

## RAISING AWARENESS



UNIVERSITY COMMUNICATIONS

The Queen's Native Students' Association are inviting people of all backgrounds to take part in Aboriginal Awareness Week, which runs from March 16-21. From left, are QNSA members: Alyssa Jeavons; Holly McCann; Brittany Town; Melanie Gray; and Leah Combs.

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**QUEEN'S UNIVERSITY VICE-PRINCIPAL (UNIVERSITY RELATIONS)**

Michael Fraser

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Queen's UNIVERSITY

# Project takes a closer look at university-sector pension plan

BY CRAIG LEROUX, SENIOR COMMUNICATIONS OFFICER

A project involving Ontario's universities and their employee groups is currently underway to examine the feasibility of creating a new multi-employer, jointly sponsored pension plan (JSPP) for the university sector.

The goal of the project is to create a design for a plan that would provide a secure retirement future for members by providing a defined benefit pension, and also be a financially secure plan for the long term.

Such a plan would be voluntary for universities, and participating employer and member representatives would share responsibility for the plan's governance, administration and funding.

"Establishing a framework for a new pension plan is a complex task, but the project is moving forward quite positively," says Caroline Davis, Vice-Principal (Finance and Administration). "If the process is successful and a new university sector JSPP is created, it will still be up to each individual university to decide whether to participate. For Queen's, it will be important that joining this JSPP would definitely lead to a solvency exemption."

Queen's, like other Ontario universities, has a significant solvency deficit in its pension plan. A solvency deficit means that, if the pension plan were closed up today, it would not have enough money to pay all of the benefits it owes to plan members. In some provinces, universities are exempt from funding their pension plans on a solvency basis, and they are only required to fund deficits on a



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Ontario's universities and their employee groups are involved in a project to examine the feasibility of creating a new multi-employer, jointly sponsored pension plan, which Caroline Davis, Vice-Principal (Finance and Administration) says "is moving forward quite positively."

going concern basis, which is a less onerous requirement that assumes the plan continues to operate normally.

"Queen's solvency deficit will mean millions of dollars in additional annual pension payments over the coming years. That is money that would otherwise be available to fund the university's operations," says Vice-Principal Davis. "The university is committed to working with employee groups to explore all options that would result in a permanent solvency exemption."

Preliminary results from its 2014 actuarial valuation estimate that the Queen's Pension Plan (QPP) has a solvency deficit of \$285 million and a going concern deficit of \$175 million. Combined

special payments on the going concern and solvency deficits, assuming stage two relief is granted, would start in 2015 at \$33.3 million annually. The option does exist to defer solvency payments for a further three years, and then pay the balance over the next seven years.

The University Pensions Project is being led by the Council of Ontario Universities and the Ontario Confederation of University Faculty Associations, with the active participation of individual universities, faculty associations and employee unions. The project has received funding from the Government of Ontario and a final report to the government is due in the fall.

The Government of Ontario is

responsible for deciding whether a new JSPP would receive a permanent solvency exemption, as well as for establishing the processes for universities, employee groups and retirees to consent to participation in a new JSPP. Whatever happens, pension benefits already earned under the QPP cannot be reduced under law and would be replicated within a new JSPP.

More information about the Queen's Pension Plan and the solvency issue can be found on the Human Resources website ([queensu.ca/humanresources/totalcomp/pensions/solvencydeficit.html](http://queensu.ca/humanresources/totalcomp/pensions/solvencydeficit.html)), or by contacting Bob Weisnagel, Director, Pension Services, at [bob.weisnagel@queensu.ca](mailto:bob.weisnagel@queensu.ca) or ext. 74184.

## Advisory committee will examine divestment request

BY CRAIG LEROUX, SENIOR COMMUNICATIONS OFFICER

Principal Daniel Woolf has struck an Advisory Committee on Responsible Investing to examine a request from a student group, Queen's Backing Action on Climate Change (QBACC), that would see the university divest its non-pension investments from companies engaged in fossil fuel extraction or distribution.

The university's board-approved Statement on Responsible Investing, which lays out a process for considering divestment requests, requires the principal to strike an advisory

committee when such a request is accompanied by a petition with at least 200 signatures from the Queen's community.

"I realize that there are strongly held views on both sides of the divestment debate, and I have asked the advisory committee to consult broadly within the university community," says Principal Woolf. "The committee will also gather information from other universities that have considered divestment requests and will report back to me by June 30 with their recommendations on what action, if any, should be taken."

The advisory committee, which has just begun its work, includes representation from stu-

dents, faculty, alumni, the university's administration, University Council, and the Board of Trustees. A webpage will soon be created to provide the Queen's community with further information about the committee and the process now underway, as well as opportunities for individuals and groups to comment on the issue.

Once the advisory committee concludes its work, the principal will take its recommendations to the Investment Committee of the Board of Trustees, which will make a final decision in accordance with the Statement on Responsible Investing and the Statement on Investment Policies and Procedures.



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Aboriginal Awareness Week includes a bannock sale, medicine shield-making workshop and the Indigenous Celebration of Arts, Culture and Dance at the Tett Centre. From left, are QNSA members; Alyssa Jeavons; Leah Combs; Brittany Town; Holly McCann; and Melanie Gray.

## Sharing Aboriginal culture

BY ANDREW STOKES,  
COMMUNICATIONS OFFICER

This year, the Queen's Native Students' Association (QNSA) wants to get people of all backgrounds involved in Aboriginal Awareness Week. The week, which runs from March 16-21, celebrates indigenous histories and cultures with a wide array of events.

"I've often found that when I tell people about QNSA and the work we do, they feel like they can't take part because they aren't of indigenous ancestry, or if they are, because they don't feel connected to that part of themselves," says Leah Combs (Artsci'16), President of QNSA. "We want our events to be spaces where anyone can learn about these issues and

not feel like they're stepping out of their place."

Among the week's events are a bannock sale at University Avenue and Union Street, a medicine shield-making workshop at Four Directions Aboriginal Student Centre and a panel discussion in Grant Hall about missing and murdered aboriginal women. The panel discussion, which concludes the Our Stolen Sisters radio series by CFRC, will feature Queen's professors Robert Lovelace (Global Development Studies), Sam McKeegney (English Language and Literature), as well as Dr. Dawn Harvard, President of the Native Women's Association of Canada.

Capping off the week will be the Indigenous Celebration of Arts, Culture and Dance, held for

the first time at the newly-opened Tett Centre. Along with crafts and traditional food vendors, the celebration will have a performance by a Haudenosaunee water drummer, Metis jigging, and performance by the Red Spirit Singers and Dancers.

Throughout Aboriginal Awareness Week, QNSA will have a history exhibit in the lower ceiling of the John Deutsch University Centre. They've worked with the City of Kingston to create a visual presentation of Kingston's indigenous peoples throughout history.

"We're trying to tie in histories of indigenous groups in Kingston to groups that are here now — we want to bring the past to the present and look towards the future."

Along with raising awareness about indigenous issues, many of

the week's events will raise funds to support a new initiative started by QNSA. With the Northern Food Security Initiative, the QNSA is sponsoring an impoverished Inuit family who live in Taloyoak, Nunavut. Each month, the group is sending the family traditionally hunted foods, such as musk ox and caribou, or supplies of their choosing. Donation boxes will be present at each of the week's events for those looking to make a contribution.

"It's important to understand that the issues indigenous peoples in Canada face are the responsibilities of all Canadians, not just those with indigenous ancestry," says Ms. Combs.

A full schedule of Aboriginal Awareness Week's events can be found on Four Directions' website.

## Senate in Brief

The following are highlights from the Feb. 24 meeting of Senate. Visit the Gazette Online for the full version.

### Principal's Report

Principal Daniel Woolf reported that he attended the 30th instalment of the Queen's Model United Nations and that along with the Rector, he is co-hosting a student leadership summit at the end of March. The principal also addressed the topic of online comments related to HLTH 102.

### Provost's Report

Provost Alan Harrison addressed the topic of HLTH 102. He also noted that Queen's is receiving funding for the development of 20 online courses and modules through the Ontario Online Initiative and received over 20 per cent of the funding distributed.

### Committee Motions and Reports

#### SENATE APPROVED:

- The establishment of a Concurrent BFA (Honours), Major in Visual Art, and Bachelor of Education program
- Two combined degree programs: Bachelor of Arts/Master of Planning and Bachelor of Science/Master of Planning
- Major modifications in the PhD program in Economics
- The new Arts and Science Internship Program
- The revised Policy on Integrity in Research
- Nominations to committees

Senate received an update on the Irving and Regina Rosen Lecture Series

Senate discussed its composition in Committee of the Whole

#### Motions

Senate approved a motion regarding the reporting of the Human Rights Office.

#### Question Period

Tom Harris, Vice-Principal (Advancement) provided a written response to a question regarding fundraising costs.

#### Communications

- In Committee of the Whole, senate discussed the Interim Sexual Assault Support and Response Protocol and consultation process
- A response from Principal Woolf to a question on the Annual Board/Senate retreat
- The Division of Student Affairs 2014 Annual Report to Senate
- An update on 2015 Honorary Degree Recipients

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In this edition of the *Gazette*, we are pleased to launch a new series profiling Queen's staff members. Their passion and dedication have enriched the various offices they have worked in over the years and helped make the university what it is today.

