



QUEEN'S GAZETTE



Education comes first P3

Sure, we're telling the truth P4



Queen's praises Ontario budget

By ANNE KERSHAW and CELIA RUSSELL

University officials are applauding the Ontario government for putting higher education first in its new budget.

"This budget represents a critical breakthrough for Ontario universities and provides a pathway for embracing excellence," says Principal Karen Hitchcock.

The government announced last Wednesday total post-secondary education spending increases of \$683 million in 2005-06, rising to \$1.6 billion by 2009-10. Universities have been allocated \$282 million in operating grants. The budget also includes \$19 million for graduate education with future allocations rising to about \$220 million by 2009-10. Of

importance, too, is that the government sets the stage for multi-year investments, an approach that will greatly enhance the planning abilities of universities.

Not only can the university be assured of another balanced budget, the good news in the provincial budget will help the university move forward in improving quality in many areas,

says Bill Young, chair of the Board of Trustees finance committee.

"In the nine years I've been on the board and the four or five years I have chaired the finance committee, this is the first time we've seen a budget that really underscores an increased commitment to post-secondary education in Ontario. It's a very, very important departure."

In his review of post-secondary education in Ontario, former Premier Bob Rae had called for a shorter timetable for government investment in higher education. Mr. Rae asked the government to invest an additional \$1.3 billion in colleges and universities by 2007-08.

It is for this very reason that
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Good news for graduate students

By CELIA RUSSELL

A new provincial initiative to provide fellowships to outstanding graduate students points to the province's support of future growth in graduate studies, says the Dean of the School of Graduate Studies.

"This is a result of the Rae recommendation that recognizes the growing need for graduate education over the next 10 years, and that there should be more support for it," Ulrich Scheck says.

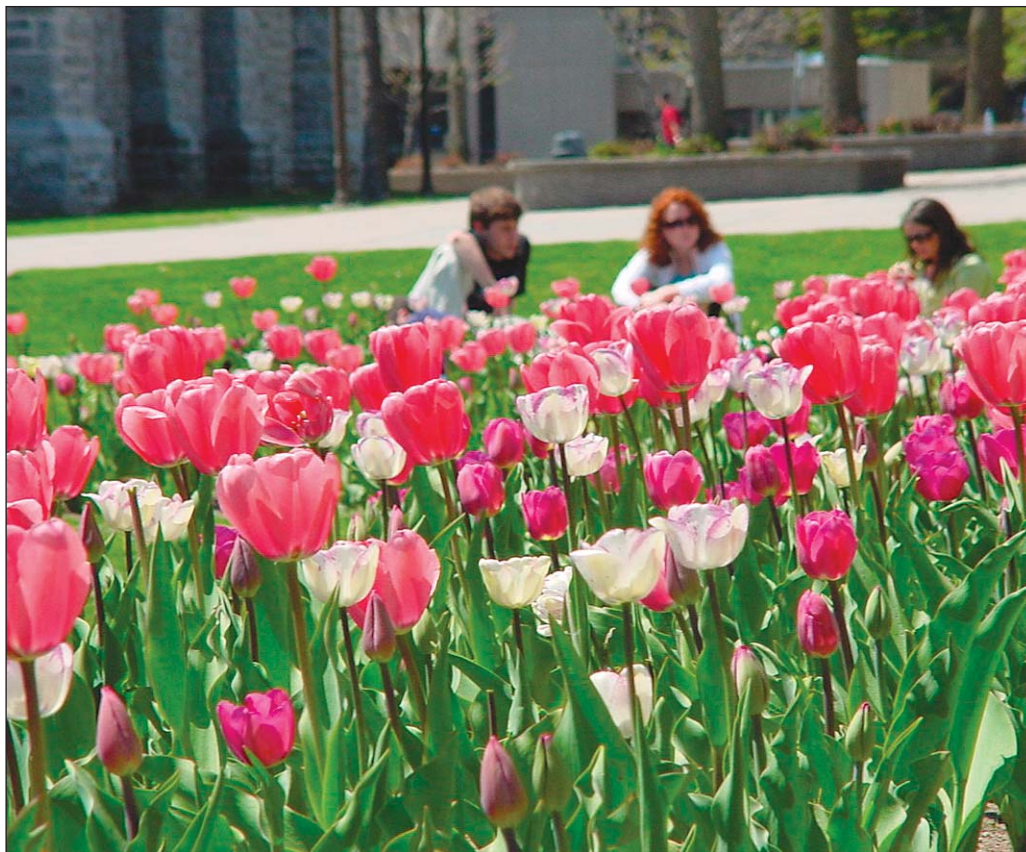
As part of its budget announcement last Wednesday, the province announced it was giving \$100 million to create the Ontario Graduate Fellowships program, starting in 2005-06.

Queen's share is \$6.12 million, which will allow the university to create about 25 graduate fellowships each year, worth \$12,000 each, says Dr. Scheck.

"This is great news," he says. "I am extremely pleased that the government has made this com-

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SPRING IS HERE – FINALLY



MEGAN GRITTANI-LIVINGSTON

The tulips were in full bloom at Agnes Benidickson Field last week as plants and people alike basked in the beautiful weather.

Deane appointed new V-P

Principal Karen Hitchcock announces the appointment of Patrick Deane, Vice-President (Academic) and Provost at the University of Winnipeg, as Queen's new Vice-Principal (Academic).



Deane

Queen's Board of Trustees ratified the decision on Saturday, May 7. Dr. Deane's appointment takes effect July 1 and is for a five-year, renewable term.

"We are extremely pleased about this appointment to such a critical senior leadership portfolio," says Dr. Hitchcock. "Patrick is someone whose leadership abilities and commitment to providing students with the most enriching teaching and learning environment possible will benefit Queen's immeasurably."

"I am honoured that Queen's University has chosen to appoint me to this position, and I look forward eagerly to the rewards

See NEW V-P: Page 2

Toward a new era in alumni relations

By KEN CUTHBERTSON

History professor Geoff Smith has served as a guest lecturer on an alumni cruise through the Panama Canal. Classics professor emeritus Ross Kilpatrick has filled the same role on an alumni trip to Italy. Psychology professor Barrie Frost has lectured to alumni groups throughout southern Ontario. Theologian Richard Ascough met with members of the German Branch of the Alumni Association when he was on sabbatical in Germany.

The list of faculty members who interact with alumni on their travels promises to grow much longer when elements of the university's new action plan on alumni relations are implemented.

The 15-member panel that has been studying the state of alumni relations at Queen's has unveiled the document, which

includes an innovative set of recommendations. Judith Brown, Executive Director of Alumni and Donor Relations, says they point the way toward a new era in alumni relations.

"The action plan builds on our existing strengths, and it will move us in some challenging new directions, ones that will reinvigorate our programs and involve far more faculty, staff, students, and alumni volunteers than we ever have in past," says Ms. Brown.

"From a campus perspective, the action plan will have significant impact in a several areas in which faculty, staff, and students are involved," says Ms. Brown.

"Some faculty members already do a great job of keeping in touch with and involving alumni in the life and work of the university. But we want to engage a lot more people in these

initiatives. These could include things like meeting with and speaking to alumni groups when the faculty members are traveling, keeping alumni better informed about research and other developments here on campus, and faculty being more aware of the importance of good alumni relations."

When Ms. Brown was appointed to head Alumni and Donor Relations in 2003, she quickly realized that alumni participation and involvement in the university were stagnant at best, waning at worst. Attendance at the association's annual assembly was dropping and the impetus for growth in the far-flung network of alumni branches was getting ever harder to maintain. Participation in the Queen's Annual Fund, which gives the university much-needed flexibility and helps meet

day-to-day operating costs, was declining – a sure sign that alumni relations were in trouble.

Ms. Brown learned first-hand how difficult it was becoming to engage volunteers and to provide them with a meaningful experience.

"For example, when we asked alumni what the Alumni Association did and how relevant it was, we discovered that few people really knew much about the association or what it does," she says. "It's a big, amorphous something."

Ms. Brown began to wonder if maybe Queen's hadn't taken alumni support for granted and if participation by volunteers hadn't been more in spite of what the university had been doing than because of it.

With a 16.2 per cent average annual alumni giving-rate over the last five years, Queen's still

fares well relative to many other Canadian universities and colleges, where alumni giving rates hover in the low single digits. However, when compared to some of its peer institutions, the Queen's participation rates pale.

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



Gazette introduces online survey

How are we doing?

The Queen's Gazette would like to find out what you think of your university community newspaper. Your views are important, because we are continuously looking for ways to improve the newspaper's content and design.

To do this, we invite you to fill out an online readership survey at some point between Tuesday May 17 and Tuesday May 31. It is completely anonymous and should take between 10 and 15 minutes to complete. The survey is located at adv.queensu.ca/surveys/gazettequestionnaire.

Your input is appreciated. Survey results will be communicated in the Gazette in a subsequent issue.

This is the last biweekly issue of the Queen's Gazette until September. With another academic year winding down, the Gazette's next issue will appear Monday, June 13. The editorial copy deadline is Monday, June 6 at noon, and the deadline to book paid advertising is Monday, May 30.

The Gazette will resume twice-monthly production this September, but with a slightly

different schedule – one that we hope our readers will find easy to remember.

Instead of publishing every other Monday during term time, the paper will now publish on the second and fourth Monday of each month (Tuesday if Monday is a holiday) during the fall and winter terms. Watch for a full schedule in the next issue of the Gazette.

Also new this summer is a special back-to-school advertising supplement, which will appear in the Aug. 29 issue. For details on this and other paid advertising bookings and deadlines, please contact Advertising Coordinator Ying Gilbert at 533-6000 ext. 75464, email advert@post.queensu.ca.

Other information, including back issues of the Gazette, can be found on the web at qnc.queensu.ca/gaz_online.php.

And please take a look at page 16, which details our first-ever photo contest, run jointly with the Queen's Alumni Review. The contest is open to all Queen's community members.

Celia Russell, Editor

BOARD IN BRIEF

May 7 notes

In memoriam: Board members observed a moment of silence to remember students Justin Schweg and Nicholas Beaulieu. Mr. Schweg was killed in March in a downtown bar. Mr. Beaulieu lost his life in April in a climbing accident.

"The campus is overwhelmed with grief from these two deaths," Principal Karen Hitchcock said.

Farewell: Board members bid farewell to outgoing Vice-Principal (Academic) Suzanne Fortier and Dean of Student Affairs Bob Crawford.

Indirect research costs: In her report to the board, Dr. Hitchcock cautioned that the costs of indirect research continue to be an issue and that it is important that the federal government continue to consider it an important initiative. "Our success is driven by the quality of our research," she said. Ironically, it is the productivity of the faculty that puts pressure on the operating budget. Indirect costs are quite significant, the greatest being in the sciences, said Vice-Principal (Research) Kerry Rowe. "It's amazing how much electricity some of these experiments consume." "One of the pressures I see is on the space side," Vice-Principal (Operations and Finance) Andrew Simpson said. "The indirect costs of research may be the biggest single financial pressure we have, although it is not the headline." "We are renting a considerable amount of off-campus space just to deal with research issues," added Dr. Rowe.

The board approved:

- an allocation of \$1.583 million for Phase 1 of the Stauffer Library Learning Commons renovation. Funding comes from the library, the 2005 renovations and alterations fund and the Office of the Vice-Principal (Academic).
- a motion by the Investment Committee that the policy asset mix for the Pooled Endowment Fund be revised. As high yield bonds are now considered to be part of the allocation to fixed

income, such bonds will no longer be included in the 10 per cent allocation to alternative investments.

- room dedications in Beamish-Munro Hall.
- \$4.5 million to construct two additional levels over the Botterell Hall loading dock, with funding coming from the Faculty of Health Sciences. The floors would house an expansion of the university's transgenic mouse facility and also mechanical and electrical equipment.

- residence fees for 2006-07: Single room and board will increase 3.75 per cent to \$8,986; single room and board, upper year, 3.75 per cent to \$7,908; single plus room and board, 3.74 per cent to \$9,435; single plus room and board, upper year 3.74 per cent to \$8,303; double room and board, 3.8 per cent to \$8,886; suite (room only) 3.75 per cent to \$5,282; grad, Harkness (room only), 3.75 per cent to \$4,975; Jean Royce (room only), 3.75 per cent to \$4,975.
- residence society fees for 2005-06. Main campus residence society fee remains at \$74.99, unchanged from last year; Jean Royce Hall society membership fee will be \$72.62 an increase of 3.5 per cent.
- Alma Mater Society mandatory fees will increase to \$405.88 in 2005-06, compared to \$321.97 the previous year. This includes a new \$71 levy to go to the Queen's Centre project. Society of Professional and Graduate Students activity fees have increased 4.7 per cent to \$705.03, compared to \$673.41 for the previous year. Law students' activity fees have increased 4.58 per cent to \$751.91, compared to \$718.99.

- tuition fees for the spring law program at the International Study Centre to increase 12.4 per cent to \$9,500. (it is not supported by the government and therefore not subject to the current tuition freeze). Five per cent will be directed to increased costs and inflation and the remaining 7.4 per cent increase will be used to invest in the program. Fees for the program will remain below those on the Kingston campus.

Ontario budget

continued from page 1

universities must continue to be mindful that this commitment continues, says Mr. Young.

"The budget announcement is an important first step, but many more steps need to be taken."

At their meeting May 7, the board considered a draft university operating budget for discussion, opting to wait to finalize the revenue side of the budget until after the province had delivered its own on May 11.

Although the expense side was clear, the unknowns in the provincial budget made it difficult to present a final document for review.

"Going from the provincial budget requires a lot of work by Glenda Kaye and the rest of the finance staff – matching the purposes of the various sources of government funding against the priorities that the university has decided on for 05-06," says Mr. Young.

Despite the work, delaying the final budget will allow the university to have a more accurate picture of what will transpire during the next fiscal year, he says.

Once finalized, the university budget will be presented as part of a special board meeting, to take place in early June via conference call.

Last year, Premier Dalton McGuinty commissioned Mr. Rae to head a panel on post-secondary education. He released his findings in early February, calling on the federal and provincial government to move quickly to halt the decline in quality of post-secondary education. With this budget, the government has taken significant steps toward

reversing a trend in higher education that has left Ontario with the lowest per student funding of any Canadian province.

