students receive fellowships valued at \$19,000 a year for up to four years; and postdoctoral students receive \$35,028 fellowships for a maximum of two years.

www.sshrc.ca

Researchers fourth in intensity

Queen's has moved from fifth to fourth place among Canadian universities in a consulting firm's annual ranking of research intensity (sponsored research income per full-time faculty member).

The study, conducted by Research Infosource Inc., ranks the top 50 Canadian research universities on different criteria. In the category of total sponsored research funding (from government, business and private sources) Queen's maintained 10th place, attracting almost \$160 million in research income in 2003.

"We are delighted that Queen's has advanced to fourth place among Canadian universities in terms of research intensity," says Vice-Principal (Research) Kerry Rowe, noting that Queen's researchers have also been recognized for their active research output, advancing from ninth to seventh in the number of publications produced per full-time faculty member.

"These figures demonstrate Queen's position as one of Canada's leading research-intensive universities," he says.

SOME NORTHERN PLANTS ARE LOSING THE ABILITY TO REPRODUCE SEXUALLY, STUDY SHOWS

By NANCY DORRANCE
News and Media Services

A new, Queen's-led study shows that plants growing in harsh northern climates are losing the ability to reproduce sexually, an evolutionary phenomenon similar to the loss of sight in cave-dwelling fish.

"Our genetic analysis shows that northern plant populations acquire mutations that disable sex itself, a trait central to the biology of almost all higher organisms," says researcher Christopher Eckert (Biology), co-author of the study and an expert in reproductive evolution.

These findings are provocative because they point to the possibility of rapid reproductive evolution in other species at the northern fringes of their range, Dr. Eckert explains.

"This is significant because almost all of the designated species at risk in Canada consist of populations at their northern range limit."

"Rapid reproductive evolution at the range limit will clearly affect decisions about the management of these marginal populations," he says. "A shift in how plants reproduce will also greatly affect whether or not they will be able to move with changing climates, especially rapid global warming caused by humans."

"Northern plant populations acquire mutations that disable sex itself."

Christopher Eckert

Published in the journal *Proceedings of the Royal Society*, the paper is co-authored by Queen's student Kathryn Neville and Queen's graduate Marcel Dorken (now at Oxford University).

Focusing on *Decodon verticillatus*, a dominant shrub in wetlands throughout eastern North America, a series of studies led by Dr. Eckert show that populations switch from being sexual to



Biologist Christopher Eckert (right) and student Kathryn Neville examine Decodon plants growing in the controlled environment of the Queen's Phytotron.

totally asexual across the northern limit of the species' geographical range. This switch leads to northern populations becoming "enormous, genetically homogeneous superclones."

By comparing reproduction in natural populations versus a benign greenhouse environment, the research team learned that the reproductive switch is due to genetic factors causing sexual sterility.

These sterility mutations can spread in northern populations because the harsher environment

makes sex relatively unsuccessful compared to asexual clonal reproduction (where plants make genetically identical offspring by vegetative budding). This is akin to the evolutionary loss of eyes in cave organisms where a lack of light makes visual stimuli useless.

Evolutionary biologists have long viewed these so-called vestigial traits – which appear to have degenerated under conditions where they no longer enhance reproductive fitness – as the flip-side of Darwin's mecha-

nism of evolution by natural selection.

"No other theory can explain why organisms have collected these degraded vestigial traits," says Dr. Eckert, noting that in humans an example of a vestigial, or lost trait, is our tailbone. "If our data are borne out by other genetic studies, it means that these complex traits can be eroded very quickly."

Funding for the *Decodon* study comes from the Natural Sciences and Engineering Research Council of Canada.

Queen's attracts four more Canada Research Chairs

Four international experts from the humanities, science and engineering are the newest Canada Research Chairs at Queen's.

All the positions are emerging Tier 2 researchers, who receive \$100,000 annually from the program for a period of five years. The university now has a total of 42 such chairs.

"Thanks to the Canada Research Chairs program, Queen's has been able to attract four outstanding new researchers to Kingston from across Canada, the U.S. and the United Kingdom," says Vice-Principal (Research) Kerry Rowe. "Their research in applied science, human health and international development will contribute to a

higher quality of life for Canadians and other citizens in our global society."

Mark Daymond (Mechanical and Materials Engineering), Canada Research Chair in Nuclear Materials and Mechanics of Materials. Dr. Daymond, who comes from Rutherford Appleton Laboratory in Britain, examines how fundamental microscopic irregularities affect the behaviour of a wide variety of materials under conditions of stress. His research will contribute to the development of innovative component design for a wide variety of applications, such as safer automotive and airline parts.

Valerie Kuhlmeier (Psychology), Canada Research Chair in Cognitive Development. Using

an interdisciplinary approach that integrates theory from psychology, animal behaviour and evolutionary biology, Dr. Kuhlmeier examines various cognitive abilities from a developmental and evolutionary perspective. Her research will advance the study of early development in special populations, such as those with autism. Dr. Kuhlmeier comes from Yale University.

Susanne Soederberg (Development Studies), Canada Research Chair in Global Political Economy. The growing dependence of the developing world on private sector financing poses significant social and political challenges and risks for global society. She seeks to enable rap-

idly changing networks of private sector actors and public authorities to make more informed choices in terms of aid, investment, and policy decisions in international development. She comes to Queen's from the University of Alberta.

Stephen Waldman (Mechanical and Materials Engineering, and Chemical Engineering), Canada Research Chair in Tissue Engineering of Human Joints. Total joint replacements are currently the best treatment option for patients suffering from severe osteoarthritis and other degenerative arthritic disorders. His research aims to develop alternative therapies which will stimulate the growth of functional joint tissues without replacing

the entire joint structure. Dr. Waldman has been at Queen's since September 2003 and came here from the Samuel Lunenfeld Research Institute at Mount Sinai Hospital in Toronto.

Established in 2000, the Canada Research Chairs Program is a \$900-million initiative to strengthen research excellence in Canada, and to increase capacity by attracting and retaining excellent researchers in Canadian universities. Chairs are created in the natural sciences, engineering, health sciences, social sciences and humanities. Queen's is expected to receive 57 chairs during the five-year program.

For a complete listing of the 194 new Canada Research Chairs, see www.chairs.gc.ca/

Chickadees champs at changing pitch

USE OF RELATIVE PITCH
IN SONGS HELPS
MALES PROTECT
TERRITORY, ATTRACT
MATES

By NANCY DORRANCE
News and Media Services
Two decades of discoveries by Queen's researchers collaborating to investigate the songs of black-capped chickadees are highlighted in the current issue of the prestigious journal *American Scientist*.

