

the gazette

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CULTURAL CONNECTIONS



UNIVERSITY COMMUNICATIONS

Laura Maracle, Aboriginal Student Success Strategist with Four Directions Aboriginal Student Centre, right, performs an honour song during Fall Convocation along with, from left, Four Directions Director Janice Hill, Aboriginal Advisor Vanessa McCourt, and PhD student Erin Sutherland. For more on Ms. Maracle's work see Page 3.

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QUEEN'S UNIVERSITY VICE-PRINCIPAL (UNIVERSITY RELATIONS)

Michael Fraser

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Queen's
UNIVERSITY

Feedback proving valuable

In March, Physical Plant Services (PPS) conducted a customer satisfaction survey within the Queen's community. Associate Vice-Principal (Facilities) John Witjes spoke recently with the *Gazette* about how PPS is using the feedback it received.

Gazette: Who did you survey and what was it all about?

John Witjes: We asked students, staff and faculty what they thought about various aspects of PPS, from customer service to the management of large construction projects. The aim was to help us improve our service to the Queen's community. We had a phenomenal response with nearly 1,000 people taking the time to tell us what they thought about the conditions of grounds, snow removal, building air quality, Fixit, and more.

Gazette: What were some highlights from the results?

JW: We received some very positive feedback about the general conditions of campus grounds and landscaping, as well as snow removal. Given that snow was still fresh on people's minds in March, we're particularly happy with that response. The survey also showed high scores for the courtesy and competency of both Fixit administrative staff and our skilled trades staff.

Gazette: What were some of the concerns you received and how do you plan to address them?

JW: Many responses suggested that we focus more on recycling on campus. We already have a robust waste diversion program and we are always working through our Sustainability Office to further improve our success rate in keeping waste out of landfill.



Associate Vice-Principal (Facilities) John Witjes says the customer satisfaction survey, conducted earlier this year, will help Physical Plant Services meet the needs of the Queen's community.

We also had some feedback about safety and security. For example, respondents identified the courtyard between Mackintosh-Corry Hall and Richardson Hall as a place that needed improved illumination. In response to this, we decided to replace some dated lighting and implement a much better lighting solution in that area. This work will be happening soon.

We also received a range of feedback about cleaning services and I want the campus community to know that we've heard those responses. We have very dedicated custodial staff and, as a department, we are always working to provide the best possible service with the resources available to us.

Gazette: Are there other

changes you're making that address the feedback you received?

JW: Customer service is very important to PPS and we are undertaking a project to update the software we use to manage customer work requests. Our survey showed that people want the ability to track work requests for small repairs and maintenance, and the software update will allow clients to enter requests online and see where they are in the process. The system will be more efficient and fully electronic and will reduce the amount of data entry and paper use within PPS.

Gazette: What are your broader goals for PPS moving forward?

JW: Many of the changes we are making are focused on improving communication with the

Queen's community. We have a new website, we're on Twitter, and we have a PPS newsfeed that gives up-to-the-minute information on closures and changes.

In addition to these, we have reintroduced our quarterly PPS newsletter which highlights our great staff and the interesting work we've been doing across campus. We've also been holding Town Hall meetings during which we've been communicating with PPS staff and discussing our renewed Mission, Vision, and Values.

We're listening and responding to the feedback that we have received. It is our intent to issue the client satisfaction survey annually as we would like to continue our conversation with the campus community so that we can provide the best possible service.

A time to say thanks to staff

BY COMMUNICATIONS STAFF

Queen's University will celebrate the contributions of its people during Staff Appreciation Day on Tuesday, Dec. 8.

"The Queen's experience is in part about the dedication, creativity and hard work of its employees," says Al Orth, Associate Vice-Principal (Human Resources). "Staff Appreciation Day provides us the opportunity to express our respect and gratitude for the dif-

ference they make every day of the year."

Principal Daniel Woolf's holiday reception – one of many highlights during Staff Appreciation Day – will take place from 11:30 am until 1 pm in the Athletics and Recreation Centre (ARC). Queen's community members can enjoy a light lunch and the ever-popular chocolate fountain while applauding this year's recipients of the staff recognition awards.

Queen's employees can start

their day with a free medium hot beverage at all Sodexo outlets. Staff Appreciation Day events will also include tours of the Isabel Bader Centre for the Performing Arts, Summerhill and Benidickson House, the Agnes Etherington Art Centre, the Miller Museum of Geology, the Queen's Observatory and the Phytotron, which consists of six climate-controlled greenhouse compartments inside the Biosciences Complex.

There will also be free fitness

classes at the ARC, including yoga, Pilates and an indoor cycle class. Lisa Sansom from the Organizational Development and Learning unit within Human Resources will host a positive psychology workshop at the digital interactive classroom in Ellis Hall.

Please sign up for these activities through the Human Resources Learning Catalogue – queensu.ca/humanresources/employee-support/learning-and-development/learning-catalogue.



Circle of understanding

Offered across campus, cultural safety training aims to break down cultural barriers and foster a climate of awareness and respect.

BY WANDA PRAAMSMA,
COMMUNICATIONS OFFICER

In the cultural safety training session offered by Four Directions Aboriginal Student Centre, participants sit in a circle – a non-hierarchical formation that allows people to see their interconnection, rather than their differences.

“We want people to feel part of a whole, and to feel comfortable in sharing their stories,” says Laura Maracle, Aboriginal Student Success Strategist with Four Directions. “We want to take the power differential out of interactions, and create an environment of self-reflection and respect.”

Ms. Maracle has led cultural safety training sessions at Queen’s for the past five years, mostly in the Faculty of Health Sciences. She now leads sessions in departments across campus, upon request.

The program – started by Maori nurse Irihapeti Ramsden in New Zealand in 1990 – is intended to bridge the cultural gap that exists particularly in relation to Aboriginal people, and to foster understanding and respect between people of all backgrounds. It was initially aimed at providing front-line health workers with knowledge and training that would help them understand cultural sensitivities and combat subtle and overt racism.

“While this training was started to help Indigenous people, it really is for everyone. Being culturally competent helps everyone,” says Ms. Maracle. “We need to build awareness, create a climate of understanding, and we need to be open, unafraid to have uncomfortable conversations and ask questions.”

During the three-hour training



UNIVERSITY COMMUNICATIONS

As Aboriginal Student Success Strategist with Four Directions Aboriginal Student Centre, Laura Maracle has led cultural safety training sessions at Queen’s University for the past five years.

session, Ms. Maracle and participants move through a series of discussions, all with the goal of learning about each other, their families and cultural backgrounds, their beliefs and faiths, and their personal identities. Ms. Maracle gives each participant several Post-it notes – and on these, participants draw and write about themselves.

“They draw a picture to depict their name on one note, and on the others, they answer the questions: What is your gift? And what do you want to share?” she says. “Essentially, what they put on the

Post-it notes gives the group an understanding of their identity, what they feel they offer to the world, and how they are doing on an emotional level. This gives participants a chance to reflect on their own views and values, and gain insight into how they look at people of different backgrounds.”

Ms. Maracle also facilitates the Kairos blanket exercise and provides short interactive lectures that help participants better understand the historical, political and cultural issues that impact Indigenous people and their communities. They also learn about con-

“We need to build awareness, create a climate of understanding, and we need to be open, unafraid to have uncomfortable conversations and ask questions.”

— Laura Maracle

cepts of holistic health and healing through an Indigenous lens.

“This training is vital for our

entire community,” says Caroline Davis, Vice-Principal (Finance and Administration) and co-chair of the Aboriginal Council Queen’s University. “In this safe setting, Queen’s staff, students and faculty members can learn and share together. In our society, it is easy to just look at each other’s differences, instead of what binds us together. This is an opportunity to become a more inclusive and understanding community.”

More information on cultural safety training is available from Four Directions Aboriginal Student Centre.

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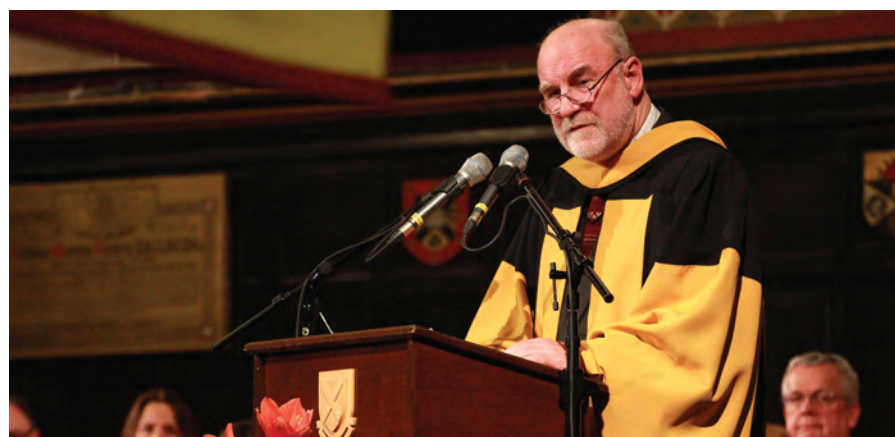
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Fall Convocation

Fall Convocation at Queen's University was held Nov. 17-18 with five ceremonies creating new memories for those involved. **Top left:** Principal Daniel Woolf hoods his wife Julie Gordon-Woolf. **Top right:** A girl sits with her mother during one of the ceremonies. **Left:** Honorary degree recipient Nellie Cournoyea receives a blanket from Janice Hill, director of the Four Directions Aboriginal Student Centre. **Below:** Richard Battarbee speaks after receiving his honorary degree. **Bottom left:** A new graduate savours the moment as he is hooded. **Bottom right:** PhD recipients await their turn to receive their degrees.