"After so many years of erosion in university funding, it's very exciting to now see Ontario moving in a more positive direction," Mr. Young says. "This kind of investment in universities is a clear indication of the government's intention to show strong leadership in strengthening our higher education sector so that it can drive innovation and expand economic opportunities for the people of the province, and the entire country."

"We will continue to face many challenges as we strive to attract the best students and faculty in what has become a highly competitive environment," says Dr. Hitchcock. "Today's budget news enables us to move ahead with an increased sense of confidence in the future and in our ability to both provide future generations of Queen's students with an outstanding university and be a force for innovation and economic growth."

The Council of Ontario Universities applauds the government for making the importance of higher education so abundantly clear.

"The government's investment will enable universities across the province to plan for the long term and build on strengths that will ensure Ontario's prosperity and overall well-being in the new economy," says Richard Van Loon, Chair of the Council of Ontario Universities and President of Carleton.

Good news

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commitment."

Universities would have the discretion to set the value of individual fellowships, but the Ministry of Training, Colleges and Universities stipulates that individual fellowships should not exceed \$4,000 per term. Universities will also be expected to report annually to the public on the number and value of fellowships. The actual number of fellowships will depend on the rate

of return of a university's endowment investments.

The province also announced, separate from the budget, that it will provide full funding for undergraduate enrolment growth that took place in 2004-05.

It has also granted \$200 million to colleges and universities to deal with deferred maintenance issues, of which Queen's will receive \$9.1 million.

New V-P

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and challenges that providing academic leadership in one of Canada's foremost institutions of higher learning will undoubtedly bring," says Dr. Deane.

"Patrick has provided uncommon leadership to our institution during his term, overseeing the elimination of the debt, the university's first surplus budget in a decade, and the strategic and academic plans," says University of Winnipeg President Lloyd Axworthy. "Integrity and a strong moral compass have been the hallmarks of his time with us. We are honoured to have worked with him and celebrate his appointment to such a prestigious Canadian university."

In 1978, after studying law and English literature at the University of the Witwatersrand, Dr. Deane immigrated to Canada. He completed his master's degree in English in 1979 and a PhD from the University of Western Ontario in 1985.

He was the recipient of the Charles Polanyi Prize for Literature in 1988, the year he became a member of the Department of English at Western. After a two-year assistant professorship at the University of Toronto, he

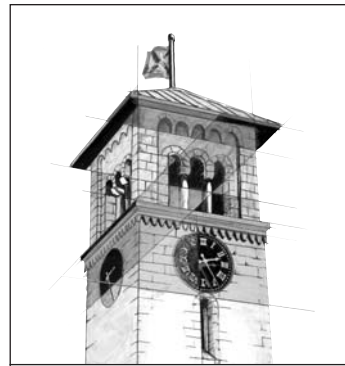
returned to the University of Western Ontario where he earned tenure in 1993. He chaired the department from 1997 to 2001. His research and teaching focus on 20th-century British literature and culture and South African literature and culture. His publications include *At Home in Time: Forms of Neo-Augustanism in Modern English Poetry* (1994) and *History in Our Hands: A Critical Anthology of Writings on Literature, Culture and Politics from the 1930s* (1998).

Dr. Deane was appointed Vice-President (Academic) at The University of Winnipeg in 2001 and took on the role of acting president in 2003 until the arrival of Lloyd Axworthy in May 2004.

Dr. Deane succeeds Suzanne Fortier, who has served as Vice-Principal (Academic) since July 2000.

At the board meeting, Dr. Hitchcock thanked Dr. Fortier for her contributions to the university and for her help during Dr. Hitchcock's first year as new principal of Queen's.

"I want to thank you for all you have done – not just for Queen's, but also for me."



QUEEN'S GAZETTE

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ADVERTISING POLICY

The Queen's University Gazette is a newspaper published by the University's Department of Marketing and Communications ("Publisher") for the primary purpose of internal communication to its faculty and staff members.

All advertising is subject to the Publisher's approval. The Publisher reserves the right to revise, reject, discontinue or omit any advertisement, or to cancel any advertising contract, for reasons satisfactory to the Publisher without notice and without any claim for penalty.

The Publisher does not accept liability for any loss or damage caused by any error in accuracy in the printing of an advertisement beyond the amount paid for the space actually occupied by that portion of the advertisement in which the error occurred.

The advertiser agrees to indemnify the Publisher for any losses or costs incurred by the Publisher as a result of publishing any advertisement, which is libelous or misleading, or otherwise subjects the Publisher to liability.

The Publisher may insert the word "advertisement" above or below any copy. The Publisher requires that any advocacy advertisement identify the advertiser placing the ad.

The Publisher will not knowingly publish any advertisement which is illegal, misleading or offensive to its readers.

The Publisher will not knowingly publish any advertisement which violates the University's internal policies, equity/human rights policies or code of conduct. Further, the Publisher will not publish any advertisement which contravenes the best interests of the University directly or indirectly.

Queen's Centre development takes another step

By CELIA RUSSELL

The Board of Trustees has approved \$13 million in funding for the university to proceed with detailed design drawings and complete the site acquisitions needed before construction can start.

"We are continuing to refine the external design, and will move on to the detailed design drawings," Vice-Principal (Operations and Finance) Andrew Simpson told trustees at their May 7 meeting.

The next step will be to put the project out to tender. Construction will take place in three phases over about 10 years, and

is scheduled to start next year. The centre, estimated to cost about \$230 million, will combine student life and athletics facilities and a new home for the School of Physical and Health Education.

The funding for Phase 1 of the project will also pay for land acquisition on the site – buildings on Earl and Clergy streets between University Avenue and Division Street. The university is currently in negotiations with property owners and with the Royal Kingston Curling Club.

The funding will also pay for ground sewer, water and electrical development under Clergy

Street, approvals for which are already in the hands of Kingston city council, says Mr. Simpson, who chairs the project's management committee.

"It will be a sparkling, sparkling project," says trustee Andrew Pipe, who chairs the Queen's Centre executive committee. "The Queen's Centre process continues to unfold. The work has been done with community consultation in the broadest possible sense."

When construction is completed in 2014, the final facility will be about 65,000 gross square metres, doubling the space of the existing facilities.

Although some people in the community would have liked to have seen a 50-metre pool as part of the plan, it is not financially viable, Mr. Simpson says.

"None of us like to say no – but the fact is we have now reached a maximum dollar level for the project – we've gone as far as we can go."

The dimensions of the proposed pool are 37.5 by 25 metres and will meet the requirements of the university's recreational, varsity and competitive needs, he says.

The board originally approved the concept of the Queen's Centre in May 2003 – the result of a

growing concern that students and faculty were choosing not to come to Queen's because of the poor quality of its student life, recreational and athletics facilities.

In broad terms, the \$230 million budgeted for the project is comprised of \$150 million in construction, other project costs of \$55 million (including architectural fees, furniture and equipment, property acquisition) and \$25 million for future inflation. The architectural team steering the project is Bregman + Hamann of Toronto, Sasaki Associates of Boston and Shoalts and Zaback of Kingston. www.queensu.ca/queenscentre

Universities must change public's view of education: Rae

By CELIA RUSSELL

Canada's universities and colleges must do a better job of telling their story if they expect to convince the public of the lifetime benefit of higher education, says the author of the Rae report on post-secondary education.

"Universities do not do a good job in lobbying and stating their case to the public," says Bob Rae, in an address to the 130th annual meeting of University Council recently. "You must continue to engage with the public about the value of an education in relation to other public programs."

To be effective, Canada needs to organize a national campaign promoting education as an investment in the future, with funding on a multiyear basis, he says.

Other countries, such as

China, India, Germany and Britain are ahead of Canada in talking about education, training and investing in the future and doing something about it, says the former NDP premier, referring to British Prime Minister Tony Blair's changing the country's tuition policy.

"The reality is that tuition is too high for some people and not high enough for others."

Bob Rae

He took a lot of flak for it, but it turned out to be the right thing to do.

Well over half the jobs today require some sort of university education, he says.

"We need to continue to invest. In fact, we need to invest more. We need to invest in a range of programs through high school right through to those going back to school."

Students and others need to realize that tuition is not the problem affecting accessibility – affordability is the problem, he says.

With all due respect to federal NDP leader Jack Layton, "this focus on tuition is a huge mistake," says Mr. Rae. "The reality is that tuition is too high for some people and not high enough for others. When we look at net tuition, we see that it is a very modest percentage of the cost of running a university."

"What I'm opposed to is a mindless tuition freeze, because it makes it impossible for universities to have a steady and predictable source of income."

To deal with student debt, there should be more grants and bursaries available to students in need, instead of loans.

It has been said that the baby boomer agenda drives public policy, says Mr. Rae.

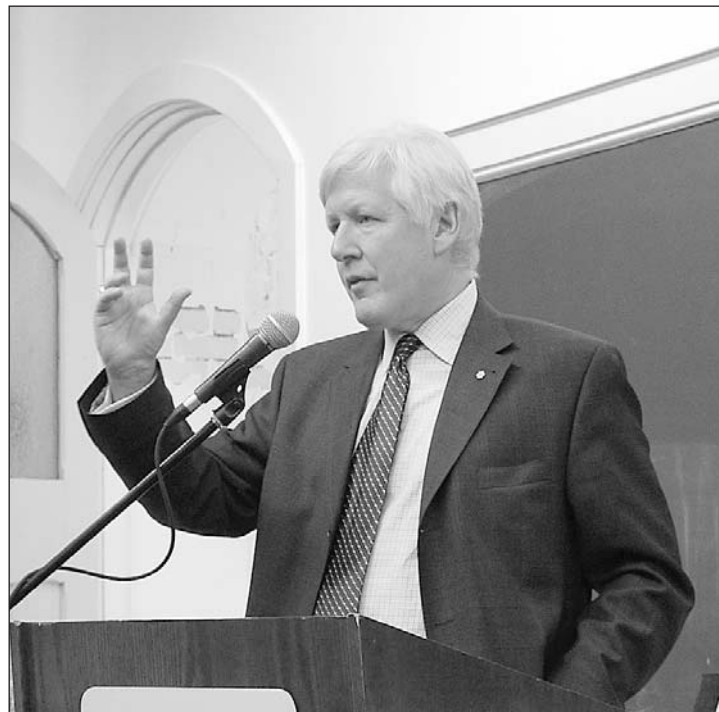
In the 1930s, it was highways; in the 50s, it was education, when most boomers were born or of school age and since the 70s, it has been health care.

"We have to be concerned that 20 years from now, the big

issue facing the country will be the cost of funerals," he says, drawing laughter from the audience. "It's perfectly understandable that most people would say the biggest issue facing the country right now is health care, and that's particularly true as we get older. But that can't stop us from talking about where we are going to be 10, 15 and 20 years from now."

Health care is important, but people have turned it into an icon, says Mr. Rae.

"It's a way of paying for a service, that's what it is. We have to put it into context with all the other things."



CELIA RUSSELL

Bob Rae makes a point during his keynote address to Queen's University Council May 6 in Kingston Hall.

The Principal's Task Force on Alumni Relations Introduces the Action Plan for Alumni Relations at Queen's University



The Principal's Task Force on Alumni Relations is proud to introduce the Action Plan for Alumni Relations at Queen's University. This plan was developed to raise the level of alumni engagement at Queens by reaching out to our alumni more effectively in the future.

All interested parties are invited to view the Executive Summary of the Action Plan at

<http://alumni.queensu.ca/actionplan>

All feedback is welcome.

To provide feedback or to request a full copy of the report please contact: Judith Brown, Executive Director, Alumni Relations and Annual Giving at brownjb@post.queensu.ca

Find out what Queens and you can do to increase your involvement with your alma mater!



University, QUFA sign collective agreement

The Board of Trustees of Queen's University and the Queen's University Faculty Association (QUFA) have signed a new three-year collective agreement for the university's faculty, librarians and archivists. The agreement is in effect from May 2005 to April 2008.

The members ratified the proposed agreement with 95.5 per cent of the members who cast ballots voting in favour. Trustees approved the agreement at a meeting on Saturday, May 7.

The agreement provides for a 3-per-cent, across-the-board (scale) increase in each of Year 1 and Year 2. The scale increase in Year 3 will be 3.05 per cent.

The parties addressed several other items including benefits,

appointment processes, tenure and promotion, evaluation, working conditions, adjuncts and employment equity.

"The university is very pleased to reach agreement with Queen's University Faculty Association on this matter," says Suzanne Fortier, Vice-Principal (Academic). "Both parties worked very hard to reach an agreement which promotes our mutual goal of attracting and retaining faculty, librarians and archivists of the highest quality at Queen's."

It is a great pleasure to announce the signing of the new agreement, Principal Karen Hitchcock told trustees Saturday.

"Constance Adamson (QUFA past-president), I would like to thank you for all you have done."

Judges think children more honest than adults

By LORINDA PETERSON

Judges perceive child witnesses as being more honest than adults when testifying in court, but recognize that children's limited memory and communication skills, and greater suggestibility may make them less reliable than adults, according to recent Queen's studies.

The multi-disciplinary research, the first of its kind to examine judges' perceptions of child witnesses, was led by Child and Family Law scholar Nick Bala. It addresses how judges assess the honesty and reliability of children's court testimony, and how accurate their observations are. It also makes recommendations on how to train child protection professionals and judges to frame their questions to child witnesses most effectively.

The research, to be published in next month's Alberta Law Review, has important implications for educating child-protection professionals, including judges.

The findings are based on two related studies that merge traditional legal scholarship on children's truth telling, and a national survey of child-protection professionals that assesses perceptions of child witnesses and truth telling, with judges' responses to mock interviews.

"Assessing the credibility of witnesses - deciding how much to rely on their testimony - is central to the trial process," says Prof. Bala. "The assessment of credibility is an inherently human and imprecise enterprise."

The research showed that social workers, other profession-

als working in child protection and judges correctly identify children who are lying at only slightly above chance levels after watching mock interviews. Judges perform comparably to other justice system officials and significantly better than law students.

While the mock interviews don't replicate the judge's courtroom experience, "the results show that judges are not human lie detectors," says Prof. Bala.

The research also indicates that defence lawyers are more likely than prosecutors or others who work in the court system to ask children questions that are not appropriate to their developmental level. These questions use vocabulary, grammar or concepts that children could not reasonably be expected to understand.

This leaves child witnesses at a disadvantage to respond honestly.