Ronald Weisman (Psychology) and Laurene Ratcliffe (Biology) were the first researchers to show that songbirds as well as humans have relative pitch.

Defined as the ability to use one note to recognize or produce another note, relative pitch is critical to human music. As it turns out, says Dr. Weisman, some male songbirds use relative pitch as well, to protect their territory and to attract females.

"Chickadees in particular really exploit their relative pitch ability. They can sing the basic two-note 'fee-bee' call at many different frequencies: 'transposing' it in musical terms," he explains.

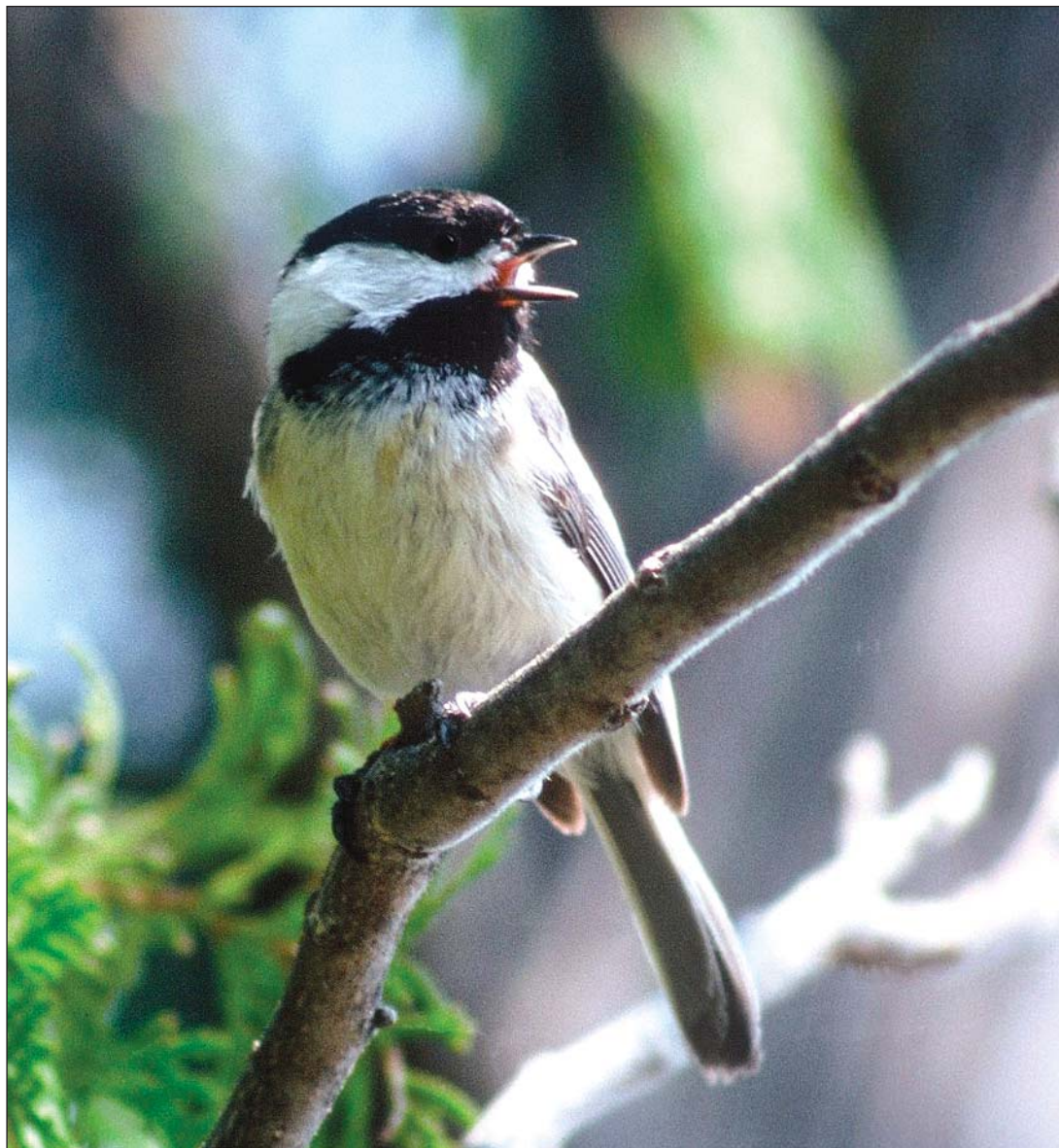
Most people easily recognize a melody transposed to a different

"Like human musicians, songbirds need to learn their songs from adults."

Ronald Weisman

key because the song maintains the same intervals, or frequency ratios, among the notes. From years of analyzing songs recorded in the field and the laboratory, Drs. Weisman and Ratcliffe discovered that birds have this ability, too.

The researchers took bio-acoustical measurements at the beginning and end of the chickadees' first note (fee), and at the beginning of the second note (bee). They found that the "fee" note falls in frequency by six per cent, and then another 13 per



DAN MENNILL

Black-capped chickadee in full song at the Queen's University Biology Station.

cent from the end of the "fee" to the start of the "bee". These pitch changes correspond almost exactly to one and two semitones (or piano keys), respectively, in human music.

Since male songbirds do most of the singing, the researchers tested the impact on young birds of being raised without hearing other male songs. Those raised in isolation produced songs that were weak and reedy, with no fixed relative pitch changes.

"Like human musicians, songbirds need to learn their songs from adults," says Dr. Weisman.

Another study showed that male chickadees pay little atten-

tion to the relative pitch abilities of their territorial rivals. But females definitely are listening, and discriminate sexually in favour of songs with precise internote pitch changes.

Dominance and musical ability in songbirds seem to be related, the researchers discovered. "It's certainly true in the world of chickadees that dominant males are preferred by females," notes Dr. Weisman. "And it's also true that dominant males are better musicians."

As a resource, the team concluded, relative pitch may be ignored by some songbirds and used by others, but it is exploited

relentlessly by black-capped chickadees.

Several Queen's students and post-doctoral fellows, many now at other academic posts in Canada, have collaborated with Drs. Weisman and Ratcliffe on chickadee studies. The researchers include: Andrew Horn and Marty Leonard (Dalhousie), Andrew Hurly (Lethbridge), Ingrid Johnsrude (Queen's), Scott MacDougall-Shackleton (Western), Dan Mennill (Windsor), Milan Njevovan and Christopher Sturdy (Alberta), Ken Otter (Northern British Columbia), and Dan Weary (UBC).