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Retreat puts focus on writing for academics

BY COMMUNICATIONS STAFF

To provide a quiet place to write and foster creativity, Queen's University is hosting its first Faculty Writing Retreat on Friday, Dec. 11.

A day-long event at the Donald Gordon Centre, the retreat will feature panel discussions and presentations along with long blocks of uninterrupted writing time.

One of the faculty members taking part is Michael Pratt, Associate Professor and Associate Dean in the Faculty of Law. As an associate dean, Dr. Pratt adds, he has little time for much writing, so being able to devote a full day to the pursuit is an exciting prospect.

"I want to learn what I can about writing more efficiently; about writing smarter," Dr. Pratt says. "I think this is an ideal time

for me to stand back and ask whether the way I have been approaching the writing process for almost 20 years might benefit from some fine-tuning. Ruts are a danger in academe as in all domains of life, and I am excited to have the opportunity to hear from some of my more prolific colleagues about how they approach the writing game."

His main area of research is contract law, and the philosophy of contracts, where he "explores the grounds upon which the state might be said to be justified in enforcing people to perform their contractual promises." Dr. Pratt is also a Research Mentor for the social sciences, arts and humanities at Queen's – a role that promotes a culture of research intensity and collaboration for those within those academic communities.

Two panels focused on differ-

ent aspects of academic writing will be held, featuring Queen's professors Gauvin Bailey, Wendy Craig and Stéfanie von Hlatky in the morning and Nicholas Bala, John Kirby, David Lyon and Pamela Murphy in the afternoon. During the writing sessions, writing strategists Maureen Garvie and Susan Korba will be available for individual consultations on papers and the writing process. Grants advisors will also be on hand to provide input to those creating proposals.

The Faculty Writing Retreat is sponsored by: Faculty of Arts and Science; Smith School of Business; Faculty of Education; Faculty of Engineering and Applied Science; Faculty of Health Sciences; Faculty of Law; Office of the Vice-Principal (Research); and the Office of Post-Doctoral Training (School of Graduate Studies).

through the lens



OFFICE OF THE GOVERNOR GENERAL

Professor Emeritus Arthur McDonald (Physics, Engineering Physics and Astronomy), second from right, was invited to Rideau Hall on Wednesday, Nov. 25, to meet Governor General David Johnston (Law'66, LLD'91), centre, in recognition of his being awarded the Nobel Prize in Physics. Attending the event along with Dr. McDonald were, from left: Michael Fraser, Vice-Principal (University Relations); Steven Liss, Vice-Principal (Research); and Daniel Wolf, Principal and Vice-Chancellor.



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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

How to stay healthy and on top in 'crunch time'

The following is written by Tess Kuhelj (ConEd '17) and was first published through the Learning Strategies blog on the Student Academic Success Services website sass.queensu.ca/learningstrategies/.

So you've made it to week 10 — congrats! Midterms are done and the holidays are just around the corner... All you have to do is get through five essays, three tests, six labs and four exams.

No biggie, right?

At this point, it always feels like you can do one of two things: start your holiday break early or pull all-nighters for the rest of the semester. Although you might consider both of these options, it IS possible to get the mental satisfaction of option A and the academic results of option B.

First of all, it is important to prioritize your work. At a time like this, you might not be able to finish every reading and review weekly notes from every class, and that is fine! There are only so many hours of the day, and it's unrealistic to work for all of them. Instead of stressing over the smaller, non-pressing tasks, you can put them on the back burner for now and catch up later. It's not ideal to get too far behind on readings and weekly notes, but realistically if you have a paper worth 30, 40 or even 50% per cent of your mark, it's not worth it to stress over things that don't necessarily have a time constraint.

Once you have prioritized which tasks are the most important, make a schedule of when you will work on each assignment and actually do it! The more assignments

you have, the earlier you will want to start planning for them. Another good strategy to manage multiple assignments is to assign yourself fake deadlines. Sometimes it feels like professors all call each other up and plan to have their big assignments due within the same three days, but by creating fake deadlines for yourself, you won't have to go a week without sleep. Figure out how much time you will need for each assignment and work backwards from there. If you need a week for three different papers, start three weeks early and finish a paper a week. That way, you won't have the stress of trying to complete three different papers all due around the same time and you'll have the opportunity to edit them.

Although it is important to get your assignments done, it is even more important to take care of your mental and physical health. In a high stress time like this, your body becomes more vulnerable to infection (especially in the height of flu season!). A good way to prevent this is to make sure you are getting at least eight hours of sleep each night and are eating plenty of fruits and veggies! Taking extra vitamins can also be a good idea if you don't think you are getting them from your food.

Another crucial factor in taking care of yourself at this point is to take study breaks. Seeing as the holidays are just around the corner, try doing festive things like decorating your room, watching your favourite holiday movies or baking holiday treats. This is a great reward that allows you to get into the holiday spirit while still getting all of your assignments done.

A very important thing to remember is that you are NOT going through this alone; many of your friends and classmates will be going through a high stress time as well. Reaching out to them is important at this

time and knowing/using the resources available around campus will also lessen the burden of this stressful time.

Good luck in the next couple of weeks. I know you are going to do amazing!



Queen's University has its own distinctive look that is apparent today just as it was in 1919 when this aerial photo was taken from east of campus. A number of buildings are apparent such as Summerhill and the Medical Building, at bottom right, as well as Theological, Kingston, Grant and Ontario Halls. Perhaps more interesting is the lack of development across University Avenue and the Quonset huts to the north of Summerhill.

QUEEN'S UNIVERSITY ARCHIVES

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

A spiritual, kind and generous person

Susan Price worked at Queen's University as a financial assistant in the Regional Assessment and Resource Center for 15 years; she died Oct. 25 at the age of 58.



Susan Price

would die in a relatively short period of time.

No one can beat a stage IV cancer diagnosis for very long. Sue made the courageous decision to focus on quality of life and chose not to prolong her life by weeks or short months with radiation or chemotherapy, although she did have a stent placed in her esophagus so that she could continue to eat and drink.

Sue's team of family and

friends quickly came together to make this the "summer of Sue"

Sue chose to live at "The Breck," her summer residence of 28 years at Rideau Acres Campground, she leased a new car when her old Saturn suddenly died, she kayaked, tried her new kayak sail, and went for country drives. Sue also had many meaningful visits with cherished friends and family.

Sue always demonstrated her concern for others throughout her journey. She was very kind and inquisitive with all the hospital staff. She frequently asked about their lives, their work and children with genuine interest.

Sue was admired by all for her courage and pleasant temperament throughout this journey. She was never selfish or demanding of anyone. Sue was reluctant to take assistance and didn't want to be a burden; yet everyone involved in

her journey felt special and was more than happy to help in a variety of ways.

Sue was not a big eater at the best of times and her appetite decreased as the illness progressed. She knew it would make us happy when she ate, so it was well known that she pretended to eat more than she did.

Sue was very independent and lived alone with daily visits from her care circle right up to the week before she passed away. She lived her beliefs every day and many people were recipients of her small, large and random acts of kindness.

Sue was a spiritual, kind, generous, non-judgmental, peaceful, open-minded and strong-willed person who made each of us want to be a better person.

Cindy Price is Manager at the Centre for International Management, Smith School of Business.

Shadows, Rainbows, Bubbles and Echos

Shadows, rainbows, bubbles and echos

Versions of earth's extra joys. Where do they fit in the scheme of mankind?

Or are they just nature's great toys?

Were shadows invented for artists to draw?

And rainbows to brighten our day?

Were bubbles invented for children to blow?

And echos for voices to play? Shadows remind me I'm glued to this earth

And rainbows the power I pack

Bubbles remind me I'm lighter than air

And echos ensure I'll be back.

— Susan Price, 1994

Queen's in the news

Highlights of Queen's experts in the media from Nov.11-26

International

Kim Richard Nossal (Policy Studies) told The Wall Street Journal that the optics of Trudeau's ISIS mission pledge are "very problematic."



David Murakami Wood (Surveillance Studies Centre) appeared on BBC's The World Tonight talking about newly-introduced surveillance legislation.