The survey asked Canadian judges about their perceptions of child and adult witnesses on such issues as suggestibility, leading questions, memory and perceptions of honesty in child witnesses. It found that children are perceived as:

- more susceptible to suggestibility during pre-court interviews
- more influenced by leading questions
- less likely than adults to intentionally set out to deceive during court testimony.

Funded by The Social Sciences and Humanities Research Council (SSHRC), the research suggests that all new judges should be trained in how children should be questioned, and about the

types of questions that children should be able to understand. Effective communication with children and developmentally appropriate questions which children can reasonably be expected to answer make them far more reliable witnesses.

To minimize the deterioration in children's memories, the delay between the reporting on an offence and the trial should be shortened, the study also recommends. Several meetings between a child witness and the Crown prosecutor before testifying will also help minimize a child's anxiety, the study notes.

The research is part of the Child Witness Project, an interdisciplinary study of children as witnesses by co-investigators Nicholas Bala, Roderick Lindsay, Victoria Talwar and Kang Lee.

Neuroscientist to deliver inaugural lecture

By MEGAN GRITTANI-LIVINGSTON
Governor General Adrienne Clarkson will be paying a visit to Queen's on Thursday, May 19, introducing a new national research lecture series, the first of its kind in Canada.



Milner

The Governor General Lecture Series of the Royal Society of Canada aims to inform Canadians about new developments in a variety of disciplines, and will also serve as a forum for discussion of pressing national policy issues.

Brenda Milner, a pioneer of cognitive neuroscience, will speak on *The Many Faces of Memory*, explaining the connections between memory and different parts of the human brain.

A native of Manchester, England, Dr. Milner came to Canada after World War II with a BA in Experimental Psychology and an ScD from Cambridge. She taught

at the new Institut de Psychologie of the Université de Montréal before moving to the Montreal Neurological Institute in 1950.

She has been there ever since, conducting research into the temporal-lobe functions of the human brain, and establishing a laboratory of neuropsychology at the Institute after receiving her PhD from McGill University in 1952. She currently holds the title of Dorothy J. Killam Professor of Cognitive Neuroscience.

Dr. Milner is a Companion of the Order of Canada, and has been named to similar societies in England, the United States, and Quebec. She has also received many awards from scientific institutes, and was inducted into the Canadian Medical Hall of Fame in 1997.


Dr. Milner's research has centred around the human brain's involvement in memory disorders. She will explain her findings in layman's terms for the inaugural lecture of the Governor General's series at 7:15 pm in room 1101 of the Biosciences Complex.

ONE BIG YARD SALE



STEPHEN WILD

Queen's hosted its annual Moving Madness recycling and garbage collection recently in the Mackintosh-Corry parking lot on Union at Frontenac street. Business was booming, despite the rainy weather.



McCoy
BUS SERVICE & TOURS

Blue Jays vs Minnesota Twins	May 29	\$75
Montreal Casino or shopping	May 30	\$45
Montreal Overnight	Jun 17-18	\$199
St. Jacobs Day Trip	June 18	\$75
Cape Cod, Newport, Boston	Jun 26-30	\$749
Vaughan Mills Mall Shopping	June 27	\$45
Civil War Re-enactment, Pennsylvania	Jul 1-4	\$749
Mamma Mia! in Ottawa	Aug 6&13	\$169
Prince Edward County Wine Tour	Aug 12	\$75
Let's Go to the EX	Aug 24	\$55/\$75
New York City - Stay in Times Square	Aug 26-29	\$575
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Auditor General, national affairs columnist among seven spring honorary degree recipients

By MEGAN GRITTANI-LIVINGSTON
Queen's will pay tribute to a diverse and intriguing group of leaders in their fields at the 2005 spring convocation.

These luminaries have made significant contributions both nationally and internationally in a wide range of fields, including journalism, nuclear physics, dance, commerce, law, prosthetic design, and accounting.

Chancellor Charles Baillie will award degrees to each of the recipients in convocation ceremonies in Jock Hartly Arena on May 26 and 27 and June 2 and 3.

Tom O'Neill

The Queen's community has benefited from the extensive business experience of Tom O'Neill, Comm'67, a vice-chair of the Queen's Board of Trustees. Mr. O'Neill joined the auditing staff of Price Waterhouse, Toronto in 1967, and his excellent service with the company in its many forms for over 30 years led eventually to his appointment as Chairman of PwC Consulting in May 2002.



O'Neill

After earning his CA designation in 1970, Mr. O'Neill began climbing the ranks within Price Waterhouse and never looked back. He was made a supervisor in 1972 and a manager in 1974; he worked in Brussels for a year to keep up his French; and he became a part of the partnership of Price Waterhouse Canada in 1978, taking on more and more responsibilities until he was eventually named chair and CEO.

When Price Waterhouse merged with Coopers & Lybrand in July 1998, Mr. O'Neill became the CEO of the new PricewaterhouseCoopers LLP Canada. Two years later, he was named the Chief Operating Officer of the PricewaterhouseCoopers LLP global organization, and he moved to become the CEO in 2002.

Mr. O'Neill has also applied his outstanding business acumen to teaching at the University of Toronto, managing the Stratford Shakespearean Festival and working diligently with a number of councils and committees.

He will receive an honorary LLD on Thursday, May 26 at 2:30 pm.

James Foort



Foort

This humanitarian applied his abundant creative and technical skills to improve the lives of amputees world-wide. Mr. Foort has designed a wide variety of prosthetics and made improvements to many more, all centred on the comfort of the wearer. Moreover, he has never taken out copyrights or patents on his manuals or designs, viewing them instead as funded by the public purse and thus the property of the public. This generosity is significant since the fruits of his labour can be found everywhere in universities and hospitals internationally.

The British Columbia native

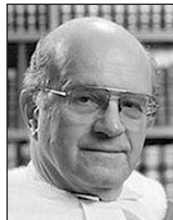
began his career in prosthetics by developing the Sach foot – the first solid-ankle foot, and now an industry standard – and he never looked back. Mr. Foort worked extensively with lower-limb prostheses at universities and laboratories in California and Manitoba, and he stood at the forefront of the field of computerized prosthetics design as the Founding Director of the Medical Engineering laboratory at the University of British Columbia.

In his retirement, his imagination has known no bounds. Mr. Foort has written eight books and paints extensively.

He will receive an honorary DSc on Friday, May 27 at 9:30 am.

Frank Iacobucci

The Honourable Frank Iacobucci, former Supreme Court Justice, became the interim President of the University of Toronto in September, 2004 after a long and distinguished legal career. The British Columbia native has travelled extensively for his profession. He holds law degrees from UBC and Cambridge University; he practised law in New York City early in his career, eventually coming to the University of Toronto, where he taught and was involved in the administration until 1985.



Iacobucci

At that time, Mr. Iacobucci was appointed Deputy Minister of Justice and Deputy Attorney General of Canada. In 1988, he was named to the Federal Court of Canada as Chief Justice, and in 1991 he was named Puisne Judge to the Supreme Court of Canada, where he served until his retirement in June, 2004.

He supplemented his impressive career with many written contributions to the legal community. He is poised to become the chair of the Board of Directors for the Torstar Corporation on July 1, 2005.

He has also been recognized by Canada and Italy for his extensive contributions to public service.

He will receive an honorary LLD on Friday, May 27 at 2:30 pm.

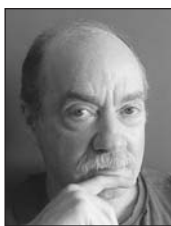
David Earle

Charles David Ronald Earle began dancing at the age of five. A youth spent training in dance and performance in Toronto and New York led him to a life of international renown for his choreographic mastery. In 1968, he returned to Toronto to found the Toronto Dance Theatre with Patricia Beatty and Peter Randazzo, and he went on to lead that company through triumphant tours in New York, Europe, and Asia as the sole Artistic Director.

Mr. Earle graced the Canadian dance world with his choreography for a remarkable 35 years. He has created more than 100 masterpieces of dance, including the Sacra Conversazione to Mozart's Requiem – which has brought him international renown – Court of Miracles, Baroque Suite, Dreamsend, and Atlantis.

This talented artist has been sought after to choreograph for several Canadian dance companies and filmmakers. He has

given generously of his skills in teaching all across Canada. He branched out to work independently in 1996, forming the Dancetheatre David Earle to promote the creative expression of humanity through dance and the preservation of his works.



Earle

Mr. Earle has received a number of prestigious awards, including the Order of Canada, the 1987 Dora Mavor Moore Award for best new choreography, and the 1994 Jean A. Chalmers Award for Distinction in Choreography.

He will receive an honorary LLD on Thursday, June 2 at 9:30 am.

Sheila Fraser

While the current chaos ensuing from the sponsorship scandal is certainly not Sheila Fraser's fault, it was she – during her stewardship of the Office of the Auditor General of Canada – who did not hesitate to bring the corruption to light.



Fraser

Ms Fraser became the Auditor General after a long and fruitful career in the field of accounting, which included two years as the Deputy Auditor General, Audit Operations, prior to her ascendance to the top spot. During that time, she engaged in senior management activities, reviewed the issues arising in audited organizations and brought major problems to the Auditor General's attention, and signed statements about the financial status of Crown corporations on behalf of the Auditor General.

The Quebec native began her accounting career with a remarkable turn at the firm of Ernst & Young, where she became a partner in 1981. She also worked for the Auditor General of Quebec and the provincial government.

She will receive an honorary LLD on Thursday, June 2 at 2:30 pm.

Jeffrey Simpson

Though he was born in New York and came to Canada at age 10, Jeffrey Simpson is in touch with the Canadian psyche and national affairs in a way that few are. One of Canada's most well-known and well-respected journalists, Mr. Simpson has covered political issues both in Canada and abroad for more than 30 years.



Simpson

After studying at the University of Toronto Schools, Queen's and the London School of Economics, Mr. Simpson joined the Globe and Mail in 1974. He covered Toronto City Hall and Quebec politics, and soon earned the position of Ottawa bureau chief.

In 1981-83, Mr. Simpson acted as the Globe's correspondent in London, England. He returned in 1984 to take up the national affairs column he has

made his own.

He has published six books since 1980. His latest, *The Friendly Dictatorship: Reflections on Canadian Democracy* (2001) – was nominated for the Donner Prize for the best book on public policy.

Mr. Simpson has received all three of Canada's leading literary prizes for non-fiction works. He has also won the Hyman Solomon Award for excellence in public policy journalism and was named an Officer of the Order of Canada in 2000.

He will receive an honorary LLD on Friday, June 3 at 9:30 am.

George Ewan

Queen's professor George Ewan is an internationally renowned researcher in the field of nuclear physics and particle astrophysics. The native of Scotland came to Canada as a post-doctoral fellow with McGill after earning two degrees, including a PhD in nuclear physics in 1952, from Edinburgh University.

In 1955, Dr. Ewan began his work at the prominent Chalk River Nuclear Laboratories of AECL, where he conducted nuclear physics research for 15 years. In 1970, he moved to Queen's, where he has been a professor of physics, head of the

department, and emeritus professor. He was a visiting scientist at the Niels Bohr Institute in Copenhagen (1961-62), the Lawrence Radiation Laboratory at Berkeley (1967), CERN in Geneva (1977-78 and 1984), TRIUMF in Vancouver (1985), and the University of Tokyo, Japan (1986).



Ewan

Dr. Ewan's work with the Queen's nuclear group, begun in 1982, led to his involvement in helping to found the international SNO collaboration

in 1984 to study solar neutrinos in a Sudbury laboratory. He was the Canadian leader of the project from 1984-1990 and chaired the SNO management committee from 1990-1999. The discoveries he and the SNO group made have had a significant impact on fundamental theory. Dr. Ewan has won a number of international awards for his excellence in research, including his election as a Fellow of the American Physical Society in 1972, the Royal Society of Canada in 1975, and the Royal Society of Edinburgh in 1984.

He will receive an honorary DSc on Friday, June 3 at 2:30 pm.

University mourns student

The university is mourning the death of student Nicholas Beaulieu, 19, who died last month in a climbing accident.

"The Queen's community extends its deepest sympathies to the family and friends of Nicholas Beaulieu," says Dean of Student Affairs Bob Crawford.

"His tragic death is a great loss to us all. Principal Karen Hitchcock expressed her condolences to Nick's parents, friends and fellow students when she visited the hospital," says Dr. Crawford. "It was heart breaking to see the grief

of those who knew and loved this young man. He had clearly touched many lives. His parents were greatly encouraged to see how many cared for their son."

A memorial service to remember Mr. Beaulieu's life will take place on campus this fall. Family and friends in his home town of Okotoks, Alta., have opened a trust account in his honour to raise money for a scholarship in his name. To donate, call ATB Financial in Alberta at 1-800-332-8383 or the local branch at 1-403-938-7232.

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VIEWPOINT

MEL ROBERTSON

Biology



USAT is useful, analysis shows

Recently, Queen's University Faculty Association (QUFA) announced its intention to campaign for a suspension of the University Survey of Student Assessment of Teaching (USAT) evaluations on the basis that this tool is flawed and with the expectation that a more valid and effective instrument of assessment can be designed. Fortuitously, I have just completed an analysis of QUEST/USAT scores in the Department of Biology. I offer some of my findings here with the hope that others will find these results interesting.

My primary motivation for undertaking this analysis was that, as a department head evaluating my faculty, I wanted to get a better grasp of what could be considered performance at expectation and what might be considered below and above expectation. I must stress that these scores do not measure student learning, nor do they directly measure the instructors' teaching ability. But, in some way, they measure the students' satisfaction with how they have been taught. We should try as much as possible to maximize that satisfaction, while bearing in mind that the primary goal is education rather than entertainment.

The dataset includes 400 course offerings from 30 professors to a total enrolment of 68,000 students over nine years. Class size ranged from around 10 to around 450. I confirmed previous findings that the USAT score depended on class size. The relationship of the average score (mean of 11 standard questions on the USAT form) versus enrolment had a slope of -0.00123 indicating that for every 100 students in the class one can expect to lose around 0.1. For the average score, I felt that performance at expectation in Biology should fall roughly between the limits of 3.5 - 4.5 for small classes (10-15 students) and 3.0 - 4.0 for large classes (>400 students). This was roughly plus and minus a standard deviation from the mean. Not all of the 11 standard questions were equally affected by class size. For example, the score for Q8 (my interest was stimulated) was most strongly affected with a slope of -0.00177 (almost 0.2 lost per 100 students) whereas the score for Q9 (the course was well-organized) was almost unaffected by class size. These results are intuitively acceptable, as one might expect it to be harder to stimulate a larger mass of students, but one can always be well organized.