IN BRIEF

Biologist up for top science award

An expert in environmental change is one of three nominees for the country's top science medal.



Smol

John Smol (Biology), Canada Research Chair in Environmental Change, has been named as a finalist for the prestigious Gerhard

Herzberg Canada Gold Medal for Science and Engineering – an honour that comes with \$1 million in support of the winner's research.

Last year's Herzberg gold medallist was Arthur McDonald, director of Queen's Sudbury Neutrino Observatory (SNO).

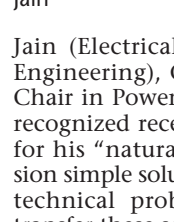
"This marks the third consecutive year that Queen's researchers have been represented in the annual shortlist of three nationwide finalists for this award," says Vice-Principal (Research) Kerry Rowe. "John Smol and the PEARL team are truly deserving of this prestigious honour. We are thrilled with NSERC's celebration of John's achievements in paleo-environmental research, and we wish him continued success."

The 2004 winner of the annual NSERC award will be announced Dec. 6. The other Herzberg finalists are David Dolphin of the University of British Columbia and André Salama of the University of Toronto.

Jain wins prestigious engineering R & D medal

An internationally acclaimed

Queen's researcher is the 2004 recipient of the Professional Engineers Ontario (PEO) Engineering Medal for Research and Development.



Jain

Praveen Jain (Electrical and Computer Engineering), Canada Research Chair in Power Electronics, was recognized recently by the PEO for his "natural ability to envision simple solutions to complex technical problems and then transfer these solutions into new designs."

Through these designs, applied to telecom power supplies, induction melting, computers and space systems, Dr. Jain has been responsible for 25 patents and more than 200 publications.

He has helped to develop Canada's first high-frequency power electronics laboratory and has also supervised and guided more than 50 graduate students, post-doctoral fellows and power electronics engineers in academic and industrial research.

Also recognized at the PEO event was Queen's chemical engineering graduate Susan Tighe, who won the Engineering Medal for young engineers.

Health researchers receive \$6.3 million

Researchers studying brain damage due to head injuries and the causes of breast cancer are among 14 Queen's project leaders to receive a total of \$6.3 million in operating grants from the Canadian Institutes of Health Research (CIHR).

Across Canada, 442 health research projects received more than \$187 million in funding to address the full spectrum of health research – from genetics to access to health services – and include such priority areas as cancer, heart disease, diabetes and emerging health threats.

"Advancements in health research benefit all Canadians and provide a stimulus for innovation," said CIHR president Alan Bernstein in announcing the new funding. "We are proud to support health research that is leading to improvements in the lives of not only Canadians but people around the world."

At Queen's, David Andrew (Anatomy and Cell Biology), will investigate a new way of under-

standing and preventing head trauma. His team has already discovered a helpful class of drug that reduces the extensive brain damage caused by head injuries. Dr. Andrew receives \$162,996 over three years.

Kristan Aronson (Community Health and Epidemiology) receives \$1.2 million over five years to study molecular causes of breast cancer. Dr. Aronson's research assesses the magnitude of risk associated with exposures that occur naturally (hormones), are consumed (nutrients, vitamins), and that we are exposed to in the environment.

Other recipients are:

Michael Dorris (Physiology) "Probing the neural basis of decision-making" - \$276,000 over three years

Alastair Ferguson (Physiology) "Prokineticin 2: A circadian regulator of central autonomic control" - \$666,345 over five years

Colin Funk (Physiology)

"Leukotrienes in health and disease" - \$677,580 over five years

Peter Greer (Biochemistry) "A molecular and genetic analysis of the fer proto-oncogene" - \$769,990 over five years

Zongchao Jia (Biochemistry) "Structure-based functional studies of cancer-related proteins" - \$212,098 over two years

Ingrid Johnsrude (Psychology) "From sound to meaning: The neural and functional bases of speech perception studied using fMRI" - \$243,921 over three years

Frederic Kan (Anatomy and Cell Biology) "Oviductal regulation of gamete interaction and fertilization" - \$305,097 over three years

Lois Mulligan (Pathology and Molecular Medicine) "Developing and characterizing models for RET receptor functions" - \$417,006 over three years

Kanji Nakatsu (Pharmacology and Toxicology) "Heme supply for hemoenzymes associated with vascular relaxation" -

\$470,697 over five years

William Pickett (Community Health and Epidemiology) - "Risk behaviour and injury study in Canadian youth" - \$346,544 over four years

John Schreiner (Oncology) - "Adaptive radiation therapy by cobalt-60 tomotherapy: Dose delivery studies" - \$220,405 over three years

Joan Tranmer (Nursing) - "A regional perspective of gender differences in functional decline of older persons living with symptomatic heart failure: The role of supportive resources" - \$275,083 over three years" - \$275,083 over three years

The Canadian Institutes of Health Research is the Government of Canada's agency for health research. Composed of 13 institutes, CIHR provides leadership and support to more than 8,000 researchers and research teams across the country.
<http://www.cihr-irsc.gc.ca/>

No women in Canadian top 10? No surprise

When CBC TV's list of the Top 50 Great Canadians aired last month, many people were outraged that only six of the names on the list were women and none of them made it to the top 10. In addition, most of the names on the list belonged to white men. To help us understand how Canadians relate to greatness and why women and visible minorities have been marginalized and remain invisible, the Queen's Gazette posed the following questions to expert Dina Georgis (Women's Studies), who teaches a course on women, sex and culture.

G: Were you surprised that there were no women on the CBC TV Top 10 Great Canadians list?

DG: No, I wasn't surprised that women did not make the Top 10 Great Canadians list. When I heard CBC Radio announce the list, the host didn't realize that not a single woman was named until after he went through the entire list and had a short chat with his guest about it. I thought it very interesting that the realization came to him as an afterthought. It was almost as though "greatness" was an adjective that belonged to men only and that the list made sense within the term's logic. His belated, and understated, surprise was something I noted. I think it tells us something about our cultural relationship to this word.

While I think his failing to notice that there was not even one woman named in the top 10 list concerns me, it is just as troubling to know that there are people who were surprised by these results. I think this kind of surprise suggests that we live in a cultural context that produces Canada as a kind and tolerant place. Perhaps Canada is a "tolerant" place. But I think the discourse of tolerance forecloses the realities of injustices and exclusionary practices. So much so, I have to wonder why Canadians have not been as "surprised" by the fact that there were virtually

no people of colour on this list. So I'm not sure what worries me more: the fact that people are surprised that women are excluded from "greatness" or that the discussion of who gets excluded from greatness is limited to women only.

G: Do you think this has something to do with how society defines greatness?