Newspapers

Naomi Alboim (Policy Studies) was interviewed by the Toronto Star about finding sponsors for refugees.

Ken Wong (Business) discussed Marriott International's \$12.2B acquisition of Starwood, in the Financial Post and affiliated Postmedia dailies; discussed how fast food giants battle for your breakfast dollars, as breakfast becomes the most valuable meal of the day for retailers, in Toronto Star.

Wendy Craig (Psychology) discussed cyberbullying and prevention in the Toronto Sun and affiliated

regional Sun dailies.



Christian Leuprecht (Political Studies) warned the Trudeau government to go slow on changes to anti-terror law in wake of Paris attacks, in the Ottawa Citizen, National Post and other affiliated Postmedia dailies; had his op-ed 'Pointing fingers won't prevent intelligence failures', published by the Globe and Mail.

Nicholas Bala (Law) discussed developments in the Shafia murder case, in the National Post, Kingston Whig-Standard, and Toronto Sun.

John-Kurt Plinius (Business) commented on Téo – Canada's first electric taxi fleet, in the Financial Post.

William Pickett (Public Health Sciences) commented on assessing children and farm safety in the Globe and Mail.

Wagdy Loza (Psychiatry) was interviewed by the Montreal Gazette about radicalization.

Daren Heyland (Medicine) commented in the National Post on a new study regarding dying patients.



Stefanie von Hlatky (Centre for International and Defence Policy) had her op-ed on what post-Paris NATO means for Canada published in the Toronto Sun.

Ken Le Clair (Psychiatry) says that a loss of socialization and self-esteem from work can lead to depression, boredom for retiring men, in The Globe and Mail.

Art Cockfield (Law) was interviewed by the National Post on whether or not Justin Trudeau's tax changes can be retroactive.

Michael Green (Medicine) spoke to the Toronto Star for 'Pharmacare is the unfinished business of the Canadian healthcare system', aimed at the new prime minister.

Online

David Lyon (Surveillance Studies) said that, after Paris, there will be no stopping the surveillance state now, on CBCNews.ca.

David Skillicorn (Computing) expressed concern over major gaps in Canada's cyber-security strategy on

CBCNews.ca.

Robert Lovelace (Global Development Studies) was featured in 'Canadian Indigenous activist makes common cause with Palestinians', on Rabble.ca.



Warren Mabee (Policy Studies) commented on climate change's impact on Canada's energy mix, on BNN.

Christopher Mechefske (Mechanical and Materials Engineering) discussed Augury, a device and iPhone that measures ultrasonic sounds and vibrations to diagnose issues with large machinery in the MIT Technology Review.

Television

Roel Vertegaal (Computing) was on the Discovery Channel for a segment on BitDrone programmable matter, on Daily Planet.

Naomi Alboim (School of Policy Studies) was interviewed by CTV National Network News about the revised refugee plan unveiled by the federal government.

Radio

Warren Mabee (School of Policy Studies) was interviewed CBC Radio about the premiers' meeting focusing on the environment.

Wagdy Loza (Psychiatry) discussed the psychology of radicalization, on News Talk 650 Saskatoon/News Talk 980 Regina.

Tandy Thomas (Business) was on NewsTalk 680 discussing the marketing behind Black Friday promotions.

Sharryn Aiken (Law) was on CBC Radio to talk about 'unaccompanied men' proving controversial for Canada's Syrian refugee plan.

Christian Leuprecht (Political Studies) was featured on SiriusXM, 570News, and CBC Radio following the Paris attacks

Magazines

Arthur McDonald (Physics, Engineering Physics and Astronomy) was featured in Maclean's Magazine for winning the Nobel Prize.

Graeme Smith (Medicine) was featured in Today's Parent about why a baby's gut bacteria are so important.

Inspired to make a difference in anti-poverty fight

BY DEBORAH MELMAN-CLEMENT,
SENIOR COMMUNICATIONS OFFICER,
ADVANCEMENT

Sheila Cranmer-Byng (Artsci'84) has spent much of her career wondering if she can make a difference. With the help of the Marty Memorial Scholarship, she now knows that she can.

She got her academic start at Queen's University studying history as an undergraduate.

"I've always loved history," Ms. Cranmer-Byng says, "but when I finished, I didn't know what I would do with my degree."

What she did know was that she cared deeply about social issues, so she forged a career in the non-profit sector.

One of her earliest jobs was at the Daily Bread Food Bank in Toronto.

"I realized pretty quickly that providing food support wasn't enough," she says. "If we want to eliminate poverty, we have to address structural issues."

To learn more about those issues, Ms. Cranmer-Byng immersed herself in them. She worked in a women's shelter, at a literacy program, with people

who were living in poverty and struggling with mental health issues, with new immigrants and as a funder of community organizations. The more she worked, the more she realized how much she had to learn. During her career she returned to school twice, earning a BSc in Environmental Studies and a Master's in Education.

Ms. Cranmer-Byng took time off to work with an international education exchange in Indonesia and a freedom of expression group in Thailand. She came home recharged and inspired.

"I learned so much about the links between poverty, the environment, and politics," she says. "I gained an appreciation for the importance of community organizing and activism."

She also gained a new perspective on her homeland.

"I started noticing subtle, significant shifts away from democracy in Canada," she says. "It made me want to do more."

Hungry for more, yet disheartened by the limitations of the non-profit sector, Ms. Cranmer-Byng once again decided education was the answer. She entered the PhD

program at McMaster University's School of Social Work to study how anti-poverty groups are responding as governments slash so much of the funding they depend on.

Within a year, though, family pressures forced her to leave McMaster and take a job with the Guelph-Wellington Task Force for Poverty Elimination.

"The experience reignited my curiosity about radical action," she says. "Where has it gone? How can we encourage it?"

She went back to school to find out.

Ms. Cranmer-Byng hopes to learn the answer by studying a broader cross-section of anti-poverty groups than has been attempted to date.

"I want to expand a critical and progressive anti-poverty agenda," she says.

The Marty Memorial Scholarship is helping Ms. Cranmer-Byng reach her goal.

"It has built my confidence," she says. "Sometimes you feel like a small person in a big world and you wonder if your voice matters. Then someone recognizes you like this and you realize that you can

speak out and work with others to make a difference."

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.

The deadline for applications is Feb. 15. Learn more about awards for alumnae at queensu.ca/studentawards. To contribute to one of these awards, visit giwettoqueens.ca.

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Helping You Visualize, and Ultimately Realize, Your Dreams



Managing stress throughout exam time

BY ANDREW CARROLL,
GAZETTE EDITOR

It's exam time at Queen's University and that means increased levels of stress for students as well as others in the community.

Fortunately, there is a network of resources to help prevent stress from spiraling out of control.

The first step is getting ahead of the game and being aware of what is available at the university, says Beth Blackett, Health Promotion Coordinator with Student Wellness Services.

Powering through your studies as exams draw near just isn't the way to go.

It's about staying healthy, managing your schedule and getting an adequate amount of sleep.

"Sleeping is our big push and it comes down to that idea that you want to study smarter not harder," Ms. Blackett says. "Your brain needs sleep to consolidate



When it comes to exam time it is better to study smarter rather than harder and a big piece of that is getting adequate sleep, says Beth Blackett, Health Promotion Coordinator with Student Wellness Services.

the information you are trying to learn and then recall it for the actual exam. You're not meant to pull all-nighters. You're not all that great at recalling information

or problem solving. Those skills go down quite substantially when you are really sleep deprived."

Getting out and doing some regular physical activity also will

help, she points out, and it's a good idea to change up where you study from time to time. Breaks are important as well to help you recharge before getting back to the books, while eating properly is vital to be able to get the most out of your activities.

It's also about staying in touch.

"It's really quite common for students to think they need to study 24/7 and they can isolate themselves, where they stop responding to phone calls, texts, to family and friends," Ms. Blackett points out. "I think people underestimate how important those relationships are during times of high levels of stress. So the occasional check-in is really helpful for mental health."

These are all simple steps, but, of course, are easier said than done.

That's where the support network comes in.

Student Wellness Services will

be running the fifth annual 15 Days of Exams Health Challenge starting Dec. 9. Each year, there are more students taking part, Ms. Blackett says, taking on the daily challenges that are posted through Facebook, Twitter and Instagram, covering a range of health areas.

It's not revolutionary, Ms. Blackett explains, but helps students set daily goals and taking a bit of time for their health.

Stress during the exam period will never be eliminated and no one should expect it to be. A certain amount of stress is normal and helps with motivation.

The problem is when stress builds up and tumbles out of control. But there is help at Queen's, including from Student Academic Success Services (SASS), which offers special pre-exam workshops in Stauffer Library as well as advice from Learning Strategists.

One of the key tools offered is the Exam Study Schedule, which is available online at sass.queensu.ca/learningstrategies/decemberapril-exam-study-schedule.