## Up to the challenge in exciting career path

BY ANDREW STOKES,  
COMMUNICATIONS OFFICER

At 2009's Celebration of Service Tree Dedication ceremony, Audrey Hunt was asked to speak on behalf of her peers to those in attendance. In the 30 years she'd worked at Queen's, she had held a number of positions in different departments, so it seemed fitting that she speak for the group.

"The Queen's spirit extends beyond the students and alumni. I feel a great loyalty to Queen's. I have worked here since 1979 and my husband Rick since 1982. It's been our livelihood all these years," she says. "I always felt like there were great opportunities to advance. There are strong benefits to working at Queen's and I love the energy and atmosphere — I like that there's always young people around, even if it seems like they get younger every year."

Mrs. Hunt began at Queen's in temporary positions, working as a secretary in the Department of Electrical Engineering and then receptionist in Human Resources. Her first permanent job was as the secretary in the Department of Classics in 1979. There, among other responsibilities, she typed faculty members' class notes and research reports.

"Every once in a while they'd use a word that needed the Greek alphabet," she says with a laugh. "So, I mastered the art of chang-



Audrey Hunt has held a number of positions at Queen's University since starting to work here in 1979. Currently she is the Department of Emergency Medicine's departmental and financial administrator.

ing the typewriter ball from English to Greek and back again."

Mrs. Hunt always had her eyes set on coming opportunities so she made a point of taking advantage of every professional development course at Queen's that would help build her skillset. She says the mix

of administration, financial and managerial training courses she took were instrumental in getting her from work in Student Awards where she held three different positions, to the Department of Community Health and Epidemiology, to her current position as the De-

partment of Emergency Medicine's departmental and financial administrator.

In Emergency Medicine, Mrs. Hunt manages the department's budget, helps develop its strategic plans, supervises staff and handles a number of other responsibilities

**"Every once in a while they'd throw in a word that needed the Greek alphabet. So, I mastered the art of changing the typewriter ball from English to Greek and back again."**

— Audrey Hunt

that she's taken on over the 18 years she's been in the position. Since the department achieved full departmental status, it has undergone significant changes, growing from 12 faculty members to 45, four support staff and many medical residents and students. Audrey Hunt has been there for all of them.

"I absolutely love this job and our faculty, staff and students. I've enjoyed all my jobs, but up until this one, I felt like I was moving up, like it was a progression. When I arrived here, I believed this was it," she says. "If it had ever gotten to the point where there weren't new challenges, I probably would have searched for something else. But, looking out, as long as the group will have me for another few years, I hope this is where I'll retire from."

*Suggestions for profiles can be sent to [andrew.carroll@queensu.ca](mailto:andrew.carroll@queensu.ca).*

## New policy to expand access, mobilization of research results

BY COMMUNICATIONS STAFF

Grant recipients who receive funding from the three federal granting agencies after May 1, 2015 must make their peer-reviewed journal publications freely accessible online within 12

months of publication.

The Tri-Agency — the Canadian Institutes of Health Research (CIHR), the Natural Sciences and Engineering Research Council (NSERC) and the Social Sciences and Humanities Research Council of Canada (SSHRC) — recently

announced the open access policy on publications. The new policy requirements do not pertain to other research outputs — for example, books, chapters or creative writing.

"The Tri-Agency's open access policy recognizes that the value, use and application of research outputs increases as they are made available more broadly to, for example, the global research community, non-governmental organizations and society as a whole," says Steven Liss, Vice-Principal (Research). "Furthermore, open access fosters knowledge and technology transfer and stimulates innovation and collaboration."

Queen's faculty, researchers, staff and students can choose one of two options for making their journal articles freely accessible.

- Route A — Free deposit to QSpace (Green Open Access): Researchers deposit their peer-reviewed, author-accepted manuscript at no cost in QSpace, Queen's permanent and secure online archive of research works, or an open access subject repository of their choice.

- Route B — Pay to Publish (Gold Open Access): Researchers publish in an open access journal, which involves paying article processing charges. Queen's University Library has agreements with a number of publishers or open access supporter schemes that give Queen's authors discounts on open access publication fees.

"Queen's University Library and University Research Services believe that depositing works in QSpace, via the Green Route A, is

the easiest and most cost-effective means for Queen's researchers to meet this new requirement," says Martha Whitehead, Vice-Provost and University Librarian. "Authors can gather traditional citation metrics as well as additional alternative metrics on journal publications that are deposited in QSpace."

Furthermore, perpetual access to research results and key usage metrics in QSpace provides a ready mechanism to demonstrate policy compliance in future grant applications."

For more information on the Tri-Agency open access policy and how to make your research publications open access, visit the resource page on the Queen's University Library website (<http://library.queensu.ca/scholcomm/tri-agency>).

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# Standing up for 'Freedom to Read'



UNIVERSITY COMMUNICATIONS

**Amanda Ross-White, Health Science Librarian, Nursing and Clinical Outreach discusses the type of images that can get banned on Facebook.**

Queen's University took part in Freedom to Read Week with a series of readings at Speaker's Corner in Stauffer Library on Feb. 24-26.

Freedom to Read Week is an annual event that encourages Canadians to think about intellectual freedom, which is guaranteed them under the Charter of Rights and Freedoms. It is a project of the Book and Periodical Council, the umbrella organization for associations involved in the writing and editing, publishing and manufacturing, distribution, and selling and lending of books and periodicals.

At the Queen's event members of the community heard passages from banned and challenged books as they were read by special guests, including Principal Daniel Woolf. Books read included *To Kill a Mockingbird* by Harper Lee, Alice Munro's *Lives of Girls and Women* and *Fahrenheit 451* by Ray Bradbury, while others spoke on the continuing constraints on freedoms. Tsvi Kahana (Law) also led a discussion on "when freedoms collide."



UNIVERSITY COMMUNICATIONS

**Principal Daniel Woolf takes part in the annual Freedom to Read Week event at Speaker's Corner in Stauffer Library.**



UNIVERSITY COMMUNICATIONS

**Michele Chittenden, Research and Instruction Librarian, reads from Alice Munro's *Lives of Girls and Women*.**



**Debbie Jardine, Services Assistant, Jordan Library, reads from *Greasy, Grimy Gopher Guts* by Josepha Sherman.**



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**Paul Banfield, University Archivist, reads a passage from the book *The Golden Compass* by Phillip Pullman.**



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Viewpoint offers faculty, staff and students the opportunity to reflect on a wide range of topics related to Queen's and post-secondary education. Email submissions or ideas to [andrew.carroll@queensu.ca](mailto:andrew.carroll@queensu.ca)

## Unprecedented CaRMS matching outcome for Queen's

BY RICHARD REZNICK, DEAN, FACULTY OF HEALTH SCIENCES

While “match day” is always an exciting one for our School of Medicine, this year it became historic. As the Canadian Resident Matching Service (CaRMS) released the results from the first iteration for the 2015 R-1 Main Residency Match, we watched with anticipation as Queen's postgraduate programs fared fabulously. With 98% of our overall postgraduate medical education spots filling up in the preliminary round, it's a new record for the university, and we are absolutely thrilled with the results.



CaRMS is a not-for-profit organization that seeks to provide medical students with a fair and transparent application and matching service for entry into postgraduate medical training throughout Canada. CaRMS uses an algorithm to match students into postgraduate medical training programs across the country. The matching algorithm compares the rank order lists submitted by both applicants and residency programs, and attempts to match them based on both parties' stated preferences.

It is a high-stakes day for both students and schools. Following four years of undergraduate medical education, postgraduate training can range anywhere from two to five years, depending on the specialty area of medicine. Our students start thinking early on about their area of specialty choice, often from the first day they enter medical school. With such a wide variety of career choices, and so much prepara-

tion leading up to match day, the results are career-defining. I often counsel students not to worry too much about their final specialty choice, because if truth be told, all careers in medicine are terrific and it's probably true that our multi-talented students would do well in almost every field. Human nature being what it is, most students don't heed my advice and end up agonizing for many years until the final results are in.

As such, the results day is an emotional one. In this first iteration, we were fortunate to have 97 of our 100 undergraduate medical students match with a postgraduate training program in Canada, while a second match round will take place in April for the remaining students. “The postgraduate application process is becoming increasingly competitive for our students. This year, 133 medical students went unmatched across Canada, which is a very difficult experience for them. While we're pleased that we were comparatively unscathed at Queen's, we focus at this time is on those few who didn't match, as our Career Counselors work hard with them to ensure success on the second match. Overall, we're very happy for the success of senior class and congratulate them and our Career Counselors, Drs. Kelly Howse and Peter O'Neill, and our Director for Student Affairs, Renee Fitzpatrick,” reports Anthony Sanfilippo, Associate Dean of Undergraduate Medical Education. “The overall outcome for Queen's in this matching round has been great.”

Dr. Glenn Brown, Head of Family Medicine at Queen's, is especially pleased with the initial CaRMS results for his department. “Every one of our postgraduate programs, at every site, filled in the first iteration. It is a very exciting outcome for us. We

are also delighted to see that 41 students from Queen's have gone into family medicine, which is more than ever before. This increasing popularity of family medicine as a specialty speaks to the ongoing commitment of our community physicians who provide exciting rotations for learners with excellent teaching and the strengthening of our family medicine academic program.”

The outstanding results of the match are a testament to many. To our staff, our residents, our program assistants, every community faculty member who teaches, our university faculty, and our leaders in postgraduate and undergraduate educa-

tion – you all deserve credit for helping us to achieve excellence in medicine. You have worked so hard for this great outcome.

