

HOPE FOR THE FUTURE



UNIVERSITY COMMUNICATIONS

Yaser Al-Mtawa, a PhD candidate in the Queen's School of Computing, hugs his nieces, Malak, 5, and Maram, 3. Mr. Al-Mtawa helped his brother's family, as well as three others, come to Canada with the support of the Kingston and Queen's communities.

Syrian families arrive with Queen's community's help

BY ANDREW CARROLL,
GAZETTE EDITOR

It's a beautiful winter day. The temperature is cold but not biting. The air is filled with light, fluffy snowflakes, the kind that cover the ground in a soft white blanket.

Two young girls, still not used to the chill, excitedly walk out of their new home, dressed in brightly-coloured coats, snow pants and boots, their bright eyes glimmering from the narrow gap

between their hats and scarves.

It's a typical Canadian scene in January. But for these girls and their family it is anything but typical.

Only months ago the family was living in Jordan in a camp for refugees who had escaped the chaos in Syria.

Their journey to Kingston, and safety, was started by their uncle, Yaser Al-Mtawa, a PhD student and researcher at the Queen's School of Computing, and completed with the support

of numerous community organizations and individuals.

Two years ago, Mr. Al-Mtawa traveled to meet his brother and his family at the refugee camp. It was an experience he will never forget.

Their home for three years was a tent and the conditions were deplorable, especially for a family with three young children.

"They didn't have anything, the basics – clean water, electricity, a decent place to live. Even

the streets were like a desert," he says. "It's a miserable life."

It was a shock to see his loved ones, and so many others, in such dire conditions, one that would set him on the path of bringing them to Canada where they could be safe and start to rebuild their lives.

Back in Kingston, Mr. Al-Mtawa sought the support from the Islamic Society of Kingston and the Four Rivers Presbytery. After the first meeting with them, the Save a Family from

Syria group was established. Later, the Queen's community would become a powerful asset.

The response was overwhelming and as a result Save a Family from Syria has been able to sponsor four families – including that of his brother and brother-in-law. The organization is currently working on sponsoring a fifth family.

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Bacon appointed provost

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QUEEN'S UNIVERSITY VICE-PRINCIPAL (UNIVERSITY RELATIONS)

Michael Fraser

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BY MARK KERR, SENIOR COMMUNICATIONS OFFICER

Principal Daniel Woolf announced Benoit-Antoine Bacon will serve as Queen's next provost and vice-principal (academic). He will begin his five-year term on Aug. 1, succeeding Alan Harrison.

"I am delighted to welcome Dr. Bacon to Queen's University. As an academic leader and researcher, he possesses the skills and experience necessary to help us build on the university's achievements of the past several years and to enhance further Queen's reputation for academic excellence, which has been a cornerstone of this institution since its founding nearly 175 years ago," Principal Woolf says.

"Benoit-Antoine is an accomplished, enthusiastic and energetic administrator who brings many strengths to the job. I and the other members of the senior administrative team look forward to working with him to advance the university's many priorities including our commitment to achieve and maintain financial sustainability."

Dr. Bacon has held the position of provost and vice-president, academic affairs, at Concordia University since 2013. Prior to joining Concordia, he served as the dean of the Faculty of Arts and Science and associate vice-principal of research at Bishop's University.

"I am thrilled to be offered this opportunity at one of Canada's leading universities," Dr. Bacon says. "There's a real sense of excitement around Queen's, with recent international achievements and incredible support from the



SUPPLIED PHOTO

Benoit-Antoine Bacon will serve as Queen's next provost and vice-principal (academic), succeeding Alan Harrison. Dr. Bacon, who is a neuroscience researcher, has spent the last three years as the provost and vice-president, academic affairs, at Concordia University.

"I am thrilled to be offered this opportunity at one of Canada's leading universities. There's a real sense of excitement around Queen's, with recent international achievements and incredible support from the alumni community."

— Benoit-Antoine Bacon

alumni community. I look forward to working collaboratively with the students, faculty, staff and leadership team to build fur-

ther on that momentum."