The strength of the schedule is its simplicity. In a high-tech world, sometimes the best way to get organized is by writing it all down on paper, and that includes time for breaks and eating properly.

"At some point if you have too much stress your performance is going to decline," Ms. Blackett says. "So that's where Learning Strategies will help you create a study schedule where you can have some deadlines in there to just get that extra bit of motivation without leaving everything to the last minute."

She adds that there isn't a one-fits-all model for everyone. Each person is different and needs different help at different times.

If you are a student and are feeling stressed about academics, you can book a Learning Strategies advising appointment by calling 613-533-6315.

Students who wish to make an appointment with Counselling Services can do so by calling 613-533-6000, ext. 78264. Embedded counsellors are located in various faculty and university buildings across campus: Faculty of Engineering & Applied Science (613-533-3447), Faculty of Education (613-533-2334), School of Graduate Studies (613-533-2136), School of Business (via Commerce Portal), Residence Counsellors (613-533-6000, ext. 78330 or 78034), the School of Medicine (613-533-6000, ext. 78264), and the Outreach Counsellor/Student Advisor in the JDUC (613-533-6000, ext. 78441).

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Queen's Law team lifts arbitration trophy

BY COMMUNICATIONS STAFF

It wasn't the Stanley Cup, but Law '17 students Brad Morris and Conor O'Muirei pulled out a big win on Nov. 7 at the 4th annual Hockey Arbitration Competition of Canada held in Toronto.

Thirty-two teams from 16 universities throughout Canada and one from the United States competed in simulated NHL salary arbitration hearings that involve real NHL players who went through the process with the league this past summer.

For Mr. O'Muirei and Mr. Morris, two students who grew up playing sports and who still play hockey for the intra-mural Queen's Law hockey team, "having the chance to combine hockey with our legal training was an awesome opportunity and probably the reason we did so well in this competition."

Queen's sent four teams this year, and was very successful with three teams advancing to the



Brad Morris and Conor O'Muirei, both Law '17 students at Queen's, beat out all the other competitors at the 4th annual Hockey Arbitration Competition of Canada held in Toronto.

quarterfinals, and two teams facing off in the semifinals. Ultimately, Mr. O'Muirei and Mr. Morris advanced to the finals and defeated a team from Syracuse University.

In this competition, students are given the opportunity to

sharpen their oral and written advocacy skills within the specialized context of an NHL salary arbitration proceeding.

The arbitrations are judged by prominent members of the NHL community including lawyers who have represented clubs in ar-

bitration proceedings, player agents including Don Meehan of Newport Sports, one of the top hockey agencies in the world, and Ian Cooper, an NHL analytics guru who runs a popular hockey analytics website.

The final round concerned the 2015-16 salary of Edmonton Oilers defenceman Justin Schultz. Queen's represented the Oilers and was tasked with justifying a salary lower than the \$3.9 million midpoint.

Mr. O'Muirei credits the Queen's team's success to the time they allocated to their rebuttal.

"We decided beforehand that deconstructing opposing counsel's argument was the most effective use of our time, while reinforcing our own themes and comparable players," he says.

Mr. Morris noted another important factor in their win.

"We listened to each of the arbitrator's comments and feedback after each round robin match, and then applied what they said in the

playoff round," he says.

Both students also credit their Queen's Law colleagues for their help going into the finals, bouncing ideas off of them and helping them to find angles to rebut the opposing counsel's argument.

"The competition just reinforced the notion that Queen's Law is such a strong community," says the duo.

The teams from Queen's Law prepared for the competition weeks in advance, compiling written briefs based off research into the NHL Collective Bargaining Agreement, the players at issue and comparable players. Mr. Morris pointed out that they noticed "a lot of teams made the mistake of using inadmissible comparable players – referencing contracts that had already expired – or players who were ultimately irrelevant comparables."

They then practised their submissions, especially focusing on their rebuttal to opposing counsel's submissions.

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Discussion continues on who 'We Are'

BY ANDREW CARROLL,
GAZETTE EDITOR

The Equity Office has recently launched a new blog called *We Are* with the aim of providing a safe space where the many voices that make up the Queen's community can have a conversation around equity, diversity and inclusion.

As Equity Advisor Erin Clow explains, the blog will present a wide range of topics related to equity, diversity and inclusion through monthly postings by different contributors, adding that having such conversations is vital for Queen's as well as the larger community that surrounds it.

"We live in a really diverse community and conversations around equity and inclusion are things that we need to be talking about and thinking about, to ensure that Queen's is an inclusive community for all of its members," she says. "The blog is a place where the different contributors can lend their voice to these discussions and where we can hear from a diversity of people on these important topics."

Dr. Clow says the hope is that more community members will lend their voice to the conversation, offering a diversity of ideas, experiences and perspectives.



We Are is a new blog created by the Equity Office at Queen's to have conversations about equity, diversity and inclusion.

One of the first contributors is De-Lawrence Lamptey, a doctoral student from Ghana at the School of Rehabilitation Therapy, who says he got involved with the blog to add to the cultural diversity at the university as well as his own personal experiences.

"Although Queen's has more room for improvement as far as cultural diversity on campus is concerned, it is worth showcasing the progress that Queen's has made in providing a welcoming environment to people of diverse backgrounds," he says. "I also hope that through my piece, people are inspired to face the challenges of life head on. As we grapple with the challenges of life, even if we don't get our most desirable outcome, every progress we make dealing with the challenges is worth celebrating."

Graduate coordinators recognized for efforts

BY COMMUNICATIONS STAFF

A pair of professors has been selected by the School of Graduate Studies as "Featured Graduate Coordinators of the Year".

Wayne Snedden (Biology) and Allison Sherman (Art History) are being recognized for their work with graduate students through a new initiative launched by Sandra den Otter and Kim McAuley, Associate Deans, School of Graduate Studies.

The inaugural "Featured Graduate Coordinators of the Year" initiative is aimed at highlighting the best practices among graduate coordinators.

"Graduate Coordinators help the grad student community in their departments thrive. With this new initiative we want to highlight best practices and provide peer support to all graduate coordinators on campus, especially those who are new to their roles," says Dr. McAuley. "Profes-

sors Snedden and Sherman have set wonderful examples of how to provide the best support to graduate students and supervisors."

Allison Sherman

As a relatively new PhD and adjunct professor, Dr. Sherman says she was initially daunted by the role of graduate coordinator, but she quickly found that her recent experience as a graduate student was actually an asset in understanding the challenges and anxieties students face, before and after graduation.

She has found that students will come to the graduate coordinator "in moments of real anxiety and panic" and the faculty member must be ready to listen and respond to the real concerns that the



Allison Sherman

students are dealing with. Sometimes all they need is a sounding board, or a bit of compassion and encouragement from a neutral party.

The emotional labour involved in the job is also rewarding, she says, as the graduate coordinator is offered the opportunity to walk with students on their journeys through the graduate program, to watch them grow as individuals and scholars.

As graduate coordinator, Dr. Sherman met with students in cohorts in September and March, to address the specific needs of students at each stage of their graduate programs. These meetings were timed to set them up for success from the start of a new school year, and to keep them on track as they embarked on the more independent work that generally accompanies the loosely structured spring/summer term. She also ran a series of external grant workshops, providing detailed infor-

mation about the process, expectations and deadlines for the standard external applications (particularly SSHRC) and facilitating an opportunity for students to peer-workshop their grant proposals.

Wayne Snedden

Dr. Snedden has been the graduate chair for the Department of Biology since December 2013.

He took the position because he knows how crucial administrative work is to the functionality of a department and because he wanted to continue the process of improving the department's graduate programs. In his role Dr. Snedden works with the Biology Department Graduate Committee to develop new cutting-edge programs and courses. He also shows



Wayne Snedden

sensitivity for the learning environment and welfare of graduate students. It is this combination of program development and attention for students that has made Dr. Snedden so successful.

The Department of Biology is currently developing a combined Bachelor of Science (Honours) and Master of Science program aimed at undergraduate students who wish to complete a Master's degree at Queen's in two fewer terms. Students will do this by getting a head start on their Master's course work and research during their Honour's year.

Dr. Snedden says he also wants to help graduate students during their time at Queen's and is taking an active role in ensuring that the department's graduate students have at least one supervisory committee meeting each year. Furthermore, Dr. Snedden aims to be a person who students can come to if they are struggling personally or with a project.

gradstudies

Open Thesis Defences

Monday, Dec. 7

Kerri Anne Froc, Law, 'The Untapped Power of Section 28 of the Canadian Charter of Rights and Freedoms'. Supervisor: B. Baines, 300 Macdonald Hall, 2 pm.

Wednesday, Dec. 9

Joanna Weber, Mechanical and Materials Engineering, 'The Sensitivity of Articular Chondrocytes to Dynamic Mechanical Stimulation'. Supervisors: S. Waldman, J.T. Bryant, 312 McLaughlin Hall, 9:30 am.

