

## HONOURING PRINCIPAL WATTS



UNIVERSITY COMMUNICATIONS

More than 300 friends, family and colleagues gathered at Grant Hall on Friday, Oct. 30 to remember the life and career of Ronald L. Watts, the 15th principal of Queen's University. Dr. Watts passed away on Oct. 9 at the age of 86. More on Page 4



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## On the teaching and learning frontlines

BY WANDA PRAAMSMA,  
COMMUNICATIONS OFFICER

Sandra Murray knows – from her own experience and from watching those in teaching and learning circles – what makes a good educator.

“Although they don’t fit into one mold, it is evident to me that they all love teaching, and deeply care about their students’ learning. Their passion is infectious, not only to their students, but to people like me who get to witness it from the sidelines,” she says.

A staff member since 1988, Ms. Murray is the sole remaining member of the team that founded the Instructional Development Centre, now the Centre for Teaching and Learning (CTL), in 1991. She began under the leadership of Chris Knapper, Queen’s professor emeritus in psychology and original director of the centre, who mentored and taught many on campus, including Ms. Murray, now program coordinator in the CTL.

“Chris is so special to me, and many of his students and colleagues. He saw something in me that I didn’t,” she says. “He’s been very influential in my life, like my second dad. He helped me believe in myself more and made me realize what I could accomplish.”

After starting at Queen’s as a secretary in Mining Engineering, Ms. Murray interviewed for a position with Dr. Knapper and he immediately saw how clearly Ms. Murray understood the ideas behind the Instructional Development Centre.



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**Sandra Murray stands outside her office during the open house for the new location of the Centre for Teaching and Learning in Mackintosh-Corry Hall in September. She has worked at Queen’s since 1988.**

“I didn’t have the educational background but I understood the job because I had researched it. The centre was new to Queen’s, and so I had to call the University of Waterloo to find out more about the field. I was very enthusiastic in the interview and Chris was impressed that I took time to research the position on my own.”

(Dr. Knapper is widely known as a pioneer and Canada’s foremost expert in the area of teaching and learning. Before Queen’s, he founded the teaching resources office at the University of Waterloo. There are several awards given annually, at Queen’s and nationally, in honour of Dr. Knapper’s

dedication to quality teaching and learning.)

While Ms. Murray’s role in the CTL has shifted over the years, her main focus at present is to plan and organize, along with educational developers, the many different programs the centre offers, including Teaching Development Day, the Showcase on Teaching and Learning, and a graduate course on Teaching and Learning in Higher Education. She is also busy booking educators from around the world to come into the centre to facilitate discussions on various topics.

“The centre has been my classroom,” says Ms. Murray. “In all my jobs, I like to connect with

what I’m doing, see the bigger picture, and the CTL has been wonderful for that. I love that the core of what we do is focused on the students and their educational experience at Queen’s. I also like to go to our workshops and events to get a sense of what is happening across the university and how to expand our offerings.”

The centre and its dedicated personnel has been a very uplifting place to work for Ms. Murray and she’s excited about the future, under the leadership of Peter Wolf, Associate Vice-Provost and Director, CTL, and Jill Scott, Vice-Provost (Teaching and Learning).

“Everyone is very passionate about what they do, supporting Queen’s educators,” says Ms. Murray, adding that in many ways, just as Dr. Knapper is like a second father, the people of the CTL have become her second family. “The CTL has been a very large part of my life, and I’ve received so much inspiration and support from many of my colleagues who have come through over the years.”

She’s also thrilled about the CTL’s recent move, from the basement of Mackintosh-Corry Hall to the building’s first floor. The new space is bright and open-concept, with more spaces for collaborative work.

“It’s like Christmas every day. Teaching and learning has literally come out of the basement,” she says, laughing. “It was a nice space down there, but there was no light. The light is now pouring in. It filters into everything you do.”

## Honorary degrees recognize vital contributions

BY COMMUNICATIONS STAFF

Two new honorary degree recipients will be recognized at the 2015 fall convocation ceremonies at Queen’s University. Nellie Cournoyea is being honoured for helping stimulate economic, social and cultural development for Aboriginal people while Richard Battarbee is an international leader in the field of environmental science.

The degrees are awarded to those who have made remarkable contributions to the lives of people throughout the world in academia, business, politics, science and the arts.

**Nellie Cournoyea**, the former Premier of the Northwest Territories, was born in Aklavik, NWT, in 1940 and was educated

through the Federal Aklavik Day School by Alberta correspondence courses. She worked at CBC Inuvik for nine years as an announcer and station manager and was a land claim fieldworker for the Inuit Tapiriit Kanatami (ITK). Ms. Cournoyea was a founding member, and later administrator and land rights worker, of the Committee of Original Peoples’ Entitlement (COPE).

Ms. Cournoyea is currently the chair and chief executive officer of Inuvialuit Regional Corporation (IRC). The corporation was established in 1985 with the mandate to receive the Inuvialuit lands and



**Nellie Cournoyea**

financial compensation resulting from the 1984 land claim settlement. Today it has assets in excess of \$492 million.

*Ms. Cournoyea will receive her Doctor of Laws Tuesday, Nov. 17 at 2:30 pm in Grant Hall.*

**Richard William Battarbee** is Emeritus Professor of Environmental Change at University College London (UCL) and was the director of the Environmental Change Research Centre (ECRC) at UCL from 1991 to 2007.

Throughout his career he has been involved in research on the way lake sediment records can be used to reconstruct lake-ecosys-



**Richard Battarbee**

tem change through time. With his colleagues in the ECRC he has successfully applied those techniques to problems of surface water acidification and climate change. In the 1980s he and his group demonstrated that acid rain was responsible for causing the acidification of surface waters in the British uplands, research that was instrumental in persuading the government of the United Kingdom to sign international agreements on the reductions of sulphur dioxide emissions from power stations.

His research on acid rain has continued and now focuses on lake-ecosystem recovery, especially the role of climate change in modifying recovery processes.

*Dr. Battarbee will receive his Doctor of Science Tuesday, Nov. 17 at 6:30 pm in Grant Hall.*

### EDITOR

Andrew Carroll  
613-533-6459, ext. 36459  
[andrew.carroll@queensu.ca](mailto:andrew.carroll@queensu.ca)

### ASSISTANT EDITOR

Mark Kerr  
613-533-6000 ext. 77473  
[mark.kerr@queensu.ca](mailto:mark.kerr@queensu.ca)

### ADVERTISING COORDINATOR

Peter Gillespie  
613-533-6000 ext. 75464  
[advert@queensu.ca](mailto:advert@queensu.ca)

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

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Michael Fraser  
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**Queen's**  
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# Record six students earn Vanier Scholarships

BY CHRIS ARMES,  
COMMUNICATIONS OFFICER

Six Queen's University students have won the 2015 Vanier Canada Graduate Scholarship; the most in a single year at Queen's since the scholarship was launched in 2008. The program aims to strengthen Canada's ability to attract and retain world-class doctoral students and establish Canada as a global centre of excellence in research and higher learning.

"Our six new Vanier Scholars exemplify academic achievement, leadership and extraordinary research potential," says Brenda Brouwer, Vice-Provost and Dean of the School of Graduate Studies. "These talented scholars will not only contribute to the research excellence at Queen's but also serve as role models and mentors to our research trainees. Congratulations to all winners on their success and best wishes as they focus on research and discovery."

**Hannah Dies** (Chemical Engineering) – A PhD candidate in Biomedical Engineering, Ms. Dies' doctoral research centres on creating a portable sensor that may be used to detect pathogenic biomolecules indicative of various types of cancers and bacterial diseases. Portable biosensors may have the ability to make medical diagnoses quickly and efficiently in remote locations without access to laboratory facilities.

**James Gardner Gregory** (Neuroscience) – Mr. Gregory's re-



Six Queen's students have received the 2015 Vanier Canada Graduate Scholarship, a record number for the university. The recipients are, clockwise from top left: Hannah Dies; James Gardner Gregory; Catherine Normandeau; Ognen Vangelov; Amanda Shamblaw; and Erica Phipps.

search studies the neurophysiology of feeding. Gonadal hormones, such as androgens and estrogens, have been found to be an essential component for determining the motivation behind food consumption. Although hormonal manipulations are frequently observed to alter food consumption, the exact mechanism behind the potent effect of androgens and estrogens on feed-

ing behaviours is relatively unknown.

**Catherine Normandeau** (Neuroscience) – Ms. Normandeau's research aims to identify the cellular changes responsible for the transition from adaptive to maladaptive anxiety. She has focused on a molecule called neurotensin, a peptide found in the brain that has been previously investigated as a possible treatment for schizo-

phrenia. In previous studies, blocking neurotensin has led to a significant reduction in pathological anxiety. Since anxiety and depression so often occur together, this research also explores whether neurotensin might be involved in depression.

**Erica Phipps** (Kinesiology) – Ms. Phipps' doctoral research as a Vanier Scholar will focus on environmental influences on health.

She aims to expand upon her previous work as executive director of the Canadian Partnership for Children's Health and Environment and the work of environmental health equity advocates across the country. Ms. Phipps sees her doctoral research as the chance to apply a "structured and methodological way of learning" to issues that she has already encountered in the field.

**Amanda Shamblaw** (Psychology) – Ms. Shamblaw's research interest focuses on the intergenerational transmission of depression. She examines how physical touch, vocal characteristics, and talking about the minds of others contribute to this relationship. For her doctoral research, set to start in the fall, she will extend her research to focus on infants, in particular how postpartum depression affects infant attachment through both reciprocal attachment and infant neurological factors.

**Ognen Vangelov** (Political Studies) – Mr. Vangelov's doctoral research focuses on the problem of "un-democratization." In his own words, un-democratization is the current process of democratic regression, and he intends to take a closer look at the phenomenon using Hungary and Macedonia as examples.

The winners receive a scholarship worth \$50,000 each year for the next three years. For more information, please visit the Vanier Canada Graduate Scholarships website [vanier.gc.ca/en/home-acueil.html](http://vanier.gc.ca/en/home-acueil.html).

SUPPLIED PHOTOS

# Researchers land Banting Postdoctoral Fellowships

BY CHRIS ARMES,  
COMMUNICATIONS OFFICER

Nathan Andrews (Political Studies) and Scott Thompson (Sociology) have been named recipients of the Government of Canada's Banting Postdoctoral Fellowships.