Congratulations to those residents who have matched to our postgraduate programs here at Queen's. We look forward to welcoming you into the Queen's Medicine family. And finally, to our students moving on from Queen's this fall, I wish you the best in your next adventure. I have no doubt that you will all make incredible doctors in whichever field you've chosen.

*The Dean on Campus blog can be found at [meds.queensu.ca/blog/](http://meds.queensu.ca/blog/).*



The Queen's Gaels have long been among the powerhouses in women's basketball as seen in this photo of the 1934-35 team that claimed the first intercollegiate title for the program. Front, from left: Georgina Ross, Ruth Fishleigh, Kay Wayling, captain, Gladys Heintz and Evelyn Rickard. Back, from left: Bud Ardell, Fay Kimmins, Kay Boyd and Louise Howie.

## liveslived

Lives Lived is a space to share your memories of a Queen's community member who recently died. Email your submissions to [andrew.carroll@queensu.ca](mailto:andrew.carroll@queensu.ca)

## Dedicated to his community

Peter Hennessy, born in Dungannon Township, Hastings County, Oct. 1, 1927; died on Feb. 4, of complications from prostate cancer.

BY COMMUNICATIONS STAFF

With a lengthy career in various levels of education, Peter Hennessy was also known for his community efforts over a number of causes, from preserving history to prison and education reform.

After graduating from Campbellford High School in 1944, Hennessy went on to study History and Political Economy at Queen's University. In 1948 he graduated

with honours and went on to attend the Ontario College of Education (1948-49).

He would then teach history at Petrolia District High School (1949-53) and the Port Arthur Collegiate Institute (1953-63) in Thunder Bay, eventually becoming principal (1962-68).

In 1958-59, he and his family lived in England where he completed the requirements for the Diploma in Education at the Institute of Education, University of London.

In 1968, he was one of the original appointments to the Faculty of Education at Queen's University until his retirement in 1984.

He was a founding member of the Faculty Flyers, a group from

the Faculty of Education that began playing poker at monthly get-togethers in the late 1970s and continues to meet. He was the self-appointed historian of the group and would often entertain with his favourite and original limericks.

Hennessy was an avid writer and author with a number of titles to his credit, including: *Schools in Jeopardy*, *Collective Bargaining in Education* (1979); *The Hennessys of the Bay of Quinte*, (1991); *Canada's Big House*, *the Dark History of the Kingston Penitentiary*, (1999); *Brother Bill and the Vets*, (2001); *From Student to Citizen*, (2006) (retitled *Democracy in Peril*), and a memoir, *Escaping North Hastings*, (2010).

He also was a regular columnist for the Kingston Whig-Standard (1987-98) on themes of public education and prison reform, and continued to submit op-eds, with the last one published in 2014.

Among Hennessy's many interests was the history of trains in eastern Ontario. He seemed to know every old line, the rail beds they travelled on, and the old stations scattered throughout the area.

He also could often be seen on walks with Brandy, his constant companion, a yellow Lab mix, along the shores of Lake Ontario, at Catarqui Conservation area or the trails north of Kingston.

Hennessy was a long-time vol-

unteer for the John Howard Society and served on the Citizens Advisory Committee at the Kingston Penitentiary, for which he was honoured with the 125th Anniversary of Confederation Medal in 1993.

In his work with the Citizens Advisory Committee, Hennessy was known for meeting with inmates and staff while always trying to find ways to make the prison better either side of the institution's walls. Through his meetings with inmates he gained a better understanding of their concerns.

A memorial service is planned for April 3.

– With files from retired Professor Don Campbell.

# Supporting Queen's through appeal

**NANCY DORRANCE,**  
SENIOR DEVELOPMENT WRITER,  
OFFICE OF ADVANCEMENT

For Terrie Easter Sheen and Martha Whitehead, two of the five co-chairs of this year's Campus Community Appeal, giving back to Queen's is a natural response to needs they see all around them.

"In my role in Gender Studies, I've come to appreciate the importance of places like Four Directions Aboriginal Student Centre, the Ban Righ Centre and the Human Rights Office," says Easter Sheen. "Only through philanthropy can we ensure Queen's continues to provide much-needed services to students, staff and faculty."

Whitehead, Vice-Provost and University Librarian, believes the university is alive with stories – not only of exceptional learning experiences and groundbreaking research, but of the history of Queen's, Kingston and Canada.

"People who care deeply about this rich tapestry of stories are generously supporting initiatives that will enable Queen's to continue having an impact for generations to come," she says.

Both co-chairs note that employees give back to the university every day through their invaluable service. This provides them with a unique perspective on where their dollars are most needed – and gifts to the annual Campus Community Appeal can be designated to any program or initiative at Queen's.

The *Gazette* asked each appeal co-chair to share what motivates them as volunteers, as well as their personal reasons for giving. Easter Sheen's and Whitehead's responses are presented below, while those of their colleagues – Mechanical and Materials Engineering Professor Tim Bryant, Associate University Registrar (Undergraduate Admissions) Stuart Pinchin and emeritus Philosophy Professor Carlos Prado – will appear in a future edition of the *Gazette*.

## What drew you to this volunteer position as co-chair for the Campus Community Appeal?

**Terrie Easter Sheen:** I was a mature student for many years, and as a way in which to thank and "give back" to Queen's, I began gifting immediately upon my graduation.

**Martha Whitehead:** I wanted to help support good causes and acknowledge the donors we have on campus. We benefit so much from each other, and there can never be enough opportunities to say thank you.

## What project(s) do you support with your gifts to Queen's?

**TES:** I support the Ban Righ Centre and the Gender Studies Department.



Terrie Easter Sheen, left, and Martha Whitehead, right, are two of the five co-chairs of this year's Campus Community Appeal.

**MW:** One of the things I appreciate most about Queen's is our commitment to helping students whose financial circumstances are a barrier, so I like to give to the Student Financial Assistance Fund.

## What would you say to someone who was considering a gift to Queen's?

**TES:** Not only is Queen's my alma mater, I have worked at Queen's for my entire life. If the person were also a Queen's employee, I would let them know what a real privilege it is to work and learn every day at this institution. Giving back is one way to show it.

**MW:** I would say, "Your gift is a personal investment in our current and future generations. It makes a difference, and it is hugely appreciated."

*Every year, in November and March, current and retired staff and faculty members volunteer their time and leadership to encourage their colleagues' participation in the Campus Community Appeal. The appeal has a direct impact across campus, supporting programs and initiatives that enrich the teaching and learning environment. Gifts may be designated to almost any area of need: from student assistance to mental health and wellness, faculty programs, the library, archives, community outreach and more.*

## INITIATIVE CAMPAIGN UPDATE

Total raised  
(as of March 3, 2015)  
**\$480,678,409** (96% of goal)

Campaign goal  
(by the end of 2016)  
**\$500,000,000**

Gift Planning  
raised **\$98,080,988**  
(as of March 3, 2015)  
Goal is **\$100,000,000**

The goal of the Initiative Campaign is to raise \$500 million by the end of 2016 in support of projects that make Queen's the destination for exceptional people, enhance student learning experiences, secure the university's global reputation in discovery and inquiry, and nurture a supportive community. The Gift Planning total includes the estimated value of future bequest, insurance, and registered account and trust proceeds confirmed by donors since May 1, 2006. These future planned gift arrangements provide a vital lifeline to advance the learning, discovering, creating, exploring and teaching that happens at Queen's. By arranging a planned gift, you can greatly impact the future of Queen's and the future of our students.

# Giving back to the community

The Queen's Department of Family Medicine has adopted the Partners in Mission Food Bank as its Charity of the Year, and launched its annual fundraising campaign by raising close to \$1,800 at its Christmas party.

An initiative of the department's WorkLife Balance Committee, donating to a different charity each year provides staff and faculty members an opportunity to give back to their community as a team. Previous charities have included KFL&A Public Health's Dental Treatment Assistance Fund and CanAssist, a Kingston-based registered charity that works to support sustainable infrastructure projects in East Africa.

A component of the department's Christmas party is a fun competition among teams of faculty and staff members to produce the most entertaining video. This



Queen's Department of Family Medicine HR co-ordinator Vanessa Patterson passes donations over to Sandy Singers, executive director of the Partners in Mission Food Bank

year's winning team, from the department's Centre for Studies in Primary Care, donated its prize, a \$500 Visa card, to the food bank. Coupled with the evening's indi-

vidual donations of \$1,270, the total raised was \$1,770. Other WorkLife Balance-sponsored events throughout the year will supplement this initial donation.

# Information available online during negotiations

BY COMMUNICATIONS STAFF

As Queen's University and several unions negotiate new collective agreements, status updates and other information can be found on the labour news website ([queensu.ca/connect/labournews/](http://queensu.ca/connect/labournews/)).

In addition to negotiation updates, the website provides answers to frequently asked questions and information, where appropriate, about contingency planning, labour relations processes and settlements. Readers can subscribe to posts by visiting [queensu.ca/connect/labournews/feed/](http://queensu.ca/connect/labournews/feed/).

Comments or questions related to posts on the Queen's labour news website are welcome. All submissions are reviewed by the

site administrator before being posted. Questions may be answered through a post in the relevant category.

Repetitive or duplicate questions and comments may not be posted.

The Queen's labour news twitter account (@QUlabournews) is another way to stay up to date with active negotiations at the university.

Furthermore, a notification appears on the Queen's Gazette homepage when new information is posted on the Queen's labour news website ([queensu.ca/gazette](http://queensu.ca/gazette)).

