

## THE ARTISTS AMONG US



UNIVERSITY COMMUNICATIONS

Musician Megan Hamilton, an administrative assistant in the Faculty of Law, will be performing this summer at the Wolfe Island Music Festival, while her new album is set to be released in September.

### Solitude allows the words to flow

*The Artists Among Us is a series of profiles of Queen's staff members who pursue artistic endeavours in addition to their work at the university. The Gazette will feature staff members on an occasional basis and welcomes suggestions. If you have ideas of people to profile, please contact Wanda Praamsma at [wanda.praamsma@queensu.ca](mailto:wanda.praamsma@queensu.ca)*

**BY WANDA PRAAMSMA,  
COMMUNICATIONS OFFICER**

Megan Hamilton first started writing music when she was in her late 20s, while in Toronto after studying theatre at Ryerson. She was living alone for the first time in her life, and while lonely at times, she found the solitude freeing.

"I started writing music, short

stories, plays. There was no social media at the time, and I didn't have a computer – very few distractions," says Ms. Hamilton, now a well-regarded Canadian musician who also works full-time as an administrative assistant in the Faculty of Law. "I felt I didn't need anyone's permission and it became a really creative time for me."

Even though she never imagined herself singing, Ms. Hamilton recorded a few songs with a friend. It was then that she decided she "could do this," and instead of pursuing theatre, she moved into the musical sphere.

"I liked that with music, I didn't have to wait for other people, which I felt like I was doing in theatre," she says. "I could just go out and do my own thing."

A few years later, in 2006, she

released her first album, *Feudal Ladies Club*, and since then, she's toured across Canada, promoted several more albums, and developed a following for her folk/pop-edge/shoegaze style. In August, Ms. Hamilton will be on stage at the Wolfe Island Music Festival, and on Sept. 25, she releases her fifth album, *Forty Warm Streams to Lead Your Wings*. This latest album is being produced by singer/songwriter and producer Jim Bryson, who has toured and/or recorded with The Tragically Hip, Sarah Harmer and Kathleen Edwards, among others.

"It's a really busy, exciting time," she says. "It's satisfying, getting my music out there, since it's a much bigger challenge these days."

Ms. Hamilton also combines life as a musician and Queen's

staff member with life as a parent, as mother to a four-year-old daughter. It's a delicate balance, she says, to find time for everything, and the space to write.

Like her early days writing alone in Toronto, Ms. Hamilton needs complete quiet and separation to set down the stories that become her songs. And, perhaps aptly, her lyrics are often rooted in themes of loneliness, sadness, and love/relationship issues.

"I usually start with a visual image," she says. "Then a scene unfolds, and generally the lyrics flow pretty quickly from that. I also love playing with rhyme and rhythm. I play games – like working with syllables, trying to figure out how to structure a line. I think these things all stem from my childhood, things I used to do. On

long car rides, I would count telephone poles – there's this rhythm there – and then chop the poles down in my mind."

Through promoting her own music, Ms. Hamilton has become an expert organizer, and those abilities extend into her work in Queen's Law, where among other administrative duties, she helps with event planning and payroll. She also provides public-speaking coaching for law students who are preparing for moot competitions.

"I really love that, working with the students," she says. "I'm really grateful for my position in the Faculty of Law. Everyone is really supportive of my musical career, and when I do have accomplishments to share, they are always there to celebrate with me."

## people of Queen's

In each edition, the *Gazette* profiles a Queen's staff member, highlighting their passion and dedication that has enriched the various offices they have worked in.

# Finding a new home at Queen's

BY ANDREW STOKES,  
COMMUNICATIONS OFFICER

When Edward Nkole arrives, he asks that we move somewhere more comfortable. Together we head to the Queen's University International Centre (QUIC), he says hello to the staff and pours himself a mug of tea before we start chatting. Though he now works in the department of Financial Services, in 2006 Mr. Nkole came to Queen's from Zambia to do his undergraduate degree and he says QUIC helped him adjust to life in Canada.

"I have a lot of wonderful memories of this place," he says. "When I came to Queen's, this is where I was welcomed."

After starting his undergraduate degree in Economics and Global Development Studies, Mr. Nkole quickly found QUIC to be a new home. "They really go out of their way to understand the international experience and tailor their programming to meet those needs. I encountered some culture shock when I came to Canada, and it was here that I could find people who could really hear what I said."

Before coming to Queen's, Mr. Nkole worked in Zambia as an accountant but had ambitions to see more of the world. Both of his older brothers had studied engineering in England, and so he had his mind set on an international education. After some chance encounters that led him to making



Edward Nkole first arrived at Queen's University from Zambia in 2006 and found support at the Queen's University International Centre (QUIC). He currently works in the Financial Services department.

Canadian friends, he started to look at Ontario schools.

"Queen's was very responsive and I had an instinctive good feeling about it," he says. Once he came to Kingston, he got involved with the Queen's community, volunteering at QUIC, working as a residence don, and "working way too many jobs," he adds, laughing. Once his degree was complete, he moved back to Zambia and got married, but soon found himself thinking again about Canada.

When he and his wife decided to move to Kingston, Mr. Nkole

took a job with Alumni Relations as an administrative assistant. His experience in accounting saw the job evolve into a more financial and merchandising role and he soon migrated to Financial Services, where he now works as a financial analyst.

"I look at account trends, see the numbers and explain what's going on behind the scenes," he says. "Financial Services track what money is going where, why, how we arrived at those numbers and what they mean. All of the projects on campus, from research

initiatives to the construction of a new residence, need financing — we make sure they stay on track."

With nearly 10 years at Queen's under his belt, Mr. Nkole is humble about his accomplishments and is thankful for the people who helped him along the way.

"I've been fortunate to find jobs that provided a learning environment here at Queen's," he says. "I wanted a challenge, to expand my knowledge and my experience, and I'm glad to have had supervisors who were so interested in my development."

## University Pension Project due to report in the fall

BY CRAIG LEROUX, SENIOR  
COMMUNICATIONS OFFICER

The group of universities, faculty associations and staff unions participating in the University Pension Project (UPP) met again on June 22 to continue their work examining the feasibility of a new multi-employer, jointly sponsored pension plan (JSPP) for the university sector in Ontario.

University employees who are not represented by a bargaining unit were recently invited to attend a town hall session to receive an update on the progress towards a sector-specific JSPP. A video of the session is now available online.

At the meeting, participants reviewed potential options for the design of a new JSPP and discussed how to move forward with a number of issues still requiring

agreement. If the project is successful, the new plan will have the advantage of a permanent exemption from actuarial valuations on the solvency basis.

"The UPP is at the stage where participants are working to get agreement on as many aspects of the potential plan design as possible, before reporting back to the government in the fall," says Caroline Davis, Vice-Principal (Finance and Administration). "After that it will be up to individual universities to decide if they will participate in the next phase, which would be to build the new pension plan."

Participation on the part of any university would be voluntary and would require the consent of plan members according to regulations that will be established by the government. At Queen's, bargaining units recently signed a

pension co-operation agreement between them, aimed at pursuing a co-ordinated and proactive approach to long-term pension sustainability.

Individual pension benefits that have already been earned are guaranteed under law, so anyone moving to a new JSPP will keep what they have already earned. Pensions already in payment are also guaranteed never to be reduced.

In advance of the June 22 meeting, the UPP released a Q&A document to explain the process and the potential benefits of a new sector-wide JSPP.

"While obtaining exemption from the requirement for actuarial valuations on a solvency basis is one of the primary drivers behind the UPP process, a new sector-wide JSPP would have many other benefits for both employees and the universities involved," says

Vice-Principal Davis. "These include greater financial security and efficiency in plan management due to its larger size, shared governance between employees and employers, as well as portability."

Queen's currently has a pension deficit of \$285 million on a solvency basis, a hypothetical scenario that assumes Queen's closes its doors and terminates the pension plan. Queen's recently received stage two solvency relief and has opted to defer payments on the solvency deficit for three years, but then would have to pay down the entire balance over the following seven.

More information about the Queen's Pension Plan and the solvency issue can be found on the Human Resources website, or by contacting Bob Weisnagel, Director, Pension Services, by email or at ext. 74184.

# the gazette

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Ruth Wilson, a professor in the Department of Family Medicine at Queen's, was named as a Member of the Order of Canada for her contributions to improving primary care in Ontario and for her leadership in family medicine.

## Wilson joins Order of Canada

BY ANNE CRAIG,  
COMMUNICATIONS OFFICER

Ruth Wilson, a professor in the Department of Family Medicine at Queen's, has been named as a Member of the Order of Canada by His Excellency the Right Honourable David Johnston (Law'66), Governor General of Canada, for her contributions to improving primary care in Ontario and for her leadership in family medicine.

Dr. Wilson follows in the footsteps of her mother, Lois Wilson, a Companion of the Order of Canada, the first female moderator of the United Church of Canada and former member of the Canadian Senate.

"I am very honoured to be receiving the Order of Canada," says Dr. Wilson. "I love the motto of the Order of Canada: 'They desire a better country.' I do the work that I do because of my desire for a better country. This award is also significant because it extends beyond the world of medicine."

A leader in the Canadian medical field, Dr. Wilson joined Queen's in 1989 and served as Department of Family Medicine head from 1991 to 2001. She is currently vice-president of medical and academic programs for Providence Care, where her leadership has advanced the organization's reputation as a leading provider of integrated services in the areas

of mental health, aging and rehabilitative care.

"The Order of Canada recognizes outstanding achievement and dedication to the community and to Canada," says Principal Daniel Woolf. "As a leader in the field of health care, Dr. Wilson is deserving of this award for the enrichment she has brought to the lives of others which extends to the Queen's community and our students."

In addition to her research work, Dr. Wilson is a family physician with the Queen's Family Health Team. She also has more than a decade of experience practicing family medicine in remote areas of Canada. From 2001-2004, she served as chair of the Ontario Family Health Network, which was responsible for implementing primary care reform in the province. She has also contributed internationally to the development of primary health-care systems in areas of need.

"What I love about my work is I'm able to bridge the continuum between caring for patients, leading change in the medical system in Canada, developing policy, and teaching the next generation," says Dr. Wilson. "I'm a generalist. I want to join policy, patients and

learners."

In 2013, Dr. Wilson was elected president of the North American region of the World Organization of National Colleges, Academies and Academic Associations of General Practitioners/Family Physicians (WONCA), which works to foster high standards of care in family medicine globally. In 2010, WONCA awarded Dr. Wilson a Five Star Doctor Award, one of two triennial awards for excellence in health care, citing her excellence as a care provider, a decision maker, a communicator, a community leader and a team member.

Also in 2010, Canada's Women's Executive Network named her one of the country's Top 100 Most Powerful Women.

"Dr. Wilson is highly respected within her community, her department, throughout the Faculty of Health Sciences and, indeed, throughout the university," says Glenn Brown, Head, Department of Family Medicine. "She has provided leadership in many important and sensitive areas, always demonstrating deep knowledge, respect and sound judgement."