Dr. Andrews is joining Queen's after completing his PhD at the University of Alberta. His research seeks to ask whether Ghana's oil development has the potential to alleviate levels of poverty or risks falling victim to the "resource curse" – a paradoxical trend in economics that

shows countries with an abundance of natural resources, specifically non-renewable resources, tend to have lower levels of economic growth and worse development outcomes than those with fewer natural resources.

"I am very privileged to be listed as a Banting fellow this year, among a group of emerging scholars," says Dr. Andrews. "The Banting fellowship is going to give me peace of mind in terms of financial security as I investigate the impact of oil and gas extraction on local communities in the context of Ghana. As a stepping-stone to a promising future research career, this funding will enable me to stay active in the broader field of the international political economy of natural resources in Africa."

Dr. Thompson was a post-doc-

toral fellow at the Surveillance Studies Centre under Dr. David Lyon (Sociology) prior to being awarded the Banting Fellowship. His research is focused on examining the historic use of surveillance technologies by the Government of Canada to impose the category of 'Indian' on First Nations, Inuit and Métis peoples. This work will help to better understand how this category came to construct a single cultural understanding for a diverse group of peoples and cultures, imposed an identity onto them. Dr. Thompson will also investigate what can be done to address the negative cultural stereotypes that continue as the legacy of these programs.

"The Banting Postdoctoral Fellowship has given me the opportunity to add my own voice to the incredibly important and ground-

breaking research being done by the Surveillance Studies Centre here at Queen's University," says Dr. Thompson. "I am very excited to bring my own research regarding the historical surveillance of the First Nations, Métis and Inuit to these discussions, and work with members of the community to seek out means of dispelling some of the hurtful stereotypes regarding these peoples."

The Banting Postdoctoral Fellowship Program is administered by the Canadian Institutes of Health Research, the Natural Sciences and Engineering Research Council of Canada, and the Social Sciences and Humanities Research Council of Canada. It aims to attract and retain top-tier postdoctoral talent and position them for success as research leaders of tomorrow.

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## Remembering Ronald Watts

More than 300 friends, family and colleagues, including Principal Daniel Woolf, top left, and Professor Emeritus John Meisel, top right, gathered on Friday, Oct. 30 for a memorial in honour of Principal Emeritus Ronald L. Watts in Grant Hall. Dr. Watts was a professor at Queen's from 1955 to 2015 and served as the 15th principal of Queen's from 1974 to 1984. As a scholar he was recognized as one of Canada's leading experts on federalism.



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## In Memoriam: Ronald Lampman Watts, C.C.

Ronald L. Watts, the 15th Principal of Queen's, died Oct. 9. He was 86.

Dr. Ronald Watts was born March 10, 1929 in Karuizawa, Japan, to Canadian Anglican missionary parents. He commenced his education in that country, subsequently moving to Trinity College School in Port Hope and then Trinity College at the University of Toronto. Receiving a Rhodes Scholarship in 1952, he continued his studies at Oriol and Nuffield Colleges at Oxford University, from which he received a BA (1954) and a DPhil (1963) in Political Studies. He and Donna Paisley

married in 1954, establishing a lifelong partnership that sustained their extensive educational, scholarly and policy-oriented activities.

Dr. Watts's career at Queen's University began in 1955, when he became a faculty member in the Department of Philosophy, moving six years later to Political Studies. Shortly thereafter, he became first an assistant dean and then dean of the Faculty of Arts and Science, and then, from 1974 to 1984, principal and vice-chancellor.

While in Political Studies, he pioneered the study of British Dominions and emerged as a leading international scholar of federalism, playing decisive roles

throughout the world in organizations concerned with intergovernmental relations.

In 1989, he assumed the directorship of the Queen's Institute of Intergovernmental Relations, and, as a fellow, was continuously involved with the institute until his death. His expertise was enlisted at the highest levels by Canadian federal and provincial governments, and by a multiplicity of countries, including Nigeria, Kenya, Uganda, Papua New Guinea, the Solomon Islands, South Africa, Yugoslavia, Pakistan and India.

He had a lifelong interest in and an encyclopaedic knowledge of aviation and aviation history.

Dr. Watts, a long-time member of the Kingston Yacht Club, was a fiercely competitive sailor who competed with considerable success at national and international levels. He owned and carefully tended several boats during his sailing career, including *Viking 1 & 2*, *Blue Peters*, *Cats Wiskers* and *Zest*.

A prolific and respected scholar, his immense contributions both to academe and society at large were recognized with five honorary degrees, his appointment as an Officer of the Order of Canada in 1979, and his promotion to Companion in 2000, and with his fellowship in the Royal Society of Canada.

Dr. Watts is survived by his loving wife Donna (nee Paisley), brother Hugh (Sharon), sisters Barbara Sibbald (John), Margaret Webb (Stephen), brother-in-law Hugh (Joan) and sisters-in-law Arden Collins (Alex), Judith Paisley and Carol Paisley. He will be missed by many nieces, nephews, grandnieces and grandnephews. He is predeceased by his parents, Bishop Horace and Ruth Watts, sister Alison Watts, and brothers-in-law Ian and Keith Paisley.

As expressions of sympathy, donations to the J.A. Corry Memorial Fund (Intergovernmental Relations) at Queen's University in memory of Dr. Watts would be appreciated by the family.



# Queen's leads in student satisfaction

BY COMMUNICATIONS STAFF

Queen's leads in student satisfaction among Canada's medical-doctoral universities according to Maclean's 2016 university rankings, while holding its fourth-place overall position within the category.

Results from a student satisfaction survey are a new part of the Maclean's rankings this year. Queen's ranked among the top three in all of the survey's categories, including satisfaction with course instructors, extracurricular activities, mental health services, and residence living, as well as administrative and student life staff.

"The results in Maclean's speak to the high quality of a Queen's education and the excellence of our students, faculty and staff," says Daniel Woolf, Principal and Vice-Chancellor. "Queen's is very

pleased to receive top marks for student satisfaction, which reflects the high priority the university places on providing a transformative student learning experience within a supportive and inclusive campus environment."

The Maclean's rankings highlighted the accomplishments of Queen's faculty, as the university placed second in the country for the number of faculty members receiving national awards.

The results also reflect the high quality of Queen's students, as the university continues to have one of the highest entering averages in Canada, while leading all universities in the country in undergraduate student retention from first to second year, as well as for the proportion of undergraduate students who graduate. In addition, Queen's placed second out of all Canadian universities for the proportion of its

operating budget dedicated to providing financial support for students.

"Queen's is incredibly proud of the accomplishments of its students, both before and after graduation, and we are pleased to offer a wide range of support services to help ensure their success," says Principal Woolf. "The university is also proud to be able to offer a significant amount of financial assistance, thanks in large measure to the generosity of our alumni and benefactors."

A Queen's education continues to be well respected, with the university placing in the top 10 in Canada in all categories of the reputational ranking. The university maintains its appeal to students across the country, with Maclean's reporting that Queen's attracts more students from out of province than any other university in Ontario.



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Queen's remained in fourth place overall among Canada's medical-doctoral universities and leads in student satisfaction according to the Maclean's 2016 university rankings.

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## viewpoint

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

# On mentoring and fieldwork

*The following column first ran on the 'Dispatches from the Field' blog, which was created to give some insight into the work and lives of field biologists at Queen's University. The blog can be found at [dispatchesfromthefield1.wordpress.com](http://dispatchesfromthefield1.wordpress.com).*

BY AMANDA TRACEY

As field biologists we know we are extremely privileged to do what we do. We get to explore some of the most remote places in the world, study some of the most exciting flora and fauna, and experience some of the most exciting, hilarious and terrifying things you could ever imagine. But we don't want to keep these experiences to ourselves. That's exactly why we started this blog, to share our stories and others' stories with everyone.

I've been working in the field since 2009 and I've had the opportunity to work with a lot of field assistants over that time. Lackeys, minions, call them what you want, but they're certainly more than just hired help. For most of my field assistants, fieldwork in our lab was a first for them, and I wanted to make that the best possible experience.

Thinking back to my first field season in summer 2009, I was terrified. I was always an outdoorsy person but was still pretty intimidated. The field technician that year, my now good friend Sarah, played a huge role in getting me excited about fieldwork. Her enthusiasm for the natural world was exceptional. I remember meandering through some of the paths surrounding the Queen's University Biological Station and looking at spring ephemerals. Every time we came across a species she didn't know she helped us key it out, and it was super exciting to turn the pages and eventually a matching image would jump right off the

page. Sarah was a pretty special mentor to me, and that field season literally changed my whole career path and a lot of my life.

Having Sarah as a guide in my first field season really set the pace for my future field seasons as a graduate student. As I grew into my role as a field biologist, I realized my role as a mentor, and fast. Suddenly, I had my own students to help with my own projects. I had to give advice and help set up their honours thesis projects. I had to show them how to identify local flora and familiarize them with our sampling techniques and, most importantly, I had to get them excited about doing it. I had to get them to appreciate the natural world and give them their first taste of fieldwork.

For me, it was really exciting to see who was going to end up loving fieldwork and who would stay indoors for the rest of their lives. Over the years I would certainly say I've seen a handful of the latter, but for the most part fieldwork was a positive experience. For example, I had two field assistants last summer both of whom had a great time doing fieldwork.

Jen, who did an Honours thesis project on masting in sugar maples, is now doing fieldwork in Alaska. Jen, a self-described tree-hugger, was meant to do fieldwork. She had spent some time doing fieldwork in New Zealand and was just an outdoorsy person in general. I remember working in the field with her one day and talking about how much we loved to work in the field. "It makes you feel alive," Jen commented. She is certainly right about that!

My other field assistant John follows a similar storyline. John was an outdoorsy guy with experience working for a conservation authority. He came into our lab, bright-eyed and bushy-tailed and excited to do fieldwork. I remember interviewing him

and thinking there was no way he could still be that enthusiastic by the end of the summer. But John proved me wrong. In fact, he's starting his Master's this semester in our lab and doing a totally fieldwork-based thesis.

Like I said before, fieldwork isn't meant for everyone, but you don't know if you en-

joy something until you try it. Mentoring students and getting them excited about fieldwork stands as one of my favourite parts, if not my absolute favourite part, of being a field biologist.