Questions can be sent to [labour.relations@queensu.ca](mailto:labour.relations@queensu.ca)

## Queen's in the news

Highlights of Queen's experts in the media from Feb. 16-March 2

### Newspapers

**Udo Schuklenk** (Philosophy) talked with the National Post for an article on doctors seeking clarity on assisted dying ruling.

**Steven Lehrer** (Economics) commented in the Winnipeg Free Press on the cost of daycare.



**Christian Leuprecht** (Political Studies) comments on terrorism in the National Post; When does a psychotic episode become terrorism; Officials walk a fine line between fear of terrorism and intolerance in Quebec.

**George Smith** (Policy Studies) was interviewed by the National Post about CN Rail and Unifor reaching a last minute tentative contract deal.

**Kenneth Wong** (School of Busi-

ness) was quoted in an article published in the Toronto Star on the increasing need to avoid cultural gaffes to reach the growing population celebrating Chinese New Year.

**Erin Kathleen Webster** (Arts and Science) talked to the National Post regarding reporting excellence for the voluntary sector earns awards.

**Warren Mabee** (School of Environmental Studies, School of Policy Studies) spoke to the Kingston Whig-Standard about the fragility of the new Ontario wind energy plan.



**Wendy Craig** (Psychology) was interviewed by the Toronto Sun about a new poll on bullying.

**Kathleen Lahey** (Law) had her op-ed on Alberta tax law published in the Globe and Mail.

**Louis Delvoie** (Centre for Inter-

national and Defence Policy) had his op-ed on ISIS published in the Kingston Whig Standard.

### Online

**Benjamin Kutsyuruba** (Education) talked to CBC Online on why school strip searches for drugs are legally troubling.

**David Skillicorn** (School of Computing) commented on cbc.ca on millions of Canadian emails to the government being monitored.

**Donald Stuart** (Law) was interviewed by cbc.ca about the Conservative war on terror.

### Television

**Christian Leuprecht** (Political Studies) was interviewed by CBC TV and CTV National Network News on West Edmonton Mall being a possible target of terrorist threats following a new al-Shabaab video; com-

mented on CBC on ISIS recruiting..

**David Skillicorn** (School of Computing) was featured on CBC TV regarding Edward Snowden's claims that American and British spies hacked into the world's largest SIM manufacturer.

**Wagdy Loza** (Psychiatry) spoke to CTV National Network News on the West Edmonton Mall being a potential target of terrorist threats.

### Radio



**Udo Schuklenk** (Philosophy) discusses the ethical considerations regarding treatment-resistant depression and assisted suicide on the John Gormley Live Show (Saskatchewan radio).

**David Skillicorn** (School of Computing) spoke to CBC Radio about new revelations from Edward Snowden.

### Magazines

**Nicholas Bala** (Law) was featured in Canadian Lawyer regarding whether or not domestic violence courses should be mandatory in law school.



**Jacob Brower** (School of Business) was interviewed by Canadian Business Magazine on how changing your company's image is costly and risky, and can backfire.

**Ian Gemmill** (Medicine) spoke to Maclean's Magazine about a national immunization strategy, recommended in the aftermath of SARS, remains a patchwork of policies.

# Students make their mark on the big screen

A number of Queen's University students had their work screened at the 15th annual Kingston Canadian Film Festival, which was held from Feb. 26 until March 1. Here's a look at the students and their work.

BY MEREDITH DAULT, SENIOR COMMUNICATIONS OFFICER

When she got an email letting her know that her film, *Hopeless Romantic*, would be screened as part of the 15th annual Kingston Canadian Film Festival (KCFF), Mickayla Pike (Artsci'16), felt one thing: shock. Ms. Pike, a third-year student in the stage and screen program, and her team of six created their five-minute short in 72 hours as part of the university's Focus Film Festival. Though the film won a slew of awards, Ms. Pike says she had no idea that the organizers had submitted to the KCFF for consideration.

"The whole thing has been a bit of a whirlwind," says Ms. Pike of her directorial debut. *Hopeless Romantic* tells the story of a young woman who spends her time watching romantic comedies, and then reenacting famous scenes in a bid to attract men. In one example, she reenacts a scene from  *Titanic* at the front of the Wolfe Island ferry. Ms. Pike says she is thrilled that the film will be making its debut at the KCFF just ahead of the festival's opening night feature.

"We are grateful just to have



Stephen Trivieri and Jordan Masterson's film, *The Plan*, premiered at the Kingston Canadian Film Festival on Feb. 27.

been included in the festival," says Ms. Pike on behalf of her team. "We are surprised and happy, and just plan to live in the moment!"

Jonathan Vamos (Artsci'15) was just as thrilled to make his debut at the KCFF with *Jargon*, a short film about a painter who has autism and who lives with his sister. "It means a lot," says the fourth-year film major, explaining that while he has traditionally worked in the role of cinematographer on film projects, he stepped into the role as director for *Jargon*, which was

also created as part of the Focus Film Festival. Mr. Vamos wrote the script during a third-year scriptwriting class. It is loosely based on his own relationship with his brother, who has Asperger's syndrome.

While he says he has always loved film, Mr. Vamos wasn't convinced he would make it the focus of his Queen's education until he took a course with Robert Hyland at the Bader International Study Centre at Herstmonceux Castle as a first-year student. "Dr. Hyland was so passionate," Mr. Vamos recalls. "I decided that was what I wanted to study."

Though Mr. Vamos says he is equally interested in writing and cinematography, he says he hasn't entirely dismissed the possibility of doing more directing. "Making *Jargon* was a real learning experience," he laughs. "When we finished, my first thought was 'I am never doing that again' because it was so stressful. But my friends said I was a great director. I'm on the fence about what I will do next."

Stephen Trivieri (Artsci'16), and Jordan Masterson (Artsci'16), had their sights clearly set on participating in the KCFF. Three weeks

before the final submission deadline, Mr. Trivieri approached Mr. Masterson about the possibility of collaborating on a dedicated project for the festival.

"I had this idea for a fun, flashy, Ocean's Eleven-style film, but something that was serious in the way that it was made," says Mr. Trivieri, explaining that he also wanted to create something that the student community would be able to relate to. The third-year film students quickly agreed on creating a short comedy about a man trying to retrieve a pair of boxer shorts from a woman's house after a one-night affair. "As we started to film, people were getting more and more into it," he recalls. "After the first day of shooting, I knew we had something good."

In a week and a half, Mr. Trivieri says they moved their film, *The Plan*, from rough idea to finished film. "It blew us away," he says of the extracurricular experience that allowed him and his team to work with a great number of motivated students from a number of disciplines.

"I think it shows that there are lots of likeminded people at Queen's and lots that have aspirations that go beyond the textbook," says Mr. Trivieri, who has since founded Breathe Entertainment and has plans to keep the creative momentum rolling with new projects. "All you need is a little bit of fire to get everything started."



## graduatestudents

### Events for Graduate Students and Post-Doctoral Fellows

• Heats for the 2015 Three Minute Thesis Competition (“one slide, no props, 3 minutes”) are now in progress. Visit [queensu.ca/3mt/](http://queensu.ca/3mt/) for information. The Queen’s final is Tuesday, March 24, 4:30 pm in room 101, Kinesiology Building, with town crier Chris Whyman as MC. The provincial final will take place on Thursday, April 23, at Western University.

• Visit the Expanding Horizons website [queensu.ca/exph/](http://queensu.ca/exph/) for information on upcoming professional development workshops offered to graduate students and postdoctoral fellows.

• Potluck for post-docs, visiting researchers and their families on March 10, from 7-9 pm at the Queen’s University International Centre (QUIC). Bring a dish to share and get to know your community! Spouses/partners and children are welcome! Please email [sgspostdoc@queensu.ca](mailto:sgspostdoc@queensu.ca) to RSVP.

### Open Thesis Defences

#### Friday, March 13

Noel McDermott, Cultural Studies, ‘Unikkaaqtuat: Traditional Inuit Stories.’ Supervisor: S. McKegney, 402B Gordon Hall, 2 pm

#### Friday, March 20

May Chew, Cultural Studies, ‘Beckoning Bodies, Making Subjects: Interactive and Immersive Technologies in Canadian Museums, 1967-2014.’ Supervisor: S. Lord, 402B Gordon Hall, 2:30 pm



UNIVERSITY COMMUNICATIONS

Leah Kelley, the AMS’ Commissioner of the Environment and Sustainability, says the new recycling bins and signage in the Queen’s Centre and JDUC are aimed at increasing the amount of waste diverted from the landfill.

## A worthwhile diversion

BY ANDREW CARROLL,  
GAZETTE EDITOR

So you’ve just finished your cup of coffee and you’re standing in front of the recycling bins wondering what goes where?

It might seem like a straightforward task but campus waste audits show that the Queen’s community could use some help to get the job done right.

Coffee cups are just one part of the waste diversion equation but it is perhaps the most noticeable issue.

As a result, a collaboration between the Queen’s Sustainability Office and the Alma Mater Society is taking aim at promoting and improving campus recycling practices.

It’s a multi-pronged approach which includes a series of five videos to clear up any questions as well as highlight some important facts, including that Queen’s sent 1,800 metric tons to the landfill last year, or the equivalent of 360 adult African elephants.

There’s a lot that can be done to reduce that amount of items going to landfill.