For more information about the Order of Canada, visit the Governor General's website (gg.ca).

## Tuition Support Plan changing to provide tax savings

BY CRAIG LEROUX, SENIOR  
COMMUNICATIONS OFFICER

Queen's is making a change to its Tuition Support Plan, which provides financial assistance to help offset the costs of post-secondary tuition fees for the dependent children, spouses or partners of eligible Queen's employees.

Previously, tuition support payments were made to the employee, but beginning in August they will be made directly to the student. This new payment process and recent changes in the Income Tax Act mean that payments will no longer be considered a taxable benefit to the Queen's employee.

"Queen's is proud to be able to support the education of its employees' family members through the Tuition Support Plan," says Caroline Davis, Vice-Principal (Finance and Administration). "Employees have advocated for this change over the years and the university is very pleased that it can help provide tax savings and a better benefit to students."

Tuition support payments will now be considered taxable income in the hands of the student, who in most cases will have a lower income and pay less tax than the employee. In addition, the university will no longer be required to withhold tax deductions when making the payment, so the student will receive the full amount of the benefit.

Diane Pointer, Director of Total Compensation in Human Resources, says that while the students will now be paid directly, the employee will still have to apply for the benefit.

"The application process remains largely the same, with employees using the same online system to submit an application," says Ms. Pointer. "However, they will have to provide some additional information, such as the student's social insurance number, banking information and address, to enable us to make the payment and issue the proper income tax slips."

Applications for the Tuition Support Plan open on Aug. 15 for most employee groups.

For more information visit the plan's webpage on the Human Resources website or contact your HR Advisor. Since every situation is unique, if you have questions about your personal tax situation, please consult your financial advisor.

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## Familiar face to helm Faculty of Education

BY COMMUNICATIONS STAFF

Queen's University recently announced the appointment of Rebecca Luce-Kapler as Dean of the Faculty of Education for a five-year term effective July 1, 2015.

"We are pleased Rebecca has accepted the principal's invitation to succeed outgoing dean Stephen Elliott. Her experience as interim dean during the first half of 2014 will serve her well," says Alan Harrison, Provost and Vice-Principal (Academic). "I should also like to thank Stephen Elliott for his many very significant contributions to the Faculty of Education."

Dr. Luce-Kapler is currently Associate Dean of Graduate Studies and Research in the Faculty of Education, in which role she has led several important initiatives including the development and implementation of the online Professional Master of Education program.

After being awarded her doctorate by the University of Alberta, Dr. Luce-Kapler came to Queen's in 1997 as a language and

literacy scholar. During her time at Queen's, she has taught secondary English methods courses and developed writing courses for both BEd and graduate students. She has also taught English as an elementary/secondary school teacher in Alberta, and holds a permanent teaching certificate from that province, in addition to which she is a member of the Ontario College of Teachers.

Her research interests focus on the integral role of literary practices, particularly writing, in the development of human consciousness and identity. This work has contributed to understanding the normative power of cultural forms and the importance of interpretive reading and writing practices for generative learning and teaching.

Dr. Luce-Kapler is also a poet with a number of literary publications, including a poetry collection, *The gardens where she dreams*.

Visit the Faculty of Education website to learn more about Dr. Luce-Kapler.



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Rebecca Luce-Kapler became the Dean of the Faculty of Education on July 1.

## Student-produced show making an impact

BY MIKE YOUNG,  
COMMUNICATIONS INTERN

With students and community members packed tightly into The Mansion on Princess Street, the Queen's Players had their audience howling with laughter, singing at the top of their lungs, and dancing like nobody was watching.

This was the scene on closing night of the summer show for Queen's Players, as is the case during their three annual shows.

Founded in the early 1900s as the Queen's Drama Guild before becoming Queen's Players in the 1980s, the organization has continued to grow with its robust alumni network, and even includes Queen's Players Toronto, a group of alum who continue to produce shows for charity and recipients of a Queen's University Alumni Association Award this year.

"Players is a sketch-comedy, singing, dancing, and acting showcase where all proceeds are donated to various local and international charities," says Lucas Chabot (Artsci'15), president of the organization. "The show itself uses a lot of humour that Queen's students can relate to."

Marketing and promotions director, Kayla Cayabyab (Artsci'15, Ed '16), describes Players as an op-



SUPPLIED PHOTO

Last year, shows put on by Queen's Players raised \$16,480 for charities. The group's roots date back to the early 1900s as the Queen's Drama Guild.

portunity for students to get involved in theatre when they might not typically be able to within their various programs.

"We have many students participate from outside of the drama department," she says. "It allows students to do something a little out of their comfort zone, meet new people, and have a chance to perform, all in the name of a good cause."

A completely student run, directed, and produced group, Queen's Players is the second most charitable organization based on campus, having raised

\$16,840 for charity through last year's shows.

Though the show is often thought of as being a party and a chance for students to share a drink, Lucas, Kayla, and Vice-President (Administration) Evelyn Popiel (Artsci'14, MSc'16), contend that the charity work is by far the most impactful and important part of the group's mandate.

"The money goes into Kingston-based organizations, but also to groups based at Queen's that we continue to fund, like the Q-JUMP program. A lot of the money is raised by Queen's stu-

dents, and so it's important to us that we are able to put a significant amount of the proceeds back into initiatives run by Queen's students," Ms. Popiel says.

Mr. Chabot describes Queen's Players as being a microcosm of Queen's and the greater Kingston community, bringing students and residents from all different walks of life together to laugh and have a good time. He went on to describe how he has met many of his closest friends through the Queen's Players experience.

"It's important that we don't take ourselves too seriously and are able to poke fun at our own experiences," he adds.

According to Ms. Cayabyab, the organic nature of each and every show is a cornerstone of what makes the group so special. The cast, directing team, and producers write every line of the script, and the result is a production based in the present on things that the audience will recognize and can relate to. She describes the show as being reflective of how students are feeling about what's happening at Queen's and beyond.

Though very proud of everything Players has accomplished thus far, the organization is very excited for what lies ahead. Representative of the spirit of philanthropy and giving within the

Queen's student community, there are plans to further expand the impact of their contributions.

"One thing we really want to do this year is to take Players members to the organizations and groups that we've helped fund and interact with them, and really see what our contributions are doing", Ms. Cayabyab says. "I think that's one way we can continue to grow Players' image away from a perceived drinking culture, and to focus more on the charitable and community aspects, because as a board, that's what it's about."

When students return in the fall, it will be time for Players to do what they do best and put together a new cast and crew for their fall show. Ms. Cayabyab has a message for students who are thinking about auditioning, but who might not think they have the technical skills.

"More than anything, when people are sitting on the panel during auditions, they are looking for people who have great energy, positivity, and charisma... We're not looking for the next Tony Award winner – we're looking for someone who's going to bring something unique to the show."

You can learn more about Queen's Players on the group's Facebook page.

# Reach of libraries increasing

BY ANDREW CARROLL,  
GAZETTE EDITOR

Research libraries have witnessed great change in recent years with the increasing influence of digital platforms, but, at their core, they have maintained their focus on access to information and knowledge.

Martha Whitehead, Vice-Provost and University Librarian at Queen's University, was recently elected President of the Canadian Association of Research Libraries (CARL). Enriching research and higher education is at the heart of CARL, as it works to leverage the opportunities of digital formats and ensure their long-term preservation. CARL members are Canada's 29 largest university libraries and two federal institutions.

"Many, many years ago it was all about information in physical objects," Ms. Whitehead says. "Now we care about the physical objects plus the digital environment. The pressure in the digital environment is to ensure that we have the infrastructure in place to provide access to that content now and for future researchers."

Librarians' preservation and information management skills have become all the more important in our increasingly digital world as massive amounts of data are created. CARL's current initiatives include the development of a research data management network



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The reach of research libraries continues to grow with digital advances, Martha Whitehead, Vice-Provost and University Librarian at Queen's University, points out.

called Portage. Ms. Whitehead has been facilitating this project with library colleagues across the country, and with other agencies responsible for high speed computing and networks.

"Research data management is an increasingly important area of focus. It's about planning how data will be managed and providing the appropriate infrastructure – both human expertise and support and technical resources," she explains. "You want to decide which data needs to be preserved and how to make it accessible, so you can maximize the benefit of that research by re-using data for

new studies or replicating results."

Research libraries are working at a global scale on information access and preservation. They are also working locally, on their own campuses, with their students and researchers.

A key aspect to the modern library is still spaces conducive to research and studying, to higher learning. At Queen's, this was made abundantly clear during the Library and Archives Master Plan (LAMP) consultation process. People want their library to be a place that feels welcoming and inspiring.

This can be seen in one of the first projects emerging from the

Library and Archives Master Plan, the revitalized Lederman Law Library. Creating more study space, improving accessibility and taking care of collections were key factors in the design of renovations taking place this summer.

"You look at some of the great libraries around the world and they are beautiful, amazing places. They make you feel you're somewhere that's all about knowledge, learning," says Ms. Whitehead. "The way that people feel about that hasn't changed. People still gravitate to that kind of space that you traditionally think of as a library."

Yet the library is no longer limited to its physical structure and the constraints that imposes.

Through the digital environment, Queen's University Library provides vast amounts of information for its users, wherever they are.

This increasing reach can be seen not only in the virtual expansion but in the staff working across the university fostering greater links and making information more accessible. It's what Ms. Whitehead calls an increased "embeddedness" and she notes that "the library is everywhere."

"Our librarians are working with faculty in every discipline and helping students in every discipline," says Ms. Whitehead. "We have a liaison librarian connected with each department and that person will curate information resources and teach information literacy skills within that context. They work with the faculty members to define learning outcomes and identify individual courses where it makes sense to involve a librarian in a research component."

Clearly, at Queen's and at research institutions across the country, libraries continue to be about providing the people, places and information resources to support excellence in teaching, learning and research.

For more information on Queen's University Library visit [library.queensu.ca](http://library.queensu.ca) and for CARL visit [carl-abrc.ca](http://carl-abrc.ca).

## PEC revitalization planned

BY COMMUNICATIONS STAFF

Queen's University has begun the planning for the renovation of the former physical education centre, with the intention of re-purposing it as a hub for student health and wellness, student innovation and student learning.

If the planning comes to fruition, the building will also become the home of a state-of-the-art facility for the Faculty of Engineering and Applied Science, which will further enhance the faculty as one of the best in the country.

"The redeveloped building will be an enhancement to both the quality of our student experience and the quality of our research and educational facilities," says Principal and Vice-Chancellor Daniel Woolf. "When completed, it will be a prominent symbol of Queen's commitments both to student life and learning and to advanced research."

The building, located at 67

Union St., was decommissioned in 2009. In 2012, the three gyms in the building were renovated and re-opened to provide increased recreational opportunities for students, and centralized exam space. A recent structural assessment of the building by an external consultant found that it is in excellent shape and, if renovated, could provide a considerable amount of additional space – up to 160,000 square feet – at a relatively low cost per square foot, compared to a newly constructed building.