It is a relatively simple matter to correct scores for class size using the appropriate method. Having tabulated the average scores for all the standard questions for all faculty over the last nine years, I sorted the table in descending order based on the corrected score for Q2 (effectiveness as a teacher). I was interested to see that this resulted in all of the top six positions being occupied by all of the Biology faculty who have been awarded teaching awards external to the department (three Barnes Awards and three Alumni Awards). These people have also collected six of the nine annual Biology DSC teaching awards presented during this period.

To determine what might be driving the assessment of effectiveness as a teacher, I correlated the scores for Q2 with the scores for the other 10 standard questions. One correlation stood out from the rest. The correlation between Q2 and Q10 (material presented clearly) had an r-squared value of 0.88, suggesting that students were assessing their teachers based on how clearly they explained the concepts. The questions for workload (Q6) and grading (Q5) had very little influence on the students' perception of their teachers' effectiveness ($r^2=0.28$ and 0.27). I also correlated all the scores for Q1 (overall excellent course) with the scores for the other 10 questions. Again, one correlation stood out. The students' assessment of the overall excellence was apparently driven by their assessment of how much their interest was stimulated (Q1 versus Q8, $r^2=0.86$), with their assessment of how much they had learned (Q1 versus Q3, $r^2=0.79$) coming in a close second.

Finally, I found a positive correlation ($r^2=0.51$) between a faculty member's overall average score (all questions, all courses, all nine years) and the percentage of the enrolment responding in the QUEST/USAT forms.

This suggests that the teachers generally perceived by the students as being effective and presenting stimulating material are teaching to more of their class at the time the evaluation takes place (45 per cent of the class responding in a course with an average USAT score of around 3.4; 88 per cent response for an average USAT score of 4.3).

I am sure that more sophisticated analyses could be done with the data. I accept that different departments with different courses and students' backgrounds will not necessarily match with Biology. Also, it wouldn't surprise me if others interpreted the above results differently. I performed the analysis for my own benefit and it has strengthened my feeling that the USAT evaluation is a useful exercise.

Having scrutinized all the numbers, I am convinced that the students take this task seriously and that the response to each question is considered on its own merits. The fact that ranking on Q2 puts all of our external teaching award winners at the top of the list suggests to me there is some validity to the USAT tool for the assessment of teaching. It might be interesting to find out if similar analyses in other departments or across the faculty give similar results. I would be dismayed to lose this tool without having something at least equally effective in its place.

R. Meldrum Robertson is head of the Department of Biology.

QUEEN'S FLASHBACK: JUNE, 1991



CAROL TOLLER

NASA astronaut Roberta Bondar visits Queen's.

Letter

Chemical sensitivities are nothing to sneeze at

I am writing in response to Rhonda Hirschfield's excellent article in the Gazette (Scents and sensitivities in the workplace, April 18).

Although I have not been officially diagnosed, I too, seem to suffer from chemical sensitivity and have suggested a fragrance-free policy in my personal office space. Despite my supervisors' action on my behalf, it's not an easy thing to request as I even struggle in my home life to find fragrance-free products. My supposedly fragrance-free hair mousse is a toxic and bothersome substance in my daily life but scary hair without it causes me to suffer with its use!

I have found that a formerly "safe" laundry detergent seems to have recently changed its for-

mulation and now seems to be causing me problems. Even reading the evening newspaper, causes me to tear up and get congested. I'm not sure what chemicals are contained in newsprint and ink, but they don't seem to agree with me.

As a counselor, I meet with students every day who are unaware that they are making my eyes hurt and water, breathing become worse and headache ensue just by sitting in my office for a few minutes.

In meetings, I must choose whom I sit next to very carefully and tactfully because there are frequently people whose perfume makes the air unbearable for me. I haven't yet learned how to let people know that fragrance is a problem for me without being very concerned about hurt feelings.

Recently, I had a terrible coughing fit when our centre floor was mopped with some

kind of highly scented cleaning solution. I sat through the remainder of the morning with my office windows open (a bit chilly). Although I stopped coughing after half an hour or so, my eyes burned and I had a terrible headache and felt quite nauseated for the rest of the day. All from a little mopping.

I am lucky to have a very responsive unit leader and custodian. But it still feels quite ridiculous to say "cleaning the floor is hurting me!"

I'm writing to ask if there is anything I can do to contribute to a scent-free campaign on campus. I don't mean to just complain - I'd love to do my share to help as well.

Thanks for bringing this stinging issue into the air, Rhonda.

Christine Fader
Career Services
Queen's University

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.

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.

Herstmonceux marks a milestone decade

With the International Study Centre (ISC) already moving energetically and confidently into its second decade, July 2005 has been chosen to linger for a few days of reflection, gratitude and nostalgia, as we mark and celebrate, with two events, the many accomplishments of those first 10 years.

Friday, July 22 will see the start of INTER 2005 with the opening of a three-day Conference on International Undergraduate Education. Academics and administrators from some 20 institutions and a variety of countries will explore several different aspects of those many components that collectively make up the complex experience of studying abroad. Papers on community-based learning, service learning, experiential learning as "site-seeing," will be presented alongside others testing the realities, myths and struggles of the ubiquitous globalization and internationalization of curricula and campuses. Still others will promote virtual study abroad through the Internet, or the merit of particular disciplinary approaches, as further, especially noteworthy contributions to this ever-proliferating assault on the perceived riches of the much-desired global village. At the same time, discussion of accessibility, best practices and quality assessment will root the academic debate over what has been managed so far in the need for rigorous and ongoing institutional commitment to pointed self-awareness.

And, of course, happily, for the sundry participants cloistered together for the three days of the gathering, it is to be hoped and expected that the careful analyses and cogitations of the seminar



DAVID BEVAN

Notes from Herstmonceux

room will soar higher each evening, into creative imaginings and illuminations for future directions and partnerships, within the well-lubricated intimacy of the Headless Drummer Pub!

The reunion and homecoming part of the INTER 2005 celebrations begins Thursday, July 28 with a welcome buffet/banquet reception. Invitations have been prepared for those many people who contributed significantly in those early difficult months to the establishing of the castle as a part of the broader Queen's academic family, as also for those many others – administrators, faculty, staff, students, partners, friends – who have shared in so many ways in the castle's evolution into a distinctive and distinguished International Study Centre. The ISC's Musicians in Residence, Diana and Shelley Katz, will offer a special musical presentation at the welcome, as their own anniversary gift to Alfred and Isabel Bader, the donors of the castle to Queen's, who of course will be the guests of honour at the event.

The following three days will undoubtedly be joyfully and properly awash in nostalgia, as

alumnae and alumni reminisce and re-discover their time at the Castle through a series of activities designed to ensure just that!

Friday, as ever, will be the field study day... but this time titillated with the mystery and anticipation of unknown destinations. However, just to whet the appetite and perhaps also to tease out vestigial memories of "research methods" inculcated years ago in Seminar 6, some clues have already been posted on the ISC website: www.queensu.ca/isc.

Reunion Mystery Field Study Day: This will involve steam, sandstone, illicit happenings of yore, organic grape beverages and moated ruins... at four locations. Be the first to name them all in advance, by email to the Wizard Master at s_montgomery@isc.queensu.ac.uk and you will win a magnum of champagne, awarded at the Reunion Banquet.

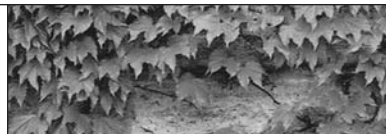
Talks by Dr Bader, as well as by favourite faculty – but this time without (perhaps?) the spectre of a final exam – will be presented, irregularly, on the Saturday afternoon, to those who have survived a morning of social and sporting activities around the castle and the estate.

The timeless pleasures of the Headless Drummer, a barbecue and a champagne brunch are just some of the other features of this weekend for returning former students, faculty and staff.

A booking form for each event is available on the ISC website at www.queensu.ca/isc. Come and celebrate!

David Bevan is the executive director of the International Study Centre at Herstmonceux Castle in East Sussex, Britain.

UNIVERSITY ROUNDUP



A high degree of guts

"I've been president here for 11 years. Every time there is a controversy, whether it's over building a new residence or a demonstration in the student centre, I get statements from people who say, 'Well, I'm not giving this' or 'I'm not giving that.'"

University of Western Ontario President Paul Davenport comments on threats from alumni to cut their ties with the university and withhold donations in light of the school's decision to award an honorary degree in June to Henry Morgentaler, who runs abortion clinics in several provinces.

Globe and Mail, May 7

Dr. Kermit the Frog

A controversial aspect of awarding doctoral degrees involves whether or not to include celebrities. A relatively recent trend, critics think that it tarnishes the name of a university. "There are a lot of people who have worked really hard to get their doctorate and I think it's insulting to give out free degrees to guys like Nicholas Cage," says Amilany Jauregui, fourth-year student at the University of Illinois. Nationally, awarding doctoral degrees to celebrities has become very popular. Mike Tyson received an honorary doctorate in humane letters from Central Ohio State University. Other celebrities include Tom Selleck (Peperdine University), Steven Tyler (Berklee School of Music), Tim McGraw (University of Louisiana at Monroe) and Nicholas Cage (Cal State Fullerton) have all been awarded honorary degrees. Even Kermit the Frog was given an honorary doctorate from Southampton College in New York.

www.Chicago Flame.com, February

American's insult long forgotten

Author and broadcaster Bill Bryson is to be honoured this spring by Liverpool John Moores University, in a city he once branded "a festival of litter." A university spokeswoman says they chose the American for his services to cultural studies and writing. After initially criticizing Liverpool's appearance, Mr Bryson went on to describe it in his highly acclaimed book, *Notes from a Small Island*, as "my favourite English city". The spokeswoman says, "Bill Bryson is one of the most well-respected travel writers in the world. His enthusiasm and commitment to exploring has inspired thousands to follow in his footsteps."

BBC News, April

Catholic school urged to drop Hillary

A Roman Catholic organization is urging a Catholic school to rescind its offer to give Sen. Hillary Clinton, D-N.Y., an honorary doctoral degree in May. Doing so would "honour the church's opponents in the fight against abortion," the group says. Patrick Reilly, president of the Cardinal Newman Society, says it would be a "scandal" for Marymount Manhattan College in New York City to give Sen. Clinton a special degree because she has supported legalized abortion, voted against a ban on partial-birth abortion, advocated expanding embryonic stem cell research and declared contraception "basic health care for women." Mr. Reilly has written to Marymount Manhattan College President Judson Shaver, urging him to cancel the senator's appearance "in order to restore fidelity to the college's Catholic mission, obedience to your bishop and public trust in your commitment to not lead astray the college's students, your employees and the general public."

www.newsmax.com, April 21

Student editor resigns over degree

The selection of former New York City mayor Rudolph Giuliani to receive an honorary degree and deliver the commencement address this month at Middlebury College in Vermont has sparked a campus debate leading to the resignation of the editor of the student newspaper. The controversy has spilled beyond the campus, thanks to the school newspaper printing a retouched picture which appeared at first glance to be Hitler giving the Nazi salute but on closer inspection had Mr. Giuliani's face. Unfavourable reaction came from sources around the country. College president Ron Liebowitz sent a campus-wide message denouncing the action, and the student editor of The Campus resigned.

rutlandherald.com, April 30

This doctorate is the real thing

"Anyone with an honorary doctorate who uses the title Dr., and who fails to add (Hon.) to the letters after his or her name, is deservedly regarded as a pretentious ignoramus."

So says Dunedin author Linley Hood in a letter to Creative NZ. The government arts agency is destroying hundreds of CD-Roms about New Zealand writers after Dr. Hood threatened legal action. She was upset her profile said her Otago University doctorate was honorary, when in fact it was an examined degree.

Sunday Star Times, New Zealand, March 20

Compiled by Anne Kershaw

Locating theses online

Researchers may not realize that there are a number of ways to go about locating dissertations and theses not only from Queen's but also from more than 1,000 universities located across many different countries.

Digital Dissertations (ProQuest), for example, which is available for access via the Queen's Library catalog (QCAT), serves as an index for more than two million doctoral dissertations and master's theses submitted as far back as 1861 to the present. The database contains material from more than one thousand North American and European universities, and approximately 70,000 new dissertations and theses are added each year to its holdings.

In addition to the bibliographic information (author, title, date, university, etc.) provided for this material, abstracts written by the authors of the works are available as far back as 1980. Approximately 85 per cent of the dissertations and theses are accessible in full-text from the database, and copies in microform, paper or electronic formats may be purchased on demand.

Researchers are permitted to view the first 24 pages of any dissertation/thesis for free for all works submitted since 1996/1997. This is a marvelous feature allowing users to read a larger part of the work and glance through the table of contents in



NANCY MCCORMACK

Books and Bytes

order to discover whether they would actually like to purchase an item.

Current Research @ Queen's University at Kingston, Ontario is a subset of *Digital Dissertations* and another electronic source available through the Queen's Library catalogue. It contains both indexes and abstracts for dissertations and theses produced by Queen's graduate students. Full-text dissertations provided for titles published after 1996 are available to be downloaded free of charge to members of the Queen's community.

A few sources are also available free via the Internet. The *Theses Canada Portal*, hosted by Library and Archives Canada at www.collectionscanada.ca/theses-canada/index-e.html was first established in 1965, and provides bibliographic information on several hundred thousand disserta-

tions/theses in its collection.

The odds of finding what you are looking for are pretty good. The collection contains 75 per cent of master's and doctoral theses from Canadian universities produced since 1965. Online, the database allows researchers to view and download an entire thesis in .pdf format for those Canadian theses and dissertations published from the beginning of 1998 to Aug. 31, 2002. Theses and dissertations, where available, may also be borrowed from Library and Archives Canada's collection through Queen's inter-library loan service.

Finally, a more subject-specific database, *Doctoral Dissertations in Musicology-Online*, produced by the Indiana University School of Music, offers information via the Internet for dissertations in the fields of musicology, music theory, and ethnomusicology, as well as in related musical, scientific, and humanistic disciplines. This service does not provide full-text access, but many of these works are available for purchase through University Microfilms Inc.—publishers of *Digital Dissertations*.

For more information on locating theses and dissertations, please stop by the library and speak to a reference librarian or give us a call. We'd be more than happy to help.

Nancy McCormack is a reference librarian in the Lederman Law Library.