*Amanda Tracey is a PhD Candidate in the Department of Biology at Queen's University.*

## flashback



QUEEN'S UNIVERSITY ARCHIVES

Business students work with their instructors in this photo from 1961. Queen's University has a long and distinguished history in the field of business, including having launched the first commerce program in Canada in 1919. On Oct. 1, 2015, the school began a new chapter, being renamed the Stephen J. R. Smith School of Business at Queen's University in recognition of a \$50 million gift from Queen's alumnus Stephen Smith.

## 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)

# Enthusiasm, determination and collegial nature will be missed

Mary Lilian Balanchuk died Sept. 29 at St. Mary's of the Lake Hospital in Kingston in her 91st year.

BY COMMUNICATIONS STAFF

Vibrant and inclusive, a compassionate and loving spirit, Mary Balanchuk touched many lives during her time at Queen's.

Born Sept. 15, 1925 in Thunder Bay, where she would grow up and graduate from Fort William Collegiate Institute, Mary celebrated her 90th birthday surrounded by friends and family just two weeks before her passing.

Mary first arrived at Queen's as

a student and graduated in 1949 with an arts degree (later completing her Master of Education from the University of Toronto). Following a successful career as a high school guidance counsellor, where she positively influenced a generation of students, Mary returned to Queen's in 1968 as an associate professor at the newly-established Faculty of Education.

She would leave her mark at Queen's University, both during her career and after retiring, by her ongoing commitment to gender equity, student success, the guidance counselling profession, and collegial connectedness.

Mary is a former member of the Queen's Board of Trustees and

a recipient of the Distinguished Service Award in 1994. She also was a member of University Council and Senate.

Mary was an active member, supporter and president (1998-2001) of the Queen's Women's Association (formerly the Faculty Women's Club) for many years.

She wrote a detailed history of the Faculty Women's Club from its inception in 1939, including its involvement with troops and detainees during the Second World War, and the club's subsequent growth.

In December 2005, Mary established the Mary L. Balanchuk Concurrent Education Award to help support an incoming student

to Concurrent Education program from northern Ontario.

Always an inclusive person and networker, Mary never recognized obstacles because, to her, challenges were always opportunities.

She is predeceased by her parents Sydor and Anna Balanchuk, brothers John and Michael Balanchuk. She is survived by her loving sister Stephanie Patterson. She will be dearly missed by her extended family and friends. For those wishing, donations may be made to the Mary Balanchuk & Stephanie Patterson Fund.

*Lynn Nolan, Lars Thompson, Nancy Hutchinson and John Freeman contributed to this article.*



Mary Balanchuk



## Queen's in the news

Highlights of Queen's experts in the media from Oct. 15-30

## International

**Bob Montgomerie** (Biology) responded to a new study on sexual selection in glowworms, in National Geographic.



**Meredith Chivers** (Psychology) commented in the Washington Post on female Viagra.

**Naomi Alboim** (Policy Studies) discussed Canadians' response to Syrian refugees in the Christian Science Monitor.

## Newspapers

**Samantha King** (School of Kinesiology and Health Studies) was interviewed by the Globe and Mail about the pink ribbon campaign.

**Art McDonald** (Physics, Engineering Physics and Astronomy) was interviewed by the Ottawa Citizen on his new celebrity status from winning the Nobel Prize for Physics; was the focus of an Vancouver Sun editorial "Doing Canada Proud" regarding his Nobel Prize win.

**Don Drummond** (Policy Studies)

commented in The Globe and Mail about how Canada must develop people with the skills the modern job market requires.

**Charles Beach** (Economics) commented in the Globe and Mail on re-instating the long-form census.



**John Burge** (Music) talked about his new 'Oil Thigh' orchestral arrangement, dedicated to Principal Woolf, in Kingston Heritage.

**Emma Dargie** (Psychology) says the best advice for long-distance relationships is having good communication, in the BYU-Idaho Scroll.

**Richard Chaykowski** (Policy Studies) was interviewed by the National Post about employers covering costs associated with negotiations.

**Jonathan Rose** (Political Studies) spoke to Metro News about whether or not voting strategically is a good idea.

**Kathy Brock** (Political Studies) discussed with the Victoria Times-Colonist about how close results in dozens of ridings mark strategic voting.

**Sidneyeve Matrix** (Film and Media) spoke to the Toronto Star about

how broadcasters on YouNow receive gifts and tips from thousands watching streams of daily life.

**Mark Rosenberg** (Geography) was interviewed for the New Brunswick Telegraph-Journal for a story on seniors taking centre stage in the federal election campaign.

**Ken Wong** (Business) was featured in the National Post for a story on supersnacks, as selling regular snacks just doesn't cut it anymore.

**David Lyon** (Sociology) was interviewed by the Kingston Whig-Standard about our lives being open books.

**Louis Delvoie** had his op-ed titled "An IS scorecard" printed by the Kingston Whig-Standard.

## Online

**Ned Franks** (Political Studies) spoke to CBCNews.ca on how a minority government could force the Governor General to act.

**Kathy Brock** (Political Studies) discusses talks over a possible minority government outcome in the federal election with Yahoo! News; about overlooked campaign issues such as assisted suicide, inequality and more.

**Jonathan Rose** (Political Studies) analyzed possible top contenders for Trudeau's cabinet, on Bloomberg.



**John Casselman** (Biology) was quoted on Discovery.com about the migration of eels; to Great Lakes Echo regarding a study that shows less than 3 per cent of eels survive Ontario's dams.

**Elizabeth Goodyear-Grant** (Political Studies) spoke to Reuters about the Green Party pinning its hopes on rivals' promises of electoral reform.

**Joshua Marshall** (Robert M. Buchan Department of Mining) spoke to Station 14 about self-driving cars coming to Ontario.

**Nicholas Bala** (Law) was featured in Law Times about police being chided for 'manipulative trickery.'

**Tim Abray** (Political Studies) was featured in a CBC Online webchat on the federal election results.

**Kevin Deluzio** (Mechanical and Materials Engineering) spoke to Station 14 for a segment comparing "Back to the Future" tech with what we have in present day 2015.

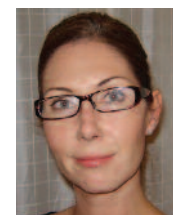
## Television

**Don Drummond** (Policy Studies) was interviewed on The Agenda about Canadian productivity.

**Jonathan Rose** (Political Studies) was interviewed by Global News about accessibility helping Trudeau create a contrast with Harper.

**Naomi Alboim** (Policy Studies) appeared on CBC's The National talking about Trudeau's refugee promise.

## Magazines



**Elizabeth Goodyear-Grant** (Political Studies) spoke to Chate-laine for an article on whether Justin Trudeau is the candidate women have been waiting for?

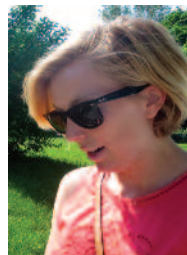
**Robert Ross** (Kinesiology and Health Studies) discussed his new research, suggesting "non-responders" might simply be not pushing hard enough, in Runner's World.

**Don Drummond** (Policy Studies) commented in Canadian Business on the role of a Royal Commission.

## Examining the barriers faced by seniors

## BY COMMUNICATIONS STAFF

As a Concurrent Education and Geography student at Queen's, Jessica Finlay, (Artsci'10, BEd'11) discovered her passion for research, education and outreach. Today she is combining all three in a unique post-graduate project as a doctoral candidate in geography and gerontology at the University of Minnesota. Jessica's research examines the barriers faced by seniors who want to stay in



Jessica Finlay

their own homes, and seeks solutions to these challenges as well as strategies for lifetime communities.

"I'm really excited to pursue this research," says Ms. Finlay. "In the past we routinely put seniors into nursing homes with assisted living care, sometimes pushing them to the margins of society. However, older people generally prefer to stay in their homes and tend to do better there." Issues around services, autonomy and safety, as well as the risk of social isolation present barriers to making this happen, she notes.

With support from the Alfred Bader Scholarship in Memory of Jean Royce, Ms. Finlay is conduct-

ing in-depth interviews of aging residents in three diverse areas of Minneapolis. Her work identifies how older residents perceive and react to the local built environment, such as the availability of services, in-home and neighborhood safety, and access to parks and other public amenities. She also focuses on interconnected personal factors such as health and self-ascribed identity, as well as demographic factors including race, gender and class. In the next phase she will interview urban planning, health department and community services staff regarding policies and actions that address aging demographics.

The goal of Ms. Finlay's research is to identify a range of tools that will better tailor environments for the diversity of life experiences, preferences, independence levels and service needs of aging residents. She will compare the traditional spatial analysis of neighbourhoods, as done by geographers and urban planners, with much more personal, in-depth reports from the perspective of older people who live there.

Although still in the early stages of interviewing, Ms. Finlay is seeing an overall lack of proactive planning on the part of sen-

iors, families and policymakers.

"At the personal level, planning involves difficult conversations between seniors and their support networks regarding the realities of growing old," she notes.

For example, a multi-story home with bedrooms on the second floor, limited handrails, and intensive year-round yard-work are increasingly difficult to manage and potentially hazardous for many older residents. A fall, often causing a broken a hip, may force them to leave their home unprepared.

At the broader policy level, investment in lifelong community planning and development is needed, Jessica suggests. Through her research she hopes to challenge assumptions of urban living (such as youthful, able-bodied, and able-minded residents) that create barriers for older residents.

"Volunteering with diverse communities, first at Queen's, and now in Minnesota, sparked my concern initially that our residential environments do not support an acceptable level of health and quality of life for many older residents," says Ms. Finlay, whose long-term goal is to advance strategies for healthy and inclu-

sive lifelong communities through a career in academia.

"It's exciting now to finally translate my ideas into action," she says.