"The building provides a wonderful opportunity to utilize and revitalize valuable space that is not currently being used," says Alan Harrison, Provost and Vice-Principal (Academic). "Given the university's current financial situation, strong support will be needed to fund the project, and we are hopeful that this use of existing space will allow us to realize our goals sooner than if we were to construct a new building."

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## viewpoint

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# Inventive, student-led approach to learner wellness

The following article was first published on the *Dean On Campus* blog [meds.queensu.ca/blog/](http://meds.queensu.ca/blog/).

BY RICHARD REZNICK,  
DEAN, HEALTH SCIENCES

It's no secret that pursuing a health sciences degree is hard work. We set high expectations for each of our students, because when those degrees are handed out on convocation day, we have a duty to ensure that each and every one will provide evidence-based, person-centred, and compassionate care to their patients.

Long work hours, constant interaction with patients and colleagues, and frequent testing are just a few of the demands that are put for the course in healthcare programs. Yet, most of the pressures that students experience while at school are also the same ones that they will encounter as professionals. For that reason and many others, it is our responsibility as a faculty to help them learn how to deal with those pressures in appropriate and healthy ways. Recognizing when a student is not well and how to approach that is a critically important skill for each of our faculty members and student advisors – but it's fair to say that in most cases, we are helping our students to deal with pressures in a reactive way.

In realizing this, the Wellness and Mental Health Committee held jointly under the medical school's Learner Wellness Centre and the Aesculapian Society (AS), developed an innovative program that would focus on the proactive and preventative side to student wellness. And so, as a brilliant compliment to the services already in place, an innovative program called Wellness Month was designed and launched this past February.

"Wellness Month was entirely targeted at developing resiliency by practicing positive habits that would hopefully prevent, to some degree, the burnout and the physical and mental health burdens that arise as a consequence of our careers," explains medical student and student committee chair Alyssa Lip.

For Wellness Month, students formed teams, and participants completed challenges focused on a different pillar of wellness each week – nutritional, mental, physical, and social academic balance. The program was wildly successful, and the students shared their ideas with each other via Twitter using the hashtag #keepsmeWell. As a follow-up to the program, the organizing team decided to produce a handbook that might help to bring the initiative to medical schools across Canada, which

can be viewed online.

"The degree of support that I felt from my classmates during Wellness Month was tremendous – it really was the definition of the QMED community. In leading the event, I started to realize that people were participating in our initiative, not just because they had to, but because they wanted to – not just doing the bare minimum, but actually zealously participating."

In addition to 123 pre-clerks who took part in the project, Wellness Month caught the attention of a number of staff and faculty who also took part in the challenges.

"It meant a lot to the students see them get involved with something like this. I think it builds a very positive connection between students and faculty and improves the learning environment," says Alyssa.

In total 148 people participated.

The committee hopes that the Wellness Month manual will help other organizations replicate the success of their program.

"It has already been adapted in two other schools since our pilot ended in February. There has also been interest in bringing this to other faculties here at Queen's as well as residences," says Alyssa. "There is a real need for it as the rates of burnout rise. This initiative asks participants to act on

ideas, learn skills, and make a change. It isn't meant to be a complete solution, but it's a small step towards actually doing something about it."

Our students have also gone so far as creating a new Wellness Officer voting member position on the AS, and have adopted the Wellness and Mental Health Committee as a full committee under the society.

Suffice to say that we are excited about the prospect of this initiative extending beyond Queen's and are extremely proud of our students for setting up something that will not only help our students this year, but for years to come.

Dr. Reznick would like to thank Emma Woodman for her assistance in the creation of this article.

## flashback



QUEEN'S UNIVERSITY ARCHIVES

Completed in 1960, Sir John A. Macdonald Hall houses Queen's Faculty of Law and is named after Canada's first prime minister, who grew up and practised law in Kingston, and helped to found Queen's before embarking on his political career. This image from 1961 shows a student lounge in the newly opened building. Since then the building has undergone several renovations including the new-look Lederman Law Library.

## 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)

# A generous colleague and a beloved and inspiring teacher

Following a prolonged illness, Stanley M. Corbett, the Faculty of Law's longest-serving Associate Dean, passed away peacefully at Kingston General Hospital on May 18, just 10 days before his 70th birthday.

BY KIRSTEEN MACLEOD

Stanley Corbett will be deeply missed by the Queen's Law community. Faculty, staff and students, like his family and friends, were inspired by his limitless curiosity, touched by his generosity, and delighted by his gentle humour.

In Dr. Corbett's 50-year history at Queen's University – particularly during his time with the Faculty of Law – he distinguished himself as a scholar, author,



Stanley Corbett

teacher, mentor, leader, colleague, and friend. Those campus years included four degrees: BA'66, MA'72, PhD'82, and LLB'95. He started his studies in mathematics before moving to philosophy for post-graduate studies. After several years on faculty at Acadia University, including a term as head of the Philosophy Department, he left that academic career to return to Queen's for a law degree.

Dean Bill Flanagan, who would become Dr. Corbett's long-time

colleague and friend, first met him in his property law class in 1992 and recalls he was a "terrific student" – which is why he was invited to join the faculty full-time in 1997, just two years after his graduation.

"Stan was a brilliant student," agrees Professor Emeritus David Mullan (LLM'73, LLD'15), who had him in his first-year public law class. "Later, as a colleague, I benefitted greatly from our many discussions about emerging public law issues and our respective courses."

Dr. Flanagan sees Dr. Corbett's overall influence on Queen's Law as incalculable.

"It is rare that a single individual has an indelible impact on a school," he says. "In our case, it is impossible to imagine what our faculty would be like today without Stan's work here."

Many of his greatest contributions to the faculty's future were made as Associate Dean (Academic). He held this top academic post for an unprecedented three terms, starting in 2008, and, in the dean's words, "always demonstrated skill, good judgment, a sense of humour, and dedication to the school."

Colleagues also recall that Dr. Corbett routinely carried a heavier-than-usual teaching load, was ready to assist faculty and students with any challenge, and was an accomplished author with a commitment to justice. His 2007 book, *Human Rights Law and Commentary* (LexisNexis Canada), now in its second edition, is catalogued in more than 100 law libraries across North America, and he published more than two dozen articles, reviews and other materials over his career.

It was under his guidance that the law school expanded from classroom education into blended and online learning; added essential law skills courses to the first-year program; and updated and expanded the curriculum to meet the evolving needs of today's law students – and the profession itself.

His other main legacy, among many, is as a teacher who shaped his students' experience of Queen's Law, both at home and abroad. Dr. Corbett won the Law Students' Society Teaching Excellence Award three times.

He was a leader in curriculum planning for the Law school and its Global Law Programs overseas, serving as the latter's academic director at the Bader International Study Centre (BISC) at Herstmonceux Castle from 2008 to 2014.

A celebration of his life will be held at Grant Hall in October.

## Queen's in the news

Highlights of Queen's experts in the media from June 1-28

## International

**Robert Lovelace** (Global Development Studies) spoke to Al Jazeera about a Canadian Aboriginal activist standing up to Israel.

**Laurence Ashworth** (Business) was featured in the New York Times for an article on tips for keeping that post-vacation feeling.

## Newspapers

**Douglas Bland** (School of Policy Studies) spoke to the Winnipeg Free Press about examining Aboriginal militancy in Canada; and how letting the Truth and Reconciliation Commission report to die is a big risk.

**Gregoire Webber** (Law) talked to the Globe and Mail regarding Ottawa picking a gay marriage critic to sit on Ontario's highest court.



**Steven Liss** (Vice-Principal, Research) was interviewed by the Kingston Whig-Standard about Queen's University and Enviro Innovate Corporation joining together to promote technology.

**Cynthia Fekken** (Arts and Science) spoke to the Kingston Whig-Standard on how research programs will benefit from \$14 million in grants from National Sciences and Engineering Research Council.

**Charles ES Franks** (Political Studies) talked to the Ottawa Citizen on the subject of 'How do you solve a problem like the Senate?'

**Scott Matthews** (Political Studies) spoke to the Toronto Star on whether or not election polls be improved.



**Keith Banting** (Political Studies, School of Policy Studies) talked to the Toronto Star about how income equality is an issue that

needs a champion.

**Warren Mabee** (Geography, School of Policy Studies) talked with the Hamilton Spectator on Enbridge being told Line 9 needs more testing; and big Oil's push for a carbon tax a pragmatic move, not just PR.

**Stefanie von Hlatky** (Political Studies, Centre for International and Defence Policy) spoke to the Globe and Mail on Prime Minister Stephen

Harper saying Gen. Tom Lawson's comments on sexual misconduct are unacceptable.

**Ashley Waddington** (School of Medicine, Obstetrics and Gynaecology) was interviewed by the National Post on whether or not there is a season for teen pregnancy.

**Ajay Agarwal** (School of Urban and Regional Planning) talked to the Kingston Whig-Standard on how demand for downtown properties has risen in many large cities across Canada.



**Sidneyeve Matrix** (Film and Media) spoke to the Toronto Star about how Nobel laureate Tim Hunt's career is in tatters after a backlash over his remark about women.

**Yuri Leven** (Business) was interviewed by the Toronto Star about how Canadian deal hunters are skeptical of discounts.

**Jacalyn Duffin** (History) was interviewed by the Kingston Whig-Standard in connection with a protest over health cuts for refugees.

**John Smol** (Biology) spoke to the Globe and Mail about Alberta's oil

sands taking a hit as scientists, academics call for halt to development.

## Television

**Meredith Chivers** (Psychology) was interviewed by CKWS TV about how new research attempts to delve into the erotic desires of women.

**Lois Mulligan** (School of Medicine, Pathology and Molecular Medicine) was interviewed by CKWS TV about the Canadian Cancer Society getting an inside peek at local research.

## Online



**Kimberly Woodhouse** (Engineering and Applied Science, Dean) was interviewed by CBC Online for an article on how Lakehead engineering

students will benefit from Queen's partnership.

**David Skillicorn** (Computing) spoke to CBC Online about how the federal government's VoIP phone plan could have security holes.

**Paul Young** (Biology) spoke to Station 14 about whether or not we will ever see a real Jurassic Park.

**David Berman** (Queen's Cancer Research Institute, Director) spoke to Station 14 after the Canadian Cancer Society got an inside peek at local research.

**Christian Leuprecht** (Political Studies) spoke to globalnews.ca on how serious are domestic terrorist threats.

**Ken Wong** (Business) talked to CBC Online about Blacks camera stores across Canada closing Aug. 8.

## Radio

**Stephen Lougheed** (Biology) talked to CBC Radio about an open house at Queen's University Biological Station.

## Magazines

**John Andrew** (Business, School of Graduate Studies) was interviewed by Maclean's Magazine for an article on how as the housing market peaks, rage, greed and animosity are taking over.