SGS Events

Interviewing for Industry, business & government

Thursday, Dec. 3, 4-5:30 pm, Theological Hall room 209

You already know that a successful interview can be critical to achieving your career goals. Learn how to communicate in an interview so that, down the road, you are able to make decisions about specific opportunities. Presented by Julia Blackstock (Career Services) our interviewing workshop is all about communicating starting with you and what is important to you. Understand how to get across a key message and practice responding (in a safe context) to questions such as: "Tell me about yourself?" and "What additional training would you most benefit from?" Learn from alumni who have relevant experience in business, industry, and government and come away better prepared to communicate with specific audiences.



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Scholarship connects Japan, Queen's

BY ANDREW CARROLL,
GAZETTE EDITOR

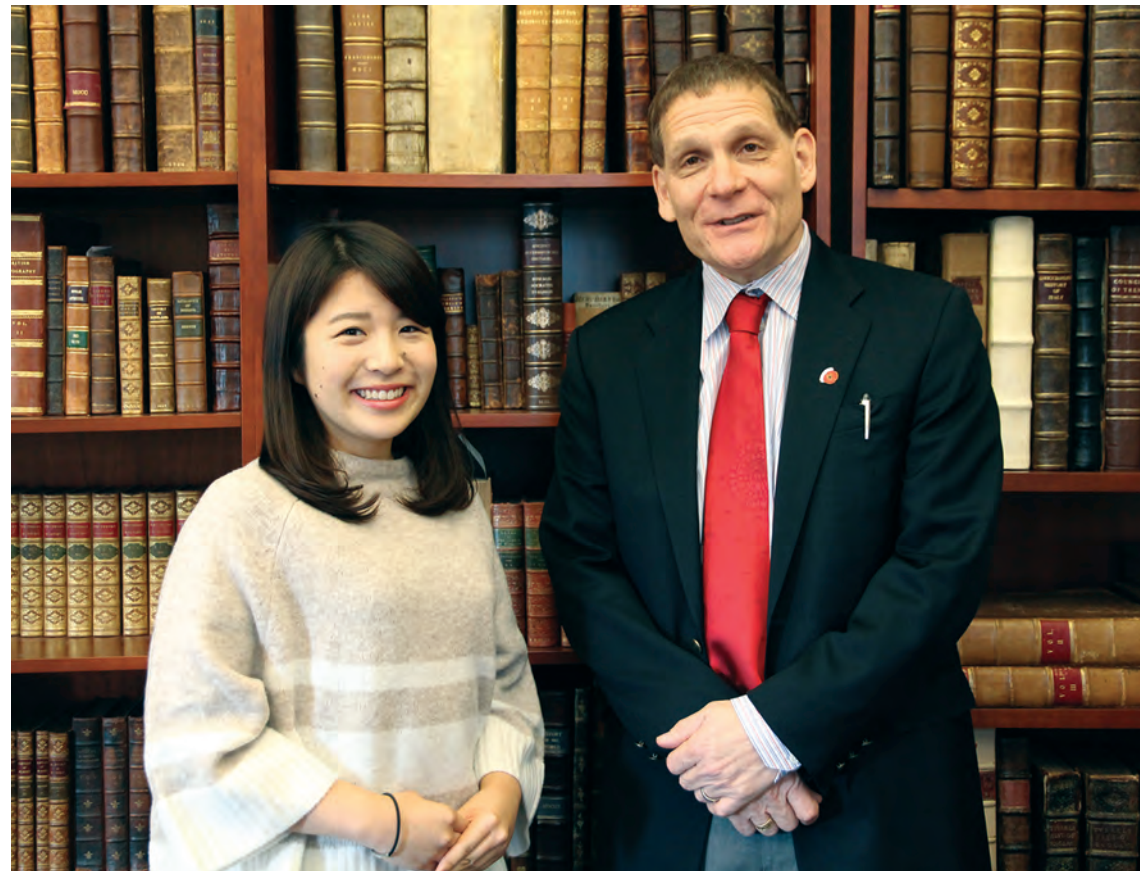
For Wakaba Onose, being able to study at Queen's University after receiving the Prince Takamado Visiting Student Scholarship is a great opportunity but also comes with a measure of responsibility.

Ms. Onose, a political studies major from Keio University, says that when she was informed she had won the scholarship she was excited about studying abroad and learning within a different culture. However, knowing the importance of the scholarship, both for her home country and Queen's, she quickly realized that she would be representing Japan as well.

The scholarship honours Prince Takamado, a member of the Japanese royal family who studied at Queen's from 1978-81. He died in 2002 at the age of 47. Each year Queen's welcomes an undergraduate student from Japan on a one-year term of study through the scholarship.

Ms. Onose says that along with the learning opportunities the scholarship also offers a great chance to meet people from around the world.

"One of the reasons I am really excited about studying international relations at Queen's is, the fact that I can actually ask someone who comes from another part



Wakaba Onose, the 2015 recipient of the Prince Takamado Visiting Student Scholarship, recently met with Principal Daniel Woolf. Vice-Principal (Research) Steven Liss and Principal Woolf participated in the selection process for the scholarship during their trip to Japan earlier this year.

of the world, and get to know if something I previously learned is true," she says, adding that she also has been able to take a step back and look at Japan from the outside, a perspective that she

feels is valuable.

At Queen's she says she is enjoying being able to easily interact with her instructors, something that is more difficult in Japan.

"I love how the professors are close to the students and are open for discussion," she says. "They really want the students to succeed. They are just extremely helpful."

While at Queen's Ms. Onose is also hoping to take on a bit of an ambassadorial role and introduce her colleagues to Japan and its culture.

During their tour of universities in Asia earlier this year, Principal Daniel Woolf and Vice-Principal (Research) Steven Liss participated in the selection process for the scholarship. The scholarship was established in partnership with the Canadian Embassy in Japan.

Following his time at Queen's, Prince Takamado remained a dedicated friend of the university and worked toward fostering a strong relationship between Canada and Japan.

In 1992, Queen's awarded him an honorary degree, in recognition of his major contribution to the mutual understanding and appreciation of the cultures of the peoples of Japan and Canada.

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.

UNIVERSITY COMMUNICATIONS



Portugal's Ambassador to Canada José Moreira da Cunha visited Queen's on Thursday, Nov. 12 for an event recognizing the Portuguese community of Kingston's support for the development of Portuguese language courses at the university. Further support will be provided by the Institute Camões, which promotes the Portuguese language and culture worldwide. Taking part in the event were, from left: Gordon Smith, Vice-Dean, Faculty of Arts and Science; Ambassador José Moreira da Cunha; Antonio Macedo, Adjunct Lecturer; and Donato Santeramo, Head, Department of Languages, Literatures and Cultures.

UNIVERSITY COMMUNICATIONS

Collaboration to help revitalize IETP

BY COMMUNICATIONS STAFF

A new collaboration, aimed at revitalizing the International Educators Training Program (IETP) and expanding the reach of professional development opportunities for the international educator community across Canada, was signed Tuesday, Nov. 24 by Queen's University and the Canadian Bureau for International Education (CBIE).

Coordinated by the Queen's University International Centre (QUIC) since 2003, the IETP offers educational courses in three formats: a core curriculum of face-to-face courses and workshops; customized training for clients across the country; and a Certificate for International Education Professionals, which combines face-to-face courses with online courses developed and delivered by the

Queen's Faculty of Education.

"Queen's looks forward to collaborating with the Canadian Bureau for International Education in providing professionals across Canada with high quality courses and workshops to help them support students," says Alison Cummings, International Training Coordinator at QUIC.

The new collaboration follows a review of the IETP Summer Institute that looked at how best to deliver and sustain the core face-to-face curriculum. The agreement with the CBIE extends the reach of IETP offerings; courses and workshops will now be delivered year-round in locations across Canada. International educators benefit from increased financial and geographic accessibility of the IETP core curriculum.

For more information go to www.quic.queensu.ca/ietp.

A closer look at the impact of oil spills

BY CHRIS ARMES,
COMMUNICATIONS OFFICER

Major spills in freshwater and marine ecosystems are rare, but critical and significant research gaps still remain in order to prevent future spills and rectify them if they occur, according to a new report co-authored by Queen's University researcher Peter Hodson (Environmental Studies).

"The review of case studies of marine, freshwater and Arctic oil spills indicated that it is a combination of site- and spill-specific factors that determine the consequences of a spill," says Dr. Hodson, who participated in the Royal Society of Canada panel that wrote the recently published report. "The ability to predict or monitor long-term effects is also hampered by a lack of pre-spill baseline information on the mix of species present and the extent to which their resilience to oil ex-

posure is affected by other environmental stressors."

In the report, the panel recommends the formation of an integrated research program, comprised of government, industry and academic experts, to identify and provide information on regional sites at high risk for spills. This information would be compiled in a national database and would include such information as the characteristics of oil spilled and behaviour under different environmental conditions, pre-spill baseline data including identifying valued ecosystem components for high-risk sites, and the effectiveness of various spill response options.