Wanted: middle-aged men

UROLOGIST SEEKS RECRUITS FOR CLINICAL TRIAL OF ANDROPAUSE TREATMENT

By NANCY DORRANCE

Help may be at hand for middle-aged men whose memories, muscle mass, bone density and sex lives are declining, says urologist Alvaro Morales.

But older men experiencing these symptoms – which in combination provide evidence of a condition called “andropause” – tend to avoid talking about their problems, much less seeking a solution.

That's why Dr. Morales, who heads a new multi-centre study to test potential hormone replacement treatments for andropause, is having difficulty finding enough participants to conduct the clinical trials.

“There's definitely a stigma for men to acknowledge that they're aging; it's not considered macho,” says Dr. Morales. Many family doctors are reluctant to raise this issue since the controversial condition is not well understood or easily diagnosed, and it doesn't occur in the same universal, recognizable way that menopause does in women.

“If men live long enough it will come, but the timing is much less predictable than with menopause, and it happens gradually,” he notes. “It could be at age 45, or not until 90.” Figures released last year by the Massachusetts Male Aging Study indicates there are 487,000 new cases annually in males aged 45 to 65 in the United States alone.

A more accurate name for andropause, and one Dr. Morales prefers, is Symptomatic Late-Onset Hypogonadism, or SLOH: a testosterone decline that has been clinically documented and significantly affects quality of life.

Although the medical community has only recently begun to address it, the first study of this condition was published in the *Journal of the American Medical Association* in the mid-1940s.

The first Canadian recipient of the prestigious international Yamanouchi Award honouring urological research, Dr. Morales has been studying hormonal changes in aging males for more than two decades. He is conducting the current study with colleagues in Toronto and Montreal.

The three teams are comparing the effects of testosterone treatment with another androgen (male sex hormone) called dehydroepiandrosterone or DHEA. Currently available over the counter in the U.S., DHEA is illegal in Canada, and Dr. Morales says that more study is required to determine potential side effects.

By comparing the two treatments, the researchers hope to obtain a clearer picture of the risks and benefits of both. The biggest concern with androgen use relates to prostate health. To date, however, there are no definitive studies that show testosterone administration causes prostate cancer. This is one of the areas that the Queen's-led trials will explore.

Results from the ongoing Women's Health Initiative which reported an increased incidence of breast cancer and cardiovascular disease in postmenopausal women receiving hormone replacement therapy have cast doubt on the use of testosterone for male treatment, but Dr. Morales says the two are not comparable.

As well, he adds, unsupported claims by some pharmaceutical companies that their products will rejuvenate older men have increased skepticism and led to charges of “medicalizing” the aging process.

“Millions are being spent on products and cosmetic surgery to ‘look’ younger, but this treatment



STEPHEN WILD

Alvaro Morales, director of the new Centre for Advanced Urological Research (second from left) with research team members (from left): Janet Clark-Pereira, Sylvia Robb, Maralee Maughan, Laurel Emerson, and Joe Downey. Absent: Angela Black. The centre at 62 Barrie St. will open officially in July.

can actually help men feel younger and be healthier,” the urologist says.

Like erectile dysfunction – which only came out of the closet a decade ago, when research showed it to be a widespread physical problem related

to the cardiovascular system – andropause, too, will eventually be accepted as a common, treatable condition, Dr. Morales predicts.

“With our aging population, it's important to explore all avenues of maintaining and

enhancing health as we grow older. Hormones aren't the answer for everyone, but for those who do respond well, the benefits can be enormous.”

For details about the Kingston area trials, call Angie Black at 549-6666, ext. 3848.

Queen's gets \$15.2 million from NSERC

Professors and students involved in research ranging from bird flight simulators and the origins of galaxies to modeling fuel cells, predicting bone fracture risk, and high performance computing will receive a total of \$15.2 million from Science and Engineering Research Canada (NSERC).

The new funding support includes 88 “discovery” grants to researchers (worth \$10,436,666), 108 scholarships to graduate and post-doctoral students (\$4,214,100), and 129 to undergraduate students (\$580,500). Discovery grants are spread over a period of three to five years.

“I am delighted to see the

continued strength of performance from our natural sciences and engineering researchers,” says Vice-Principal (Research) Kerry Rowe.

“Our established researchers are driving ahead with their programs, and our first-time applicants have had a very high level of success. NSERC's investment

in our faculty, students and facilities over the next few years will ensure that Queen's contributes to expanding the boundaries of knowledge in science and engineering as well as helping to expand the Canadian economy.”

Across Canada, 3,040 professors will receive \$380 million in

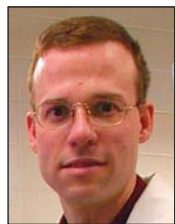
discovery grants, while 2,675 graduate and postdoctoral students have been awarded \$111 million, and 4,253 undergraduate students will receive \$19.1 million.

The complete list of new awards can be viewed at: http://www.nserc.ca/programs/result/2005/rg/univ_e.htm

Patch may help prevent pregnancy disorder, researchers say

By NANCY DORRANCE

A unique new treatment for pre-eclampsia, a devastating pregnancy disorder that strikes 5 to 10 per cent of all pregnant women, is one of more than 20 Queen's studies funded by the Heart and Stroke Foundation in its latest round of awards.



Graham

Research teams from the fields of biomedical, clinical and population health have received a total of \$1.9 million in support of their work.

As part of the university's Canadian Institutes of Health Research Pre-Eclampsia New

Emerging Team, Graeme Smith (Obstetrics and Gynecology) and Charles Graham (Anatomy and Cell Biology) are recruiting pregnant women with a history of the disorder to test the potential benefits of administering low doses of nitric oxide through a nitroglycerine skin patch.

A debilitating condition that may carry long-term health risks for mothers and babies, pre-eclampsia is characterized by high blood pressure in pregnant women and is one of the leading causes of baby and maternal deaths.

“At present there is no cure or effective treatment for pre-eclampsia other than the delivery of the baby,” explains Dr. Smith, who is coordinating the clinical trial. Depending on the

severity of the disease and how early in pregnancy it occurs, however, early delivery can be complicated by the problems associated with premature babies.

“There is no cure or effective treatment for pre-eclampsia.”

Graeme Smith

The researchers believe that genetic incompatibility between mother and father may be at the root of most cases of pre-eclampsia. This study investigates whether low doses of nitric oxide will modify placental cells and prevent the disorder from developing.



Smith

way the placenta copes with this improper blood supply.”

Through his basic research to reproduce the conditions in the uterus and placenta during the development and later manifestation of the disorder, Dr. Graham is studying why the blood vessels of the uterus are not capable of providing an adequate supply of blood to the placenta of women with

pre-eclampsia, and how the placenta adapts to this inadequate blood supply.

Other Queen's researchers to receive new Heart and Stroke Foundation funding are: Michael Adams, Brian Bennett and Donald Maurice (Pharmacology & Toxicology); Brenda Brouwer (Occupational Therapy); Graham Coté, Marlys Koschinsky, Michael Nesheim, Steven Smith, and Alan Mak (Biochemistry); Roger Deeley (Medicine); David Andrew, Stephen Pang, and Michael Kawaja (Anatomy & Cell Biology); Alastair Ferguson, Luis Melo, and Jennifer Van Eyk (Physiology); Marshall Godwin (Family Medicine); and David Lillcrap (Pathology & Molecular Medicine).

New data centre boosts research capabilities

By MEGAN GRITTANI-LIVINGSTON
Queen's researchers will now find it easier to access more complete data, thanks to an exciting new social science initiative that opened its doors to the public earlier this month.

The Queen's Research Data Centre (QRDC) is a secure facility for rich data collected by Statistics Canada. Researchers looking to make use of the valuable information stored within its walls will first need to complete a two-step screening process.

The QRDC joins a string of 14 other RDCs housed in university campuses across Canada.

The facilities were constructed as part of the RDC program initiated five years ago by Statistics

Canada, the Social Sciences and Humanities Research Council (SSHRC), and Canadian universities in order to make more complete data available while protecting confidentiality.

Over the last 10 years, Statistics Canada has released watered-down versions of their results under the Data Liberation Initiative (DLI). This data is readily available to researchers, but that information is often insufficiently detailed.

"The RDC program was established [to reach a] balance between confidentiality and [the fact] that Statistics Canada was collecting this data about Canadians," says Christopher Ferrall, a professor in the Department of

Economics and the academic director of the QRDC.

Prior to the advent of the QRDC, Queen's researchers often found themselves using American data or travelling long distances to access the necessary information, thereby limiting their work. Prof. Ferrall thinks Queen's will be sure to benefit from the QRDC, as research and learning that had to be done outside of Queen's can now make its way back.

"Often without an RDC you wouldn't be able to do certain research," he says. "Now you can hire a Queen's student and get the training here."

The RDC program has been a huge success since its inception,

serving thousands of researchers working on hundreds of projects and papers.

"I use the metaphor of the RDC as a Statistics Canada embassy," Prof. Ferrall says.

At the opening of the centre, he referred to Casey Warman, the QRDC Research Analyst, as the ambassador. A Statistics Canada employee, Mr. Warman will ensure that none of the data leaving the lab will identify individuals.

The QRDC received no outside funding other than a partnership with Sun Microsystems for the necessary computer equipment. Fortunately, former ITS space in room 007 of Stauffer Library was available and needed only minor renovations.

IN BRIEF

Student teams with Bank of Canada

Technological progress and regulatory changes have helped reduce the production costs of Canada's six largest banks, a new study co-authored by PhD student Jason Allen (Economics) and Ying Liu of the Bank of Canada concludes.

The study – which was cited recently in the National Post and the Globe and Mail – measures the banks' economies of scale and cost efficiency over time, using a unique panel data set from 1983 to 2003.

"These findings suggest that there are potential scale benefits in the Canadian banking industry," the report states. "The authors also find that technological and regulatory changes have had significant positive effects on the banks' cost structure."

The Post article added: "For those of us who don't understand this equation, Bank of Canada Governor David Dodge [Queen's Economics graduate, honorary degree recipient and former professor] weighed in last week with a slightly clearer support of bank mergers."

Mr. Allen's supervisor is economics professor Allan Gregory. The study is on-line at: www.bank-banque-canada.ca/publications/working_papers/2005/wp05-13.pdf

Excellence in automotive research

Keith Pilkey (Mechanical & Materials Engineering) is part of an AUTO21 team whose work was cited as one of the top 10 new technologies at the recent Society of Automotive Engineers' World Congress.

The team's investigation of hydroforming high-strength steels to be used in lightweight automotive structures was selected from a field of 120. Researchers from McMaster, Waterloo, and University of Sherbrooke are collaborating with Dr. Pilkey on the project.

Beamish-Munro wins for green design

Beamish-Munro Hall, home of the Integrated Learning Centre, has been selected as one of the most environmentally advanced buildings in Canada.

This recognition by the Sustainable Buildings 05 Canadian Team is part of the fourth International Green Building Challenge (GBC) 2005.

As a result, Beamish-Munro Hall will receive an in-depth environmental performance evaluation using the GBC Design Assessment Tool (DAT), a uniform assessment framework maintained by the GBC International Committee. The building's design will also be presented at the 2005 World Sustainable Buildings Conference, an international conference to be held in Tokyo, Japan, this September.

"This is a great honour, as there were a number of outstanding eco-designs submitted to the Green Building Challenge," says Dean of Applied Science Tom Harris.

NEW FACES IN RESIDENCE



CONFERENCE AND HOSPITALITY SERVICES

The Suzuki Music group, which visited campus in 2004, hams it up in front of Victoria Hall.

Conference services caters to cyclists, zoologists and everyone in between

By KAY LANGMUIR

Whether it's coffee breaks, corporate banquets or weddings, a zoologists' convention or 1,800 hungry cyclists, the university's Conference and Hospitality Services handles it all.

Within a cramped warren of cubicles in Victoria Hall, there is the cool synchronizing of a top hotel, a fine concierge's savvy, caterers who never blink at any number, the lightning flexibility of a MASH unit, and staff who live and breathe details in order to keep thousands of people and hundreds of groups happily hosted at Queen's throughout the year.

"We've been growing over the past three years," Nanci Corrigan, Manager of Conference and Hospitality Services, says over an office phone that won't stop ringing. May and June is their high season.

"It's a huge jump... We've really become a central event management agency for campus."

Just three years ago, Queen's hosted only 18 events. At last count, the annual total had reached 266. The unit's staff has

tripled to nine full-time people plus half a dozen summer students, and pulls in \$2.5 million a year in revenue.

"We're kind of non-profit," says Ms. Corrigan. "All the work that I do goes back to helping maintain the student residences and the keep the prices down for students."

Residence staff in particular find that their jobs change in the summer time. Instead of the usual stream of students, they find themselves on the front lines round-the-clock, helping diverse groups with varying needs.

Some of the groups coming to Queen's this spring and summer include the CBC Antiques Roadshow, the Royal Society of Canada with the Governor-General attending, the International Joint Commission, Canadian Society of Zoologists, Rideau Lakes Cycling Tour and Suzuki Music.

The push for a widened mandate that transformed the old conference office in Donald Gordon Hall to today's bustling event-planning nerve centre, came from within the univer-

sity itself. Queen's needed logistical support for Homecoming, advancement events, faculty wanting to host conferences and special occasions such as Stauffer Library's recent 10th anniversary.

It made good economic sense to do it in-house.

The unit's staff has tripled to nine full-time people plus half a dozen summer students, and pulls in \$2.5 million a year in revenue.

"Every time catering is ordered through us, it helps to put money back into the university residences."

The challenge for Ms. Corrigan's crew is to plan and schedule events year-round when academic schedules and needs take priority.

"Our challenge is to be

mindful of the fact that this is primarily an academic institution and we have to work around that."

For example, the elegant and airy Goodes Hall, home of the School of Business, is constantly in demand as a venue both by the school and outside groups, she explains. It's up to Conference and Hospitality Services to take care of details such as who prepares the space, cleans up afterwards and watches over the atrium's beautiful leather furniture.

But with the agency's expertise and ability to handle an event of any size and nature, from protocol-laden banquets for the Governor-General to theme decor for conventions, faculty can feel confident in bringing peers to Queen's for conferences, says Ms. Corrigan.