## Bringing our troops all the way home

BY COMMUNICATIONS STAFF

Ensuring that our troops make it all the way home from military missions – mentally as well as physically – is the goal of a precedent-setting gift to the Queen's-based Canadian Institute for Military and Veterans' Health Research (CIMVHR) from one of the country's leading defence electronics companies.

General Dynamics Canada has pledged \$500,000 to help fund a research chair in military mental health at the Royal Ottawa Mental Health Centre and the new on-line data portal run by CIMVHR, the Journal for Military, Veteran and Family Health. The company's donation will fuel research into the understanding, diagnosis, treatment and prevention of operational stress injuries (OSI) and post-traumatic stress disorder (PTSD).

"This donation sets a benchmark for industry participation in ensuring the health and wellbeing of our troops, veterans and their families," says CIMVHR Director Dr. Alice Aiken, Professor of Rehabilitation Therapy at Queen's and a veteran herself. "By joining forces with us, General Dynamics is demonstrating their commitment to playing a key role in this important initiative."



**General Dynamics Canada has pledged \$500,000 to help fund a research chair in military mental health at the Royal Ottawa Mental Health Centre and the new online data portal run by CIMVHR, the Journal for Military, Veteran and Family Health. From left: Richard Fawcett – Director of Business Development, GD Canada; Dr. Zul Merali – President and CEO, Royal Ottawa Research Institute; Dr. Stéphanie Bélanger – Associate Director, CIMVHR; Kelly Williams – Senior Director of Strategy and Government Relations, GD Canada; Gen. Tom Lawson – Chief of the Defence Staff; Dr. Alice Aiken – Director, CIMVHR; Dr. Richard Reznick – Dean, Faculty of Health Sciences, Queen's University and Chair of the Board, CIMVHR; Cmdre (Ret'd) Hans Jung – Former Surgeon General and Board of Directors, CIMVHR; Brig.-Gen. Jean-Robert Bernier – Surgeon General.**

With a network of more than 1,000 research experts at 37 university partners across Canada, CIMVHR is putting useful knowledge into the hands of those who work closely with serving military, veterans and their families, leading to improved awareness

and understanding of their unique healthcare needs and the best ways to meet them. General Dynamics Canada is the first member of the defence industry community to actively support CIMVHR in realizing its vision.

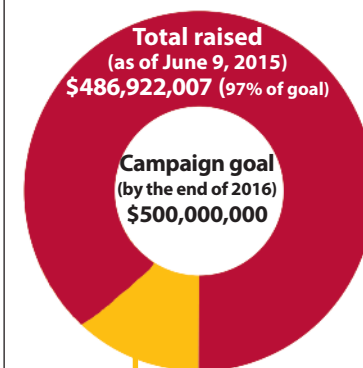
"As Canada's premier defence

company, we develop technologies that help keep soldiers safe on the battlefield so they can return home to their families; this partnership is a natural extension of that mandate," says Kelly Williams, senior director of strategy and government relations for General Dynamics Canada, and a former Commodore in the Royal Canadian Navy. "By aligning ourselves with expert researchers at CIMVHR and the Royal Ottawa, we hope not only to learn the causes and treatments of service-related emotional injuries, but ultimately how to reduce the risk of their occurrence."

Many General Dynamics staff members across the country have military experience and firsthand knowledge of the effects that mental illness can have on Canadian Armed Forces personnel, their families and their communities, Mr. Williams notes. "The tragedy is that such illness can create chasms between individuals and their loved ones," he says.

"Although these young men and women come back, unfortunately they are never truly 'home'. Our company is united in our commitment to tackling this problem and focusing our philanthropic capabilities on our Forces' greatest needs."

## INITIATIVE CAMPAIGN UPDATE



**Faculty of Health Sciences raised \$52,196,002 (as of May 31, 2015)**  
Goal is \$50,000,000

The goal of the 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 area of focus in this edition is the fundraising progress for the Faculty of Health Sciences (FHS). One of the main priorities for FHS are Academic Chairs in Rehabilitation Science, Nursing Science, Medicine, and Biomedical and Molecular Sciences.

## focus on Queen's

The Gazette is taking a closer look at the faculties and schools within the university, featuring articles focused on the people who help make Queen's a special place.

## Second term as dean a time for further growth

Since 2010, Dr. Richard Reznick has served as the dean of the Faculty of Health Sciences. Now appointed for a second term, Dr. Reznick is looking forward to cultivating the faculty's educational, research, and leadership opportunities over the next five years.

In the last five years the faculty has successfully launched several new programs, and it intends to continue with new programming with the introduction of two multidisciplinary Health and Aging programs this fall, and an online ePre-Health undergraduate program launching next year.

Another major educational initiative that the dean is supporting will be to transition all of the medical residency programs at Queen's to a competency-based model by 2017.

"The size of our medical school gives us a unique advantage in transitioning to this innovative model of education and I believe we have a fantastic opportunity here to work with the Royal College in leading this change," Dr. Reznick says.

He adds that he plans to build upon the three-year investment the faculty has made in developing an industry engagement strategy, which will help facilitate future research initiatives. He also plans to intensify the faculty's research efforts by capitalizing on the strengths of the numerous health research centres located at Queen's.

Additionally, Dr. Reznick is working with a team to execute a strategy to build a Phenome Centre here on campus.

Dean Reznick also notes that plans to establish a new home for the School of Rehabilitation Therapy and the School of Nursing are already underway.

"This will be a major challenge, but I am looking forward to working with the Vice-Deans of the Faculty of Health Science – Dr. Jennifer Medves, Director of the School of Nursing and Dr. Marcia Finlayson, Director, School of Rehabilitation Therapy – to ensure we provide our students with a state-of-the-art facility," he says.

In addition to his position as dean, Dr. Reznick will continue his role as the CEO of the Southeastern Ontario Academic Medical Organization (SEAMO).

"We've just completed a robust strategic plan and putting that into motion over the next few years will be a priority," he explains.

Dr. Reznick says it's been a privilege to serve as Dean of Health Sciences at Queen's.

"This faculty has a multitude of assets, especially our students, our faculty, our staff, our alumni, and our partners," he says. "I look forward to working with this fine group of colleagues for a second term."



Richard Reznick

## Engaging the community

ANDREW CARROLL, GAZETTE EDITOR

Each day at the Queen's Cancer Research Institute there is amazing work being done in support of the battle against cancer.

Yet, it seems, few people realize that one of the most remarkable cancer research institutes in the world is hosted right here at Queen's and Kingston.

Changing that is one of the mandates for David Berman, who was appointed as the executive director of the Queen's Cancer Research Institute (QCRI) at the beginning of this year.

"We're not the place that people first think of when they think of cancer research in Canada but maybe we can get to that point," he says.

Looking to increase the QCRI's profile locally an open house event was held recently where members of the Canadian Cancer Society (CCS) and donors were given a behind-the-scenes look at where the research is being done – from population studies of cancer etiology, through tumor biology and clinical trials, to outcomes and health services research.

Attendees heard about research that is being funded by the CCS from the researchers themselves, including Chris Booth, Andrew Craig, Chris O'Callaghan, Chris Mueller, Lois Mulligan, who organized the event, and Eileen Eisenhauer, head of the Department of Oncology, and PhD candidate Mat Crupi.

The presentations, which covered a wide array of projects and forms of research, were eye-opening and inspiring and provided insight into why QCRI is such an important piece to the cancer battle.

"We have world-class people doing cutting-edge research," says Dr. Berman. "We have a structure that is really un-



Chris O'Callaghan, a senior investigator at NCIC Clinical Trials Group, makes a presentation during a special open house that was held recently for the Queen's Cancer Research Institute.

usual where we integrate the different sides of cancer research particularly well in the same building and we have a really strong track record in combining clinical care with basic and clinical research."

The QCRI utilizes a collaborative approach, Dr. Berman explains, which helps ensure that the work being done actually benefits patients.

"There's a strong history here and tremendous abilities to make a difference in cancer research both through new treatments and paradigms like immune checkpoint inhibitors – taking the brakes off the immune system. We're exploring new possibilities with large genomic studies and big data analysis tools where we're collaborating with people in computing and other departments to make sense of these huge amounts of information that we're get-

ting on cancer," Dr. Berman explains.

The QCRI has built an impressive reputation with breakthrough studies and a leading clinical trials group. With that foundation, the institute has been able to attract top graduate students and post-doctoral fellows who work alongside the researchers.

PhD candidate Tomas Baldassarre arrived at QCRI after he realized he was more interested in research, which eventually brought him to the lab of Dr. Craig. He says the complexity of cancer research is what drew him into the area of study.

"It really is a complex field and the more you learn about it the more you realize the cure is still quite far away because it's such a complex set of problems that lead to the pathology. But to me that makes it interesting," he says. "It's a mystery, and a challenging one at that, but I like mysteries and challenges."

## New programs focus on healthy aging

BY MARK KERR, SENIOR COMMUNICATIONS OFFICER

New programs in aging and health will be offered at Queen's this fall with faculty members from across campus coming together to deliver the courses.

The graduate diploma and the master of science programs will begin this fall, and the PhD program is expected to commence in two to three years. The School of Rehabilitation Therapy and the School of Nursing collaborated to develop the programs.

"The multidisciplinary programs aim to broaden participants' perspectives about aging and encourage them to consider multiple issues and approaches that influence healthy aging and living well into old age," says Dr. Marcia Finlayson, Director, School of Rehabilitation Therapy, and Vice-Dean, Faculty of

Health Sciences. "We also anticipate many participants will expand their professional network and seek greater leadership responsibilities after completing the programs."

The programs will be delivered by a multidisciplinary group of faculty members with backgrounds in occupational therapy, physical therapy, nursing, theology, urban planning, geography, family medicine, French studies and others.

"The program is timely given the Ontario government's action plan for seniors and the emphasis across Canada on helping older adults stay safe, healthy, vibrant and active," says Dr. Jennifer Medves, Director, School of Nursing, and Vice-Dean, Faculty of Health Sciences. "We really wanted the programs to focus on healthy aging and enabling people to live the lives they want for as long as they can."

Queen's will deliver the programs in

a blended format. The students will begin their program with an intensive, on-site session taking place in Kingston during the last week of August. They will then complete their coursework online. The program team is consulting with campus partners such as the Centre for Teaching and Learning and the Office of Health Sciences Education to identify the best practices in online education that will help students achieve the desired learning outcomes.

"This blended format will allow students to benefit from both face-to-face interactions and give them the flexibility of online learning," Dr. Finlayson says. "We think it will be great for students because they can work at a pace that fits their strengths and their other commitments."

Visit the program website ([rehab.queensu.ca/programs/aghe](http://rehab.queensu.ca/programs/aghe)) for more information.



## At a Glance

The Faculty of Health Sciences is responsible for undergraduate and postgraduate medical programs and for the programs of the School of Rehabilitation Therapy and the School of Nursing.

- Established over 150 years ago, the **School of Medicine** at Queen's University aims to advance the tradition of preparing excellent physicians and leaders in health care by embracing a spirit of inquiry and innovation in education and research.