The panel calls for further studies of oil spills as they happen, as well as controlled research involving induced spills in order to better understand the effects of such spills. Through these controlled experimental spills, researchers would be better able to

determine the effects of spills in a variety of ecosystems, as well as how the properties of different types of oil – such as oil sands bitumen or other unconventional oils – change the dynamics of a spill.

"Research to understand how oil spills affect Canada's diverse aquatic ecosystems and to develop tools for measuring effects and monitoring post-spill recovery will significantly improve our capacity to assess and minimize risks of future spills," says Dr. Hodson.

The seven-member RSC panel was commissioned at the request of the Canadian Energy Pipeline Association and the Canadian Association of Petroleum Producers. The members were asked to address a variety of questions, ranging from how various crude oils compare in their chemical composition and toxicity to organizations to proposals for research investment priorities.



SUPPLIED PHOTO

Queen's University researcher Peter Hodson was one of seven experts selected to take part in a Royal Society of Canada panel report on oil spills.

Matching special needs adoptees with prospective parents

BY CHRIS ARMES,
COMMUNICATIONS OFFICER

Queen's University researchers Philip Burge and Dianne Groll (Psychiatry) and two co-authors have just published a study regarding the attitudes and preferences of prospective adoptive parents. The study found that those who were most open to considering children with special needs had been formally seeking to adopt for some time and had completed government-required SAFE assessments and training.

The report entitled, *Making Choices: Adoption seekers' preferences and available children with special needs*, explores the willingness of prospective adoptive parents in Ontario to adopt children with abuse experiences and various degrees of behavioural disorders, learning and/or physical disabilities among other factors.

"Finding adoptive parents for child wards with special needs has long been a challenge. Notwithstanding some recent minor improvements in government policy, serious challenges still remain in placing thousands of child wards with special needs in permanent adoptive homes or guardianship arrangements," says Dr. Burge.

The study examined the pref-



Philip Burge

erences and attitudes of 5,830 AdoptOntario online registrants between May 2009 and February 2012. The registrants were classified as "public users," "prospective adoptive parents," or "adoption ready," based on their stage in the adoption application process, and were asked a number of questions to determine their preferences in child characteristics for adoption. The categories included questions on adopting older children, sibling groups, or children with any of the 20 most common special needs referred by child welfare agencies.

Children whose disabilities were described as "mild" rather than "severe" were more pre-

ferred for adoption. As well, children whose special needs designation was as a result of past abuses (such as experiences of physical or sexual abuse) were more preferred versus those with concrete medical diagnoses and enduring conditions (such as autism or cerebral palsy). Dr. Burge suggests that this reluctance could be due to participants' unfamiliarity with the needs of children with medical conditions and the unfortunate common practice of overestimating the functional impacts of some disabilities.

The study proposes that in addition to the mandatory parenting courses required of adoptive parents by the government, it may be useful for the content of these courses to require direct contact between adoption applicants and children with the most commonly identified special needs. Increased familiarity with the children with these conditions, as well as the care needs of such children, may help parents feel more prepared to adopt a child with special needs.

"Matching our child wards with prepared and committed families gives these children a sense of permanency and security," says Dr. Burge.

The full text of the study is available online from the Journal of Public Child Welfare.



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eventscalendar

Tuesday, Dec. 1, 5:30-7 pm Two-Eyed Seeing - A talk by Elder Albert Marshall

Albert Marshall is Mi'kmaw from Eskasoni First Nation. His talk will centre on Mi'kmaw Language, Culture and Healing and his work developing Etuaptmumk or Two-Eyed Seeing. All welcome! Watson Hall, Room 517

Wednesday, Dec. 2, 12-12:30 pm Lunchtime Breathing Meditations

Ban Righ Centre, Third Floor Room, with Roberta Lamb. Protect your mind against stress with a 30-minute breathing meditation. All are welcome – students, staff, faculty, women & men! Anyone who needs relaxation and a calm mind. No meditation experience necessary. Each session is self-contained. Suitable for beginners & experienced meditators.

Wednesday, Dec. 2, 6-7 pm W.D. Jordan Special collections open house and tour of Robertson Davies library

All are welcome to attend a unique open house and tour of Robertson Davies library at the W.D. Jordan Special Collections and Music Library, located on the 2nd floor of the Douglas Library. Highlights from the collection will be on display in the reading room. Visitors may also view his library preserved in its original order.

Wednesday, Dec. 2, 7-8:30 pm Book launch: A Celtic Temperament: Robertson Davies as Diarist

Join us for a book launch to mark the 20th anniversary of the death of great Canadian novelist, playwright, critic, journalist, and professor, Robertson Davies. This special event will include a special theatrical reading by Eric Friesen from *A Celtic Temperament: Robertson Davies as Di-*

arist, and an onstage conversation with its two editors, Jennifer Surridge, daughter of Davies, and Ramsay Derry. Copies of the book will be available for sale and signing. Staufner Library, Speaker's Corner. Tickets are \$17 in advance, \$19 at the door. Free rush seats available to Queen's, RMC, and SLC students with valid ID.

Thursday, Dec. 3, 11:30 am-12:30 pm Dr. Art McDonald's Big Bang Nobel Send-Off

Please join Principal Daniel Woolf and the Department of Physics, Engineering Physics & Astronomy for a Queen's send-off to honour Dr. Arthur B. McDonald, as he leaves for Stockholm to receive his Nobel Prize. At Grant Hall.

Thursday, Dec. 3, 12-1 pm Aboriginal Teachings Lunch & Learn: Spirituality

Learn about the spirituality of Anishnaabe people. All Indigenous nations have their own teachings and spiritual practices/beliefs. Spirituality is a way of life that is lived and honoured each day. One hour Lunch & Learn session. At Four Directions Aboriginal Student Centre.

Thursday, Dec. 3, 12-1 pm Brown Bag Lunch with Jacob Brower

Over the past decade corporate social performance (CSP) has played an increasingly important role in the strategic planning of firms, however there is a great deal of variation in CSP levels across firms and many firms continue to struggle with how to integrate CSP in ways that align with their overall strategy. Let's see where the conversation takes us! Bring your lunch. Goodes Hall Rm 100.

Friday, Dec. 4, 2:30 pm Queen's Music Messiah Sing-A-Long

Join the Queen's Music community as they celebrate the glorious music of Handel. An informal gathering of voice and orchestral students, staff, faculty, and alumni pay tribute to the glorious music of Handel. All members in the Queen's and Kingston communities and beyond are invited to participate. Location: The Isabel Grand Lobby

Friday, Dec. 4, 7:30 pm Queen's Symphony Orchestra Concert

Queen's Symphony Orchestra, directed by Gordon Craig performs at the Isabel Bader Centre for the Performing Arts, Concert Hall. Admission: \$15 adults, \$7 students/seniors. Tickets available at www.theisabel.ca, 613-533-2424, and at the door.

Monday, Dec. 7, 9:30 am- 12 pm Research Skills Development Framework Workshop

Dr. John Willison, of the University of Adelaide developed the Research Skills Development (RSD) Framework in 2006 to help instructors find ways to embed research within their courses and programs. In this workshop John will help us 'enable the explicit, incremental and coherent development of students' and academics' research skills. Dr. Willison, considers the RSD website to be his 'online portfolio of research.' Robert Sutherland Hall, Room 202.

Monday, Dec. 7, 1-3 pm onQ User Debrief

Co-sponsored by the Centre for Teaching and Learning and Information Technology Services. We will be holding an onQ User Debrief for our Fall 2015 and Winter 2016 onQ Early Adopters. We hope that our Early

Adopters will share their experiences what worked well; what didn't; challenges they had to overcome when setting up their courses in onQ. This feedback will provide us with valuable information and best practice insight for instructors being introduced to onQ in the next phase of the rollout. Ellis Hall Rm 333.

Tuesday, Dec. 8, 11:30 am-1 pm Staff Appreciation Day

Queen's University will celebrate the contributions of its people in the Athletics and Recreation Centre (ARC). Queen's community members can enjoy a light lunch and the ever-popular chocolate fountain while applauding this year's recipients of the staff recognition awards.

Wednesday, Dec. 9, 9-10:30 am Getting the Most from your Graduate Students

Facilitated as a collaboration between the School of Graduate Studies and the Centre for Teaching and Learning, this session (for experienced supervisors) explores the ways in which you can manage and support your graduate students through productive and timely completion of their graduate programs. Ellis Hall, Room 319

Thursday, Dec. 10, 1-3 pm QVEC Module Two: Recruitment & Screening, Relationship & Information Management

Learn how to leverage the Queen's Alumni Volunteer Opportunities Directory (VOD), an online forum for volunteer recruitment, information and professional development. The VOD provides a means for Queen's staff to post alumni volunteer roles, and for alumni to match their skills, experience, and interests with volunteer opportunities that are right for them. This is Module Two of the Queen's Volunteer Engagement Cer-

tificate. Mackintosh-Corry Hall, Room B176.