*The Marty Memorial Scholarship, the Jean Royce Scholarship and the Alfred Bader Scholarship in Memory of Jean Royce are awarded annually to women graduates of Queen's for a year of study and research, or to pursue something that contributes to the advancement of knowledge or society, or allows creative expression. Canada's first woman public school inspector, Aletta Marty, MA 1894, LLD'1919, was a pioneer in the field of education. Her sister Sophia Marty, MA 1897, served as Head of the Department of Modern Language at Stratford Collegiate Institute. Jean Royce, BA'30, LLD'68, was the longest-serving Registrar in Queen's history (1933 to 1969) and had a profound influence on the lives of thousands of students. She also served as National President of the Alumnae Association, was a founder of the Ban Righ Foundation, Secretary of the Senate and a member of the Board of Trustees.*

*Deadline for applications is Feb. 15. Learn more about awards for alumnae at [queensu.ca/studentawards](http://queensu.ca/studentawards). To contribute to one of these awards, visit [givetoqueens.ca](http://givetoqueens.ca).*

gina karkoulis

B.A., M.Sc.  
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# THE FACES OF HOMECOMING



Homecoming 2015 has come and gone and despite the cold, wet weather, thousands of alumni returned to Queen's University for the weekend to foster friendships and create new connections. Above, new Nobel Laureate, Professor Emeritus Arthur McDonald (Physics, Engineering Physics and Astronomy), right, helped Principal Daniel Woolf, left, and Chancellor Jim Leech with the kickoff at the Homecoming football game.

UNIVERSITY COMMUNICATIONS/PHOTOS BY SUZY LAMONT

## An orchestral take on the 'Oil Thigh'

BY MARK KERR, SENIOR COMMUNICATIONS OFFICER

The "Oil Thigh" was surely sung numerous times during Homecoming weekend, but only once did proud alumni have orchestral accompaniment.

John Burge, a professor in the School of Drama and Music and a Juno Award-winning composer, has created an orchestral arrangement of the "Oil Thigh." The Queen's Symphony Orchestra debuted the piece on Friday, Oct. 23 during the School of Drama and Music's Homecoming showcase concert at the Isabel Bader Centre for the Performing Arts.

"The idea was to give the song a rather obvious orchestrated climax," says Dr. Burge, a Juno Award-winning composer who has taught at Queen's for nearly 30 years. "After a big introduction, the first verse is sung with just some of the orchestra play-



Professor in the School of Drama and Music and Juno Award-winning composer John Burge has created an orchestral arrangement of the 'Oil Thigh.' It made its debut performance during Homecoming.

ing. For the second verse, I add a few more instruments, and then the entire orchestra joins in the final verse and it gets rather huge at the end. There are interludes between the sung verses that modulate to different keys mak-

ing the middle verse a bit lower to sing and the final chorus higher and with a more triumphant flavour."

The idea of an orchestral arrangement of the "Oil Thigh" came up back in May as a unique

addition to the Homecoming showcase concert. Dr. Burge volunteered, coming up with a three and a half minute version that now includes an introduction, interludes and a coda in addition to the traditional three verses. As he sat down to write the arrangement in the summer, Dr. Burge set out to add something original to this ubiquitous ditty.

"The actual tune is often referred to as 'The Battle Hymn of the Republic' and it is one of those annoying earworms. Once you sing it a few times, it's really hard to get it out of your system," he says. "I didn't want to set it so that people could sing along when they had accompaniment because that's in fact what the Queen's Bands already does. So I came up with a couple of additional ideas to give the accompaniment more resonance and there is a big build up before each verse is sung so you really know when the 'Oil Thigh' is

coming."

Dr. Burge dedicated the arrangement to Daniel Woolf as a small way of acknowledging the accomplishments of the current principal and vice-chancellor over the past six years.

"I just felt that as he moves into his second term, he should be really proud of where things are with Queen's," he says. "With the recent announcement of the \$50 million endowment for the Smith School of Business and the Nobel Prize in Physics for Art McDonald, it's just a great time to be at Queen's."

Dr. Burge anticipates the Queen's Symphony Orchestra will play his arrangement of the "Oil Thigh" at future Homecoming showcases and possibly at formal events like installations. The new arrangement might also be included in events planned by the School of Drama and Music to mark Queen's 175th anniversary.

UNIVERSITY COMMUNICATIONS



# Bridging the gap between cultures

BY ANDREW CARROLL,  
GAZETTE EDITOR

Making the switch to university life can be difficult and is only compounded when you are also trying to find your way in a new community and culture.

These are the challenges for many international students. However, with the support of a number of programs offered by Queen's University and the Queen's School of English (QSoE), that transition is being made easier.

One such program is QBridge, which acts as a pathway or a bridge to undergraduate studies and delivers academic English language training to international students before they begin their studies at Queen's.

The QBridge Pathway initially began in 2010 as an intensive eight-week English language summer program for conditionally accepted international students. This year, the QBridge Pathway was expanded to include the English for Academic Purposes Program, which allows students with conditional acceptance to spend the Fall and Winter terms preparing for undergraduate studies. The first group of QBridge students joined the English for Academic Purposes Program in September 2015 and are currently preparing for their 2016 Queen's undergraduate



Rasha Fahim was one of the instructors of the QBridge Pathway program at the Queen's School of English this summer where she taught Severus (Chongxi) Gao, a first-year student at the Faculty of Engineering and Applied Science.

studies.

In the QBridge Accelerated, the students, who have already been accepted to an undergraduate program at Queen's, listen to lectures, write essays, make presentations and take part in debates. By the program's end, students are meant to be proficient enough in their academic and language skills to be able to succeed in their first year of university.

This is not an introductory course.

"It's very intense but to get into the QBridge Accelerated program

these students have a certain English-language proficiency that's higher than in other programs," says Rasha Fahim, an ESL instructor at QSoE who is also pursuing her Masters of Education. "So you're dealing with more proficient students and they do have the acceptance into their undergraduate programs so they have that motivation, they want those skills."

Another aspect of the QBridge Pathway is that it helps the students settle into their new life, not only in the classrooms and lecture

**"It's also about accepting another culture, making yourself more comfortable in it and trying to gain something from it. That's what QBridge helps us to do."**

— Severus (Chongxi) Gao

halls of Queen's but in Kingston and Canada as well. While we may think of the community as being a friendly, convenient place, for many new arrivals they are being introduced to a very different way of life, from cultural norms to simply getting around the city.

"I think it eases the students into their university life because it takes them a while to get adjusted to Canada, to Kingston, just being able to take the bus, moving back and forth, getting used to the culture here a little bit," says Ms. Fahim. "That's important because that is part of their well-being too."

From a student perspective, Severus (Chongxi) Gao, now in his first-year of studies at the Faculty of Engineering and Applied Science, says the program was valuable in preparing him for the next stage.

Initially, he wasn't all that interested in leaving his home in Shandong, China, early to attend QBridge, he says. However, his father pointed out that it was about more than making the transition to post-secondary education.

"So I went," Mr. Gao says. "That was probably the wisest decision I ever made. It helped me a lot."

He says that a key to the QBridge Pathway is that it's not about polishing his English skills, but about raising these to an academic level while also learning about the expectations of a Canadian university. Halfway through his first semester at Queen's he is already putting much of what he learned to work.

"For the QBridge students we have the ability to write a proper lab report to get a good mark. We know what to say in reports, we know what to say in emails, we know how to use English properly in different situations," he says. "It's also about accepting another culture, making yourself more comfortable in it and trying to gain something from it. That's what QBridge helps us to do."

This year's QBridge Accelerated program attracted 49 students, tripling the number from the year before. To learn more about the QBridge Pathway visit the Queen's School of English website [queensu.ca/qsoe/qbridge](http://queensu.ca/qsoe/qbridge).

## Computer Store services transitioning in 2016

BY COMMUNICATIONS STAFF

Several services currently offered by the Campus Computer Store will transition to existing shared services after the store ceases retail operations next year.

The university reviewed the Campus Computer Store and all other ancillary operations on campus during the 2014-15 fiscal year. In light of the growing deficit, the review recommended closing the store by April 29, 2016, with retail services being discontinued and core services that support the academic and business requirements of the university transitioning to existing shared services.

The decision to close the store is in line with the broader trend across the province, with only one university still operating a computer store.

"Queen's is committed to financial sustainability in order to protect the university's overall academic mission," says Caroline Davis, Vice-Principal (Finance and

Administration). "Increased external competition, especially from online retailers, coupled with broader product lines available instantly from local retailers challenged the Campus Computer Store's business model.

"ITS explored different options in recent years to offset declining sales, but the opportunities could not guarantee the long-term financial sustainability of the Campus Computer Store," Ms. Davis says.

Human Resources (HR) has met with the store employees and union representatives to discuss future options. HR is offering ongoing support to the employees and has made them aware of new positions that will be created as a result of some services transitioning to existing shared service units.

"We have given serious consideration to the impact this decision will have on store employees, who provide exceptional service to the Queen's community," says Bo Wandschneider, Associate Vice-

Principal (Information Technology Services) and Chief Information Officer. "As we move forward with the transition plan, we will do our utmost to support the employees."

### Services Transitioning

Departmental IT purchases will transition directly to Strategic Procurement Services (SPS) starting in May 2016. In the meantime, departments can continue to place orders through [orderit@queensu.ca](mailto:orderit@queensu.ca).

SPS is currently developing new processes to support departmental IT purchases. SPS will consult with stakeholders as it develops the processes, which will be publicized in the coming months.

"Staff and faculty will have access to a convenient online portal where they can obtain quotes and place orders," Ms. Davis says. "Re-directing internal purchases to Strategic Procurement Services will deliver cost savings to departments by eliminating the current

Campus Computer Store markup."

The Queen's Mobile Voice and Data Plans will transition directly to ITS after the store closes. Until that time, staff and faculty phone requests can continue to be submitted to [qmobile@queensu.ca](mailto:qmobile@queensu.ca). Any process changes that occur as a result of the transition to ITS will be communicated to the university community at a future date.

Students, faculty and staff members will no longer be able to purchase IT products for personal use from the Campus Computer Store after April 29, 2016. Personal purchases will continue at the store up until that date, but inventory and displays will be reduced as the store prepares to cease operations.

Payroll deduction loans for staff and faculty will no longer be offered after Dec. 24, 2015 at noon. Furthermore, staff and faculty members will not be able to add to their existing payroll deduction

loan after that point. ITS will continue to administer all existing loans after the store ceases operations.

Staff and faculty members with loans will continue with their payout schedule until the loans are paid off.

Enterprise software agreements like Microsoft Office, onQ (the campus-wide learning management system) and others will continue to be managed and provisioned by ITS. All other software agreements will be reviewed and evaluated as they come due, and a committee will be struck to review software site licensing. The departmental leasing and rental program offered by the computer store, which has declined in use in recent years, will be discontinued.