- Celebrating its 75th anniversary in 2016, the **School of Nursing** aims to advance learning and scholarship in the discipline and profession of nursing through the educational, scholarly and clinical pursuits of the students, faculty, and alumnae.

- The **School of Rehabilitation Therapy** was established in 1967 to meet the needs of a growing population and expansions in health care facilities. Two divisions were created: Occupational Therapy and Physical Therapy.

### BY THE NUMBERS

- 1,370 faculty (full-time, part-time, adjunct)
- 3,000 learners
- 57 programs offered
- 22 teaching partnerships across Ontario
- \$76 million in research revenue
- more than 800 research studies in progress
- 940 applications for 99 seats (nursing)
- 1,607 applications for 140 seats (occupational therapy and physical therapy)
- 4,700 applications for 100 seats (medicine)
- 100% of medical students placed in CaRMS match

# Chair a first for School of Nursing

ANDREW CARROLL,  
GAZETTE EDITOR

Elizabeth VanDenKerkhof is excited about being appointed the Sally Smith Chair in Nursing but she also knows that there are expectations that come with the position.

She is the first to hold the chair after all.

Fortunately, Dr. VanDenKerkhof points out, she isn't alone in this new journey.

"It's exciting but it's a little bit daunting because I want to be successful and I will because this is a very supportive environment and I have some great colleagues with whom I have worked with over the years, whether it's research or supervising students," she says.

The Sally Smith Chair in Nursing was created as part of a \$10-million donation to Queen's by A. Britton Smith, a continuing supporter of the university. The chair is named after his wife Edith "Sally" (Carruthers) Smith, who died in June 2012 after a courageous battle with cancer. The funding also helped create the Smith Chair in Surgical Research and the Britton Smith Chair in Surgery, as well as to support the revitalization of Richardson Stadium. It represents the largest donation to the School of Nursing in its 74-year history.

Dr. VanDenKerkhof says the establishment of the chair, to which she was appointed in early June, is a big step for the School of Nursing and will also help boost the university's reputation in the field.

"It's a huge honour for me and I am very lucky but I also feel that



Elizabeth VanDenKerkhof is the first Sally Smith Chair in Nursing, which was created as part of a \$10-million donation to Queen's by A. Britton Smith and named after his wife Edith "Sally" (Carruthers) Smith.

this is such a gift for the School of Nursing because it's the first chair ever here," she says. "There are other chairs in nursing across Canada but there aren't a lot of them. So I think for this school to have a chair is significant and really speaks to a number of things, including the support from the Kingston community."

As chair, Dr. VanDenKerkhof will be able to move her focus from her teaching responsibilities to her research and taking a closer look at how nursing is evolving.

Currently, she says, when most people think of nursing, they tend to focus on the acute care sector, taking care of patients in hospitals.

However, as she notes, nursing, and the health care sector as a whole, is increasingly reaching further outside the hospital walls, especially as the population ages.

The Sally Smith Chair will allow her to spend more time looking at the current situation and where nursing, as it expands its scope of practice, is headed in the future.

"What I think we need to start looking at, and what we are starting to look at, is questions like: 'What's my quality of life? How much pain do I have? Am I willing to live with this pain? Is there something that can be done about that?' It's not just about surviving

an illness," she says. "And as the population ages, we don't have the resources to care for everyone in hospital nor is it where most people want to be, especially in their last days, weeks or months of life. Nursing can and does play a major role in shaping what healthcare may look like in the future."

With being able to spend more time outside of the classroom, Dr. VanDenKerkhof says one of her goals is to create stronger connections with the practice setting and help foster further links between researchers in nursing and in healthcare in general.

"We already have many collaborations in the School of Nursing but there remain opportunities to link faculty both within nursing and across disciplines. In this way projects can evolve into sustainable programs of research. My goal is to facilitate this process to improve our synergy as researchers," she says. "I don't have to necessarily be involved in every study and I don't have time or the need to be, but I've been a faculty member at Queen's since 2000 at the Department of Anesthesiology and Perioperative Medicine and I joined the School of Nursing in 2004. I started my career in nursing at KGH in 1981, so I know many of the players and I have a good sense of what people do. My hope is to connect people, provide support when needed and make studies happen."

The chair should also afford her time to advance her research into the prevention of acute and chronic pain, and use of technology to improve care.

## IMPACT Award funds First Nations diabetes research partnership

ANDREW CARROLL,  
GAZETTE EDITOR

A new research project that will take a closer look at diabetes within Ontario's First Nations peoples and help develop new programs and policies has received funding that will allow it to move ahead.

The project, led by Mike Green, an associate professor in the departments of Family Medicine and Public Health Sciences at Queen's University, is the recipient of a \$770,000 IMPACT Award from the Ontario SPOR SUPPORT Unit (OSSU).

With the support, the three-year project, in partnership with the Chiefs of Ontario as well as the Northern Ontario School of Medicine, Nipissing University

and the Institute for Clinical Evaluative Studies (ICES), will gather data on diabetes, assess it and then use that information for the betterment of the communities.

"We will be producing a comprehensive assessment of diabetes, its complications and the health services use associated with that across the province for First Nations people," Dr. Green says. "We are going to be looking at their access to care and we'll be studying specific policies that the stakeholder groups bring up. We're going to



Mike Green

be working very closely with them in a very integrated way in order to turn that data into information and knowledge that is useful to them in their decision-making about program delivery and policy making and to improve outcomes."

As Dr. Green points out, diabetes rates have been increasing substantially across the province, including within the First Nations population. Some of the complications associated with diabetes include renal failure, cardiovascular disease and amputations.

The funding through the award, one of only seven being handed out, will help address the issue directly.

"The award will allow us to do a lot of the data work but also a substantial amount of the funding

is actually going to that engagement with patients and stakeholders," Dr. Green says. "One of the really innovative things about this project is that these really are not our research questions. As a researcher, this isn't me saying I've got an idea, let's go out and test it. This is our academic team going to our partners and asking what's important to you, what should we be studying, and working with them to identify those things and move them forward."

"Reducing diabetes in our communities is a priority and I am hopeful that this research with the involvement of our First Nation diabetes patients will make this research meaningful and real. Hearing the voice of First Nations individuals who are living with diabetes tell their sto-

ries will be important in evaluating those policies that affect the lives of First Nations citizens in Ontario," states Grand Chief Patrick Madahbee, Chair of the Ontario Chiefs Committee on Health.

The IMPACT Awards are designed to bring together diverse stakeholders – patients, clinicians, researchers, policy makers, knowledge users, industry and other health sector participants – to develop and implement promising research opportunities that improve patient health outcomes and advance our health system.

The OSSU is a collaboration across 12 leading Ontario health research centres and is jointly funded by the Government of Ontario and the Canadian Institutes of Health Research.

## graduatestudies

### EVENTS

New Expanding Horizons Workshop for graduate students and post-doctoral fellows: Media Training, July 8, 10 am to 12 pm, Robert Sutherland Hall 202.

In this workshop, Queen's communications officers will explain the support they provide to Queen's researchers: writing news stories, pitching Queen's experts to the local, national and international media, facilitating media visiting campus, and filling media requests through phone or email. At the end of the first part of the training, participants will have the option of signing up for an actual practice session being interviewed by the media. These practice sessions will take place over the summer.

### NOTICES

Congratulations to Queen's students whose excellence in research was recognized at the Canadian Student Health Research Forum, June 2-4, in Winnipeg. This meeting, which attracts doctoral students in the health sector who are identified as

being within the top 5 per cent from universities across Canada, hosts the CIHR Research Poster Presentation and was judged by a panel that included scientists from Canada and Europe.

Gold Medal : Yulie Zhao (Pathology and Molecular Medicine)

Silver Medal: Nicole Dominik and Paulina Brzezinska (Biomedical and Molecular Sciences), Layla Hall (Psychology)

Honourable Mention: Alyson Mahar and Colleen Webber (Public Health Sciences)

### Open Thesis Defenses

#### Wednesday, July 15

Hamid Falahati, Chemical Engineering, 'The Development and Characterization of a Nickel/Metal Hydride Microbattery for Microfluidic Applications'. Supervisor: D.P.J. Barz, 312 Dupuis Hall, 1 pm.

#### Thursday, July 16

Maya Gupta, Psychology, 'Family Cohesion and Flexibility in Early Episode Psychosis'. Supervisor: C.R. Bowie, 227 Humphrey Hall, 1 pm.

#### Friday, July 17

Andrew Michael Smith, Psychology, 'Assessing the Reliability of Multiple-Showup Procedures with a Single Eyewitness'. Supervisor: R.C.L. Lindsay, 228 Humphrey Hall, 2 pm.

#### Wednesday, July 22

Dimitrios Bolkas, Geological Sciences & Geological Engineering, 'On the Estimation of Uncertainties and Fusion of Multi-Platform Geodetic Data'. Supervisor: G. Fotopoulos, 527 Bruce Wing, 9:30 a.m.

#### Tuesday, July 28

Adelina Iftene, Law, 'Older Federal Inmates: Needs, Institutional Treatment and Legal Implications'. Supervisor: A.S. Manson, 515 MacDonald Hall, 1 pm.

#### Friday, August 7, 2015

Alana Fletcher, English Language and Literature, 'Re/mediation: The Story of Port Radium'. Supervisor: S.W. McKegney, 406 Watson Hall, 2 pm.

## PhD student earns Trudeau scholarship

BY COMMUNICATIONS STAFF

Queen's University doctoral student Bailey Gerrits is one of 16 students across Canada to earn a

Pierre Elliott Trudeau Foundation scholarship. The unique award has been presented annually since 2001 to the most talented doctoral students in Canada and abroad.



Bailey Gerrits

Ms. Gerrits (Political Studies) is examining how news coverage of domestic violence within Canada may promote the idea that domestic violence is un-Canadian. Her research is motivated by the desire to create a future free of gender-based violence.

"The award is a huge confidence boost in my research and it

really motivates me to continue my work," says Ms. Gerrits. "The fact that I know people have to live in these conditions also motivates me to continue."

Along with her academic work, Ms. Gerrits volunteers for various organizations that focus on ending sexualized violence and other human rights violations against women and men, including Kingston Interval House and Sexual Assault Centre Kingston.

"The extracurricular work keeps me grounded and in touch with the people I'm doing this research for," she adds.

The foundation awards students working in four areas of research: human rights and dignity, responsible citizenship, Canada's role in the world and people and their natural environment.

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

## Mining engineering agreement signed

BY COMMUNICATIONS STAFF

Opportunities in the field of mining engineering have taken a step forward for students at Lakehead University and Queen's University with the signing of a memorandum of understanding (MOU) between the institutions.

"We are excited to collaborate with Lakehead to investigate new learning opportunities for our students," says Kimberly Woodhouse, Dean, Queen's Faculty of Engineering and Applied Science. "By working together to create new and innovative pathways to education in this field, we will increase our capacity to meet the growing demand for highly skilled workers in the mining industry, a key driver of economic development in Ontario.