Friday, December 11, 9 am- 4 pm Course Design/Redesign Institute

The Course Design/Redesign Institute will introduce the principles of course design to instructors who are developing a new course or who would like to hone their course design skills and refresh a course they've already taught. Participants will work on an online component beginning in October, before meeting in December for 1 day of collaborative work, in a supportive environment to design/redesign a course of their choosing. Robert Sutherland Hall, Room 202

Thursday, Dec. 17, 9 am-12 pm Interviews: Mastering the Technique

Do you know how to prepare for an interview? Do you want to feel more in control during interviews? The ability to shine in an interview requires many skills that need to be learned as well as practiced to become proficient. As an essential component of the recruitment process, mastering the interview can increase your chances of getting that dream job! In this workshop we will cover the following topics; how to prepare for an interview, the different ways interviews can be structured, how to answer those difficult questions, and what an employer can and can't ask you. We will also give you an opportunity to practice interview questions in a supportive environment. Mackintosh-Corry Hall, Room B176.

If you have an upcoming event, you can post it to the Calendar of Events at eventscalendar.queensu.ca/, or contact andrew.carroll@queensu.ca.

5 Things you can do to manage exam stress

Exams are always stressful but there are ways to manage those levels and many valuable resources available at Queen's University.

1 Schedule in healthy things – making a study schedule is great at helping you make sure you're well prepared for your upcoming exams. It's also important to carve out time during your schedule to prepare and eat a healthy meal, be physically active and sleep. Aim to prepare at least one nutritious meal a day, be physically active for at least 20 minutes a day, and sleep 7-9 hours a night.

2 Take meaningful breaks – to be an effective studier Learning Strategies suggests you study for 50 minutes then take a 10 minute break. While it can be easy to surf Facebook, Reddit, Instagram, etc. for your break, try instead to call a friend or family member or get up and stretch or grab a healthy snack.

3 Eat power snacks – ideally you want to keep your blood sugar levels constant and avoid the highs and lows. To do this, it's best to have snacks that include a fruit or vegetable, a complex carbohydrate, and protein. For example, celery sticks with peanut butter and raisins.

4 Get outside – getting some fresh air can help you clear your head and re-focus your studying efforts. It's also a great way to get some physical activity and vitamin D that we have been lacking so much during the cold, dark winter months!

5 Relax before bed – because it's during your sleep cycle that new memories are consolidated and stored, getting a good amount of sleep is directly linked to better academic outcomes. Give yourself an hour before bedtime to relax whether it's hanging out with your floormates/housemates, reading a novel, or watching your favourite TV show.

Lecture hall upgrades make space more user-friendly

BY ANDREW CARROLL,
GAZETTE EDITOR

Improving and rethinking physical learning spaces at Queen's University is a constant effort and the latest project took on a scale larger than any other.

Renovating the 650-seat lecture theatre at Duncan McArthur Hall took a team effort, with the Centre for Teaching and Learning (CTL) working with an array of campus partners to develop the space to meet the needs of students and faculty for now and into the future.

With the Faculty of Arts and Science combining sections in its first-year science courses, a larger learning space was required. The McArthur Hall lecture theatre could handle the capacity, but it first needed to be renovated and be ready for the start of the 2015-16 academic year.

It was a tall task but one that excited all involved.

Planning quickly got underway.

"Once we found out we were going to be using that space we took a critical look at it from a timetabling perspective, from a physical plant perspective, from a technology perspective, using a teaching and learning frame," says Peter Wolf, Associate Vice-Provost (Teaching and Learning).

"We met with faculty, we met with administrators. We brought the technology, timetabling and physical plant people together and determined what we were going to need for that space to be as effective a learning space as possible."

A key element was deciding which technologies to utilize to best meet the needs of instructors and students.

"The collaborative effort was key," Mr. Wolf says. "Meeting with the faculty who were going to be teaching in this space, going over with them what the technologies that we were looking at integrating based on their teaching and learning needs and the perception of their students' needs. I think that has been an important aspect throughout this semester. What we are trying to do is figure out what the next generation of educational technologies that we can get to integrate across campus, using that space as one starting point."

It also meant doing some basic-yet-important renovations such as improving the lighting



The lecture theatre at Duncan McArthur Hall underwent a number of renovations and technological upgrades this year, with the project involving a collaboration of campus partners, led by the Centre of Teaching and Learning. A second phase of the project is planned for the summer.

"Once we found out we were going to be using that space we took a critical look at it from a timetabling perspective, from a physical plant perspective, from a technology perspective, using a teaching and learning frame."

— Peter Wolf

and repainting the room to meet the multi-use needs for the hall, from lectures in science and education to community events and theatre productions.

"The lighting has made a massive impact," says Andy Leger, Educational Developer at the CTL and an Associate Professor with the School of Rehabilitation Therapy. "When you go in there now it is dramatically different. It is actually inviting light and it is much easier for the students to see the instructor as well as for the instructor to see the students."

The result is a model for large learning spaces at Queen's and the response to date has primarily been positive, although, as whenever new technologies are introduced, there have been some issues to work out.

The team also had to take into account the individual intricacies for teaching subjects such as biology, chemistry, physics and mathematics. Each subject has a teaching style of its own so that meant first gaining an under-

standing of the teaching methods and then applying the technologies and infrastructure in a way that will work for all of them.

"For example, physics loves to do live demos to illustrate principals, to illustrate that transformative experience – 'What do you think is going to happen with surface tension?'" Dr. Leger says. "It's necessary, it's seen as critical to their learning, signature pedagogy. It's the way students learn best. Math loves to have multiple boards so they can do proofs in the moment. So we tried to listen to those pedagogies and translate them in technologies that would work in a large classroom."

The result is a movable physics table with a camera that can display what is happening on the screens while instructors can also use a Surface Pro and the information can be displayed on two screens.

Then there is the podium – a new design that is flexible, accessible, movable and wireless.

With all the upgrades and new technologies ITS and the CTL have been available to help instructors learn how to best use the space.

In the end, the goal, as with all such projects, including the active learning classrooms in Ellis Hall, is to enhance the student learning experience, says Mr. Wolf. The second phase of the project, planned for next summer, will see the completion of the renovations including new seating and flooring as well as completion of the painting.



This year marks the 50th anniversary of the opening of Stirling Hall at Queen's University. To mark the occasion, members of the Department of Physics, Engineering Physics and Astronomy gathered at the western entrance to the building to recreate the photographs taken for the 25th anniversary in 1990, middle, and the opening in 1965.

HRworkshops

Queen's Human Resources offers a variety of individual workshops as well as lunch and learn sessions. Each issue, the Queen's Gazette highlights a few of the upcoming sessions. Visit queensu.ca/humanresources/apps/training to view the entire learning catalogue and sign up for any of the sessions.

Accommodation: Disability, Faith, Gender and More

Thursday, Dec. 10, 9 am-noon, Seminar Room, Mackintosh-Corry Hall B176

This course is an introduction to the elements of workplace accommodation. Participants will learn to identify the elements of a good workplace accommodation policy; discrimination in workplace culture, practices, policies, and procedures; workplace barriers to the full participation of persons from equity groups; and the essential elements of return to work programs.

Queen's Volunteer Engagement Certificate Module 2: Recruitment and Screening, Relationship and Information Management

Thursday, Dec. 10, 1-3 pm, Seminar Room, Mackintosh-Corry Hall B176

Learn how to leverage the Queen's Alumni Volunteer Opportunities Directory (VOD), an online forum for volunteer recruitment, information and professional development. The VOD provides a means for Queen's staff to post alumni volunteer roles, and for

alumni to match their skills, experience and interests with volunteer opportunities that are right for them.

Personal Resilience

Friday, Dec. 11, 9 am-noon, Seminar Room, Mackintosh-Corry Hall B176

Learn how to be more personally resilient in the face of difficulties. In this workshop, participants will learn:

- What resilience is and the benefits of increased resilience.
- How to do more than just bounce back from adversity.
- How to be more aware of your own thinking traps -- and how to get out of them.
- When to apply resilient thinking skills and turn this skill into a life-long habit.