“About 90 per cent of the waste we generate on campus can be diverted, either to recycling – plastic, metals, glass, paper – or to compost,” says Leah Kelley, the AMS’ Commissioner of the Environment and Sustainability. “In our buildings now, we have the

ability for students to divert that waste. It’s just about knowing what goes into which bin and taking those extra few seconds to properly sort it rather than tossing it in the garbage.”

Proper sorting is key as any contamination, particularly for organics, results in the bin going to landfill rather than being diverted. To help with this, new, simpler signage has been introduced in the Queen’s Centre and JDUC to show people what goes where.

Back to the coffee cup conundrum then.

“Coffee cups actually go in plastics/metals/glass, the blue bin, because it has a wax lining that makes it plastic by the perspective of our (contracted) waste management company,” Ms. Kelley (Artsci’16) explains. “So approximately 1.1 million coffee cups were used last year and when you have more than 75 per cent of people not knowing how to properly get rid of them a lot of garbage is being generated. We wanted to emphasize the proper way to deal with a coffee cup because unfortunately it is not as straightforward as we would like it to be.”

The wax-lined cup and plastic lid go in the blue bin. The sleeve, which is paper only, goes in the grey bin.

The videos are also being used to shine a light on some of the positives that have already been accomplished such as the in-

creased organics programs involving campus locations like Queen’s Pub and Common Ground.

While some of the problems for recycling may seem complex, the solutions are rather simple.

“People generally want to do the right thing, we all want to increase our waste diversion,” says Ms. Kelley. “We are at a 42 per cent waste diversion rate when we have 90 per cent of waste that can be diverted. So we really want to emphasize this as much as possible and increase that 42 per cent diversion rate.”

There are five videos in the series covering the following topics:

- Waste Diversion
- Organics
- Common Ground Sustainability Efforts
- QP Sustainability Efforts
- What you can do to improve campus waste diversion

They can be viewed at the [queensusustain.com](http://queensusustain.com) site on youtube.com.

“The Sustainability Office was excited to collaborate with the AMS on this initiative and hopes the videos inspire campus users to take a more active role in improving campus waste diversion rate,” says Llynwen Osborne, Waste Coordinator, Sustainability Office.

For further information go to [queensu.ca/sustainability/](http://queensu.ca/sustainability/) or [myams.org/about-your-ams/ces-commission-of-the-environment-sustainability.aspx](http://myams.org/about-your-ams/ces-commission-of-the-environment-sustainability.aspx).



## Take charge and get ahead.

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## Gathering the threads of Indigenous culture

BY ANDREW STOKES,  
COMMUNICATIONS OFFICER

The path that led Armand Ruffo to his position as Queen's National Scholar in Indigenous Languages and Literatures didn't follow the traditional academic route.

A lifelong passion for creativity has seen Mr. Ruffo produce poetry, plays, biographies and a feature length film, even as he's written literary criticism.

"It's always a juggle to work in so many modes," he says. "I have to wrestle to find the time to do it all."

It was just that type of wrestling that led him to produce his most recent work, *Norval Morriseau: Man Changing Into Thunderbird*, a biography of the innovative and controversial Ojibway painter. He researched and conducted the interviews for the book over the course of years, finding what time he could from his teaching position at Carleton University and the production of his film, *A Windigo Tale*.



PHOTO BY BERNARD CLARK

Armand Ruffo is Queen's National Scholar, and teaches in the Department of English Language and Literature and Department of Drama. His latest book is *Norval Morriseau: Man Changing Into Thunderbird*, a biography of the innovative and controversial Ojibway painter.

**"Indigenous culture — the Indigenous thread — is part of the greater Canadian fabric. Telling those stories is a way of gathering the threads together."**

— Armand Ruffo

Driving Mr. Ruffo's creativity and productivity is a desire to share the stories and histories of Canada's Indigenous peoples.

"I'm very interested in the idea of Indigenous history being silenced for so long," he says. "Indigenous culture — the Indige-

nous thread — is part of the greater Canadian fabric. Telling those stories is a way of gathering the threads together."

Support to tell those stories is something Mr. Ruffo says he's seen great improvements in, especially as the study of Indigenous literature took off at Canadian universities in the 1990s.

"I've seen the steps that we've had to go through to get to where we are now. I have a long enough

view back to see that people have been working on this for a long time," he says. "There are a lot of positive things happening and the fact that I can be here at Queen's, teaching these Aboriginal literature courses is amazing."

Since starting at Queen's in 2014, Mr. Ruffo has continued the multi-disciplinary juggling act that he does so well. He's teaching classes in the Department of English Language and Literature and

Department of Drama, and has become active with Four Directions Aboriginal Student Centre. At Four Directions he's led writing workshops and serves on their Aboriginal Council. He's also completed a book of poems inspired by the work of Norval Morriseau that will come out later this year.

Though Mr. Ruffo wrestles to find the time to do so many different things, he balances the mental challenge of being creative and be-

ing a scholar with a simple trick: he doesn't think about it.

"It's a different hat that I put on when I'm working in the creative realm. If I did think about it, I'd probably stop writing creatively. I do try to bring my creative side to teaching though, along with my interests in Indigenous aesthetics and epistemology. Those things help me," he says, adding with a laugh, "but, I try not to teach my own work."

## Queen's National Scholar proposals move to second stage

BY COMMUNICATIONS STAFF

The Queen's National Scholar (QNS) advisory committee has selected four expressions of interest, out of 20 submissions, to advance to the second round of the 2014-2015 competition.

The four applications moving forward are:

- Bioinformatics (School of Computing and the Department of Biomedical and Molecular Sciences)
- Creative Industries in the

Global City (Department of Film and Media)

- Biotechnology (Department of Biology)
- Power Electronics (Department of Electrical and Computer Engineering)

"The advisory committee was again impressed by the quality of the expressions of interest received," says Laeeque Daneshmend, Deputy Provost, who co-chairs the QNS advisory committee with Steven Liss, Vice-Principal (Research). "Each of the

submissions chosen to advance to the second round were extremely strong and would enhance Queen's teaching and research expertise in these multidisciplinary fields, in support of areas of strategic importance to the university, and emerging and growing opportunities."

Of the 20 initial submissions, 16 came from the Faculty of Arts and Science, including one joint submission with the Faculty of Health Sciences and one with the Faculty of Law. One submission was re-

ceived from the Faculty of Health Sciences, two from the Faculty of Engineering and Applied Science, and one from the Faculty of Education.

Each of the selected proposals will now undertake a recruitment process and then submit an expanded proposal, including a recommendation of the individual to be appointed. The QNS advisory committee will make a recommendation to the principal as to which nominees should receive an offer for a QNS

position. Funding for the program allows for a maximum of two QNS appointments in each annual competition.

The QNS program provides \$100,000 annually for five years for each appointment, and is intended to attract outstanding junior and mid-career professors to Queen's.

Additional information on the Queen's National Scholar program can be found on the website of the Office of the Provost ([queensu.ca/provost/](http://queensu.ca/provost/)).

# No one-size-fits-all for workouts

BY ANNE CRAIG,  
COMMUNICATIONS OFFICER

Short, high intensity workouts have the same impact on reducing our waistline as longer, lower intensity workouts, according to new research out of Queen's University.

However, the research revealed high intensity workouts have an added benefit of reducing two-hour glucose levels.

The findings are significant because two-hour glucose levels are a risk factor for diabetes and heart disease.

"We showed in our research that short, higher intensity exercise is different than long, slow exercise," says study lead Robert Ross (School of Kinesiology and Health Studies). "Both methods show substantial benefit in respect to reducing abdominal obesity, a condition associated with great health risks. Only high intensity, though, had an impact on the ability to manage blood sugar."

The study examined 300 abdominally obese adults and how their waistline and glucose levels reacted to either short, high intensity workouts or long, lower intensity workouts. All participants also ate a healthy diet during the study but participants did not reduce their caloric intake.

Dr. Ross and his team found a reduction in waist circumference in all individuals but only the high intensity group shows a 9 per cent improvement in their



A new study, led by Robert Ross (School of Kinesiology and Health Studies), shows that short, high intensity workouts have the same impact on reducing our waistline as longer, lower intensity workouts.

two-hour glucose levels. They also found the greatest increases in cardio-respiratory fitness in the high intensity group.

Dr. Ross says that high intensity workouts don't have to be extremely taxing for the participant.

"Higher intensity can be achieved simply by increasing the incline while walking on a treadmill or walking at a brisker pace.

Participants were surprised by how easy it was for them to attain a higher intensity exercise level."

The new research shows people have options when it comes to exercise and can tailor their routine to the health outcomes they wish to achieve.

"The type of exercise you choose to do may depend on the health outcome you are looking to

improve. For reducing your waist line and weight the study clearly shows that people have options. This is good news for both the practitioner as well as the general public. For managing your blood sugar, our results clearly show that higher intensity exercise may be required," says Dr. Ross.

The study was published in the *Annals of Internal Medicine*.

# Flat tax impact

BY ANNE CRAIG,  
COMMUNICATIONS OFFICER

A new report from Queen's University law professor Kathleen Lahey shows women in Alberta have been disproportionately impacted by the 2001 shift to a flat tax in the province. As a result, women in the western province face higher income gaps, unpaid work gaps and after-tax income gaps than other women in Canada.