Questions can be directed to Mr. Wandschneider ([bo.wandschneider@queensu.ca](mailto:bo.wandschneider@queensu.ca)) or Brian McDonald, Associate Director, IT Support ([brian.mcdonald@queensu.ca](mailto:brian.mcdonald@queensu.ca)).



## Non-academic misconduct advisory committee begins consultations

BY COMMUNICATIONS STAFF

The Advisory Committee on Non-Academic Misconduct (AC-NAM) is now formed, and has initiated an extensive consultation process with the Queen's community.

The committee was announced following direction from the Board of Trustees for the university to review its current non-academic misconduct system with the aim of improving the system to support student safety, health and wellness.

"The committee includes representatives from a diverse range of bodies, including students, university senators, and administrators," says Principal Daniel Woolf. "We are looking forward to receiving valuable input from a variety of stakeholders as the review is undertaken."

The committee began its consultations last week at Alma Mater Society (AMS) Assembly. In the coming weeks the group will meet with several other stakeholder groups including Athletics and Recreation, Residences, the Senate Committee on Non-Academic Discipline (SONAD), Society of Graduate and Professional Students (SGPS) Council, Senate, and

### Advisory Committee on Non-Academic Misconduct

The members of the committee are as follows:

- Daniel Woolf, Principal and Vice-Chancellor (Chair)
- Alan Harrison, Provost and Vice-Principal (Academic) (Vice-Chair)
- Heather Black, University Council
- Chris Cochrane, SGPS President
- Kanivanan Chinniah, AMS President
- Caroline Davis, Vice-Principal (Finance and Administration)
- Bill Flanagan, Dean, Faculty of Law
- Deborah Knight, Associate Professor, Senate
- Lon Knox, University Secretary
- Palmer Lockridge, Student Senator
- Ann Tierney, Vice-Provost and Dean of Student Affairs

The committee also includes the following non-voting advisors:

- Michael Fraser, University Relations
- Dan Langham, Environmental Health and Safety
- Lisa Newton, University Counsel
- David Patterson, Campus Security and Emergency Services
- Stephanie Simpson, Human Rights Office
- Harry Smith, University Ombudsman

The principal will bring forward the recommended student code of conduct for approval by the Board and subsequent receipt by the Senate in early May 2016.

For more information visit the principal's website. Comments can also be submitted to [acnam@queensu.ca](mailto:acnam@queensu.ca).

the Board of Trustees.

The committee will also host consultation opportunities for several key external stakeholder groups. This is the initial round of consultations; more will be held in the winter term.

"We recognize there are

strongly held views on all sides of this topic, and all are concerned with student safety," says Principal Woolf. "We want to consider all of those perspectives in a fair process that ultimately results in a better non-academic misconduct system."

## Proud to support the United Way

BY ANDREW CARROLL,  
GAZETTE EDITOR

Sherri Ferris knows that donating to the annual fundraising campaign for the United Way of Kingston, Frontenac Lennox and Addington makes a difference. She's seen it first-hand herself, having accessed some of the agencies that the United Way supports.



Sherri Ferris

The labour representative for the Queen's United Way campaign and a staff member for Physical Plant Services for nearly three decades, Ms. Ferris has been involved with the campaign since the early 2000s.

Over the years she has seen the campaign evolve, but for her the reason for getting involved remains the same – donating to the United Way helps the community.

"I think it's an important part

of the Queen's community and Kingston as a whole. Some people think United Way is only about the underprivileged or special needs, but it has so much more to do with our community from Better Beginnings to seniors, even domestic violence, the shelters," she says. "You don't know who within our community has had to access these services. I, personally, have had to access these agencies supported by the United Way and I have always found them helpful."

She adds that with the wide range of agencies supported, the United Way has an amazing reach within the community. For her, one of the keys is the support of local youth organizations, such as the Boys and Girls Club.

"It touches everybody. I figure that everybody will know someone that uses some kind of United Way agency within their street, or circle of friends," she says. "There's probably someone that they know that has reached out to this organization."

The unions that represent workers at Queen's have long sup-

ported the campaign and continue to give to the United Way, Ms. Ferris adds.

The United Way Campaign at Queen's has set a goal to raise \$300,000 from students, staff, faculty and retirees. Queen's is a key partner in the annual campaign, comprising 10-15% of the total raised each year.

The United Way of Kingston, Frontenac, Lennox & Addington funds agencies that help 75,000 people locally each year. Donations can be made online at <https://andarweb.unitedwaykfla.ca/uregistration> through payroll deduction or credit card. If you would prefer to make your gift by cheque or cash, please pick up a form at the Human Resources reception desk in Fleming Hall, Stewart-Pollock Wing or request, through the online system, a form to be sent to you. You have the option to make a one-time gift or, back by popular demand, choose to have your pledge automatically renewed each year.

For any questions, email to [queensunitedway@queensu.ca](mailto:queensunitedway@queensu.ca).

## gradstudies

### SGS Events

#### The graduate experience for students with disabilities

Thursday, Nov. 12, 2-3:30 pm,  
Kinesiology Building, Rm 101

Dr. Mahadeo Sukhai (Senior Advisor to the National Educational Association of Disabled Students and Chair of the National Graduate Experience Taskforce).

As the number of trainees with disabilities in graduate education and the postdoctorate increases, institutions as a whole are faced with developing new strategies to facilitate their success. There is to date a critical lack of research and information about issues faced by trainees and early career researchers with disabilities; as such, institutions are driving policy and practice guidelines on limited, anecdotal and local experience. This presentation will focus on the major myths and perceptions surrounding the experience of trainees with disabilities. This includes the disconnect between

training in academic integrity issues and institutional perceptions around the impact of accommodations on academic integrity; the ability to achieve the "necessary competencies" of training programs and disciplines; the differences between the accommodation requirements of undergraduate education and research training environments; and, the importance of faculty education in understanding the complexities of the interface between disability issues and research training.

#### Open Thesis Defences

Thursday, Nov. 12

Michael Gadd, Geological Sciences & Geological Engineering, 'Reinterpretations of the Ambient Paleoenvironmental Redox Conditions and Timing of Mineralization for SEDEX Zn-Pb Deposits at the Howard's Pass District, Yukon'. Supervisors: D. Layton-Matthews; J. Peter, 527 Bruce Wing, 1 p.m.

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Kingston ON K7P 3C4

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Fax: (613) 384-8845

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Associate Consultant



[Melissa.Parent@investorsgroup.com](mailto:Melissa.Parent@investorsgroup.com)  
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# University updates research administration policy

An updated policy governing all research administration activity at Queen's recently came into effect. **Mark Kerr, Senior Communications Officer**, sat down with **Karina McInnis, Executive Director, University Research Services**, and **Heather Woermke, University Controller**, to discuss the updated policy and its impact on the research community.



**Karina McInnis (left), Executive Director, University Research Services, and Heather Woermke (right), University Controller, discuss the updated research administration policy.**

UNIVERSITY COMMUNICATIONS

**MK:** What is the purpose of this updated policy?

**KM:** At Queen's, many people contribute to the university's drive for research excellence. The updated policy clearly outlines their roles and responsibilities and removes any ambiguity that may have existed in the past. As a result, researchers, faculties and service units will have clear direction on resolving any issues or matters that might arise.

**MK:** What is the scope of the updated policy?

**KM:** The policy is quite broad, as the name would suggest. It cov-

ers all research activity conducted, or proposed to be conducted, under the auspices of the university while using Queen's personnel, students, premises, resources, facilities or equipment. The updated policy also outlines the responsibilities of staff or faculty responsible for managing or administering research activity.

**MK:** Why was it necessary to update the policy?

**KM:** Following the implemen-

tation of the new budget model in 2013, Queen's created a separate policy for the indirect costs of sponsored research, which recognizes that indirect costs of research revenue now flow to the faculties. All of the remaining policy statements from the original 1995 policy, and other modifications, have been grouped into this updated policy, which is closely aligned to the requirements of our external research funders, such as

the federal Tri-Agencies.

**MK:** Are there any significant changes as a result of the update?

**HW:** Included as part of the launch of the policy are procedures that enable Financial Services to support departments and faculties in managing over-spending on research projects, while providing tools to principal investigators (PIs) to ensure research is not disrupted. These procedures were approved by the Vice-Principals' Operational Committee after being endorsed by the deans, associate deans of research and business officers. Financial Services has been working closely with faculties on their implementation.

In summary, any research project that is in deficit for three consecutive months will be deactivated, and any expenditures after the date of deactivation will be charged to the departmental operating account.

**MK:** What happens if PIs anticipate temporary over-spending on a research project?

**HW:** Should PIs anticipate temporary over-spending on a research project, the best approach would be to request approval from their department or faculty for overdraft protection using the form on the Financial Services website. Approved forms will be forwarded to Financial Services (Research Accounting). Receipt of an approved form will result in a temporary increase in the project budget, and alleviates any need to temporarily recode expenses.

**MK:** Where can people find out more information about the policy, and who can they contact if they have questions?

**KM:** The Research Administration Policy is posted on the University Secretariat and Legal Counsel website. If you have any questions, you can contact me by email or by phone at ext. 33108, or Ms. Woermke by email or by phone, ext. 33375. Research Accounting is also able to assist, and can be contacted at [research-accounting@queensu.ca](mailto:research-accounting@queensu.ca).

## Where have the crayfish gone?

**BY CHRIS ARMES, COMMUNICATIONS OFFICER**

Researchers from Queen's University, working with colleagues from the Ontario Ministry of the Environment and Climate Change, have linked the localized near-extinction of a native crayfish species in four lakes in Algonquin Park to declining calcium levels, a long-term legacy of acid rain on forest soils and aquatic ecosystems.

"Crayfish are an integral component of aquatic food webs, because they function at multiple trophic levels and are a key element in the diets of popular recreational and economically important fish species," says Kris Hadley, the lead author of the study and a PhD student at Queen's University at the time the study was conducted.

Acid rain "mobilizes" calcium found in the soil and bedrock. Once mobilized, calcium levels in the water increase, before declining as calcium stores are used up. In areas such as Kingston, where much of the bedrock is comprised of limestone, the effect is mitigated by the high volume of calcium found in the bedrock. The lakes analyzed by the research team are farther north on Canadian Shield bedrock, which has a much lower concentration of calcium. The lakes selected allowed for a much clearer analysis of the effects of calcium decline on larger organisms.