DG: While I think feminism has made many achievements, "greatness" is not on the top of the list, and perhaps there is a bright side to this failure. I think greatness is a deeply masculinist term invested in an individualistic model of accomplishment that thinks about a person's successes only in terms of one's own action. The word "greatness" does not describe one's actual relationship to others or one's community. It is an outward demonstration of quantifiable success. Under this definition, it is understandable why Don Cherry was on that list and not Dionne Brand. Most of the people on the list are not people who touch us, even if they have an effect on us. When I look for greatness, I look for people who enrich my life with deeper insight about our world, who are devoted to re-imagining the world, and who live their lives with sensitivity and integrity.

The barrier that both men and women have to overcome is the susceptibility to discourses of greatness.

G: What are some of the historical and cultural reasons that women remain invisible?

DG: I don't think I can account



DINA GEORGIS

Q&A

for the history of the invisibility of women. But I do think that the feminine is not valorized in mainstream culture. When women get noticed publicly, it is generally not because they demonstrate the power of the feminine. While I think that women should have the freedom to pursue successes traditionally only achieved by men, I worry about the status of femininity in culture. I think femininity, when it is not co-opted by masculinist intercession, is far too threatening. This kind of feminine expression, which is a revisioning of femininity, is foreclosed in mainstream culture because it stands outside the deeply ingrained cultural paradigms of power and greatness. Young women, sometimes under the banner of third-wave feminism, are exploring this territory in exciting ways.

G: Do you see this beginning to change?

DG: Women are more visible in the ways that I've described above. But I don't think visibility is what's at stake here. We need to ask ourselves what kinds of changes we want and at what price? Do we want to expend our energies worrying about how few women were on the Top 50 List of Great Canadians or do we want to claim new spaces and create new meanings of success and achievement that might undermine established wisdom

on greatness?

G: What needs to happen in order for women to overcome the barriers that keep them marginalized and invisible?

DG: The barrier that both men and women have to overcome is the susceptibility to discourses of greatness. I think we still imagine equality and justice in terms of having what the privileged have rather than thinking about our

investments and insisting on claiming a piece of the pie. What would we have achieved if there were more women on the list? What consolation would that have offered us? Perhaps it would have marked a shift in how to think about greatness. But I suppose I'm more interested in looking and learning from the voices that touch me, be they deemed great or not, and sharing those voices in my community and in my classroom.

Queen's Women's Studies' list of top Canadian women

June Callwood who has been called "Canada's Conscience," and "Canada's Mother Theresa," is a journalist, social activist and founder of over 50 social organizations including Nellie's women's shelter and Casey House, Canada's first AIDS hospice.

The Rt. Hon. Kim Campbell is a woman of "firsts," first woman Prime Minister of Canada, first woman Minister of Justice and Attorney General; first woman Minister of National Defence; and first woman elected leader of Progressive Conservative Party.

Her Excellency the Right Honourable Adrienne Clarkson, the Governor General, has been a cultural leader in Canada with a career highlighting her superior skills in broadcasting, journalism, the arts and public service.

Ursula Franklin is celebrated for her accomplishments in the field of metallurgy. The University of Toronto's Dr. Franklin is also a public speaker, author, a tireless advocate of the international Science for Peace organization, and has brought a humanitarian and feminist voice to the world of science.

Jane Jacobs is an activist, writer and much sought-after expert on urban issues and the state of the city.

Karen Kain, artistic associate, National Ballet of Canada, chair of the Canada Council for the Arts, is a nationally and internationally renowned ballerina, an Officer of the Order of Canada, and a Companion of the Order of Canada.

Margaret Laurence was a much-loved writer whose works are now considered classics in Canadian literature. Her accomplishments include being made a Companion of the Order of Canada, receiving honorary degrees from 14 Canadian universities, and being active in organizations promoting the cause of social justice, peace, environmentalism and the equality of women.

Alice Munro is three-time winner of the Governor General's Literary Award, Canada's highest, the Lannan Literary Award and the W. H. Smith Award, given to *Open Secrets* as the best book published in the United Kingdom in 1995. Her stories have appeared

See TOP 10 Page 11



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Cold Beverage Exclusivity Fund Request for Submission for Funding

Applications are now being accepted for The Cold Beverage Exclusivity Fund. Monies arising from the University's agreement with Coca-Cola provides funding to the campus community for a variety of projects and initiatives.

Additional information concerning the criteria, process and cover page is available through the Office of Residence & Hospitality Services, Room 015D, Victoria Hall.

The application deadline is Friday, December 10, 2004.

Measures continued from page 1

versities. These include accessibility, diversity in the curriculum, employment equity and a climate conducive to diversity and employment equity.

Inclusion of these measures will provide students and parents with information relevant to the broader learning environment

These important factors ensure a richness of the learning environment, says Ms. Dauphinee. Students are enriched by the diversity of their environment and, for many universities, indicators of overall performance include accessibility and diversity, she says. Inclusion of these measures will provide students and parents with information relevant to the broader learning environment and also offer specifics useful in making informed decisions about the strengths of the various universities.

Universities are covered by federal employment equity

legislation (the Federal Contractors Program, now in its 20th year) and collect and publish data tracking their progress in promoting full participation in their workforce of women, visible minorities, Aboriginal persons and persons with disabilities.

Queen's has work to do in this area, acknowledges Ms. Dauphinee, but the road map is in place, thanks to the work former principal Bill Leggett did – and now Karen Hitchcock is continuing – to ensure Queen's is a place where all students are welcome, and one that values diversity.

Globe and Mail writer Jeffrey Simpson recently made another suggested revision to the rankings, stressing the importance of forward thinking in a Nov. 16 column. Next year, *Maclean's* should try to rate universities by their international outlook, he says. "All great universities have that perspective. Figure out, comparatively speaking, which Canadian schools are going global fastest."

"Going global in everything Canada does and thinks is the only way forward for a population of 31 million people. While the United States looks inward and becomes a stranger place for others, Canada must look outward as never before."

Top 10 continued from page 10

in *The New Yorker*, the *Atlantic Monthly*, *The Paris Review*, and other publications, and her collections have been translated into thirteen languages.

Buffy Sainte Marie is a singer-songwriter, guitarist, mouth-bow player, artist, teacher, and winner of lifetime achievement awards from the Saskatchewan Recording Industry Association (1994), CARAS (Juno, 1995), the American Indian College Fund (1998), and the National Aboriginal

Achievement Foundation (1999). She has been a spokesperson for UNESCO, and in 1997 was named the Native American Philanthropist of the Year. She became an Officer in the Order of Canada in 1997.