"The agreement will also help Queen's students make valuable connections in the north and has the potential to open up further educational opportunities through the close relationships Lakehead has with colleges across Canada," Dr. Woodhouse adds.

Dr. Woodhouse and David Barnett, Dean, Lakehead Faculty of Engineering, signed the MOU at Lakehead University's Thunder Bay campus on June 23. The two institutions have agreed to identify opportunities for Lakehead engineering students to complete Queen's course work in mining



Kimberly Woodhouse, Dean, Queen's Faculty of Engineering and Applied Science, and David Barnett, Dean, Lakehead Faculty of Engineering, sign the memorandum of understanding. They are flanked by Pete Hollings, Director, Lakehead Centre of Excellence for Sustainable Mining and Exploration (far left), and Takis Katsabanis, Head, Robert M. Buchan Department of Mining, Queen's . (

engineering through online, distance learning and potential residency programs at Queen's.

"Lakehead University's Faculty of Engineering is very pleased to be working with Queen's University to develop new pathways for students interested in mining engineering," Dr. Barnett says. "The online courses available through Queen's will allow our students to gain mining-focused skills that complement their Lakehead engineering degree. This is a great opportunity for our engineering students that

are interested in careers within the northwestern Ontario mining sector."

The Robert M. Buchan Department of Mining at Queen's University is widely recognized as a leader in mining engineering education in Canada. The department is currently one of the largest mining schools in North America and the world. The department's graduates are involved in all facets of the Canadian mineral industry and also make vital contributions to major mining operations around the world.



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## Queen's awarded \$14 million in research funding

BY COMMUNICATIONS STAFF

Queen's University researchers recently received more than \$14 million in funding through a number of Natural Sciences and Engineering Research Council of Canada (NSERC) programs.

The funding for various individual and group projects and infrastructure will serve to advance research in the fields of science, technology, engineering and mathematics. A majority of the grants span five years, giving researchers flexibility to explore different avenues of research.

"Funding from NSERC and other partners is extremely important to our researchers and to Queen's, which prides itself on being a first-class research institution," says Dr. Steven Liss, Vice-Principal (Research). "The fact that so many of our faculty members, graduate students and post-doctoral fellows from a wide range of faculties received these awards is a testament to the high quality of researchers we have on our campus."

Fifty-nine researchers received a total of \$11.6 million in NSERC Discovery Grants. More notably, Mark Chen (Physics) was awarded \$1.25 million to help complete and commission the SNO+ laboratory in Sudbury.

Five Queen's researchers earned Discovery Accelerator Supplements totaling \$120,000 over three years.

# Strengthening the research culture

BY ANDREW CARROLL,  
GAZETTE EDITOR

The Vice-Principal (Research) portfolio is aiming to increase research engagement, collaboration and funding for faculty conducting their research in the social sciences, humanities and the creative arts through a research mentorship pilot initiative.

While the newly created Research Mentors program definitely has a mentoring aspect, it actually provides much more. The 16 Research Mentors act as leaders in peer review processes for grant applications to improve funding success. They also help to identify potential nominees for awards and research celebrations, like the recent PechaKucha Research Showcase.

The Research Mentors are mid-career to senior faculty in the social sciences, humanities and the creative arts with a high level of experience and knowledge of the grant application processes. The role is voluntary, and each Research Mentor has the freedom to approach the position differently – but they are all encouraged to start peer review processes in their cognate groups, and to develop awards committees.

"The early results have been positive," says Yolande Chan, Associate Vice-Principal (Research), the Queen's Social Sciences and Humanities Research Council (SSHRC) leader, and an E. Marie Shantz Professor of Management



Yolande Chan, Associate Vice-Principal (Research), the Queen's Social Sciences and Humanities Research Council (SSHRC) leader, says she has seen increased engagement for faculty through the Research Mentors program.

Information Systems in the Queen's School of Business. "Some mentors are very much on fire and they themselves have been renewed as a result of being part of this program and are now acting in catalytic ways, assisting others."

The effects of the Research Mentors can also be seen in the

turnout for events such as a recent information session on SSHRC Insight Grant applications where many more people registered than in the recent past.

"We are already seeing greater SSHRC engagement," she says. "The program is designed to strengthen the research culture by creating excitement and a

buzz. The Research Mentors are actively promoting, giving visibility to, and celebrating their colleagues' success."

Further information can be found at the Research Mentors webpage. Questions about the program may be directed to Dr. Yolande Chan, Associate Vice-Principal (Research).

UNIVERSITY COMMUNICATIONS

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## Collaborating on clean tech

BY ANNE CRAIG,  
COMMUNICATIONS OFFICER

A new partnership between Queen's University and Enviro Innovate Corporation has committed to creating a cleantech accelerator at Innovation Park. The initiative is seeking to attract startups and established enterprises looking to commercialize or acquire innovative technologies.

Cleantech focuses on the commercialization of promising, innovative clean technologies developed at or with support from Queen's University and other partners in Ontario's innovation ecosystems such as GreenCentre Canada, or introduced from Enviro Innovate's global network.

The cleantech initiative will focus on a range of cleantech including industrial energy efficiency and sustainability, fossil fuel focused environmental solutions, metals/electrolysis cell technology, alternative fuels and alternative

energy transmission challenges.

"This collaboration is an excellent example of the opportunities that are important to contributing to our research, the regional economy, and training and career opportunities for our students," says Dr. Steven Liss, Vice-Principal (Research). "We are delighted to be working with Enviro Innovate whose expertise and networks both complement and strengthen Queen's partnerships, knowledge mobilization, and commercialization activities. I look forward to this new collaboration and the initiation of the first of the projects to be launched."

All parties will work with researchers, entrepreneurs and startups, some of which may establish or expand their research and development operations in the Kingston and Southeastern Ontario region, to position technologies and businesses for growth, and will attract partners and investors to reach global markets.

## Northern Exposure: From Sao Paulo to Kingston

BY NATALIA MUKHINA

In the middle of spring 2015, Vanessa Silva e Silva and her spouse Josafa covered the distance of almost 9,000 km between Sao Paulo, Brazil and Kingston, to start a new chapter in their lives.



"The flight took nearly 12 hours," Silva remembers, "and when we finally landed, it seemed like we had fallen into a movie... everything looked a bit unreal around us."

Now they both appear to be at home, and are ready to deal with matters that are very real.

As a PhD student in nursing at the Federal University of Sao Paulo and at Queen's University, Silva focuses on legislation issues in the field of organ donation and transplantation. She is undoubtedly passionate about this challenging investigation.

"Brazil has only 13.3 donors per million of population. It is not



SUPPLIED PHOTO

Vanessa Silva e Silva, seen here with her spouse Josafa, arrived from Brazil to pursue her doctoral degree at Queen's School of Nursing.

enough. Just compare it with, say, Spain or the USA, which have at least three or four times more donors," she says. "I want to understand why. It is my personal goal."

Silva will be pursuing her doctoral degree at Queen's School of

Nursing, after attaining a Science Without Borders (SWB) scholarship in partnership with CALDO. The CALDO Consortium (of which Queen's is a member), works with national scholarship programs in Latin America (such as SWB), providing a single point

of access and support for students interested in studying at one of Canada's major research universities.

In less than four years, CALDO has welcomed over 700 Latin-American students to its nine member universities, matching young researchers with academic programs in Canada that suit their research interests.

"Brazilian legislation in the area of organ and tissue donation borrows much from the European and North American legislation," Silva says. "That is why the SWB program is a great chance for me to see how matters stand in Canada and worldwide. I would be happy to transfer the best legislative practices to my country. I am very glad that I can be a part of this story and will be able to help people in Brazil."

While she is speaking about her research interests and plans for the future, her husband Josafa is recording her speech on video.

"Being in Canada is an amaz-

ing experience for both of us. We decided to shoot film of all sorts of events in our new Canadian life," he says. "We created a YouTube channel, with the purpose to share information. In Brazil, there are a lot of people, mostly students, who would like to learn more about Canada, the School of English, and the PhD program. We speak Portuguese and English, and we can help pull our countries together through intercultural communication."

Josafa knows quite a bit about this topic. He volunteers as a Student Ambassador at the Queen's School of English.

"Moving to a new country is a big thing, definitely," Josafa says. "We had to change a lot in our routines, habits and even way of thinking, but we have an advantage. There are two of us," Josafa smiles, "and as a family, we will cope with all challenges"

*This article was first published on the School of Graduate Studies website (queensu.ca/sgs/).*

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## eventscalendar

### Tuesday, July 7, 2-3:30 pm Town Hall: Review of the Queen's Budget Model

At the time of the introduction of the new budget model (2013-2014), we committed to review the model during its third year. This review has just begun. It will be completed during the current fiscal year (2015-2016), and in time to inform the development of the budget for 2017-2018 (the development of the budget for 2016-2017 is already underway). The Office of the Provost is holding a town hall meeting at the Dunning Hall Auditorium to hear the views of faculty and staff on the operations of the budget model. We have retained Huron Consulting Group to assist with the review, and Huron will host the town hall meeting. Huron has considerable experience with, and knowledge of, budget models like ours, having assisted with the implementation or review of similar models at over 40 universities.

### Saturday, July 18-Sunday, July 19, 8 am-5 pm Functional Anatomy Boot Camp

The Functional Anatomy Boot Camp, hosted by the School of Rehabilita-

tion Therapy, is a practical and hands-on, two-day event for future and current health care professionals and others interested in learning more about human anatomy. For more information, visit: [rehab.queensu.ca/initiatives/bootcamp](http://rehab.queensu.ca/initiatives/bootcamp) or contact [erika.beresford-kroeger@queensu.ca](mailto:erika.beresford-kroeger@queensu.ca)

### Thursday, July 30, 7-9 pm Full Moon Ceremony

Women join together at the Four Directions Aboriginal Centre, 146 Barrie St., to honour our Grandmother Moon. Please bring a long skirt, dish for pot luck, water, and tobacco, drum/rattle if you have one.

### Monday, July 27-Friday, July 31, 9 am-4 pm Ontario Summer School on High-Performance Computing

The Summer School on High Performance and Technical Computing is an annual educational event for students, post-docs and researchers in all areas of computational science. Organized by Compute Ontario (SHARCNET, SciNET, HPCVL), it is held at three locations across Ontario, and provides a great opportunity to gain knowledge and experi-

ence in high performance and technical computing on platforms with the latest technologies. Five full days of summer school offer intensive courses on a number of selected subjects, including programming on shared-memory machines, clusters and GPUs. The courses consist of both in-class lectures and hands-on computer labs. Bring a laptop. The Summer School is provided free of charge, but registration is required as seating is limited. Registration: [sharcnet.ca/events/ss2015/?page=register](http://sharcnet.ca/events/ss2015/?page=register). Location: Sir John A. MacDonal Hall, Rooms 3 and 4.