"From the perspective of both fiscal stability and equity, the changes made 15 years ago to how the Alberta government collects revenues have proven disastrous," says Professor Lahey. "In moving to a single corporate and personal income tax regime, the government has walked away from at least \$6 billion in annual revenues – roughly the size of the forecasted deficit for next year – and actually increased the tax burden for those income-earners at the bottom end of the scale, who are predominantly women."

Professor Lahey argues that these tax changes, when combined with a lack of affordable childcare spaces, a series of tax and transfer measures that essentially encourage women's unpaid work, and the lack of effective mechanisms at the provincial level to implement gender equity commitments, have resulted in a troubling slide in women's economic equality in Alberta since its peak in the mid-1990s.

The report concludes with a series of 14 recommendations that Professor Lahey says the government could implement in the upcoming budget to reverse the decades-long slide in gender equality in Alberta. Those recommendations include:

- Replacing the current flat tax system with graduated corporate and personal income taxes.
- Rejecting the introduction of new sales taxes or provincial consumption taxes.
- Restructuring all joint tax and benefit measures that discourage women's participation in the paid workforce.

"Alberta's latest fiscal crisis is actually the perfect opportunity to correct the ill-advised policies of the past that have created the situation Alberta now finds itself in," says Professor Lahey. "Fortunately, many of the same policies that can finally get the province off of its overdependence on unstable resource revenues can also begin to reverse the shameful lack of economic equality between men and women in Alberta."

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# Concerns over colorectal cancer screening

BY ROSIE HALES,  
COMMUNICATIONS OFFICER

According to new research, adults in Ontario with intellectual and developmental disabilities (IDD) are significantly less likely to be screened for colorectal cancer than the general population.

Hélène Ouellette-Kuntz, a Queen's researcher and lead author on the first study of its kind, found that Ontarians with IDD, such as autism and Down syndrome, were almost twice as likely to not be up-to-date with colorectal tests when compared to Ontarians without IDD.

"As individuals with intellectual and developmental disabilities live longer, their risk of developing chronic conditions like cancer increases. Suboptimal screening may contribute to a

greater cancer burden in this population," says Dr. Ouellette-Kuntz, professor in the Department of Public Health Sciences and a scientist at the Institute for Clinical Evaluative Sciences (ICES).

Partnered with Virginie Cobiago, a professor at the University of Ottawa and a scientist with ICES, the study examined Ontario residents between 50 to 64 years of age, with and without IDD.

Researchers were able to gather that being older, female, having a greater expected use of health care resources, and being enrolled with or seeing a physician in a primary care patient enrolment model were all significantly associated with higher odds of having been screened for colorectal cancer in the IDD population.

## 'Harrowing stories' on the Ebola frontline

BY ANDREW CARROLL, GAZETTE EDITOR

While the Ebola crisis in West Africa has primarily disappeared from the headlines, the ravages of the deadly virus continue.

Mainstream media attention has moved on, yet the international effort to contain the outbreak continues, including a Queen's University professor who is in Sierra Leone and Liberia working to improve the response to the disease.

Udo Schuklenk (Philosophy) traveled to the affected areas to produce a report for Medecins Sans Frontiers on expanded access to experimental drugs for Ebola patients. Dr. Schuklenk has done continuing research on the issue of access to experimental drugs for catastrophically-ill patients ever since he undertook his doctoral research in the 1990s.

It's been an eye-opening experience he says. Hearing the stories from survivors first-hand and seeing the effects of the virus will certainly have a lasting impact.

"As part of the consultancy work I am undertaking I had to talk to a number of Ebola survivors. The harrowing stories of whole families being wiped out one after another is not something that I will forget for quite some time to come. Truly devastating experiences," he says. "It will take a long time for those survivors' wounds to heal, if they ever will."

Those who enter the outbreak zone are walking into another world, one where no one is allowed to touch another person.



The battle against the spread of the Ebola goes on in Sierra Leone with posters in the capital city Freetown providing information on how to reduce the chances of spreading the deadly virus.

Dr. Schuklenk says the no-contact policy takes some getting used to and affects daily interactions.

Also, to prevent further spread of the virus there are "endless disinfection rituals," involving chlorine solutions of various strengths. Hand washing is so regimented and rigorous that it takes up a significant portion of the day. Even shoes are sprayed pretty much continuously, he says.

There are reminders that the

crisis is far from over.

A day after Dr. Schuklenk sent his replies to the *Gazette's* questions Sierra Leone's vice president was put into quarantine after his bodyguard died of Ebola. On the same day in the capital city Freetown all public transportation was halted at 6 pm and parts of the city were quarantined.

As he has traveled through the country he has also gained a better understanding of its people's

plight, even without the virus. Sierra Leone was devastated by a civil war and average life expectancy is around 40 years while basic necessities of life like reliable electricity or water supply do not exist in many parts of the country.

"One village we visited had neither electricity nor access to clean water," he says. "People fetched their water from a nearby swamp. In that same small village 40 people died of Ebola virus dis-

**"The harrowing stories of whole families being wiped out one after another is not something that I will forget for quite some time to come. Truly devastating experiences."**

— Udo Schuklenk

ease. I met a few of those who survived it, all complained about their infection's continuing negative effects on their quality of life, including severe joint pain, problems with their eyesight and other issues."

Still Dr. Schuklenk says there are positives to be seen.

Despite all Sierra Leone has been through Dr. Schuklenk says he "can't help but feel optimistic about the country."

Roadblocks where people are checked for signs of Ebola infection are everywhere yet infrastructure work continues. Schools have been closed for about 10 months due to the outbreak but the government is considering re-opening them by the end of March, he says.

And, amazingly, there are chance encounters.

Dr. Schuklenk met a Queen's nursing alumnus, Rebecca Ngan (NSc'07), at an emergency medical centre near the village of Makambo where she was taking care of Ebola patients, donning her protective 'space' gear in temperatures over 30C.

SUPPLIED PHOTO

## International program a good fit for Queen's

BY ANNE CRAIG, COMMUNICATIONS OFFICER

Two Queen's University projects received funding from the Canadian Queen Elizabeth II Diamond Jubilee Scholarships (QES) program, an initiative that aims to develop young global leaders.

Funding from the program, which honours the 60th anniversary of Her Majesty Queen Elizabeth II's accession to the throne, will allow 35 Queen's students to pursue an internship or study-abroad opportunity and eight students from Commonwealth countries to undertake graduate studies at Queen's.

"The QES program is a remarkable initiative that will create exceptional international experi-

ences for participating students and expand Queen's research connections around the world," says Daniel Woolf, Principal and Vice-Chancellor. "Queen's is grateful to the many benefactors who have made the program possible."

The International Centre for the Advancement of Community-Based Rehabilitation (ICACBR) and the Queen's Facility for Isotope Research (QFIR) received QES funding.

"The QES program supports the university's commitment to providing international academic and experiential learning opportunities for students," says Kathy O'Brien, Associate Vice-Principal (International). "Queen's students participating in these two projects will gain valuable experience in

an international setting, combining academic study, research and community service."

The scholarships will create new opportunities for Queen's occupational therapy students and master's and PhD candidates in rehabilitation science to engage with ICACBR's ongoing community-based rehabilitation work in Bangladesh. It will also fund four community-based rehabilitation leaders from commonwealth Asian and African countries to study at Queen's in the PhD program in RHBS.

"The scholarships will provide the opportunity for Canadian students in the School of Rehabilitation Therapy to expand and apply their learning, through on-the-ground engagement with interna-

tional community-based rehabilitation activities," says Dr. Heather Aldersey, an assistant professor in the School of Rehabilitation Therapy. "The scholarships will also provide important capacity development and networking opportunities for rehabilitation and community development leaders from Asia and Africa."

The funding will also allow 16 undergraduate and graduate students within the QFIR laboratory to travel to Zambia and Australia to work co-operatively with partners on site.

"By facilitating our connections with university and industry partners in those countries as well as the United Kingdom, the QES program will help us develop a complete understanding of the

mobility of elements in buried mineral deposits in climatically diverse field sites," says Daniel Layton-Matthews, an associate professor in the Department of Geological Sciences and Geological Engineering and a researcher in QFIR.

For more information on the scholarships, visit [queenelizabethscholars.ca/](http://queenelizabethscholars.ca/).

*The Canadian Queen Elizabeth II Diamond Jubilee Scholarships program is a joint initiative of the Rideau Hall Foundation, Community Foundations of Canada and the Association of Universities and Colleges of Canada. It was created through unique contributions from the Government of Canada, provincial governments, the private sector and individuals worldwide.*

## eventscalendar

### Wednesday, March 11, 9:30-11 am A Conversation About Creating and Using Video Resources to Help your Students Learn

Instructor-produced videos can help students facilitate learning by making traditional lecture material available to students before class meetings, so face-to-face class time can be used for active learning activities. In this session, we will discuss the effective use of this resource and how you can easily create a short video and post it through Moodle or YouTube. Note: please bring an iPad or laptop if you can; a few extra laptops will be available for use. Seminar Room within B176 Mackintosh Corry Hall

### Wednesday, March 11, 11:30 am-1:30 pm Community Safety Services for Students

How can the police help you stay safe? Learn more about the Community Services Unit, as well as the AMS Walkhome Service and Campus Security and Emergency Services Off Campus Response Service. At the Queen's Centre - Earl Street entrance. Presented by the Campus Safety Working Group.