Supreme Court Justice Rosalie Abella, a new Supreme Court of Canada Judge, was formerly on the Ontario Court of Appeal and is well known for her support of equal rights.

Rankings continued from page 1

ings, Mr. Conway told Senate last week.

He pointed to the example of McGill and McMaster where a mere 4.3 percentage difference in average entering grade resulted in McGill ranking first in that category and McMaster ranking 11th.

This year showed that five of the universities in the medical-doctoral category were clustered tightly in the first to fifth place rankings with only slight differences in total scores. In the case of Queen's and Western, 80 per cent of the difference in total score related to class size.

What's important, he said, is that the university "look beyond the stark rankings to what the detailed data on individual items can tell us about university operations" and to also "balance (the *Maclean's*) information with other sources of available information."

This includes the graduate survey conducted by *Maclean's*

which is not factored into the rankings but where Queen's makes a strong showing, and the *Globe and Mail* survey on student satisfaction where Queen's has ranked extremely high.

"In an increasingly competitive higher education sector, we can never be complacent," said Principal Karen Hitchcock.

"As we move ahead, my focus will be to continue to develop the outstanding quality of Queen's and have this reflected in the experiences of our students and the impact of our research."

This year, Queen's saw improvements in these six categories (last year in brackets): Proportion with 75 percent of higher: 1 (3); Student retention: 2 (3); Class size (third and fourth year): 12 (13); Classes taught by tenured faculty: 5 (8); Student services: 9 (12); Total holdings library: 5 (6)

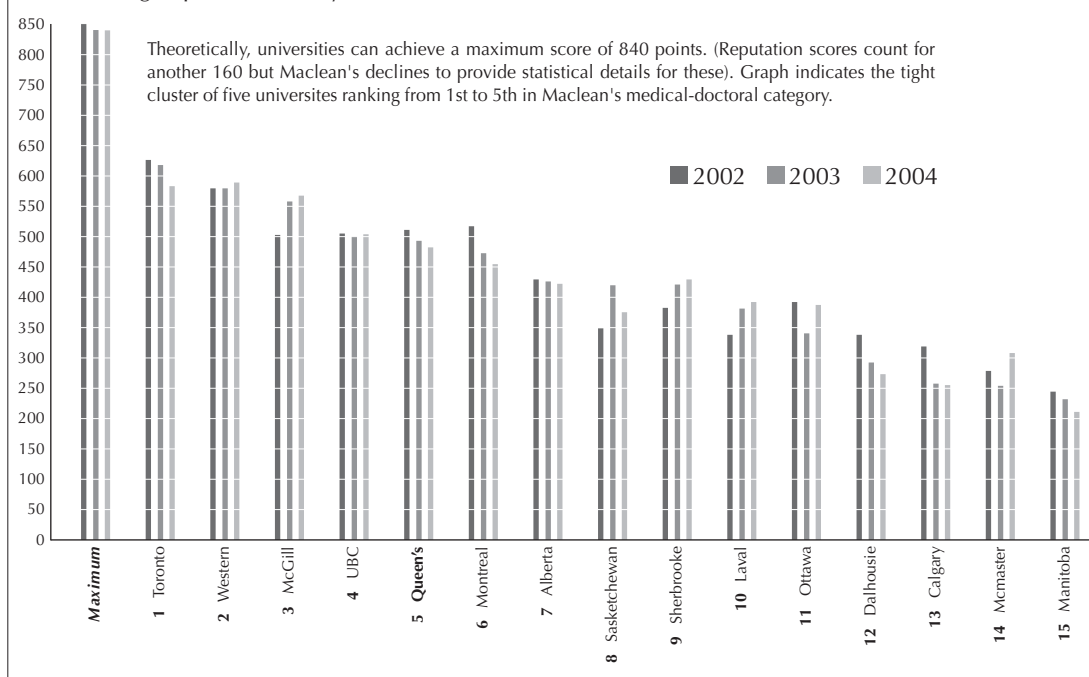
Another bright spot was Queen's strong showing in the


reputational rankings: Highest quality: 1 (1); Most innovative 3 (4); Leaders of Tomorrow 3 (3); and Best Overall 2 (2). These scores are based on a survey of business leaders, recruiters of corporations across the country as well as high school principals and guidance counsellors.

Queen's maintained its rankings in 12 areas: Average entering grade: 2; Out of province first year: 4; Student awards: 2; Class size (first and second year): 13; Faculties with PhDs: 9; Awards per full-time faculty: 1; Social Science and Humanities Grants: 8; Library holdings per student: 2; Library Acquisitions: 2; Library Expenses: 7; Alumni Support: 5; Reputational: 2.

The university saw its rankings fall in six areas: Proportion who graduate: 4 (2); International (first-year students): 12 (10); International (graduates): 3 (2); Medical/Science grants: 10 (8); Operating Budget: 13 (12); Scholarships and Bursaries: 2 (1).

Medical-Doctoral Universities Total 2002, 2003 & 2004 Normalized Maclean's Scores
Excluding Reputation Survey Results





Position for Data Manager

Applications are being sought for a full-time (35 hr/week) contract position as a Data Manager for several projects ranging from population surveys to randomized controlled trials. Starting date is immediate and salary is commensurate with qualifications and experience within a Queen's Salary Grid Grade 8 level.

Candidates for this position should have training and experience in the design and maintenance of computer databases for the acquisition and management of data from population surveys and randomized controlled trials. Working knowledge of Microsoft Access, SAS and SPSS and familiarity with information access technologies and statistical analysis are essential. Experience working within a research context is an asset.

Please submit a cover letter, résumé, and names of two referees to:

Dr. Peter Katzmarzyk
School of Physical and Health Education
Queen's University
Kingston, Ontario
K7L 3N6
or e-mail katzmarz@post.queensu.ca
by **November 27, 2004.**

Queen's Instructional Programs

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Rae report continued from page 1

ing quality, the submission says, are to address the underfunding of universities through a increase to operating grants, additional funding for regular capital maintenance as well as the creation of more performance-based funding envelopes to achieve provincial objectives related to research and graduate education.

"We would envisage funding envelopes that are competitive in nature, and that are specifically directed to implement the shared principles for the higher education system that we wish to build on Ontario," states the submission.

On the issue of accessibility, Queen's calls for the education ministry to lead a comprehensive redesign process to a package of student assistance information early enough in the year of application that institutions can integrate their own financial assistance information for distribution to students with offers of admission.

It also recommends that the ministry give institutions the power to administer assistance tailored to the needs of different

students." Some options cited are expanded loan opportunities, debt load ceilings, and multiple repayment options.