Because long-term data records of lake water pH and calcium levels are typically not available, re-

searchers analysed fossilized microscopic organisms (i.e., algal remains) to reconstruct past lake water pH levels and fossils of water fleas to track past changes in lake water calcium concentrations. Using this technique, the team was able to examine environmental trends in the four lakes over the past 150 years.

The research team found evidence that acid rain had impacted some of the lakes over time, but they also inferred marked declines in lake water calcium levels – a known legacy of acid rain. Dr. Hadley says the team's findings suggest calcium concentrations began declining in these lakes as early as the 1960s, and may now have fallen below the threshold required for the survival of some aquatic organisms.

Crayfish shed their protective carapace – the upper exoskeleton that is primarily composed of calcium carbonate – several times during their life cycle and, as a result, have high calcium requirements. The researchers found that lack of calcium in the lakes has contributed to a decline in crayfish populations.

"Although lake water pH has been recovering in many waterways with controls on acid emissions, there has been no such recovery in calcium levels, and thus aquatic organisms are beginning to show the negative effects of what we are colloquially calling 'aquatic osteoporosis,'" says John Smol (Biology), the Canada Research Chair in Environmental Change.

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## Europe trip helps bolster partnerships

BY CRAIG LEROUX, SENIOR COMMUNICATIONS OFFICER

Principal Daniel Woolf recently concluded a successful international trip to France and Germany aimed at strengthening relationships with partner institutions and building connections with alumni.



During the trip he met with representatives from universities in both countries, hosted a special reception for alumni and Queen's students on exchange, and signed a renewed exchange agreement with Institut d'Études politiques de Paris (Sciences Po).

"Building partnerships with universities around the world helps to support Queen's academic mission and the objectives of the Comprehensive International Plan," says Daniel Woolf, Principal and Vice-Chancellor. "I



Queen's University Principal Daniel Woolf, right, and Frédéric Mion, President of Institut d'Études politiques de Paris (Sciences Po), sign an undergraduate exchange agreement in Paris.

was especially pleased to renew our exchange agreement with Sciences Po during this trip, as it is an institution with a strong international reputation and an important strategic partner for Queen's in France."

Principal Woolf and Frédéric Mion, President of Sciences Po, signed the renewed undergraduate exchange agreement in Paris. The two institutions have partnered since 2007 with more than 150 students having participated

in exchanges during that time.

While in Paris Principal Woolf also met with the ambassador of Canada for UNESCO, representatives, including Queen's alumni, from the Institut européen d'administration des affaires (INSEAD), hosted a special reception for Queen's alumni and students on exchange in France, and delivered two academic papers at the Bibliothèque universitaire des langues et civilisations and the Université Paris-Sorbonne.

In Germany, Principal Woolf met with alumni as well as the consular officials in Stuttgart. He visited the University of Tübingen, one of Queen's partners in the Matariki Network of Universities, as well as the University of Stuttgart, a growing research and academic partner for Queen's, where a double degree program in chemistry is under discussion.

"International visits are vitally important for advancing the university's internationalization pri-

orities and raising Queen's global profile," says Kathy O'Brien, Associate Vice-Principal (International), who accompanied Principal Woolf on this trip. "The relationships that are developed and strengthened with our international partners support the Comprehensive International Plan by enhancing Queen's student learning experience and research activities through deeper international engagement."

Queen's launched its Comprehensive International Plan in August 2015 to support its internationalization efforts. Among the plan's goals are strengthening Queen's international research engagement and creating more opportunities for student mobility through programs like academic exchange programs.

The plan also aims to attract high quality international students to Queen's and to increase international educational opportunities on the Queen's campus.

## Feeling stressed? Take a minute to Thrive

BY MARK KERR, SENIOR COMMUNICATIONS OFFICER

The campus is alive with Thrive activities this week (Nov. 2-6).

The new initiative kicked off Monday with the goal of promoting positive mental health. The activities will continue throughout the week.

The University of British Columbia created Thrive in 2009, with other post-secondary institutions adopting the event for their campuses. Human Resources staff members are spearheading the effort at Queen's.

"We are excited to engage all staff, faculty and students," says Sydney Downey, Manager, Return to Work and Accommodation Services. "Thrive is all about fostering a safe and welcoming environment where people can discover resources and support their colleagues so that we can all 'thrive' at work and at home."

Currently, there are close to 70 activities throughout the week. (See the attached schedule for daily highlights and visit [queensu.ca/connect/thrive/events](http://queensu.ca/connect/thrive/events) for the full list of events).

Follow Queen's Thrives on Facebook ([www.facebook.com/queensthive](http://www.facebook.com/queensthive)) and Instagram ([instagram.com/queensthive](http://instagram.com/queensthive))

### Schedule

#### Tuesday, Nov. 3

- Drumming Circle, outside Stauffer Library, noon
- Knit This! JDUC Robert Sutherland Room, 3 pm
- Rockin' Disco Bingo, The Grad Club, 8 pm

#### Wednesday, Nov. 4

- Open Choir, Duncan McArthur Hall Student Street, noon
- Creative Art Therapy, JDUC Orr Room, 2 pm
- Hot Chocolate Break, Human Resources, Fleming Hall, Stewart-Pollock Wing, 2-3 pm

#### Thursday, Nov. 5

- Yoga in the Agnes Etherington Art Centre, 11 am
- Pop Your Stress Away, Outside Stauffer Library, noon
- Open Jam Session, MacGillivray Brown Hall Gymnasium, 7-9 pm

#### Friday, Nov. 6

- Dodgeball Competition, MacGillivray Brown Hall Gymnasium, 2-3 pm
- Stress Buster Print Making, Agnes Etherington Art Centre, 2:30 pm
- Cardio Funk Class, MacGillivray Brown Hall Gymnasium, 3 pm



## eventscalendar

**Tuesday, Nov. 3, 5 pm**

### 4th Annual Dr. Andrew and Margaret Bruce Visiting Scholar in Surgical Innovation

Dr. Nick Morrell - Stepping Into The Unknown: The Era of Genomic Medicine and Stem Cells. Dr Morrell is this year's Bruce Visiting Scholar in Surgical Innovation. He is a highly renowned professor of Cardiopulmonary Medicine at Cambridge University in the United Kingdom and Honorary Consultant at Addenbrooke's and Papworth Hospitals in Cambridge. School of Medicine, Rm 132A. Refreshments at 4:30 pm

### Wednesday, Nov. 4, 11 am-2 pm Field to Fork, Dining Event

Students, staff and faculty are invited to our Fall Field to Fork event in Leonard Hall. Join us for a hearty harvest lunch, a live band and to meet local farmers from Salt of the Earth Farm. Meal Plan or \$12 at the door.

### Thursday, Nov. 5-Sunday, Nov. 8 Women's CIS Rugby Championships

Nixon Field at Queen's University will play host to the best in Canada as the Queen's Gaels host the 2015 CIS women's rugby National Championship. Eight participating teams will do battle looking to stake their claim as the CIS national champions.

### Thursday, Nov. 5, 12-1 pm Aboriginal Teachings Lunch & Learn: Sacred Bundles

Learn about sacred bundles. Each person carries their own bundle and each person has their own teachings about the times within their bundles. Often bundles contain items of great spiritual significance such as medicines, feathers, or other items passed or gifted to an individual from family or Elders. Four Directions Aboriginal Centre.

### Thursday, Nov. 5, 4-6 pm The Brockington Visitorship - Colloquium talk

Professor Lukas Meyer (University of Graz) will be giving the Brockington Visitorship Colloquium Talk in Philosophy. Title "Time Dimensions in the Climate Justice Debate." Watson Hall, Room 517.

### Friday, Nov. 6, 9 am-12 pm Take a Minute: The Minute Taker's Workshop

This workshop is designed to help all people who are involved in the minute-taking process, either on an occasional or regular basis, become more confident in their recording skills. It provides techniques and examples to enable minute takers to produce concise, accurate minutes in a timely manner for both formal and informal meetings. Mackintosh-Corry Hall, Room B176

### Saturday, Nov. 7, 1:30-4:30 pm QUIC Intercultural Competence Certificate Series 2, Workshop 1/2

Students will learn to understand how intercultural competence can help them have effective and respectful interactions during their time at Queen's. Contact quic.training@queensu.ca to register. Participants are expected to attend all four workshops in a series to obtain the certificate.

### Tuesday, Nov. 10, 9 am-12 pm Communication Styles & Stumbling Blocks

To work effectively with others, we must communicate in a way which promotes understanding and cooperation. Come to this workshop and gain insights into the communication process, your own communication style, and some of the barriers to successful communication. Mackintosh-Corry Hall, Room B176

### Wednesday, Nov. 11, 10:30-11:30 am Remembrance Day

Come to Grant Hall as Queen's marks Remembrance Day.

### Wednesday, Nov. 11, 2:30 pm-4 pm CTL Open Spaces

Open Spaces has been developed in direct response to Queen's educators' consistent feedback that they don't want to have to wait until next term for a session they need now. Andy, Klodiana and Sue have set aside every other Wednesday afternoon to consult and collaborate on topics of immediate and emerging importance to you in your teaching. The sessions will be opportunities to both get feedback on things you're working on (like assessment design or rubric construction) and share challenges and successes in the classroom (like inquiry learning or novel approaches to teaching) with others with the same interest. Mackintosh-Corry Hall, Room F200

### Thursday, Nov. 12, 9 am-12 pm Emotional Intelligence with Roger Billings

Assess your own emotional intelligence quotient and learn about the four abilities of Emotional Intelligence. Discover positive techniques to build and strengthen your own and your team's emotional intelligence. Learn the value of emotional intelligence to you and your organization, and develop the skills to influence, inspire and motivate others. Mackintosh-Corry Hall, Room B176.

### Thursday, Nov. 12, 11:30 am-1:30 pm Health & Wellness Fair

Join us for the 4th annual "Invest in You" Health & Wellness Fair in the Athletics and Recreation Centre. Queen's Athletics & Recreation brings together the best of all things Health and Wellness that Kingston has to offer.