### Monday, Aug. 10-Thursday, Aug. 13, 9:30 am-4:30 pm MathQuest

MathQuest is a mathematics camp for high school girls interested in math and science who have curiosity for exploring new ideas. With a focus on problem solving, our hands-on activities are led by female mathematicians, statisticians and physicists. Girls must be entering Grade 9 or returning to high school. This residential camp includes all meals and three nights in Victoria Hall and has programming continuing into the evening. Day campers are

also welcome and attend from 9:30 am to 4:30 pm each day. Snacks and materials are provided including a different CMS math camp t-shirt each summer. A limited number of bursaries are available to assist campers with financial need.

### Wednesday, Sept. 9, 9 am-4:30 pm Teaching Development Day

This annual day-long professional development conference is for anyone who teaches at Queen's who is interested to learn about new and interesting developments in teaching and learning. This year, we are pleased to kick off the conference with Dr. James Fraser and Kevin Alexander from Physics, who will set the tone of the day with an interactive and inspiring plenary on "tag-team teaching." Sessions throughout the day will focus on this approach of faculty and graduate students working together to enhance the learning process for their students. We will also be adding a Poster Session and an Action Planning Closing Plenary activity to help us put ideas into action in the coming 2015/16 academic year. Please watch for complete program information and registration access in early August.

### Thursdays, 12:15-1 pm Free Thursday Tours

Join us for free guided tours of three fabulous exhibitions at the Agnes Etherington Art Centre: The Artist Herself: Self-Portraits by Canadian Historical Women Artists; I'm Not Myself At All: Deirdre Logue and Allyson Mitchell; and Vanitas: Margaret Lock; through to Aug. 6. Third-Thursday tours of new shows will resume on Sept. 17.

### Thursdays, 4:30 -5:30 pm QUIC Summer Conversation Circle (ELS)

Weekly summer conversation program for international students who wish to improve their English skills and fluency are being held at the QUIC, located in the John Deutsch University Centre (JDUC). Individuals who can participate include: Degree students, undergraduate or graduate; visiting researchers; post-doctoral fellows; and spouses/partners of the above.

*If you have an upcoming event, you can post it to the Calendar of Events at [eventscalendar.queensu.ca/](http://eventscalendar.queensu.ca/), or contact [andrew.carroll@queensu.ca](mailto:andrew.carroll@queensu.ca).*

## Life sciences degree added to growing list of online offerings

BY WANDA PRAAMSMA,  
COMMUNICATIONS OFFICER

Queen's Faculty of Arts and Science will begin offering its first online Bachelor of Science degree this fall – a three-year general BSc in Life Sciences.

"Queen's has a long history of making education accessible to students who are studying at a distance, and we are delighted to be able to offer the university's first fully online BSc degree in collaboration with the Faculty of Health Sciences," says Brenda Ravenscroft, Associate Dean (Teaching and Learning) in the Faculty of Arts and Science.

Like the four other online

bachelor degree programs offered by the Faculty of Arts and Science – including English, history, psychology, and global development studies – the new online degree is a three-year program. Students, however, can tailor their studies to accommodate their schedules and do not need to finish within three years. All of the Arts and Science online degrees are the equivalent of an on-campus degree.

Dr. Ravenscroft notes that Queen's is an emerging leader in online learning and has a track record of delivering online courses of a very high quality. The Faculty of Arts and Science has been offering online courses in biology, anatomy and physiology for sev-

eral years and, more recently, online courses have been developed in chemistry, physics and microbiology. This has enabled the faculty to meet curricular requirements for the life sciences degree through fully online studies.

"The extraordinary developments in educational technology have made it possible for science subjects to be studied online in a way simply not possible before," says Dr. Ravenscroft. "Sophisticated online resources, such as multimedia simulations of biological processes, allow students to learn about the subjects in a very rich way. All online courses also include activities that encourage student interactions, thereby creating communities of science students."

The flexibility of an online degree is an attractive option for many students, who for various reasons, can't be on campus for their studies. This has been the case for Kevin Vennesland, who is close to completing an online Bachelor of Arts in history through Queen's. Mr. Vennesland juggles his course load with the demands of a young family and several jobs.

"Going to school full-time and in-person just wasn't practical for me," says Mr. Vennesland, who lives in Vancouver. "It was impor-



SUPPLIED PHOTO

**Kevin Vennesland will soon be completing an online Bachelor of Arts in history through Queen's. This fall the university will, for the first time, be offering an online Bachelor of Science degree.**

tant to me to complete my degree – as a testament to my belief in education, to further my career, and as an example I wanted to set for my kids. I was attracted to the Queen's program for several reasons. The most important was reputation – Queen's is well-respected, both among students and employers. I also wanted to study history, and after researching extensively, it was clear that Queen's would deliver exceptional options in this field."

More information on the online Life Sciences degree, as well as the four other online Bachelor of Arts programs, is available on the Faculty of Arts and Sciences website. Students can apply for the 2015 fall term beginning June 30.

Queen's recently announced its success in the second round of the Ontario Online Initiative funding competition, which supports the development of online learning courses and modules at Ontario post-secondary institutions.

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# Range of services available through EFAP

BY ANDREW CARROLL,  
GAZETTE EDITOR

In its ongoing effort to ensure the health and wellness of staff and faculty, Queen's University provides access to the Employee and Family Assistance Program (EFAP).

And while employees are made aware of this valuable resource, many perhaps don't know the range of services available to them and their families.

Since 2014, Homewood Health, with more than 35 years of experience in the field, has been the provider of the EFAP – a confidential, professional counselling and wellness service that provides support when needed, including counselling, a range of lifestyle and specialty services, plus a variety of online services.

In her role as manager of Return to Work Services at Queen's, Sydney Downey also oversees the management of the sick leave benefit and says that currently, the majority of workplace absences are related to mental health. With mental health being a key focus for the university, the resources offered by the EFAP, Ms. Downey points out, are valuable tools that not only can help during a time of difficulty but are meant to be used preventively by providing the needed support before the employee is faced with a medical leave.

Of course, to better utilize the EFAP, members need to have a better understanding of the resources

**Looking for advice and support?**

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**ONLINE RESOURCES**  
E-learning · Health and Wellness Assessments · Health, Life Balance, and Workplace Articles · Interactive Tools

Queen's University's Employee and Family Assistance Program (EFAP) offers a wide range of programs to ensure the health and wellness of staff and faculty.

available. And that's something the EFAP committee at Queen's is working towards right now.

"I definitely think there is a large misconception about what the EFAP is for and I believe that the majority of our EFAP committee would agree that we see people accessing these services maybe when it's too late if at all," Ms. Downey says. "It's not something that needs to only be used for major life challenges; it can be used for day-to-day challenges as well.

That's, in fact, what it is designed for. We would rather people be accessing their EFAP really early on to access some of the help and support structures that they may require to better prepare them if the challenges get larger and hopefully effectively preventing challenges from being unmanageable."

Counselling – whether in-person with a professional or through a phone-based or online service – is the most commonly used service as members deal with the ef-

fects of grief, stress and anxiety. But the EFAP offers much more when it comes to counselling, Ms. Downey explains, including for family support, addiction, major life transitioning, childcare and parenting, as well as elder and family care.

And while counselling is a particular strength of the EFAP and Homewood, there also are many other services related to lifestyle and wellness.

"We also have nutritional support services, physical activity coaching services, career development as well as legal services," Ms. Downey says. "So there exists a wide variety. There exists an abundance of online learning courses people can take as well as exciting programming such as 12 Weeks to Wellness."

In the 12 Weeks to Wellness program, members are assisted in setting personal goals for improving their overall health and are provided support to assist in goal attainment. Goals could range from smoking cessation, to weight loss, to running a marathon.

Another key misconception among members, Ms. Downey says, is that the services offered through the EFAP cost extra. That's not the case – it's all free, including for family, and covered through the employees' benefits package.

It's also important for members to understand that the services are also confidential, says Coleen

McLachlan, senior account executive at Homewood.

"The number one question that people can have about an EFAP is whether it is truly confidential – and it is," she says. "The program is confidential, within the limits of the law, plus it's voluntary, so members call us directly and no one at Queen's will know that you used the service."

One of the programs that Ms. Downey would like to see get a bit more attention is the key-person support line for managers at Queen's.

"Through the program, if a manager would like support in working through an emotional situation in the workplace, this is a confidential advice line they can access, and, in many cases, they will speak with a clinical manager directly," she says. "So there's also real value, not just as a supportive tool they can recommend to their staff, but also for them to help them go into a difficult meeting."

Still, as in any workplace, counselling services will always be a needed resource and both Ms. Downey and Ms. McLachlan point out that counsellors are made available right here in Kingston and the surrounding area for members' convenience.

For more information on the Queen's EFAP, visit [queensu.ca/humanresources/employees/efap.html](http://queensu.ca/humanresources/employees/efap.html).

For 24-hour EFAP services call 1-800-663-1142 (English) or 1-866-398-9505 (French).

# Employees eager to enhance skills

BY MARK KERR, SENIOR  
COMMUNICATIONS OFFICER

For Sarah Mills, developing new professional skills involved going outside of her comfort zone.

"The workshop on presentation skills, which is part of the Administrative Professionals @ Queen's Master Certificate program, actually scared me," says Ms. Mills, a Human Resources customer service representative. "But it wasn't as bad as I thought it would be. I felt better knowing that everyone was nervous. We all started in the same spot and ended up doing a wonderful job presenting."

In addition to strengthening her administrative skills, the certificate program made it easier for Ms. Mills to make connections across the university.

"I met a lot of people through the workshops, and I have stayed



Sarah Mills, middle, receives her certificate from Al Orth, Associate Vice-Principal (Human Resources), and Marie Doherty, Director, Client Services and Organizational Development and Learning.

in contact with quite a few," says Ms. Mills, who joined Queen's last year. "The certificate program allowed me to meet other individuals from different departments and start building that network. I

believe that building strong network relations are an important part of the learning and development process, which are essential for personal growth and success." HR has designed its five certifi-

cate programs to help employees at different stages of their careers achieve their professional goals. Bonnie Fleming has worked in IT Support Services for 15 years. While she is currently employed as a front line receptionist, she hopes to eventually return to an administrative role.

"I was looking for ways to advance myself and get back into the position I was previously in. I looked around to see what resources were out there. I found the Administrative Professionals @ Queen's certificate and I thought it was a fantastic opportunity to develop more business skills.

"The skills I acquired helped me personally and also enhanced my ability to perform at the next level in my job, which has also benefited the unit as a whole," she adds. "The certificate program encouraged me to step outside the box and take on new challenges."

Ms. Fleming and the rest of this year's certificate program graduates received their certificates at a special ceremony last week.

Al Orth, Associate Vice-Principal (Human Resources), praised the participants for their dedication to the certificate programs. He also thanked managers and supervisors for encouraging staff members to take advantage of the professional development opportunities offered by HR.

"The certificate programs help enrich the university and make it strong," Mr. Orth says. "With more than 420 graduates of the certificate programs to date, staff members have access to a growing network of supportive colleagues."