The university also asks the province to adopt principles for higher education "that will provide the context for decision-making at both the provincial and institutional levels." As noted by Principal Karen Hitchcock at last week's Senate meeting, this will "provide universities with the flexibility to meet government objectives in their own way and according to their own missions."

While institutions must be accountable for public resources entrusted to them, the submission notes that the province also owes taxpayers accountability "for the degree to which funding is linked to provincial objectives."

As the consultation period progresses, the positions of various stakeholders in higher education are emerging. Some colleges have expressed concerns about continuing to be pegged as trade schools at a time when they see their role as evolving in a global

society and knowledge-based economy. The Canadian Federation of Students recently held a Toronto news conference to express its concern that the review is too narrow an approach. It sees an inevitable move toward higher tuition fees and student debt. It has launched a parallel review with the release of its own discussion paper and plans to conduct province-wide meetings with MPPs.

The Canadian Union of Public Employees (CUPE) is concerned about what it sees as an increasing reliance on private partnerships and corporate sponsors leading to a growing gap between arts programs and science and business as well as a misguided allocation of resources resulting in everything from crowded classrooms to dirtier buildings. Even amongst universities, there are divergent points of view. Some, for example, are against tuition deregulation, a position that is at odds with that of the Council of Ontario Universities (COU), the umbrella organization representing the

province's universities whose submission *A Vision for Excellence* calls for "restoring flexibility in tuition setting."

Some other recommendations of Queen's submission are that the province:

- remove the BIU cap for Canadian graduate students; restore BIU funding for international graduate students.
- expand use of Research Overhead Infrastructure Envelope (ROIE) for increasing funding to graduate research/education.
- pay indirect costs (40 per cent) for research contracts/grants by government departments.
- provide funding to local education boards for more high school guidance/career counselling.
- recognize and support critical distinctions between colleges and universities.
- provide strong, tangible support so colleges can better integrate skills and apprenticeship training into programs.
- enhance funding of maintenance and renewal of infrastructure to close the widening deferred maintenance gap.

• return responsibility for setting tuition fees to institutions with appropriate protections to ensure affordability for all students receiving offers of admission.

Queen's established a working group last month to prepare its formal submission. Chaired by Principal Hitchcock, members include Vice-Principal (Academic) Suzanne Fortier, Vice-Principal (Advancement) George Hood, Vice-Principal (Research) Kerry Rowe, Vice-Principal (Operations and Finance) Andrew Simpson, Director, Principal's Office Donna Lounsbury, Coordinator, External Relations Shelley Aylesworth-Spink, Special Advisor to the Principal Les Monkman, Director, Queen's School of Policy Studies Arthur Sweetman, University Registrar Jo-Anne Brady and Director, Institutional Research and Planning Chris Conway.

The full submission can be accessed at www.queensu.ca/raereview/submission.html. The AMS submission can be obtained by contacting the AMS President Tyler Turnbull, 533-2726, email: president@ams.queensu.ca



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Submission information

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

Call For Nominations

Instructional Development Centre

The deadline to submit nominations for the Queen's University Chairs in Teaching and Learning is Jan. 10, 2005. Approved by Senate in April 2004, Queen's has established three Chairs in Teaching and Learning. This initiative signals Queen's strong commitment to one of the central enterprises of the university... teaching. It also reinforces our position as a leader among Canadian universities in innovative programs to enhance teaching and learning. A Queen's University Chair in Teaching and Learning gives recognition to outstanding teachers who have demonstrated educational leadership at Queen's and beyond. It also allows them to share their expert-

ise with their peers, and provides them with the time and resources to engage in the scholarship of teaching and learning. To learn more about this exciting initiative, and to get nomination information, please go to www.queensu.ca/idc/teaching_chairs/index.html

Committees

Associate Dean of Student Affairs review

Roxy Denniston-Stewart's term as associate dean of Student Affairs ends on June 30, 2005. She has agreed to extend her appointment for a further five years. Dean Bob Crawford is seeking comment from the university community regarding Ms. Denniston-Stewart as associate dean of Student Affairs. Please submit your comments to him either in writing or by e-mail to rgc@cs.queensu.ca by Friday, Dec 10, 2004.

Headship review, Anesthesiology

John Cain's present term as head of Anesthesiology will end June 30,

2005. Dr. Cain is eligible for reappointment. The procedure to be followed in reviewing the headship of Anesthesiology is the Modified Reappointment Process for Heads of Clinical Departments in the Faculty of Health Sciences that was approved by Senate on Sept. 28, 1995 and last revised in July 2001. In accordance with this document, a group has been formed to review opinions received on the support for the reappointment of Dr. Cain as well as the present state and future prospects of the department. Members are: Dale Mercer, Head, Surgery; John Fisher, Associate Dean, Academic Affairs, Health Sciences; Janet Van Vlymen, Anesthesiology; Peter Munt, Chief of Staff, Kingston General Hospital; Eleanor Rivoire, Vice President, Patient Care Programs and Chief Nursing Executive, Kingston General Hospital; David Pichora, Chief of Staff, Hotel Dieu Hospital; David Walker (chair) Dean, Health Sciences; Heather Miller (secretary). All members of the university/health sciences community, faculty, staff and students who wish to comment regarding the headship of Anesthesiology

should do so in writing to the chair by Wednesday, Dec. 22.

Human Resources

Employee assistance program

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

Milestones


If you have a milestone of 5, 10, 15, 20, 25, 30, 35, 40 years or more of continuous service coming up and you do NOT wish your name to be included in the listing, please contact Faye in Human Resources at ext. 77791.

Congratulations to those who reached the following milestones in October, 2004.

30 years: Allen Batten, PPS; Maureen Yearsley, Stauffer Library. **25 years:** Sharon Dickson, Animal Care Service; Linda Horton,

Human Resources; Christine Ryan, Animal Care Service. **20 years:** Jerry Dering, School of Medicine; Annette Lilly, Business; William McIntosh, Gerard Mercier, PPS; Malcolm Peat, Rehabilitation Therapy; Gary Sitoski, PPS.



15 years: Richard Byrom, PPS; Patricia Deir, Faculty of Education; Karen MacIntyre, Chemical Engineering; Paul O'Marra, PPS; Edward Perry, PPS, Betti Stiff, ITS; Norine Tousignant, Alumni. **10 years:** Adrianna Gencarelli, Post-graduate Medical Education; Sheila Gordon, Physiology; Shannyn Macdonald-Goodfellow, Anatomy and Cell Biology; Wenyan Wu, Engineering Science Library. **Five years:** Angela Black, Urology; Roy Campsall, Electrical and Computer Engineering; Michelle Knapp, International Programs Office; Dan Langham, Environmental Health and Safety; Laura Leeman, Advancement; Lucy Russo-Smith, Biochemistry; Deborah Samms, Medicine; Raymond Satterthwaite, Development and Business Relations; Derek Troyer, Electrical and Computer Engineering; Floyd Tuler, CAMM.