Positive Space

Wednesday, Dec. 16, 9-11 am, Seminar Room, Mackintosh-Corry Hall B176

The Positive Space program at Queen's brings visibility and support to queer communities at the university. Members of the Queen's community can become program participants by attending a Positive Space information session. The session includes an exploration of language and discussion of scenarios, to assure a shared level of familiarity with queer issues, local resources and discrimination policies. At the end of the session, those who wish to become participants can register and receive a sticker to post.

fortherecord

Committees

Headship Search Committee — Department of Emergency Medicine

In accordance with the Senate document governing the Appointment of Clinical/Academic Department Heads that was approved on March 26, 2009, the Provost and Vice-Principal (Academic) of Queen's University and the Chief Executive Officers of Hotel Dieu Hospital and Kingston General Hospital have established a joint search committee to provide advice on the headship and the present state and future prospects of the Department of Emergency Medicine. The composition of the committee is:

- Ms. Silvie Crawford, Executive Vice-President & Chief Nursing Officer, Kingston General Hospital
- Dr. Damon Dagnone, Assistant Professor, Department of Emergency Medicine
- Dr. Michael F. Fitzpatrick, Chief of Medical & Academic Affairs and Chief of Staff, Hotel Dieu Hospital
- Mr. Jacob Gordner, Medical student representative
- Ms. Audrey Hunt, Departmental & Financial Administrator, Department of Emergency Medicine
- Dr. Annette McCallum, Head,

Department of Diagnostic Radiology

- Mr. Mike McDonald, Chief of Patient Care and Chief Nursing Executive, Hotel Dieu Hospital

• Dr. Heather Murray, Associate Professor, Department of Emergency Medicine

• Dr. Richard Van Wylick, Associate Professor, Department of Paediatrics

• Dr. Matthew White, Resident representative, Department of Emergency Medicine

• Dr. David T. Zelt (co-chair), Executive Vice President and Chief of Staff, Kingston General Hospital

• Dr. Richard K. Reznick (co-chair), Dean, Faculty of Health Sciences

• Ms. Andrea Sealy (Secretary), Senior Staffing Officer, Faculty of Health Sciences

Faculty, staff, students, residents and all other members of the hospital and university communities, are invited to submit their comments, in writing, on the present state and future prospects of the department as well as the names of possible candidates for the headship and the reasons for supporting each nominee. Written submissions are to be directed to the co-chairs c/o Andrea Sealy, Faculty of Health Sciences, Macklem House, 18 Barrie Street,

Queen's University, Kingston, Ontario, K7L 3N6 and electronic submissions can be forwarded to andrea.sealy@queensu.ca. While submissions will be accepted throughout the search process, it will be advantageous for the committee to have them early on. Please note that committee members are required to maintain confidentiality regarding the committee's deliberations and comments, which are shared with committee members, are also confidential. Anonymous submissions will not be considered.

Nominations

Call for nominations – University Senate

Nominations are requested for the following position:

1 staff member to Senate (3-year term commencing Sept. 1, 2016)

Nomination forms and information about eligibility and the nomination process are available online or by contacting the University Secretariat at 613-533-6095.

Nominations must be received at the University Secretariat, Suite F300 Mackintosh-Corry Hall by 4:00pm on Friday, Dec. 11, 2015.

humanresources

Job postings

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

■ **Competition:** 2015-326
Job Title: Strategic Procurement Specialist - Information Technology Services
Department: Strategic Procurement Services
Hours per Week: 35
Appointment Terms: Continuing Appointment
Closing Date: 03-Jan-2016

■ **Competition:** 2015-324
Job Title: International Student Advisor (USW Local 2010)
Department: Queen's University International Centre (QUIC)
Hiring Salary: \$57,160 (Salary Grade 8)

■ **Hours per Week:** 35
Appointment Terms: Term Appointment (1 year; until Jan. 31, 2017)
Closing Date: 06-Dec-2015

■ **Competition:** 2015-323
Job Title: Government Relations Officer
Department: Government and Insti-

tutional Relations

■ **Hiring Salary:** \$60,770 (Salary Grade 9)

■ **Hours per Week:** 35

■ **Appointment Terms:** Term Appointment (until Dec. 31, 2017)
Closing Date: 07-Dec-2015

■ **Competition:** 2015-304

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

■ **Department:** Physical Plant Services
Hourly Rate: 33.40

■ **Hours per Week:** 37.5

■ **Appointment Terms:** Continuing Appointment
Closing Date: 09-Dec-2015

Successful Candidates

■ **Job Title:** Box Office Coordinator (USW Local 2010)

■ **Department:** Isabel Bader Centre for the Performing Arts

■ **Competition:** 2015-170

■ **Successful Candidate:** Douglas Ottny

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

■ **Department:** Information Technology Services

■ **Competition:** 2015-108

■ **Successful Candidate:** Katie Leger (Stauffer Library)

■ **Job Title:** Administrative Assistant

(USW Local 2010)

■ **Department:** Anesthesiology & Perioperative Medicine

■ **Competition:** 2015-146

■ **Successful Candidate:** WITHDRAWN

■ **Job Title:** Administrative Assistant to the Provost and Vice-Principal (Academic)

■ **Department:** Office of the Provost and Vice-Principal (Academic)

■ **Competition:** 2015-196

■ **Successful Candidate:** Lacey Monk

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

■ **Department:** Psychiatry

■ **Competition:** 2015-220

■ **Successful Candidate:** Ashlee Charlton

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

■ **Department:** Financial Services

■ **Competition:** 2015-227

■ **Successful Candidate:** Colleen Murphy (Financial Services)

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

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

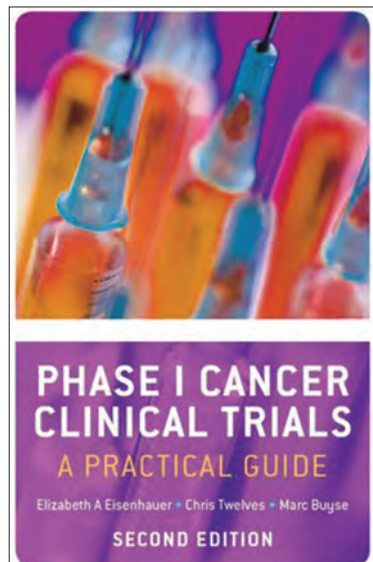
■ **Competition:** 2015-185

■ **Successful Candidate:** Lori Roy (Advancement)

books

Phase I Cancer Clinical Trials: A Practical Guide, co-edited by Elizabeth A. Eisenhauer, Director of the NCIC Clinical Trials Group Investigational New Drug Program and Head, Department of Oncology, and Christopher Twelves, and Marc Buyse

The second edition of *Phase I Cancer Clinical Trials: A Practical Guide* was published earlier this year by Oxford University Press. Phase I trials are a critical first step in the study of novel cancer therapeutic approaches. Their primary goals are to identify the recommended dose, schedule and pharmacologic behaviour of new agents or new combinations of agents and to describe the adverse effects of treatment. In cancer therapeutics, such studies have particular challenges. Due to the nature of the effects of treatment, most such studies are conducted in patients with advanced malignancy, rather than in healthy volunteers. This work is a useful resource for oncology trainees or specialists interested in under-



standing cancer drug development. New to this edition are chapters on Phase 0 Trials and Immunotherapeutics, and updated information on the process, pitfalls, and logistics of Phase I Trials. Dr. Eisenhauer is head of the Queen's Department of Oncology and director of the NCIC Clinical Trials Group Investigational New Drug Program.

athleticsand recreation

Queen's to host 2017 women's hockey nationals

BY COMMUNICATIONS STAFF

Canadian Interuniversity Sport has announced that Queen's University and Western University have been selected to host the CIS women's hockey championship in 2017 and 2018, respectively.

The national tournament will be held in Kingston and London for the first time since women's hockey made its CIS debut in 1997-98.

"We are honoured to be hosting the 2017 women's hockey national championship," says Leslie Dal Cin, Executive Director, Queen's Athletics & Recreation. "On the heels of what was an exciting CIS women's rugby championship, we now look forward to celebrating the 175th anniversary of Queen's University and the opportunity to bring the very best CIS women's hockey student-ath-

letes and programs to Kingston. University hockey holds special significance for both Queen's and our community and after two decades we are delighted to host the CIS women's championship."

The Queen's Gaels have been among the best OUA women's hockey programs in recent years. While they are still looking for their first national banner, the Gaels were crowned conference champions twice over the past five seasons and merited a CIS bronze medal in 2011.

The current team is once again amongst Ontario's best with a 7-1-2-1 record early in the season.

Before returning to Ontario for the first time since 2013, when it was held at the University of Toronto, the CIS championship will be staged in Calgary for the second straight year this winter, from March 17 to 20.



PHOTO BY JASON SCOURSE

Queen's University will host the Canadian Interuniversity Sport women's hockey championship in 2017, marking the first time the national tournament will be held in Kingston.

fittips

Live healthy, live longer

A study a few years ago followed more than 20,000 men and women (ages 45 to 79) for more than a decade. Researchers were able to identify four habits associated with longer life. They weren't quick fixes, just simple everyday decisions. These small actions can add up to a longer life:

1. Keep physically active – either at work or on your leisure time (Hint: Get Your 150 each week!)
 2. Eat five servings of fruit and vegetables daily
 3. Drink in moderation
 4. Don't smoke
- Adopt these habits and you could add 14 years to your life!
- For tips and tricks on ways you can stay active in the office and at home visit gogaelsgo.com/150.

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