Other important partners in the work performed by Conference and Hospitality Services are Food Services, Information and Technology Services, Physical Plant and University Residence staffs, says Ms. Corrigan. housing.queensu.ca/conference/

Lights, camera, illness

INFLUX OF INTERNATIONAL STUDENTS FORCES PROGRAM TO SCOUT FOR ADDITIONAL VOLUNTEERS

By SARAH WITHROW

For some women, pretending to be sick is a serious job.

"I wanted to participate in helping doctors become more people-friendly," says Fran Berrigan.

She is an understudy for the role of standardized patient and is preparing to perform as part of first-year medical students' final clinical exams. She and three other volunteers are at the Glaxo Wellcome Clinical Education Centre rehearsing a part they will have to play 32 times during the exam.

Final exams are a busy time for the centre's standardized patients who will be interviewed, poked and prodded while examiners assess the abilities of nervous would-be physicians.

Playing patient is a demanding job, but somebody has to do it. This October, the centre is going to need at least 60 more standardized patients to help assess 64 internationally trained medical graduates in their quest to become residents and/or practicing doctors.

Considering that the School of Medicine admits just 100 first-year undergraduate students a year, this is a large number of additional doctors for the Centre to be testing. The internationally trained doctors are Ontario residents who have completed an Ontario Ministry of Health English test and a written exam. The clinical assessment – complete



STEPHEN WILD

Show me where it hurts. Diane Morales, program co-coordinator (far left), rehearses a role for a final exam with standardized patient Anne Crawford (far right) while understudy Fran Berrigan (middle left) and veteran performer Donna Stevens (middle right) take notes.

with live mock patients – is their final step on the road to becoming accredited to doctor in Canada.

"It's interesting to see what these doctors go through," says Diane Morales, coordinator of the standardized patient program. She has about 120 people she calls on, but is always looking for new talent to play a variety of meticulously constructed roles. For instance, Mrs. Morales once had to cast four women under 5'2" to play the mother of a short child.

Sometimes, the volunteers are even asked to come with filthy feet, or to let their facial hair grow to better portray demanding roles. Some volunteers bring props to help them stay in char-

acter.

"I have one gentleman who picked up cigarette butts off the sidewalk and put them in his shirt pocket to make himself look like a smoker," says Ms. Morales.

While props might help, rehearsals are crucial. Volunteers must know the role they are playing inside out, so they are consistent in their presentation. This ensures that no one student has an advantage over another.

These aren't meant to be Oscar-winning performances, but that doesn't stop volunteers from enjoying their time in the limelight.

"It satisfies the thwarted actor in me," says professor and volunteer Christine Overall, who once played the part of a drama professor angry at having been kept waiting.

"Forty-eight out of the fifty students who saw me were great. They took me seriously and cooled me down. One blew his top. So, as instructed, I escalated the anger," she explains with some glee.

The volunteers enjoy playing the role of angry patient. A day of being angry leaves her feeling like a new woman, volunteer Anne Crawford says. But imagine acting depressed to the point of crying 37 times in a day as Donna Stevens once did.

"I've learned to schedule dinner parties for another night,"

says the veteran patient with 16 years under her belt.

Mrs. Morales's volunteers often need to be debriefed after performances. Ideally, they have stamina, a good memory, respect for confidentiality, and a motivation to help. They must understand that the roles are "standardized" for evaluative purposes and are meant to be instructive rather than dramatic. Mrs. Morales once had to tell a volunteer that, no, he couldn't play his part with a British accent.

"It satisfies the thwarted actor in me."

Christine Overall

While these women agree on the therapeutic value of performing, they also have a deep appreciation for the real value of their service.

"I've learned a phenomenal amount about interacting with people," says Ms. Crawford, who, after five years of performing has witnessed the full gamut of medical students' fledgling approaches to living, breathing, corporeal patients with minds, and mouths, and medical mysteries.

Some students fire off 50 fast questions in the course of a five-

minute interview, trying to cover all conceivable points. Others concentrate so hard on their own agenda that they miss the apparent pain of a mock patient. The veteran volunteers are committed to playing their part in helping new doctors develop a balanced, calm and confident approach to treating their future patients.

The centre in the Louise D. Acton building at 31 George St. has an ongoing need for a large number of volunteers, because the requirements attached to particular clinical projects can be physically specific. Most standardized patient participants commit to an occasional evening, afternoon, or weekend. Some pros play roles as often as 25 times a year, and offer feedback on the doctors' proficiencies.

"We've had people from all walks of life, including a minister and Queen's professors," says Mrs. Morales, a trained nurse who admits to having an interest in drama.

Those interested in becoming a standardized patient can contact Diane Morales at 533-6887 or visit meds.queensu.ca/~webspp/ for details. Volunteers are remunerated for their time.

For more information on a wide variety of clinical volunteering opportunities (paid and unpaid), visit gwcec.queensu.ca/vol_opps.htm.

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IRC recognized for innovation

The Industrial Relations Centre (IRC) in the School of Policy Studies was recognized for its innovation at the recent Vision Awards ceremonies in Ottawa. The awards ceremonies recognize outstanding contributions of HR professionals in the National Capital Region, Eastern Ontario, and Western Quebec. The team won the Ray and Berndtson Award "for Excellence by a Service Provider in Providing a Product or Service to the Human Resources Function." It recognizes the IRC's innovative training methods and high service standards in its popular management education programs.

"This meant so much to all of us here at IRC because it is the fruit of 10 years of brainstorming, researching, planning, and plain hard work," says IRC Director Beatty. "A decade ago we made a commitment to help keep our clients on the cutting edge of HR knowledge and skills. This award confirms that our efforts have been on target."

The Vision Awards were established in 1999 by The Ray & Berndtson executive search firm and the Ottawa Human Resources Professionals Association to reward outstanding contributions and accomplishments made by human resources pro-

fessionals in the National Capital Region, Eastern Ontario, and Western Quebec.

The centre specializes in human resource management, organization development, and industrial relations and now offers 10 residential training programs that lead to three highly respected certificates, as well as a number of one-day training programs run in partnership with the Human Resources Professionals Association of Ontario. It also conducts research in dispute resolution, change management, and high performance teams.

www.industrialrelationscentre.com

Minorities under-represented by current electoral system

The debate about Canada's need for electoral reform has gained momentum over the past few weeks. Recently, the *Globe and Mail* suggested that the fear that proportional representation is incompatible with constituency representation is an easy problem to overcome. To help us understand some of the issues, the *Queen's Gazette* posed the following questions to former Liberal MPP Sean Conway, the new director of the Institute of Intergovernmental Relations. He is one of three panelists who will debate the prospects of electoral reform at a symposium on Tuesday, May 17, in room 202 Policy Studies at 3 pm.

G: What are some issues with the current electoral system that raise the call for reform?

SC: Canadians seem to be dissatisfied with their electoral system because that system appears to be failing in some of its most basic functions. Voting rates are steadily declining; many voters do not see their vote being translated into meaningful democratic action; women and minorities are not being adequately reflected in the electoral results; national political parties are increasingly a thing of our past; regionalism and separatism seem to be fostered by our national electoral system to the detriment of the country as a

whole; and money and the special interest lobby appear to have too much sway. These are among the principal complaints that have raised the call for electoral reform.

G: Should the electoral system be reformed at both the provincial and federal levels?

SC: It is not just a national debate. In fact, one could argue that electoral reform is more advanced in many of the Canadian provinces than it is in Ottawa. Provinces as varied as British Columbia, Prince Edward Island and Quebec are actively looking at making change. Historically, provincial legislatures, especially those in western Canada, have often been attracted to reform in this area of public policy. However, it should be noted that experimentation with the electoral system in the past has not led to much sustained reform.

Electoral reform needs to be clear and understandable. That which is too complicated will almost certainly confuse, confound and fail. Reform needs to concern itself with those shortcomings that can be actually improved. This is not a subject area where the reformer wants to be known for unintended consequences that make a bad situa-



SEAN CONWAY

Q&A

tion worse.

G: What reforms to the system have already been implemented? Are they working?

SC: Let me cite one example. For many years, it was argued that a permanent voters' list would represent a significant improvement upon the old system of a door-to-door enumeration. Well, we have now had considerable experience with the 'new system' of a permanent list and the results at the national level are not impressive. Many activists are convinced that this reform has aggravated some of the core concerns, especially the voting rates among the young and the poor.

Some of the reforms that have been implemented over the years in Canada, however, have been

very positive. In my experience, one of the most important and positive reforms has been in the area of campaign financing.

Regionalism and separatism seem to be fostered by our national electoral system to the detriment of the country as a whole.

Clear rules about who can contribute to the political process have made the system much better than it was decades ago. And as much transparency and public reporting as possible is also necessary here. To be sure, as current national events make plain, more needs to be done. Local government should also be a focus for some of the reformers' zeal on this account.

G: What further reforms are necessary to ensure representation of Canadian voters is reflected?

SC: Not all reform should focus upon the technical aspects of the system. It seems to me that a growing number of citizens are distressed at the behaviour of our

politicians. So what explains some of this behaviour, especially when one compares the Canadian situation with the American, the British or the Australian? Why do Canadian MPs appear so subservient to party leaders? Why are Canadian MPs or MLAs so reluctant to exercise some of the real power they have now (as compared to their British or Australian cousins, for example)? What explains the fact that many Canadian MPs leave federal politics early and very unhappy? Well-researched and well-understood answers to these questions will be very important to providing good advice for improving our current situation.

G: What are the implications of not following through with reform?

SC: There will be serious implications of continuing with an electoral system that manifestly fails to meet its basic responsibilities. The legitimacy of our entire system of government depends upon the citizenry accepting the results of our elections as fair and reasonably representative. One could argue that some of the most disagreeable aspects of the so-called sponsorship affair are directly attributable to the dysfunction of our national electoral system.

Experts address parliamentary gridlock, post-secondary education funding and international water crises

QUEEN'S IN THE NEWS

Highlights of Queen's experts in the media

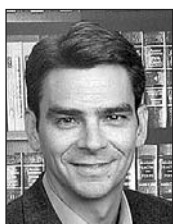
■ May 2 – May 10

Emeritus professor **Ned Franks** discusses Conservative plans to topple the current Liberal government in the *Globe and Mail*, *Kingston Whig-Standard*, *London Free Press*, *Hamilton Spectator*, *Cornwall Standard-Freeholder*, *St. Catharines - Niagara Standard*, *Guelph Mercury*, *Montreal Gazette*, *Calgary Sun*, *Halifax Daily News*, *Charlottetown Guardian* and *Corner Brook Western Star*.



Courchene

Tom Courchene (Policy Studies) comments in the *Toronto Star*, *Hamilton Spectator* and *Ottawa Citizen* about recent allegations by Premier McGuinty that Ontario gets a raw deal from the federal government.



Cockfield

Art Cockfield's (Law) opinion piece about the Liberal government's agreement to scrap corporate tax cuts appears in the *Globe and Mail Online*. An opinion piece co-authored by **Ross Finnie** (Policy Studies) about the recent NDP demand for increased transfer payments

for postsecondary education appears in the *Globe and Mail Online*.

Ian Janssen's (Physical Health and Education) recent obesity study continues to receive coverage, most recently in the *Toronto Star*.



Hall

Kevin Hall (Civil Engineering) comments in the *Ottawa Citizen* about a predicted international water crisis. The story is also covered in the *Edmonton Journal*.

Douglas Reid (Business) comments in the *Calgary Herald*, *Edmonton Journal* and *Saskatoon StarPhoenix* about WestJet's second quarterly revenue loss.



Leach

Amy Leach (Psychology) discusses her findings from a recent study on children and lying on the front page of the *Kingston Whig-Standard* and on *CBC Radio Ontario Morning*.

Kristan Aronson's (Cancer Care and Epidemiology) breast cancer research is highlighted in the *Kingston Whig-Standard* and on *CBC Radio Ontario Morning*.

Stewart Fyfe (Political Studies) comments in the *Kingston Whig-Standard* about Kingston City Council deciding in a closed meeting on a new name for Market Square.

Professor emeritus **Gerry Wyatt** (Biology) comments in the *Kingston Whig-Standard* about swarms of midges being more abundant this year due to ideal breeding conditions.



Simpson

Andrew Simpson (Operations and Finance) comments on the front page of the *Kingston Whig-Standard* and on *CKWS TV* about the new Queen's Centre approved by the Board.

New cancer research funding for **Scott Davey** (Pathology and Molecular Medicine) was reported in the *Kingston Whig-Standard*.

Blaine Allan (Film Studies) comments in the *Kingston Whig-Standard* on how the strength of the Canadian dollar impacts the film industry.



Young

Pam Dickey Young (Religious Studies) comments on the front page of the *Kingston Whig-Standard* about the same-sex marriage debate.

Ron Watts (Political Studies) comments in *Maclean's* magazine about Quebec sovereignty.

Fr. Raymond de Souza's commentary from the papal conclave appears in *Maclean's* magazine. **Laurent Seroude's** (Biology) research into effects of early exposure to bacteria is highlighted in the *Medical Post*.



Fortier

Suzanne Fortier (Family Medicine) is interviewed on *CBC Radio The*

Suzanne Fortier (VP Academic) discusses the new collective agreement between the university and its faculty on *CKWS TV*.

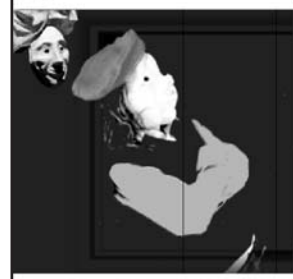
House about qualifying international doctors.

Donald Farquhar (Internal Medicine) is interviewed on *CBC Radio Ontario Morning* about his recent funding for a five-year, end-of-care fellowship.

Charles Graham (Anatomy and Cell Biology) is interviewed on *FLY FM Radio* about his research on a pre-eclampsia patch.



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Alumni continued from page 1

For example, about 30 per cent of the alumni of Trinity College at the University of Toronto donate to their school. At many top-flight universities in the U.S., that number rises to more than 50 per cent.

"Being in the middle of the pack isn't good enough. We knew we had some work to do," says Ms. Brown. "It's apparent that most alumni feel a great fondness for Queen's. However, we've failed to turn those good feelings into involvement and participation. Our alumni could – and should – be leaders in engagement. Many do work tirelessly for Queen's, but we need to raise the level of involvement so that many more participate at levels that truly reflect their

"From a campus perspective, the action plan will have significant impact in a several areas in which faculty, staff, and students are involved."

Judith Brown

attachment to the university."