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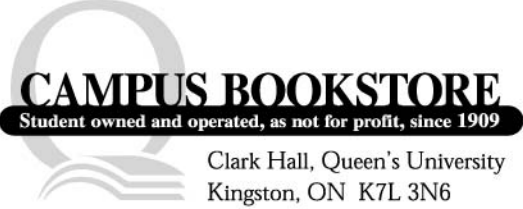
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Attention Faculty!

Could you please inform your students that the Campus Bookstore will begin returning unsold Fall term textbooks to publishers on **December 3rd**? Any student wishing to purchase a fall term text should do so before the **December 3rd** deadline.



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Congratulations to those who reached the following milestones in November, 2004.

30 years: Robert Emerson, ITS; John Martin, ITS. **25 years:** Dennis Cardinal, PPS; Stephen Kincaid, PPS; Pamela Livingston, Biochemistry; Robert Loftus, PPS. **20 years:** Derek Cole, Residences; Michael Condra, Health, Counselling and Disability Services; Valerie Jarus, Policy Studies; Richard Kish, PPS; Kevin McKegney, Faculty of Health Sciences; Barbara Mundell, Career Services; Charles Vetere, Health, Counselling and Disability Services. **15 years:** Susan Cockram, Bracken Library; Michael Finn, PPS; Joanne Grills, Applied Science; Kevin Johnston, PPS. **10 years:** Lee Atkinson, Drama; Nancy Barker, Computing; John Luney, Campus Telecommunications and Networks; Angela Maltby, Physical and Health Education; Alan Sedgewick, Business; Frances Shepherd, Political Studies; Patricia Weyman, Physics. **Five years:** Timothy Blackwell, Business; Scott Boomhour, ITS; Diane Caverley, NCIC; Kevin Dennison, ITS; John Dodds, Mechanical and Materials Engineering; Katherine Hann, NCIC; Ping Ji, Paediatrics; Carol Kavanaugh, Arts and Science; Amy Lalonde, Student Awards; Gillian Ready, Law; Karen Topping, Environmental Studies; Christopher Zaremba, ITS.

December holiday closing

This year, normal university operations for most (but not all) departments will close at noon, Friday,

Dec. 24/04. Regular university operations resume on Monday, Jan. 03, 2005.

December pay date (bank deposits)

The cut-off date for changes to the December 2004 monthly payroll (including salary requisitions for monthly paid employees) is Monday, Dec. 1.

The December pay date for monthly paid employees will be on Friday, Dec. 31, 2004. Salaries deposited to bank accounts will be available at the banks by 10 am on Dec. 31. Salary advice statements for monthly paid employees will be mailed to the departments on Dec. 16.

For details on job opportunities, employee development, human resources policies see the Human Resources website at <http://www.hr.queensu.ca>

Notices

Telecommunications system power source upgrade

An upgrade to the power source for the university's telecommunications (telephone) system is scheduled for the evening of Jan. 4, 2005 beginning at 9 pm. The interruption to service could last up to 8 hours. The interruption will affect telephones connected to the university telephone system (any external telephone number beginning with 533 or any on-campus number beginning with 3 or 7), and including all emergency and assistance telephones. Payphones,

cell phones and Internet connections will not be affected.

PhD Examinations

Regular university staff may attend PhD oral thesis examinations.

Monday, Nov. 22

Anita Schneider, Fallstudie: Erste Ausgeborene Gestalt in Lebensgröße – Eine Untersuchung von Heines Figurenkonzeption. Supervisor: D.V Pugh, GRMN, 302 Kingston Hall, 9:30 am.

Wednesday, Nov. 24

Nadine Busmann, Political Studies. Globalisation, the state and cultural production in Mexico: the national film industry and the issue of cultural sovereignty. Supervisor: A. Bakan, POLS, C. Pentland, POLS C326 Mackintosh-Corry, 2 pm.

Friday, Dec. 3

Katharina Dubach, Geological Sciences & Geological Engineering. Metamorphic isograds and their relationship to deformation in the piling group, Central Baffin Island, Nunavut, Canada. Supervisor: D. Carmichael, GEOL, M. St. Onge, GEOL, M100A Miller, 1:30 pm.

Kathleen Erin Greenaway, Management. Information privacy orientation. Supervisor: Y. Chan, MGMT, 403 Goodes, 8 am.

Leslie Elliott, Philosophy. Cognition, consciousness, and felt experience. Supervisor: C. Prado, PHIL, 307 Watson, 2 pm.

Retirement

Farewell reception for Catherine MacNeill

Friends and colleagues are invited to join the Office of Advancement at a retirement reception for Catherine MacNeill, Director Alumni & Friends on Dec. 1, from 3 to 5 pm. at the University Club. Donations to the Lennox & Addington SPCA are being collected in honour of Catherine and may be dropped off at the West Wing, Summerhill to the attention of Deborah Shea or send by campus mail to Deborah Shea, Advancement Officer, Alumni & Friends, Summerhill by Nov. 26. *Please make cheques payable to Lennox & Addington SPCA.*

Volunteers

Research on control of action

Researchers at Queen's are looking for healthy subjects to participate in a study looking at self-control by examining eye movements. You would be required to participate in 2 or 3 sessions lasting around 1 hour each, and will be compensated at the level of \$10 an hour for your participation. If you are interested in participating or would like more information, please contact Dr. Claire Boudet, 533-6340 or claire@biomed.queensu.ca. 9ss25@qmlink.queensu.ca.

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.

The Revitalization of University Avenue



Third Public Meeting

**December 02, 2004,
7:00 - 9:00 p.m.,
Chernoff Hall, Room 202
90 Bader Lane (Queen's Crescent), Queen's University**

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

Previous meetings were held on June 23, 2004 and September 30, 2004 to develop project goals and to discuss alternative design concepts. Many valuable ideas and comments were received from the participants. This third meeting is being held to present the proposed design concept together with a summary discussion of the alternatives considered.