### Thursday, March 12, 11:30 am-2 pm Specialty Gas and Equipment Show

Praxair is hosting a show for gas and equipment that can provide solutions for labs, including research grade gases; high purity mixtures; critical purity regulators; protocol stations; switchover manifolds; gas monitoring; cryogenic freezers; safety equipment. Room 202, Chernoff Hall

### Thursday, March 12, 7-10 pm 500 Years of Irish Gaelic in Canada

A free public lecture discussing the history of the Irish language in Canada from its early spread and use, through the mass influx of speakers during the Great Irish Famine, and the causes for its decline. Watson Hall, Room 517. Contact: Ruth Wehlau, 613-533-2153 ext. 74405

### Friday, March 13, 12:30- 1:20 pm Colloquium Presentation: The Role of Research in Creative/Artistic Pursuits

Colloquium Presentation by Dr. Yoko Hirota, "The Role of Research in Creative/Artistic Pursuits." Admission: Free. Harrison-LeCaine Hall, Room 124

### Friday, March 13, 7:30 pm Piano Recital

Dr. Yoko Hirota presents a recital performing works of Canadian Composers. Admission: Free. Harrison-LeCaine Hall.

### Friday, March 13-14 Religious Studies Conference - Islamism and Post-Islamism in Muslim Societies

An international conference, featuring keynote speakers (Dr. Asef Bayat and Abdolkarim Soroush are confirmed) and panel presentations. All events in Theological Hall. The conference is free but registration is required.

### Friday, March 13-14 Social Innovation bootcamp and idea fest pitch competition

Social Innovation is a growing and rapidly changing field that strives to advance social change through a variety of means including entrepreneurship, social impact programming, and more recently, collective action initiatives looking to accelerate systems level change. This year, in addition to providing you with current insights and knowledge about the social innovation space, we will also provide you with the opportunity to take action by helping you to identify, design, test your social innovation idea and then present this idea through our first Social Innovation Pitch competition which includes prize money to help get you started with your venture idea! At Goodes Hall. For more details contact us at [csi@queensu.ca](mailto:csi@queensu.ca)

### Monday, March 16, 12-1:30 pm Guest lecture

Dr. Tim Cresswell, History and International Affairs, Northeastern

University, will be presenting a visually supported poetry sequence from his upcoming book "Fence," which is a creative engagement with place. It concerns the archipelago of Svalbard, in the High Arctic, and the themes of remoteness and connectedness. The poetic sequence combines an account of a visit to the island with the words of two previous travelers from the 17th and 19th centuries. Mackintosh-Corry Hall, Room E230.

### Tuesday, March 17, 3-4:30 pm Visiting Scholar Lecture

International Visiting Scholar Hayden Lorimer, School of Geographical and Earth Sciences, University of Glasgow, presents "Landscape's Ruination and Reinvention: Experimenting with the Future of the Past" Mackintosh-Corry Hall, Room D214.

### Tuesday, March 17, 6:30-8:30 pm LLCU Film Night-Jerichow

The dishonorably discharged Afghanistan veteran Thomas returns to his home village of Jerichow. Ali, a local Turkish-German businessman hires him as a driver. That's when Thomas meets Laura, his boss's wife. A classic love triangle is born, unfolding in desolate northeast Germany. Caught between guilt and freedom, between passion and reason, the protagonists have no hopes for fulfillment of their dreams. Kingston Hall, Room 200

### Wednesday, March 18, 1:30-3:30 pm Family Program: Drawn to the Land

Each program at the Agnes Etherington Art Centre begins with a short gallery tour, followed by an art project in the Studio. Suitable for children 6+ with adult accompaniment. Programs are free but require registration. Please call 613-533-2190 to sign up. Create a self-portrait in your own landscape through photography and drawing. This workshop is designed to enhance drawing skills; it is led by artist Nancy Douglas.

### Wednesday, March 18, 5:30-8 pm The Irving and Regina Rosen Public Lecture Series

Daniel Boyarin, University of California, Berkeley, will speak on "Gender and Diaspora" at the Dunning Auditorium. Admission Free. Everybody Welcome.

### Thursday, March 19, 4-5:30 pm W. Edmund Clark Distinguished Lecture

"Polanyi's Paradox and the Shape of Employment Growth" presented by David Autor, Professor of Economics and Associate Department Head of MIT. Sponsored by: The Department of Economics and The School of Policy Studies. Macdonald Hall, Room 001 (Auditorium)

### Thursday, March 19, 5:30-7 pm John Sherwood Memorial Lecture

Peter Dear, Professor of History and of Science and Technology Studies, Cornell University will speak on "The Force of Reason: Reason as a Secular God in Modernity." University Club - George Teves Room.

### Thursday, March 19, 5:30-6:30 pm John Austin Society for the History of Medicine and Science

Dr. Greg Baran speaking at the University Club on "A Journey through Hell: The Firsthand Account of Kingston Physician Dr. Cumberland through the Trenches of World War I."

### Thursday, March 19, 7-9 pm The Koerner Lecture

Julia Dault, the Koerner Visitor in the Queen's BFA Program, will discuss her exhibition Color Me Badd, which presented at the Power Plant Contemporary Art Gallery. This behind-the-scenes account will offer insight into her painting process and site-specific sculpture. Dault will describe the steps required to create the 80-foot-long wall piece Time after Time, which served as an index to the entire exhibition. She will touch on the goals of the installation through its material, spatial, and conceptual components. Agnes Etherington Art Centre.

### Friday, March 20, 12:30-1:20 pm Audio-walk and Audio-drift: Co-creating Soundworks in Historic Landscapes

Join Hayden Lorimer from the University of Glasgow as he discusses soundworks in historic landscapes. Harrison-LeCaine Hall, Room 124

### Sunday, March 22, 1-4 pm QUIC Visit to the Sugar Bush

Have you wondered where maple syrup comes from? This trip to the local Catarqui Conservation Area will answer all your questions. Purchase tickets \$15 at QUIC Front Office by Thursday, March 19. Includes transportation and park entry.

### Sunday, March 22, 2-3 pm The 2015 Rita Friendly Kaufman Lecture

In 1993, Denesuline artist, Alex Janvier completed his commissioned mural, Morning Star, on a dome at the Canadian Museum of Civilization (now the Canadian Museum of History) in Gatineau. Twenty years later, in 2013, Anishinabe artist, Rebecca Belmore, was awarded a commission to create the installation, trace, at the Canadian Museum for Human Rights in Winnipeg, unveiled upon the museum's opening in September 2014. These masterworks, one in paint, one in clay, reveal each artist's unique intertwining of the past, the present and the future. Lee-Ann Martin will discuss the artists' intentions for their works of public art within the discourses of these two national museums. Ellis Hall Auditorium

### Sunday, March 22, 2:30 pm Faculty Artist Series: Two-Piano Concert

2014-2015 Faculty Artist Series: Two-Piano Concert, featuring Luba and Ireneus Zuk, piano duo. Admission: \$25 adult, \$18 seniors, \$10 students. Tickets available at [www.theisabel.ca](http://www.theisabel.ca), 613-533-2424, and at the door. Series subscriptions are available. The Isabel: Performance Hall



**1** Your coffee cup and lid are recycled with cans, glass, plastic. The sleeve is recycled with paper materials.

**2** Did you know that all campus food outlets, The JDUC and Queen's Centre have an organics disposal option?

**3** 90 per cent of the waste we dispose of at Queen's can be recycled, yet our waste diversion rate is only 42 per cent

**4** 56 per cent of the waste stream at Stauffer Library is organic material.

**5** Organic material from Queen's supports local renewable energy generation.

## athletics and recreation

### Dramov takes CIS libero award



PHOTO BY IAN MACALPINE

Ivo Dramov of the Queen's Gaels was named the top libero in Canadian Interuniversity Sport.

BY COMMUNICATIONS STAFF

Queen's Gaels libero Ivo Dramov (Comm'16) was recently named the Canadian Interuniversity Sport (CIS) libero of the year in men's volleyball.

Dramov, who hails from Plovdiv, Bulgaria, became the first member of the Gaels to win the libero of the year award since its inception in 2003-04.

Dramov says he came to Queen's not only for its reputation for strong academics but also for its men's volleyball program run by long-time head coach Brenda Willis.

Dramov had his most successful season for the tricolour finishing with 239 digs and averaging 3.37 per set. The defensive specialist's digs per set mark was the best in Canada, while his total

digs ranked him second in the CIS.

His season-high of 21 digs in a game also came in a three-set sweep of Royal Military College for the Gaels while he proved to be as consistent as they come finishing with 10 or more digs in all but six games.

"Ivo has the highest volleyball IQ of any athlete I have coached in my 28 years at Queen's," says Willis. "It is like having a coach on the floor, in that he quarterbacks the serve receive and is constantly helping the other players with adjustments. This year despite being moved to position six, Ivo excelled not only as a receiver and defender but also as a secondary setter. His exceptional performance doesn't end on the court either, as Ivo is also an Academic All-Canadian."

### fittip

With the aim of helping faculty and staff 'Get your 150' (minutes of recommended exercise a week) to improve health and wellness, the Gazette and Athletics and Recreation will be offering a Fit Tip in each edition.

#### Rest essential to your health

Are you getting enough sleep, giving yourself a chance to rest? Here are three things to consider to improve your wellbeing:

**Sleep:** Adults need seven to eight hours of sleep per night. Go to bed and get up at the same time every day and remove all electronics from the bedroom.

**Physical Activity:** To sleep better try getting regular physical activity. Canadian Physical Activity Guidelines recommends getting at least 150 minutes of moderate to vigorous aerobic physical activity per week.