She and alumni relations staff have started to liaise more closely with other university staff who work with students on campus, with various student organizations and the branch volunteers who hold events such as the annual Countdown to Queen's events in cities across Canada and around the world.

"Right from Day 1, we want to make students more aware of their future role as alumni, and to involve them generally in the life of the university."

The theme of increased involvement in Queen's won't be restricted to campus. There are plans to enlist interested alumni in student recruitment efforts, Ms. Brown notes.

She has talked with University

Registrar Jo-Anne Brady about pilot projects in Calgary and the United Kingdom.

Calgary is home to one of the country's largest pockets of Queen's alumni.

"We plan to work with Jim Campbell, the manager of Queen's Western Regional Office and a core group of interested volunteers from the Calgary branch," says Ms. Brady. "We're going to start small and build."

Ms. Brady has also looked into launching a similar initiative in the U.K., likely using International Study Centre (ISC) alumni to possibly recruit students to study at Herstonceux Castle.

She, Ms. Brown and some other staff members plan to visit some American Ivy League schools later this spring to see how some 'best-practice' institutions handle student recruitment.

"There's a huge amount of co-ordination and work involved in getting something like this up and running. It's going to be a huge challenge, no question. But I'm really excited because I know how important these efforts will be to the future of the university."

Last year, Principal Karen Hitchcock and Vice Principal (Advancement) George Hood asked the task force to confer with the Queen's community and prepare a comprehensive action plan. Chaired by Ms. Brown and made up of 15 alumni volunteers and university staff, the task force held two town hall meetings on campus late last year and consulted with a wide range of stakeholders. The group's 31-page action plan was presented to the Board of Trustees and the Alumni Association board of directors at their spring meetings, the first weekend in May. The action plan also will be discussed at the Alumni Association's fall assembly meeting, Sept. 22-23.

For a summary, visit www.alumni.queensu.ca/actionplan/. For more information, contact Judith Brown at brownjb@post.queensu.ca.

SENATE IN BRIEF

April 28 notes

Community relations: The report on the Principal's Task Force on Community Relations will come before Senate before students return in the fall – but they will still be able to comment on it when they return, said Principal Karen Hitchcock. "The issues that caused the creation of this task force continue," she said, referring to the murder of student Justin Schweg last March in a downtown bar. Issues of security and safety are of highest importance, she said suggesting that some kind of ongoing standing committee will be established to liaise with the city.

Enrolment update: The university has sent out offers to about 60 per cent of next year's entering class, University Registrar Jo-Anne Brady reported. The next set of offers will be based on students' second-term marks. The university received 24,000 applications for 3,300 spots. Although numbers are similar to last year, it is encouraging to see that more applications this year showed Queen's as a first or second choice as compared to last year.

Senate approved:

The introduction of a PhD in Epidemiology in the Faculty of Health Sciences and the School of Graduate Studies and Research, to start September, 2006. The new program will fill a void, as noted by several national health organizations, including the Canadian Institutes of Health Research, the Senate Committee on Academic Development said in its report.

- A revised reporting structure for the Industrial Relations Centre and that it continue in this capacity until April 2007.
- The Senate Thursday meeting dates for 2005-2006: Sept. 22, Oct. 20, Nov. 17, Jan. 26, March 2, March 30, April 27, all at 3:30 pm and Wednesday, May 24 at 9:30 am.
- A revised Queen's University Computer User Code of Ethics, dated March 30, 2005 and that policies relating to offensive or pornographic materials on academic computer networks is no longer necessary and should be eliminated. The code of ethics adequately covers these issues, and as the policies predated the Internet, they were redundant.
- Elections of the following to Senate committees: Susan Cole (faculty) to Academic Colleague; Robert Burge (staff), Laeeque Daneshmend, Hagit Shatkaty (faculty), Paula Mosbrucker (student) to Academic Development; Lee Baker (student), Annette Bergeron, Jim Lee (faculty) to Academic Procedures; Louise Winn (faculty) to Advisory Research; Grace Tso (student) to Agenda; Richard Ascough (faculty), Steven Bennett and Chris Boyce (students) to Alumni Teaching Award; Larissa Katz, Iain Munro (faculty) Kimberley Molina (student) to Creative Arts and Public Lectures; Erinn Fitzpatrick (student), John Freeman, Magda Lewis (faculty) to Educational Equity; Hossam Hassanein (faculty) to Information Technology; Liying Cheng (faculty), Lynne Pool (staff) to Internal Academic Review; Bruce Anderson (faculty) to International

Centre; John Phelan (faculty), Abdissad Salad (student) to JDUC Council; Kyle Abrey (student), Steve Salterio (faculty) to Library; Don Kersey (staff), Patrick Oosthuizen (faculty) to Nominating; Ian Anderson (student) to Non-Academic Discipline; Cynthia Baker (faculty), Stephen Taylor, Maciej Wieczorek (students) to Operations Review; Michelle Beaton (staff) to Orientation Activity Review Board; Stacy Kelly (staff), Ronald Warner (faculty) to Residence; Drew Griffith (faculty), Joshua Thorne (staff), Keegan Tupchong (student) to Scholarships and Student Aid; Kevin Hall (faculty) to University Advisory Promotions; Cheryl King-Van Vlack (faculty), Erin-Brie Warwick (student) to University Council on Athletics; Colin Lynch (student) to University Promotions. Other elections include Paul Paton (faculty) as chair of the Harassment/Discrimination Complaint Board and Nick Bala (faculty) to the University Student Appeal Board.

New senators for 2005-06:


Applied Science: Patrick Oosthuizen, Maciej Wieczorek. Arts and Science: Ian Anderson, DongMei Chen, Abdissad Salad, Colin Thomson, Grace Tso, Keegan M. Tupchong, Louise Winn. Education: Liying Cheng, David Morlog. Health Sciences: Cynthia Baker, Paul Belliveau, Bridget Thompson. Law: Larissa Katz. School of Business: Chris Boyce, Teri Shearer. School of Graduate Studies and Research: Hossam Hassanein, Stephen Taylor. Staff: Lynn Freeman. Ex Officio: Ethan Rabidou, Dave Thomas.

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Healthy pregnant women are invited to volunteer for a Queen's University research study on the effects of a walking program on fetal behaviour, mother's heart rate and blood pressure. If you are about 16-20 weeks pregnant and currently do not participate in a regular exercise program, you may be eligible to participate.

For more information, please contact:
Sherri at 547-5752 or 9ss25@qmlink.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.

Bulletin Board

Appointments

Irène Bujara appointed Interim University Advisor on Equity

Principal Karen Hitchcock announces the appointment of Irène Bujara, Director of the Human Rights Office, as Interim University Advisor on Equity for a six-month period beginning May 9, 2005. This appointment is intended to ensure that the functions of the University Advisor on Equity continue to be carried out pending determination of the final organizational structure for the newly-created Vice-Principal (Human Resources) portfolio. The university's first Advisor on Equity, Mary Margaret Dauphinee, retired earlier this year.

James Carson appointed acting associate dean, Arts and Science

Principal Karen Hitchcock announces that James Carson has been appointed acting associate dean of Arts and Science from July 1, 2005 to June 30, 2006. Dr. Carson holds a BA (Hon) from the University of North Carolina, Chapel Hill, an MA from Tulane University and a PhD from the University of Kentucky. He came to Queen's in 1996 as an assistant professor of History and was promoted to associate professor in 2002. Dr. Carson's research interests include nineteenth-century United States history and Creole cultures of the Americas. He has published seven journal articles, seven chapters in books, and one book, *Searching for the Bright Path: The Mississippi Choctaws from Pre-history to Removal* (1999) with another book forthcoming. Dr. Carson has served on numerous senate and faculty committees at Queen's. He was past graduate chair of History, and is currently the chair of the Programming Committee for the Queen's Centre and a member of the Principal's Task Force on Community Relations. He has been Acting Associate Dean (Studies) in Arts and Science since July 1, 2004.

Laurene Ratcliffe appointed associate dean, Arts and Science

Principal Karen Hitchcock announces that Laurene Ratcliffe has been appointed associate dean of Arts and Science for a five-year term beginning July 1, 2005. Dr. Ratcliffe holds a BSc (Hons) from Queen's and a PhD from McGill. She taught at McGill and Trent, and undertook postdoctoral research at Oxford University before coming to Queen's in 1983 as a research associate in Psychology. She was appointed as an adjunct assistant professor in Biology in 1983, and as an assistant professor in 1988. She was promoted to associate professor in 1994 and to professor in 2001. She was also cross-appointed to the departments of Psychology and Women's Studies. Dr. Ratcliffe's research has centred on the ecology and evolution of communication in songbirds, and on social behaviour such as mate choice. With her students she has published over 85 articles and book chapters. She is an elected Fellow of the American Ornithological Union, and received the Department of Biology Award for Teaching Excellence in 1999. Most recently Dr. Ratcliffe has been chair of the Biology Graduate Studies Committee and associate chair of the Undergraduate Studies Committee.

Patrick Deane appointed Vice-Principal (Academic)

Principal Karen Hitchcock announces the appointment of Patrick Deane as Vice-Principal (Academic) for a five-year term beginning July 1, 2005. Dr. Deane is currently Vice-Principal (Academic) and Provost at the University of Winnipeg, having also served as the acting president and vice-chancellor of the university in 2003 - 04. He received the Robin H. Farquhar Award for Excellence in Self-Governance for his work as acting president. A graduate of the University of Witwatersrand in Johannesburg, Dr. Deane subsequently completed his MA and PhD degrees in English at the University of Western Ontario. In 1988 he received the Charles Polanyi Prize for Literature and became a member of the Department of English at Western, serving as chair from 1997 to 2001. His research and teaching have focused on twentieth-century British literature and culture and on South African literature and culture. His publications include *At Home in Time: Forms of Neo-Augustanism in Modern English*

Poetry (1994) and *History in Our Hands: A Critical Anthology of Writings on Literature, Culture and Politics from the 1930s* (1998). In making this announcement, the Principal expresses her appreciation and that of the university to Suzanne Fortier for her outstanding service as Vice-Principal (Academic).

New Faculty Appointments

Thomas Cheetham, Family Medicine, May 1.

Convocation

Faculty Invitation to Spring Convocation Ceremonies 2005

Faculty members are invited to attend the Spring 2005 Convocations. Ceremonies will be held in the Jock Harty Arena of the Physical Education Centre. The Convocations will take place as outlined below:

Thursday, May 26, 2005, 2:30 pm
Business, Industrial Relations, Public Administration, Urban & Regional Planning, Policy Studies
Honorary Graduand: Tom O'Neill (LLD)

Friday, May 27, 2005, 9:30 am
Faculty of Applied Science
Honorary Graduand: James Foort (DSc)

Friday, May 27, 2005, 2:30 pm
Faculty of Health Sciences (Medicine, Nursing, Rehabilitation Therapy, Faculty of Law)
Honorary Graduand: Frank Iacobucci (LLD)

Thursday, June 2, 2005, 9:30 am
Faculty of Education
Honorary Graduand: David Earle (LLD)

Thursday, June 2, 2005, 2:30 pm
Faculty of Arts and Science, Physical and Health Education (Anatomy and Cell Biology, Biochemistry, Biology, Chemistry, Community Health and Epidemiology, Environmental Studies, Life Sciences, Microbiology and Immunology, Pathology, Pharmacology and Toxicology, Physics, Physiology)
Honorary Graduand: Sheila Fraser (LLD)

Friday, June 3, 2005, 9:30 am
Faculty of Arts and Science, (Communication, Culture and Information Technology, Computing and Information Science, Development

Studies, Economics, Geography, Geological Sciences, Mathematics and Statistics, Psychology, Sociology)
Honorary Graduand: Jeffrey Simpson (LLD)

Friday, June 3, 2005, 2:30 pm
Faculty of Arts and Science (Art, Canadian Studies, Classics, Drama, English Language and Literature, Film Studies, French Studies, German Language and Literature, History, Jewish Studies, Language and Linguistics, Music, Philosophy, Political Studies, Religious Studies, Russian Studies, Spanish and Italian Languages and Literature, Women's Studies)
Honorary Graduand (DSc): George Ewan

Assembly: The Academic Procession will assemble in the Upper Lounge of the Physical Education Centre thirty (30) minutes prior to the Convocation times. If you will be joining the Academic Procession, please call 533-6095 or e-mail at cowperth@post.queensu.ca.

Academic Regalia: Members of the Academic Procession who do not have a hood or gown should make arrangements with the Alma Mater Society (located in the Ross Gymnasium) one half hour before each ceremony. Please present your faculty card for identification.

Receptions: All receptions are the responsibility of the Faculty or School concerned. You are encouraged to attend these functions and meet with the graduands and their families.

Governance

Honorary degree nominations

The Senate Committee on Honorary Degrees invites nominations for the award of honorary degree at the 2006 Convocations. Nomination forms are available on the web at www.queensu.ca/secretariat/Hon-Degree.html or from the University Secretariat, B400 Mackintosh-Corry Hall, telephone 533-6095.

Deadline for submission of nominations: Friday, August 12, 2005.

Human Resources

Changes to the Supplementary Medical plan

A vision care benefit is being added to the Supplementary Medical plan effective May 1, 2005 for active QUFA members and July 1, 2005 for active General Staff and CUPE employee groups. The vision care plan covers up to \$65 of the cost for an eye exam every 24 months and up to \$200 for prescription eyewear every 24 months. For full details and information visit the benefits section of the Human Resources web site at www.hr.queensu.ca. Please note that Great-West Life will need approximately four weeks to update their systems to process vision care claims. However, claims incurred by eligible QUFA members and other eligible General Staff and CUPE employee groups on or after the above dates will be honoured. The current Supplementary Medical Health Benefit claim form should be used for vision care claim submissions. You may still be able to obtain some vision care savings even if you do not participate in the Supplementary Medical benefit plan. Preferred Vision Services (PVS) entitles you to discounts at certain eye care retail locations. For more information, visit the PVS web site at www.pvs.ca.

Employee Assistance Program

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

Milestones

Compiled by Faye Baudoux
If you have a milestone of 5, 10, 15, 20, 25, 30, 35, 40 years or more



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of continuous service coming up and you do NOT wish your name to be included in the listing, please contact Faye in Human Resources at 77791.