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

For further information on this project please contact:

Jeanne Ma
Project Manager
Campus Planning and Development
Queen's University
Kingston, ON K7L 3N6
Tel: 613-533-6191
Fax: 613-533-6469
E-mail: cpdmail@post.queensu.ca
(or: Janet Lambert 613-533-6827)

John Hillier
Consultant Project Manager
du Toit Allsopp Hillier
50 Park Road
Toronto, ON M4W 2N5
Tel: 416-968-9479
Fax: 416-968-0687
E-mail: jhillier@dtah.com

HOLIDAY MUSIC



GADI HOZ PHOTOGRAPHICS

Well-known Canadian harpist Erica Goodman (above) joins the Elmer Iseler Singers (below) this Sunday, Nov. 28 with music celebrating the holiday spirit. The concert takes place in Grant Hall at 8 pm. For tickets, contact the Performing Arts Box Office in the John Deutsch University Centre, 533-2558.



WWW.ELMERISELERSINGERS.COM

Art

The Agnes Etherington Art Centre

University Avenue

New Exhibits

Premier series – Precarious, Samuel J. Zacks Gallery. Dec. 4 to Feb. 13, 2005.

For ongoing exhibits go to www.queensu.ca/ageth/

Events

Tuesday, Nov. 23 – Holiday open house presented by the Gallery Shop and Art Rental and Sales Gallery. Ciders and sweets, prizes, and complimentary gift wrapping. Meet the artists represented in the Rental and Sales Gallery. 12 to 6 pm. Free.

Sunday, Nov. 28 – Una D'Elia, Queen's. Renaissance enigmas: allegorical images and intellectual games in sixteenth-century courtly culture. Offered in conjunction with the exhibition, *Sixteenth-Century Italian Drawings in Canadian Collections: The Century of Mannerism*. Atrium, 2 pm. Free.

Union Gallery

1st floor of the Stauffer Library (corner of Union and University) www.uniongallery.queensu.ca/

The Studio

B144 Duncan McArthur Hall (corner of Sir John A. MacDonald Blvd. and Union Street)

Studio 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.

Film

Sunday, Dec. 5

Cinema Kingston
Facing Window. Ferzan Ozpetek, Italy/UK/Turkey/Portugal, 2003. Etherington Auditorium, 14A. 7:30 pm \$8.

Music

Friday, Nov. 26

Music
Queen's Student Opera Company presents *Romantic Spirit: An Opera Buff's Guide to Love*. Adults, \$5 students and seniors. At the door.

Sunday, Nov. 28

Queen's Performing Arts
The Elmer Iseler Singers with Erica Goodman. A magnificent way to celebrate the holiday spirit, Canada's best-known choir with Canada's favourite harpist. Grant Hall, 8 pm. Tickets: 533-2558.

Departmental Seminar Schedules

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

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

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

Cancer Research Institute
meds.queensu.ca/qcri/calendar/index.php
Centre for Neuroscience Studies
queensu.ca/neurosci/seminar.html

Chemistry
chem.queensu.ca/NEWSANDVENTS/Seminars/Seminar02W.PDF

Computing
cs.queensu.ca/seminars/

Economics
qed.econ.queensu.ca/pub/calendar/week.html

GeoEngineering Centre at Queen's – RMC
www.geoeng.ca/GENG840_Schedule.htm

Geography
geog.queensu.ca/seminars.html

Human Mobility Research Centre
www.hmrc.ca

Law
law.queensu.ca/Visitors/index.php

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

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

Policy Studies
localendar.com/public/spscal

Public Lectures

Wednesday, Nov. 24
Margaret Haupt and Sherry Phillips, Art Gallery of Ontario. Contemporary Art, 517 Watson, 1:30 pm.

Philosophy
Doug Patterson, Kansas State University. Understanding the liar. 211 Chernoff, 5:30 pm.

Thursday, Nov. 25
Development Studies
Maude Barlow, The Council of Canadians. Making water a human right. Co-sponsored by Law and Environmental Studies. 1101 Biosciences, 4:30 pm. Reception to follow in the Atrium.

Dunning Trust Lecture
Linda Colley, Princeton. The diffi-

culties of empire: present, past and future. 1101 Biosciences, 8 pm. Sponsored by The Disraeli Project in honour of the Disraeli Bicentenary (1804 – 2004).

Wednesday, Dec. 1

Biology
John Smol, Queen's. Water quality, climate change, and lake sediments: a window on the past and a view to the future. 1102 Biosciences, 7 pm.

Thursday, Dec. 2

Health Sciences and Policy Studies, Sinclair Lecture
Michael Kirby, Senator. Mental health reform for 21st century Canada: getting there from here. 1101 Biosciences, 5 pm. 3 pm coffee and Health Services Research Day poster display to 4:45 pm.

Friday, Dec. 3

School of Business and Surveillance Project
Mary Culnan, Bentley College, USA. Current issues in information privacy. 403 Goodes, 2 pm.

Special Events

Thursday, Dec. 2

Staff Appreciation Day
Until 10:45 am show your staff card at JDUC, Mac-Corry, Botterell, Bio Sciences, Goodes Hall, Rez Express and West Campus cafeterias to receive complimentary medium coffee, tea or hot chocolate. Professional development workshop *Seize Each Day*, 9 to 10:30 am and 1:30 to 3 pm. To register, go to www.hr.queensu.ca (click on Employee Work & Career Support, then Learning Catalogue) or call 32070. Principal's Reception and Staff Recognition Awards from the Principal, Grant Hall, 12:30 pm.

University Avenue revitalization
Third public meeting for the University Avenue project. 202 Chernoff Hall, 90 Bader Ln. (formerly Queen's Crescent), 7 – 9 pm. Details: cpdmail@post.queensu.ca.

Wednesday, Dec. 8

Pension plan AGM
All plan members, including retirees are invited to attend the annual meeting of the Queen's Pension Plan (QPP) in Dunning Hall Auditorium at 1:30 pm. Two of the plan's investment counselors, its actuarial consultant, and members of Pension Committee will be present to answer any questions. Members will also be given the opportunity to raise other matters of concern relating to the QPP. For more information, please contact Pensions and Insurance at 36414.

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

The next *Gazette* deadline is **Monday, Nov. 29 at noon.**

YOU ARE INVITED
to join Principal Karen R. Hitchcock at Grant Hall

on Thursday, Dec. 2, 11:30 am – 1:30 pm

to celebrate the holiday season at the annual
Principal's Holiday Reception
and presentation of
Staff Recognition Awards

to Kris Bowes, Annette Lilly, Kelly Moore,
Barbara Schlafer, Frank Phelan and Floyd Connor (team) and
Kimberley Shaw and Rodney Wilson (team)

This year, we are proud to support the Partners in Mission Food Bank.
Non-perishable items will be accepted at the door.