### Thursday, Nov. 12, 12-1 pm QSPS Policy Speaker Series - Naomi Alboim - The Boat people and the Syrian Refugees: Lessons Learned and Forgotten

In 1979-81 Canada accepted 60,000 refugees from Vietnam, Cambodia and Laos for resettlement to Canada. By contrast, in 2015, Canada may not even admit 10,000 Syrian refugees unless a real push is made during the next two months of this calendar year. Why has Canada's response been so different to these two refugee movements? Robert Sutherland Building, Rm. 202

### Thursday, Nov. 12, 5:30-6:30 pm John Austin Society for History of Medicine and Science

Adam Mosa speaking on "The Water's No Good: Organic Mercury in Northern Ontario" and Nathaniel Walker speaking on "Food Subsidies in the North" at the University Club.

### Friday, Nov. 13, 12-1 pm Lunch & Learn: Building Resilience - Learning to Roll with Life's Punches

Resilience training is the journey towards knowledge and mastery of the body, heart, mind, and spirit. This session will help you break negative thought patterns and find healthier ways of thinking and behaving, by drawing on a series of effective practical strategies in the areas of looking after your physical health, respecting your mental/emotional health and building a strong social network. Mackintosh-Corry Hall, Room B176

### Friday, Nov. 13-Saturday, Nov. 14 Indigenous Research Symposium

The symposium seeks to respond to the Truth and Reconciliation Commission's call for the establishment of mutually respectful relationships between Indigenous and non-Indigenous peoples through an

"awareness of the past, acknowledgement of the harm that has been inflicted, atonement for the causes, and action to change behavior". We invite students, scholars, knowledge keepers, and Elders to explore theoretical and practical forms of reconciliation that are aligned with Indigenous epistemologies. Robert Sutherland Building, Rm. 202.

### Saturday, Nov. 14, 1:30-4:30 pm QUIC Intercultural Competence Certificate Series 2, Workshop 2/2

Students will learn to understand how intercultural competence can help them have effective and respectful interactions during their time at Queen's. Contact quic.training@queensu.ca to register. Participants are expected to attend all four workshops in a series to obtain the certificate.

### Tuesday, Nov. 17, 4-5:30 pm Expanding Horizons Workshop Series for Graduate and Professional Students

Introduction to Assessment - Sue Fostaty Young, Centre for Teaching and Learning. What and how we assess influences students' approaches to learning. This interactive session provides a forum to examine the options, selection, and implementation of assessment to support student learning. Jeffery Hall, Room 101

### Wednesday, Nov. 18-Friday, Nov. 20 Annual Gem and Mineral Sale

Purchase beautiful mineral samples, faceted gemstones, fossils and decorative items made from the rocks and minerals of the Earth! The sale is held in the Miller Museum of Geology (36 Union St.)

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).

## 5 Things to know about Principal Emeritus Ronald Watts

In Oct. 9, the university lost a leading member of the Queen's community when Principal Emeritus Ronald L. Watts passed away. In honour of Dr. Watts the Gazette takes a brief look at some of the highlights of his life and career.

# 1

Dr. Watts was born in Japan to Canadian Anglican missionary parents, he was educated at the University of Toronto (BAH 1952) and would later attend Oxford University on a Rhodes Scholarship (BA 1954, MA 1959, DPhil 1962).

# 2

Dr. Watts first arrived at Queen's in 1955 as a lecturer in philosophy. He later transferred to the Department of Political and Economic Science in 1961. He also took an interest in the administration and students of Queen's, serving as a residence don in McNeill House.

# 3

Dr. Watts was selected Dean of Arts and Science in 1969 and, at the age of 45, became Principal in 1974. His terms coincided with a reduction in government funding to universities. He described his terms in office as a time of "constraint, consolidation, and constructive change."

# 4

Dr. Watts' main academic interest was the comparative study of federal political systems. He published several books, including: *New Federations: Experiments in the Commonwealth*; *Multi-Cultural Societies and Federalism*; *Administration in Federal Systems*; and *Comparing Federal Systems*.

# 5

Dr. Watts' contributions both to academe and society at large were recognized with five honorary degrees, his appointment as an Officer of the Order of Canada in 1979, and his promotion to Companion in 2000, and with his fellowship in the Royal Society of Canada.



## through the lens



## Colour and beauty

Queen's University is one of the most picturesque campuses to be found and it only becomes more striking come autumn with the infusion of bright colours from the trees and clinging vines – bold reds to bright oranges and searing yellows.

Adding to the magnificence

is the stark contrast with the pale greys of the limestone buildings.

Anywhere you look during late September and early October there is a view worth capturing, down bustling walkways or in a quiet corner, tucked away from the crowds.

However, such beauty is fleeting and already much of the vibrant colours have faltered thanks to the wind and storms of late October, leaving behind a more barren landscape ahead of the winter cold.

*Photos by Gazette editor Andrew Carroll.*

## Celebrating research excellence at Queen's

**BY CHRIS ARMES,  
COMMUNICATIONS OFFICER**

Five faculty members will be presented with the university's Prize for Excellence in Research at this year's fall convocation ceremonies. Nominated by their peers, the prize recognizes and rewards researchers, in any faculty, for major contributions to their field – either completed in recent years or recognized in recent years. The award also recognizes the impact of their study and celebrates research performed while the scholar has been at Queen's.

Anne Croy (Biomedical and Molecular Sciences), Jacalyn Duffin (History of Medicine), Mark Diederichs (Geological Sciences and Geological Engineering), Guojun Liu (Chemistry) and Myra Hird (Environmental Studies) are this year's recipients.

"As in the past, the nominations this year reflected the strength of our faculty, and the breadth and depth of Queen's research, scholarly and creative work. The research accomplish-

ments of all the nominees were impressive. I was delighted to see an increase in the number of nominations and acknowledge faculty for nominating their colleagues. This is an important recognition in itself", says Steven Liss, Vice-Principal (Research). "The five faculty members are internationally-recognized researchers who have made significant and important contributions. Their work is at the cutting edge of their respective fields and areas across the humanities, social sciences, natural sciences, engineering and health sciences. My sincere congratulations to this year's recipients."

Dr. Croy is an internationally recognized expert and leader in reproductive immunology research. Her numerous contributions reflect her dedication to innovative, high-quality science and include landmark contributions to our understanding of the maternal-fetal interface across species. Her pioneering work in which she identified and characterized uterine natural killer cells led to

recognition of these cells as a distinct phenotype. Dr. Croy's contributions to the scientific and medical communities extend substantially beyond her own work. She has distinguished herself in teaching and as a mentor.

As the Hannah Professor in the History of Medicine in the Faculty of Health Sciences at Queen's University, Dr. Duffin is a pioneer in the medical humanities and an internationally renowned leader in the field of history of medicine. Her books and articles reflect groundbreaking work in the history of medical technology, the history of scientific discovery, the history of medical practice, and the investigation of concepts of disease. A two-time winner of the Jason A. Hannah Medal in the History of Medicine, she is an elected Fellow of both the Royal Society of Canada and the Canadian Academy of Health Sciences.

Dr. Diederichs' research focuses on the failure of rock, and on safe engineering design for excavations in challenging geologi-

cal conditions at great depth. Continually advancing standards of practice in underground engineering, he has published 240 contributions, has given numerous invited keynote lectures and is sought after to instruct industry short courses. Numerous professional society and academic awards have recognized Dr. Diederichs' research excellence, including his induction as a Fellow of the Engineering Institute of Canada in 2015.

First attracted to Queen's University as a Canada Research Chair in 2004, Dr. Liu's pioneering work on polymer self-assembly has bloomed and inspired scientists around the world. Born and raised in China, he attended the University of Toronto for a master's and PhD, where he started to develop a passion for polymer materials. This has inspired his whole career, as a post-doctoral fellow at the University of Toronto (1989) and then at McGill (1990), and the start of his independent work at the University of Calgary as an assistant professor

in 1990. There, he rose up the ranks very quickly, becoming an associate professor in 1995 and a full professor only four years later.

A Queen's National Scholar and Fellow of the Royal Society of Canada, Dr. Hird is a distinguished interdisciplinary scholar with an international reputation for her multifaceted, collaborative investigations into science studies and environmental issues. Dr. Hird is Director of the general Research Group, an interdisciplinary research network of collaborating natural, social, and humanities scholars, and Director of Waste Flow, an interdisciplinary research project focused on waste as a global scientific-technical and socio-ethical issue. She has published eight books and more than 60 articles and book chapters on a diversity of topics relating to science studies.

In addition to receiving their prize at this year's fall convocation ceremonies, the winners will also present public lectures in 2016.



## HRworkshops

Queen's Human Resources offers a variety of individual workshops as well as lunch and learn sessions. Each issue, the Queen's Gazette will highlight a few of the upcoming sessions. Visit [www.queensu.ca/human-resources/apps/training](http://www.queensu.ca/human-resources/apps/training) to view the entire learning catalogue and sign up for any of the sessions.

**Aboriginal Teachings Lunch and Learn: Sacred Bundles**  
Thursday, Nov. 5, noon, Four Directions Aboriginal Student Centre (146 Barrie St.)

Each person carries their own bundle and has their own teachings about the items within their bundles. Often bundles contain objects of great spiritual significance such as medicines, feathers or other items passed or gifted to an individual from family or Elders.

**Estate Planning with Susan Creasy**  
Monday, Nov. 9, 1-4 pm, Mackintosh-Corry B176

Many of us find it difficult to focus on estate planning. Regardless of a person's focus or priorities, it is highly beneficial to stop procrastinating and begin the planning process. This workshop will help participants create a road map for the distribution of assets throughout

their lifetime and beyond.

**Emotional Intelligence**  
Thursday, Nov. 12, 9 am-noon, Mackintosh-Corry B176

Assess your own emotional intelligence quotient and learn about the four abilities of emotional intelligence. Discover positive techniques to build and strengthen your own and your team's emotional intelligence. Learn the value of emotional intelligence to you and your organization. Develop the skills to influence, inspire and motivate others. (Departmental fee: \$50)

**Lunch and Learn: Building Resilience – Learning to Roll with Life's Punches**  
Friday, Nov. 13, noon-1 pm, Mackintosh-Corry Hall B176

Resilience training is the journey towards knowledge and mastery of the body, heart, mind and spirit. This session will help participants break negative thought patterns and find healthier ways of thinking and behaving. Participants will learn how to draw on a series of effective practical strategies in the areas of looking after your physical health, respecting your mental/emotional health and building a strong social network.