Congratulations to those who reached the following milestones in April 2005:
30 years: Barbara Latimer, Pathology and Molecular Medicine.
25 years: William Boulton, Civil Engineering; Linda Frid, Research Services; Beverly Woogh, Physical Medicine and Rehabilitation.
20 years: Gail Knutson, Health Sciences; George Lilly, French Studies.
15 years: Robert Wales, Physical Plant Services.
10 years: Roslyn Hanes, Physics; Katherine Twort, Athletics and Administration; Kathleen Umanetz, Sociology.
Five years: Kelly Colby, Vice-Principal (Academic); Helen Connop, Law; Cyndy Craley, Student Awards; Katherine Kennedy, Cancer Research Labs; Tina McKenna, Chemical Engineering; Robert Polegato, Physical Plant Services; Gloria Saccon, Business.

Congratulations to those who reached the following milestones in May 2005.
40 years: Hans Metz, Biochemistry.
30 years: Bonnie McCalpin, Obstetrics and Gynaecology.
25 years: Virginia Bartley, Law; Marlyn Fairley, Stauffer Library; Nediljko Nadinic, PPS; Todd Pullaw, PPS; Catherine Smith, Mathematics and Statistics; Shawn Tinlin, Pathology and Molecular Medicine.
20 years: Robyn Babcock, UIS; Karen Bone, Apartment and Housing; Wendy Cumpson, Physiology;

Lynda Dennie, Student Awards; David Dove, Computing; Brian McDonald, ITS; Leeanne Tonge, Residences.
15 years: Richard Casselman, Obstetrics and Gynaecology; Elizabeth Hearn, Pathology and Molecular Medicine; Thomas Hunter, Chemistry; Joel Keenleyside, Campus Security.
10 years: Joan Alblas, Business; Klaas Berga, PPS; Verna Norkum, Anatomy and Cell Biology; Kathryn Pixley, Admission Services; Marie Tooley, Psychology; Robert Van Heddegem, PPS; Dan Webb, UIS; Denise Webster, Purchasing.
Five years: Jason Black, ITS; Philean Dickinson, ITS; Melanie McEwen, Alumni and Donor Relations; Michael Niedbala, Mining Engineering; Tom Pincivero, Arts and Science; Colin Soule, ITS.

For details on job opportunities, employee development, and human resources policies see the Human Resources website at www.hr.queensu.ca

Notices

WalkON!

Join Cheryl Descent each Wednesday at 12:10 pm for a 2 km walk leaving from the front of Grant Hall. Walkers may enter a free draw for a basket of items courtesy of KFL&A Public Health, hearts@work. Contact grossc@post.queensu.ca or 533-6000, ext. 78087.

PhD Examinations

Regular staff may attend PhD thesis examinations.

Tuesday, May 24

Wei Shao, Mechanical and Materials Engineering. Acoustic analysis of MRI scanners. Supervisor: C. Mechefske, 312 McLaughlin, 9 am.

Friday, June 3

Mahir Hassan, Mechanical and Materials Engineering. Failure analysis and fault tolerance of parallel robot manipulators. Supervisor: L. Notash, 312 McLaughlin, 10:30 am.

Wednesday, June 8

Paul Williams, Geography. Multiple contexts of meaning: the material-cultural biography of place, The Little Dutch Church Site, Halifax, Nova Scotia. Supervisor: B.S. Osborne, E310 Mackintosh-Corry, 2 pm.

Friday, June 10

Sebastian Cioaba, Mathematics & Statistics. Eigenvalues, expanders and gaps between primes. Supervisors: D.A. Gregory, M.R. Murty, L.D. Wehlau, 521 Jeffery, 2 pm.

Surplus Items

Physical Plant offers for sale

12 foot landscape trailer, double axle, fold down ramps. Minimum bid: \$750. 1994 Ford 1/2 ton truck, transmission: no drive, 150,000 km. Ownership will read unfit vehicle. Minimum bid: \$500. Rockwell Planner 8", Series 37-315. Minimum bid: \$250. All items as is. Submit sealed bids marked with "Name of Item" and "Confidential" to Deborah McElroy, Physical Plant Services by 11 am on May 20.

Queen's is not responsible in any way for the condition of any items it has made available, nor for any damage or injury that may occur due to use or removal of the items. Items must be removed by May 25. Queen's reserves the right to reject any or all of the bids. Only the successful bidder will be notified. Information or viewing: Deborah McElroy, telephone 533-6431 or 533-6000, ext. 77588, e-mail mcelroyd@post.queensu.ca.

Volunteers

Do you suffer from andropause?

If you are a man over the age of 40 suffering from irritability, fatigue, tiredness, decrease in sexual interest/performance, osteoporosis, loss of muscle mass, you may have a hormonal imbalance. If interested in participating in a study for the treatment of andropause call Angie Black at 549-6666, ext. 3848 for information and to see if you qualify. Investigations and treatment are free to participants during the study.

Effects of menopause

Pre-menopausal (ages 43 – 48) and postmenopausal (ages 49 – 54) women who are physically active and are not taking oral contraceptives or hormone replacement therapy are needed for a study examining the effects of menopause on breathing, blood acidity, and bone health. The study involves two laboratory visits over approximately one month. Information: Megan Preston at 533-6284 or menopause_study@hotmail.com.

Pregnant?

Healthy pregnant women are invited to volunteer for a Queen's research study on the effects of a walking program on fetal behaviour, mother's heart rate, and blood pressure. If you are about 16 – 20 weeks pregnant and currently do not participate in a regular exercise program, you may be eligible to participate. Information – Sherri, 547-5752 or 9ss25@qlink.queensu.ca.

Standardized patients needed

The Standardized Patient Program requires people to play the roles of patients in clinical skills classes and medical licensing exams. Please call Diane Morales at 533-6887 or email dlm1@post.queensu.ca to arrange an interview.

Calendar

Art

The Agnes Etherington Art Centre

University Avenue

New exhibitions

BFA On View '05, showcase of art by graduates of the Queen's Bachelor of Fine Arts program. Contemporary Feature and Samuel K. Zacks Galleries, May 14 to June 19. *Subject to Rule*, explores changing concepts of citizenship, featuring works by Carl Beam, Rebecca Belmore, General Idea, Zacharias Kunuk, Edward Poitras, and Joyce Wieland. The Davies Foundation Gallery, May 21 to Sept. 11.

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Vice-Principal (Human Resources)


Established in 1841, Queen's University is among the most respected universities in Canada. It offers a wide variety of post secondary programs in the faculties of Applied Science, Arts and Science, Business, Education, Graduate Studies, Health Sciences, and Law, and provides an outstanding educational environment for its 2,200 faculty members, 2,200 staff and 17,000 full-time students. Situated on the shore of Lake Ontario, in Kingston, the University offers stimulating intellectual, cultural, and professional opportunities in a truly spectacular setting.

Recognizing the significance of recruiting and retaining a cadre of exceptional faculty and staff, and embracing human resources management as an integral component in achieving its strategic goals, Queen's University is seeking a Vice-Principal (Human Resources). The V-P (HR) will champion Queen's as an employer of choice and a leader of innovative human resources practices.

As the ideal candidate, you have a university degree in a relevant field and extensive experience as a human resources executive within an academic or similarly complex public or private sector organization. You are highly strategic, analytical and consultative in approach, and you are a visionary with proven leadership qualities. You have the ability to add value across a broad continuum of human resources services, and have successfully developed human resources strategic plans, provided oversight in labour negotiations, and implemented systems and processes with a quality service perspective. An outstanding communicator and relationship builder, you have a respectful, professional manner and transparency of actions that have earned credibility and trust in advancing goals through times of transition and opportunity.

If you are energized by an opportunity to build a full spectrum of human resources services in an evolving and creative organization where employees flourish, please contact Donna Drummond or Carrie Reinsborough at (613) 742-3199 or e-mail your resume in confidence, to carrie.reinsborough@rayberndtson.ca

The University invites applications from all qualified individuals. Queen's is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity.



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STRATHYLINGUA Check your Q-speak quotient

ae = i ph = b qu = kw -age = -ij
oy = oi dg = j en, ew = u
x = ks -ery = i -sm = -2m

If you didn't know what the word *hyperventilate* meant, your knowledge of English morphology would still allow you to approximate its meaning: *hyper-* "too much" plus *ventilate* "move air." If you saw the word in context, in, for example, a medical report, you might well be able to surmise that it meant to breathe with unhealthy rapidity. Acronyms, in comparison to normal words, are semantically opaque. Since most letters of the alphabet initiate thousands of semantically unrelated words, context provides the only clue in decoding an acronym. Here at Queen's, you can be fairly sure that a Q represents Queen's, but it need not. It could mean *queer*, as in EQUIP (Education on Queer Issues Project) or *quest*, as in SQ (Science Quest).

Have you ever found yourself sitting here in a meeting, at a loss, but not yet ready to admit ignorance, rapidly reeling all pertinent high-frequency words through your brain? This acronym-decoding tack can prove successful, but only if you are quite sure what your meeting is about. That acronyms are such an unfriendly—or, rather, in-group privileging—

naming system has probably contributed to their current popularity, that and the fact that they epitomize conciseness.

Another day we'll look more closely at the history of acronyms. Today's puzzle is an institutional vocabulary builder. The challenge is to decode the acronyms below, all of which are currently in use at Queen's (a few are in broader use).

In 2001, Queen's Linguistics 202* students Joanna Cudmore and Pat Tanzola surveyed fellow students on their level of recognition of acronyms appearing in the Queen's Journal. Their respondents provided correct word-by-word explanations for 38 per cent of survey items. So that's the mark to try to match or surpass.

First, sort the acronyms into the categories provided. But score a point only for those items you can both categorize and "spell out" by indicating what each letter in the acronym represents. Total possible score is 20; multiply by five for your percentage score.

ACSA	IAR	PEC	RMAS
AMS	ILC	PPS	SCAD
FREC	MCRC	QFA	SGPS
FSLF	OECD	QUFA	SOAR
FTE	OUA	QPID	SSHRC

Academics & Research

Athletics & Clubs

Operations & Workplace

Orientation & Student Government

Created by Janice McAlpine of the Strathy Language Unit, which studies standard English usage and provides an authoritative guide to correct written and oral communication in English within Canada. The solutions to the puzzle may be found at www.queensu.ca/newscentre. **Strathy Lingua goes on hiatus for the summer. It will return in September.**

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
Grant Bishop
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.

Events

May 18 – Celebrate International Museums Day: guided tour of current exhibitions, 11 am. Free admission all day. May 19 – Highlights Tour: guided tour of current exhibitions, 12:15 pm. Free. www.queensu.ca/ageath

Union Gallery

Main Gallery – *Raw Materials* by Ilana Divantman and Elizabeth Weigand. June 3 to July 15, reception June 3, 6:30 – 8:30 pm; Project Room – *Thirty Clicks* by Matthew Saunders and Nina Velselka. June 3 to July 15, reception June 3, 6:30 – 8:30 pm. uniongallery.queensu.ca

The Studio

Studio hours Tuesday and Wednesday 11:30 am to 1 pm and Thursday noon to 1 pm, or by appointment. Contact Angela Solar, solara@educ.queensu.ca, 533-6000, ext. 77416.

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.php

Cancer Research Institute
meds.queensu.ca/qcri/calendar/index.php

Centre for Neuroscience Studies
queensu.ca/neurosci/seminar.html

Chemistry
chem.queensu.ca/newsandevents/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

Geography
geog.queensu.ca/seminars.html

Human Mobility Research Centre
www.hmrc.ca

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

Microbiology & Immunology
microimm.queensu.ca/seminars/

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

Physiology

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

Policy Studies
www.queensu.ca/sps/calendar/week.htm

Physics, Astronomy, and Engineering Physics
physics.queensu.ca

Public Lectures

Wednesday, May 18
Obstetrics & Gynaecology
Alison Weidner MD, Chief, Division of Urogynecology, Duke University. Why is human birth so hard? The evolution of the female pelvis. Etherington Auditorium, 5 pm.

Special Events

Tuesday, May 17
Electoral Reform Symposium
A panel discussion on: "Does Canada need a new electoral system?" will be moderated by Keith Banting (School of Policy Studies and Department of Political Studies). Panelists are Sean Conway, former Liberal MPP and incoming Director of the Institute of Intergovernmental Relations; John Meisel, Sir Edward Peacock Professor of

Political Studies Emeritus; and Hugh Segal, Senior Fellow of the School of Policy Studies and President of the Institute for Research on Public Policy. 3 pm, Room 202 Policy Studies.

Wednesday, June 15
37th Annual Queen's Faculty and Staff Golf Tournament
\$60/person includes greens fees, dinner, pull cart, and prizes! Register as a foursome at the PEC wickets before June 9. Colonnade Golf & Country Club, 1 pm shotgun start. Download forms at www.goldengaels.com. Information – Kelly Smith, homevent@post.queensu.ca, 533-6000, ext.77834.

Submission information

Submit Calendar items in the following format:

date, department, speaker's name and affiliation, title of lecture, place, time, and cost if appropriate.

Email to:
gazette@post.queensu.ca

The next Gazette deadline is Monday, June 6 at noon.



ATTENTION all amateur photographers ...

The Queen's *Alumni Review* and Queen's *Gazette* invite you to capture your world in our first-ever photography contest.

Snap Judgments PHOTO CONTEST

Open to all Queen's faculty, staff, students, alumni, friends, and donors.

Winning photos will be published in the #4 issue (November, 2005) of the *Review* and in the Queen's *Gazette* campus newspaper.

Our judges will award prizes to the top three entries in each of the following categories:

- Nature (the glories of the great outdoors)
- Action Shot (sports, people, or whatever ...)
- Humour (images that bring a smile)
- Campus Scene – People, places, events captured on Queen's campus (Homecoming Weekend '05 photos are welcome!)
- *Canada, Eh!* – Capture the spirit of Canada
- Digitally enhanced – images that have been digitally enhanced

The winner of:

- The best photo in each category will receive a Mercury CyberPix E-450V digital camera (MSR \$150) from Campus Computer IT Services
- The first runner-up photo in each category will receive a \$50 gift certificate from Rogers Wireless.
- The second runner-up photo in each category will receive a \$25 gift certificate from Tulipwood Teas.
- **The Best Overall** entry will receive Adobe's Photoshop CS 2.0 (MSR \$800)

DEADLINE FOR ENTRIES IS MIDNIGHT, OCTOBER 7, 2005

For all Snap Judgments entry details and technical specifications, please go to the *Review* web site at www.alumnireview.queensu.ca/photocontest or e-mail Ms Ying Gilbert at gilberty@post.queensu.ca.