Visit the Human Resources learning catalogue to learn more about the certificate programs and other professional development opportunities.

UNIVERSITY COMMUNICATIONS

## fortherecord

### Appointments

#### A. Scott Carson — Executive Director and Associate Dean, School of Policy Studies

The university is pleased to announce that A. Scott Carson has accepted an appointment as executive director and associate dean of the School of Policy Studies for a three-year term effective July 1, 2015. Prior to accepting this role, Dr. Carson was professor of strategy and director of The Monieson Centre for Business Research in Healthcare at Queen's School of Business (QSB). During his four years as director of the Monieson Centre, Queen's has raised its profile as an important contributor to the debates on national health policy reform through the Queen's Health Policy Change Conference Series, related white papers and forthcoming book.

Since joining QSB in 2007, Dr. Carson has also served as director of the Queen's MBA program. Before coming to Queen's, he was dean of the School of Business and Economics, and professor of business policy, at Wilfrid Laurier University, Waterloo, Ontario, and prior to that, dean of the Sobey School of Business, and professor of management, at Saint Mary's University, Halifax, Nova Scotia. He is also a past chair of the Canadian Federation of Business School Deans.

Dr. Carson completed his Bachelor of Commerce degree at Mount Allison University, a Bachelor of Education and a Master of Arts from Dalhousie University, and later received

his PhD in philosophy of education from the University of London (UK). His scholarly research has appeared in such journals as Journal of Business Ethics, Journal of Business Ethics Education, Business and Society Review, and Business and Professional Ethics Journal. Dr. Carson also publishes and is a frequent speaker on health-care strategy, not-for-profit governance, corporate social responsibility and business ethics.

Dr. Carson's career has combined academe with both business and government service. While on leave from Wilfrid Laurier, he was chief executive officer of the Ontario Government's Privatization Secretariat. In business, Dr. Carson was vice-president and head of corporate finance for CIBC in Toronto.

Dr. Carson is currently chair of the board of Kingston General Hospital, past chair of the Greater Kitchener Waterloo Chamber of Commerce and past vice-chair of the Halifax International Airport Authority. In addition, he is a former member of the board of directors of The Economical Insurance Group, Comerica Bank Canada, the Canadian Bond Rating Service, Waterloo North Hydro and many other private and public sector organizations.

The university and School of Policy Studies would like to thank outgoing executive director Kim Nossal for the many contributions he has made to Queen's and for his valuable leadership of the school. Dr. Nossal was appointed executive director in 2013.

#### Advisory Selection Committee for the next Provost and Vice-Principal (Academic)

Principal Daniel Woolf has convened and will chair a committee to advise him on the appointment of a new Provost and Vice-Principal (Academic). Alan Harrison's term will end on July 31, 2016.

The committee members are:

Daniel Woolf, Principal and Vice-Chancellor (Chair)

Katherine Brohman, Associate Professor, School of Business

Irène Bujara, Advisor on Equity  
Kanivanan Chinniah, AMS President  
Chris Cochrane, SGPS President  
Caroline Davis, Vice-Principal (Finance & Administration)

Oded Haklai, Professor, Political Studies

Steven Liss, Vice-Principal (Research)

Colin Lynch, Representative, Board of Trustees

Kent Novakowski, Professor, Civil Engineering

David Pugh, Professor, Languages, Literature, Cultures

Richard Reznick, Dean of Health Sciences

Arig al Shaibah, Assistant Dean of Student Affairs

Lori Stewart, Director, Office of the Provost and Vice-Principal (Academic)

Craig Walker, Head of Drama

Sheilagh Dunn, Executive Director, Office of the Principal (Recording Secretary)

## fittips

### Hit the Water

Swimming offers something no other aerobic exercise does: the ability to do more for your workout with less impact on your body. When the body is submerged all the way to the neck, it automatically becomes 90 per cent lighter and you only have to bear 10 per cent of your own weight. This means that the pool provides an ideal place to work stiff muscles and sore joints, especially if you're overweight or suffer from arthritis.

In addition to toning muscles like pectorals, triceps and quads, the aerobic aspect of swimming serves to strengthen the heart and can burn up to 680 calories per hour.

The Athletics and Recreation Centre (ARC) offers several options to make a splash in your workout with lane swims, private swim lessons, masters programs, adult stroke improvement, women's only swim times and daily recreational swimming.

For more information on our Aquatics Centre please visit [gogaelsgo.com/aquatics](http://gogaelsgo.com/aquatics).

### Is your metabolism aging?

Aging happens to everyone, and it's usually accompanied by a decreased metabolism. Your metabolism determines the amount of calories you can eat all day and still maintain your weight. You can try these easy strategies to fight back if you think there is the possibility of changes to your metabolism.

- Strength Training: Adding muscle mass allows you to burn more calories.

- Increase Your Intensity: Exercising at higher intensities allows you to reap the benefits of burning calories post workout.

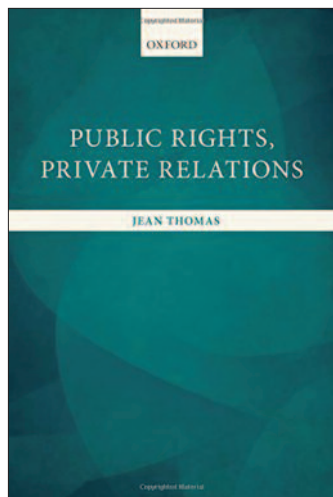
- Eat Protein: High-quality protein sources supply amino acids to your muscles post-exercise so that they can repair and grow.

- Drink Water: Water is important because all of the chemical reactions in your body require water—including the ones that burn calories.

- Don't starve yourself to lose weight: If you eat a significantly low amount of calories, you'll lose weight rapidly but much of it will be from water and muscle loss.

## books

*Public Rights, Private Relations*, by **Jean Thomas, Assistant Professor, Faculty of Law.**



The abuse of workers in export processing zones in developing countries, the undignified treatment of elderly people in care homes, and the dangers for internet users' privacy arising from private companies' control of their data are prominent examples of how our most fundamental interests are increasingly jeopardized by powerful private actors.

Jean Thomas argues that, while these interests are protected by human and constitutional rights in relation to the state, no similar protections exist in relations among private actors.

To address this problem, she develops a theoretical framework for the application of human and constitu-

tional rights among private actors.

The author proposes a theory of private liability for public rights violations that allows us to answer the question: who should bear the duties associated with human and constitutional rights in the private sphere? And what do private actors owe one another in respect of the interests protected by these rights?

In advancing a model of rights that makes the application of public rights among private actors morally plausible and institutionally feasible, the book also illuminates the broader conceptual question of what rights are.

## 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:** 2015-169

**Job Title:** Special Project Assistant, 175th Anniversary (USW Local 2010)

**Department:** Marketing (University Relations)

**Hiring Salary:** \$44,452 (to be pro-rated) (Salary Grade 6)

**Hours per Week:** 17.5

**Appointment Terms:** Term Appointment (17.5 hours/week, 1 year)

**Closing Date:** 09-Jul-2015

■ **Competition:** 2015-171

**Job Title:** Project Coordinator (USW Local 2010)

**Department:** Postgraduate Medical Education, Faculty of Health Sciences

**Hiring Salary:** \$57,160 (Salary Grade 8)

**Hours per Week:** 35

**Appointment Terms:** Term Appointment (1 year)

**Closing Date:** 10-Jul-2015

■ **Competition:** 2015-165

**Job Title:** Senior Communications Officer (USW Local 2010)

**Department:** Advancement Communications and Marketing, Office of the Vice-Principal

**Hiring Salary:** \$57,160 (Salary Grade 8)

**Hours per Week:** 35

**Appointment Terms:** Continuing Appointment

**Closing Date:** 08-Jul-2015

■ **Competition:** 2015-161

**Job Title:** Educational Technology Analyst (USW Local 2010)

**Department:** Centre for Teaching and Learning

**Hiring Salary:** \$57,160 (Salary Grade 8)

**Hours per Week:** 35

**Appointment Terms:** Term Appointment (2 years)

**Closing Date:** 10-Jul-2015

### Successful Candidates

■ **Job Title:** Registration and Fees Administrator (USW Local 2010)

**Department:** Office of the University Registrar, Records Services

**Competition:** 2015-092

**Successful Candidate:** Carrie

Roosenmaallen (Arts and Science)

■ **Job Title:** Client Manager (USW Local 2010)

**Department:** Queen's School of Business- Executive Education

**Competition:** 2015-095

**Successful Candidate:** Alison Darling (EMBA Admin)

■ **Job Title:** Program Manager (USW Local 2010)

**Department:** Queen's School of Business- Executive Education

**Competition:** 2015-063

**Successful Candidate:** Emily Culhane

■ **Job Title:** Awards Officer, OSAP and OSAP Bursary Programs (USW Local 2010)

**Department:** Student Awards

**Competition:** 2015-087

**Successful Candidate:** Bianca Bruni

■ **Job Title:** Undergraduate Admission Coordinator (USW Local 2010)

**Department:** Undergraduate Admission & Recruitment

**Competition:** 2015-029

**Successful Candidate:** Nathan Martin

## through the lens



UNIVERSITY COMMUNICATIONS

The rain let up long enough to allow staff and faculty to enjoy the Queen's Summer Barbecue outdoors on Tuesday, June 23.

Principal Daniel Woolf and other senior administrators helped Queen's Hospitality Services staff serve up a menu that included burgers and dessert as well as vegetarian and gluten-free options.

The barbecue also provided an opportunity for the Queen's community to give back as donations of non-perishable food items were accepted on behalf of the AMS Food Bank.



UNIVERSITY COMMUNICATIONS



UNIVERSITY COMMUNICATIONS

## Gaels rowers competing at worlds events

BY COMMUNICATIONS STAFF

Rowing Canada Aviron's under-23 rowing team is finalized for the 2015 racing season and the Queen's Gaels are represented by Larkin Davenport Huyer in the women's quadruple skulls event.

As a result Davenport Huyer will be competing at the 2015 World Rowing U23 Champi-

onships in Plovdiv, Bulgaria from July 22-26.

Davenport Huyer had an outstanding year with both Queen's and for her country and was awarded the Outstanding Performance of the Year (OPY) award at this year's Queen's Varsity Teams colour awards banquet. She finished with a gold in the 500m double and bronze in the 1500m double at the Com-

monwealth Rowing Championship then took gold at both the OUA and CURC championships for Queen's.

Following an intensive selection process, Rowing Canada Aviron (RCA) has assembled a large team to travel to Europe this summer. A total of seven crews, comprised of 24 athletes from across the country, have been nominated to the squad.

Also competing internationally on the water this summer are Gaels rowers Chloe DesRoche and Matt Christie, as they represent Canada at the FISU Games in Gwangju, South Korea, July 3-14.

DesRoche will be competing in the women's four while Christie will be taking part in the lightweight men's double scull competition.



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Holiday Inn Kingston Waterfront

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