**Daily Rest:** Research shows that there are significant benefits to including moments of rest into your day. Try taking a few minutes in a quiet space and practice deep breathing or spend time in nature.

Rest is critical for your wellbeing. Take care of yourself.

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## fortherecord

### Nominations accepted for visitorships, lectures

The Provost's Advisory Committee for the Promotion of the Arts invites nominations for the Brockington Visitorship, the Chancellor Dunning Trust Lecture, the George Taylor Richardson Memorial Fund, the Robert Sutherland Visitorship and the Rosen Lecture Series. In order to encourage the broadest possible range of nominations, any person or group within the Queen's community is eligible to make a nomination. The deadline for submission is March 31, 2015. Please send one electronic copy of submission to provost@queensu.ca.

Terms of references:

**Brockington Visitorship:** "To invite a person of international distinction to come to Queen's University to deliver a public lecture and to meet formally and informally with faculty and students."

**Chancellor Dunning Trust Lecture:** "The Chancellor Dunning Lecturer will be expected to deliver a public lecture that promotes the understanding and appreciation of the

supreme importance of the dignity, freedom and responsibility of the individual person in human society."

**George Taylor Richardson Memorial Fund:** "This fund provides grants to support public performances and exhibitions for the benefit of the Queen's and broader Kingston communities."

**Robert Sutherland Visitorship:** "This fund provides grants to support public performances and exhibitions for the benefit of the Queen's and broader Kingston communities."  
**Rosen Lecture Series:** "The purpose of the series is to enable the wider community to better understand the living and vital tradition of Judaism, its relationship to other religious traditions and its role in the development of contemporary civilizations, and to explore the historical role played by Jews and Jewish thought."

### Nominations invited for grad student supervision award

The School of Graduate Studies invites nominations of faculty members for consideration for the 2015

Award for Excellence in Graduate Student Supervision.

The purpose of this award is to recognize those outstanding supervisors who demonstrate excellence in advising, monitoring and mentoring their graduate students. Two awards will be presented at the fall 2015 convocation: one in the social sciences and humanities, and one in life sciences, natural sciences and engineering.

Award nomination forms and guidelines are available from the Office of the Dean, School of Graduate Studies (deansgsr@queensu.ca) or at [www.queensu.ca/sgs](http://www.queensu.ca/sgs). Nomination packages should be submitted to the

Dean, School of Graduate Studies, Queen's University, Gordon Hall 425, 74 Union Street, Kingston, ON K7L 3N6 by 4 pm on Thursday, May 28.

### Nominations now accepted for Distinguished Service Award

Queen's faculty, staff and retirees are invited to nominate candidates for a Queen's Distinguished Service Award. Inaugurated by the University Council in 1974, this award recognizes individuals who have made the university a better place through their extraordinary contributions. Recipients become honorary life members of the council.

Recent changes to the University

Council bylaws now allow Queen's employees and retirees to nominate recipients, who will be recognized at the University Council annual dinner on Saturday, Nov. 7.

The guidelines, the nomination form and additional information are available online ([queensu.ca/secretariat/council/dsa.html](http://queensu.ca/secretariat/council/dsa.html)).

Please submit nominations to the University Council executive committee, care of the University Secretariat, by Thursday, April 30, at 4 pm.

Please contact the University Secretariat at [ucouncil@queensu.ca](mailto:ucouncil@queensu.ca) or 613-533-6095 if you have questions about the Distinguished Service Award or the nomination process.

## humanresources

### Job postings

Details regarding job postings – internal and external – can be found at [queensu.ca/humanresources/jobs](http://queensu.ca/humanresources/jobs). Applications for posted positions are accepted by email only to [working@queensu.ca](mailto:working@queensu.ca) before midnight on the closing date of the competition.

■ **Competition:** 2014-319

**Job Title:** Senior Research Engineer  
**Department:** School of Computing  
**Hours per Week:** 35

**Appointment Terms:** Research Position-Term appointment (1 year)  
**Closing Date:** 31-Mar-2015

■ **Competition:** 2015-044

**Job Title:** Chief Financial and Administration Officer  
**Department:** Faculty of Health Sciences  
**Hours per Week:** 35

**Appointment Terms:** Continuing Appointment  
**Closing Date:** 11-Mar-2015

■ **Competition:** 2015-048

**Job Title:** Officer, Telefundraising (USW Local 2010)  
**Department:** Alumni Relations & Annual Giving, Office of Advancement  
**Hiring Salary:** \$50,405 (Salary Grade 7)  
**Hours per Week:** 35

**Appointment Terms:** Continuing Appointment  
**Closing Date:** 15-Mar-2015

■ **Competition:** 2015-039

**Job Title:** Senior Internal Auditor  
**Department:** Internal Audit  
**Hiring Salary:** \$60,770 (Salary Grade 9)  
**Hours per Week:** 35  
**Appointment Terms:** Continuing Appointment  
**Closing Date:** 20-Mar-2015

### Successful Candidates

**Job Title:** International Programs Assistant (USW, Local 2010)  
**Department:** International Programs Office

■ **Competition:** 2014-362

**Successful Candidate:** Natalie Barnes (Faculty of English)

■ **Job Title:** Executive Assistant  
**Department:** Faculty of Health Sciences

■ **Competition:** 2014-354

**Successful Candidate:** Anita Jupp (Applied Science - Faculty Office)

■ **Job Title:** Multimedia Support Analyst

**Department:** Faculty of Engineering and Applied Science

■ **Competition:** 2014-342

**Successful Candidate:** Robert Bertschi

■ **Job Title:** Manager, Distributed Medical Education

**Department:** School of Medicine

■ **Competition:** 2014-128

**Successful Candidate:** Kristine Bowes (Faculty of Health Science Office Ops)

■ **Job Title:** Administrative Assistant to the Dean

**Department:** Faculty of Engineering and Applied Science

■ **Competition:** 2015-022

**Successful Candidate:** WITHDRAWN

■ **Job Title:** Business Analyst (USW Local 2010)

**Department:** TRAQ Project

■ **Competition:** 2014-363

**Successful Candidate:** Katie Legere (Stauffer Library)

■ **Job Title:** Faculty Assistant (USW Local 2010)

**Department:** Queen's School of Business

■ **Competition:** 2014-360C

**Successful Candidate:** Michelle Wolfreys (Family Medicine)

■ **Job Title:** Officer, Direct Response Appeals

**Department:** Alumni Relations & Annual Giving

■ **Competition:** 2015-002

**Successful Candidate:** Emily Mackwood (ADV Annual Giving)

■ **Job Title:** Coordinator, Research Accounting (USW, Local 2010)

**Department:** Financial Services

■ **Competition:** 2014-355

**Successful Candidate:** Kathleen Harrison (Financial Services)

■ **Job Title:** Client Advisor (USW, Local 2010)

**Department:** Queen's School of Business

■ **Competition:** 2015-007A

**Successful Candidate:** Angie Loyst (QEDC General Admin)

■ **Job Title:** Governance Assistant

**Department:** Office of the University Secretariat

■ **Competition:** 2014-343

**Successful Candidate:** Brenda Batson

■ **Job Title:** Financial Analyst (USW Local 2010)

**Department:** Financial Services

■ **Competition:** 2014-358

**Successful Candidate:** Michael Crawford (Financial Services)

■ **Job Title:** Undergraduate Program Assistant (USW Local 2010)

**Department:** Civil Engineering

**Competition:** 2014-356

**Successful Candidate:** Angelina Gencarelli (Faculty of Education)

■ **Job Title:** Senior Secretary (USW Local 2010)

**Department:** Environmental Health & Safety

■ **Competition:** 2014-286

**Successful Candidate:** Marilyn Oosten

■ **Job Title:** Refrigeration Mechanic (CUPE Local 229)

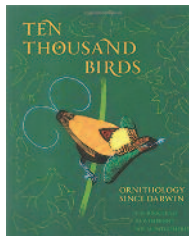
**Department:** Physical Plant Services

■ **Competition:** 2014-109

**Successful Candidate:** Scott Ferguson

## books

**Ten Thousand Birds: Ornithology since Darwin** by Tim Birkhead, Jo Wimpenny and Bob Montgomerie (*Biology*)

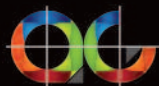


*Ten Thousand Birds* provides a thoroughly engaging and authoritative history of modern ornithology, tracing how the study of birds has been shaped by a succession of visionary and often-controversial personalities, and by the unique social and scientific contexts in which these extraordinary individuals worked. This beautifully illustrated book opens in the middle of the nineteenth century when ornithology was a museum-based discipline focused almost exclusively on the anatomy, taxonomy, and classification of dead birds. It describes how in the early 1900s pioneering individuals such as Erwin Stresemann, Ernst Mayr, and Julian Huxley recognized the importance of studying live birds in the field, and how this shift thrust ornithology into the mainstream of the biological sciences. The book tells the stories of eccentrics like Col. Richard Meinertzhagen, a pathological liar who stole specimens from museums and quite likely murdered his wife, and describes the breathtaking insights and discoveries of ambitious and influential figures such as David Lack, Niko Tinbergen, Robert MacArthur, and others who through their studies of birds transformed entire fields of biology.

*Ten Thousand Birds* brings this history vividly to life through the work and achievements of those who advanced the field. Drawing on a wealth of archival material and in-depth interviews, this fascinating book reveals how research on birds has contributed more to our understanding of animal biology than the study of just about any other group of organisms.

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