## fortherecord

### Appointments

**David R. Pichora — Inaugural Paul B. Helliwell Chair in Orthopaedic Research, Faculty of Health Sciences**

Alan Harrison, Provost and Vice-Principal (Academic), has appointed David R. Pichora as the inaugural Paul B. Helliwell Chair in Orthopaedic Research in the Faculty of Health Sciences. This appointment is for a five-year period from July 1, 2015 to June 30, 2020.

After graduating with his Doctor of Medicine from Queen's in 1978, Dr. Pichora completed his orthopaedic training at Queen's in 1984. He went on to complete postgraduate fellowships in trauma, orthopaedic and hand surgery at Sunnybrook Medical Centre in 1985, and hand and microsurgery at the University of Alabama at Birmingham in 1986.

Dr. Pichora returned to Queen's as an academic surgeon in 1986 and has been making outstanding contributions locally, nationally and internationally ever since. He was promoted to professor in the Department of Surgery and granted tenure in 1998. Dr. Pichora is an active researcher, with particular interest in computer-assisted surgery, wrist and shoulder biomechanics, kinematic studies of the rheumatoid wrist, 3D motion and imaging studies of the upper extremity, and clinical outcome studies in orthopaedic trauma.

From 1991 to 1997, Dr. Pichora was the medical co-director of Kingston General Hospital's Regional Trauma Service. From 1993 to 1998, he served as program director in orthopaedics, and served as chairman of the division from 1994 to 2009.

In 2004, Dr. Pichora was appointed chief of staff at Hotel Dieu Hospital, and in 2009 he was asked to lead the hospital as its chief executive officer, a position he still holds.

Established in 2014, the Paul B. Helliwell Chair in Orthopaedic Research will help to attract and support clinician scientists, enable clinical research, enhance a culture of collaborative, trans-disciplinary investigation, and strengthen Queen's reputation as a leading research institution that is committed to biomedical science.

### Committees

**Advisory committee — Vice-Provost and University Librarian**

Martha Whitehead's term as vice-provost and university librarian ends on June 30, 2016. Ms. Whitehead has indicated that she would be pleased to consider a further term in her role. In accordance with the procedures established by Senate, an advisory committee chaired by Alan Harrison, Provost and Vice-Principal (Academic), will be established to advise the principal on the present state and future prospects of the library and on the selection of the vice-provost and university librarian.

Members of the university community are invited to suggest individuals who might serve on the advisory committee, and to submit letters with commentary on the present state and future prospects of the library and the vice-provostship. Respondents are asked to indicate whether they wish to have their letters shown, in confidence, to the members of the advisory committee.

Letters and advisory committee member suggestions should be sub-

mitted to Alan Harrison, Provost and Vice-Principal (Academic), via [lacey.monk@queensu.ca](mailto:lacey.monk@queensu.ca), by Wednesday, Nov. 11, 2015.

### Notices

**Fall convocation — Confirm participation and reserve regalia**

Queen's faculty members have until Wednesday, Nov. 4 to reserve regalia to participate in the academic processions during this fall's convocation ceremonies.

Fall convocation includes five ceremonies held on Tuesday, Nov. 17 and Wednesday, Nov. 18. Faculty members who are Queen's graduates can confirm their participation in one or more of the academic processions and reserve regalia by filling out an online form ([queensu.ca/registrar/convocation/faculty-info](http://queensu.ca/registrar/convocation/faculty-info)). Members of the academic procession who are not Queen's graduates must make their own arrangements for hoods. However, they may reserve a black gown and confirm their participation online.

Faculty members can pick up their regalia 30 minutes prior to each ceremony in Room 209, Kingston Hall. Those not requiring regalia can still confirm their attendance after the Nov. 4 deadline for booking regalia.

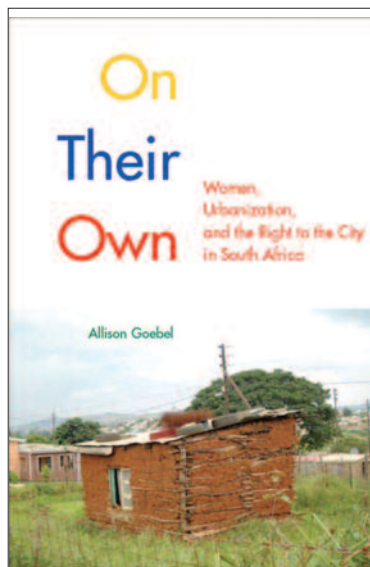
For more information about convocation, including the department and faculty breakdown for the four ceremonies, visit the University Registrar website [queensu.ca/registrar](http://queensu.ca/registrar).

For more information, or if there is difficulty submitting the form, contact Brent Cameron, Convocation and Communications Administrator, Office of the University Registrar, by email or call ext. 74050.

## books

*On Their Own: Women, Urbanization, and the Right to the City in South Africa* by Allison Goebel, associate professor, School of Environmental Studies

South Africa, the most urbanized country on the African continent, displays some of the highest levels of socio-economic inequality in the world. What is life like for low-income African women in urban South Africa in the post-apartheid era? Does urban life offer new opportunities for personal development, equality for women, and freedom? Are there new forms of marginalization and danger shaping women's lives? Why are so many women heading households on their own, and what does this mean for family, livelihoods, intimacy, and citizenship? In *On Their Own*, Allison Goebel explores women's experiences in the rapidly urbanizing context of post-1994 South Africa. She navigates different layers of urbanization in the country and illuminates the ways through which women's experiences of urbanization differ from men's, and why these differences matter. In an approach that emphasizes women's right to the city, Goebel presents original research in a



case study of the city of Pietermaritzburg, features life stories of urban women, and engages with the literature in South African history, politics, gender studies, urban studies, and environmental studies. A revealing study of the ways in which urbanization is creating urgent social, economic, and environmental challenges for South Africa, *On Their Own* also highlights the fraught legacies of apartheid and the aspirations of post-apartheid society for equality and opportunity across race and gender lines.

## 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:** 2015-294  
**Job Title:** Elder in Residence (USW Local 2010)

■ **Department:** Four Directions Aboriginal Student Centre (FDASC)

■ **Hiring Salary:** \$57,160 (to be prorated) (Salary Grade 8)

■ **Hours per Week:** 21

■ **Appointment Terms:** Continuing Term Appointment (working September to April, 3 days a week)

■ **Closing Date:** 09-Nov-2015

■ **Competition:** 2015-292  
**Job Title:** Multimedia Support Analyst (USW Local 2010)

■ **Department:** Faculty of Engineering & Applied Science

■ **Hiring Salary:** \$50,405 (Salary Grade 7)

■ **Hours per Week:** 35

■ **Appointment Terms:** Term Appointment (Until Nov. 30, 2016)

■ **Closing Date:** 12-Nov-2015

■ **Competition:** 2015-290

■ **Job Title:** Assistant, Athletic Therapy Services (USW Local 2010)

■ **Department:** Athletics & Recreation

■ **Hiring Salary:** \$50,405 (Salary Grade 7)

■ **Hours per Week:** 35

■ **Appointment Terms:** Term Appointment (11 months, working from January to November 2016)

■ **Closing Date:** 08-Nov-2015

### Successful Candidates

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

■ **Department:** School of Policy Studies

■ **Competition:** 2015-200

■ **Successful Candidate:** Lee Van Niedeck

■ **Job Title:** Coordinator, Facility Operations (USW Local 2010)

■ **Department:** Athletics and Recreation

■ **Competition:** 2015-222

■ **Successful Candidate:** Stephen Tyson

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

■ **Department:** Undergraduate Admission and Recruitment

■ **Competition:** 2015-070

■ **Successful Candidate:** Amy Lalonde (Undergraduate Admission and Recruitment)

■ **Job Title:** Manager, Banking and Merchant Operations

■ **Department:** Financial Services

■ **Competition:** 2015-156

■ **Successful Candidate:** Rodney Myers



## athletics and recreation

### Focus on health, wellness

BY COMMUNICATIONS STAFF

There's no better time to get a greater understanding of the healthy resources available in the Queen's and Kingston communities than at the 'Invest in You' Health and Wellness Fair hosted by Athletics and Recreation.

The fourth annual event returns to the Athletics and Recreation Centre (ARC) on Thursday, Nov. 12, from 11:30 am to 1:30 pm.

All are invited to attend the free event which brings together the best of all things health and wellness that Kingston has to offer.

This year's fair features an in-



UNIVERSITY COMMUNICATIONS

Queen's Hospitality Services will serve another delicious and healthy soup during the 'Invest in You' Health and Wellness Fair on Thursday, Nov. 12.

teractive and informative tradeshow format with more than 45 Kingston businesses, organizations, and campus partners, to offer demonstrations, workshops, samples, and door prizes.

Enjoy a variety of samples including, back by popular demand, Queen's Hospitality Services with another mouthwatering soup.

As an additional resource, every 15 minutes a presentation will be featured on the demonstration stage in the main gym to help you achieve a healthier lifestyle.

For more information and to view the demonstration and workshop schedules visit [gogaelsgo.com/investinyou](http://gogaelsgo.com/investinyou).

### New fitness program for women introduced

BY COMMUNICATIONS STAFF

Athletics and Recreation is introducing a new fitness program specifically for women.

The "5 Weeks to FAB" program is designed to help participants achieve and enjoy the benefits of being active and looking and feeling their best.

Over the five weeks participants will be introduced to various physical activity options as well as the key components of fitness which will provide them with the building blocks to improve muscle tone and appearance and achieve goals. The program will provide the motivation, support and guidance to be active.

#### What to expect

- Wear comfortable clothing (shorts or track pants, T-shirt),

running shoes and we suggest you bring a water bottle with you to keep hydrated.

- At each session the instructor will teach you about the fitness and health tips/information in your FAB journal.

- Your workouts will be fun and you will be encouraged to push past your regular "comfort zone".

- You will have the opportunity to experience various types of physical activities like circuit training, free weights, body weight exercises, fitness tools like stability balls, bands and Bosu, group cycle and pilates to name a few.

Sessions are Wednesdays and Fridays from Nov. 20-Dec. 18, 12-12:50 pm at Studio 4 in the Athletics and Recreation Centre. Member: \$69. Non-Member: \$85

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 Root Canal Therapy ~ Non-surgical Gum Therapy  
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