In addition to his administrative responsibilities, Dr. Bacon has continued to conduct research and teach in the field of cognitive neuroscience. His work explores the links between brain activity and perception in the visual and auditory systems. Dr. Bacon will assume a tenured appointment at the rank of professor in Queen's Department of Psychology effective July 1.

Alan Harrison was appointed Queen's provost and vice-principal (academic) in 2011. He will retire from the position when his term ends on July 31.

"I would like to recognize

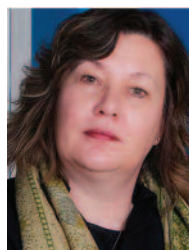
Alan's dedication to this position over the past five years. He has been tireless in execution of the office, and has been highly effective in advancing the university's academic mission," Principal Woolf says.

An advisory selection committee chaired by Principal Woolf, which was assisted by Boyden Global Executive Search, conducted a comprehensive search for the new provost. From a robust list of highly qualified candidates, the committee unanimously recommended Dr. Bacon for the position, which was approved by Queen's Board of Trustees.

Work remains in anti-stigma battle

BY ANNE CRAIG, COMMUNICATIONS OFFICER

In her fifth year as the Bell Canada Mental Health and Anti-Stigma Research Chair, Heather Stuart is encouraged by the progress she and her team have made in the emerging field of research. However, she knows her work is far from over.



Heather Stuart

"This chair is the only chair in the world that focuses on this par-

ticular area of research," says Dr. Stuart. "It highlights a need for expertise in an area that was completely neglected before. The chair has allowed us to build bridges between the academic world, media, programs, practitioners, people with mental illnesses, and their family members. However, as this chair is the only one of its kind in the world, there's room for additional expertise."

The campaign to end stigma around mental illness will take centre stage on Wednesday, Jan. 27 during Bell Let's Talk Day.

Dr. Stuart believes public outreach events like this one and the

Bell Lecture on Mental Health and Anti-Stigma are critical for advancing the cause.

"We have made a huge impact and people are definitely talking about this," says Dr. Stuart, who has been a featured speaker at the Bell lecture in previous years. "The people who participate in these events are grateful we are recognizing the stigma around mental health after it has been ignored for so many years. At the end of the talks, so many people lineup to meet me and the other presenters and talk about their lives. We are validating their experiences in a way."

In her own research, Dr. Stuart

is concentrating on intervention. Her goal is to create a tool kit that's accessible to everyone across Canada. To achieve this goal, she is focusing on finding community partners and working with the Mental Health Commission of Canada to develop best practices.

"Everyone wants to make a difference, but they need the resources to do a great job. It's a long term process, but I am looking forward to the day when everyone can work from the same document," says Dr. Stuart.

For more information on Bell Let's Talk Day visit the website letstalk.bell.ca/en/.



Queen's UNIVERSITY

Supporting a greener future

BY ANNE CRAIG,
COMMUNICATIONS OFFICER

An international research project based at Queen's University that is focused on developing new clean energy technologies has received a \$4-million grant from Natural Sciences and Engineering Research Council of Canada (NSERC).

The Engineered Nickel Catalysts for Electrochemical Clean Energy (Ni Electro Can) research team, led by Queen's researcher Gregory Jerkiewicz (Chemistry), will use the NSERC Discovery Frontiers grant to develop the next generation of nickel-based materials, which will give Canada's energy sector a competitive advantage. The grant is only given to one project once every two years.

"This project is an excellent example of the impact that Queen's researchers are having in Canada and internationally," says Daniel Woolf Principal and Vice-Chancellor. "Our increasingly globalized world means it is important to build connections and networks beyond our own borders. Professor Jerkiewicz and his international team are a prime example of how innovative, collaborative projects remain at the leading edge of discovery."

The research team aims to create affordable, alkaline fuel cells for the production of energy; develop new technologies for hydrogen-based energy storage; and transform glycerol into value-added chemicals that will make biodiesel production cheaper and greener.

"Congratulations to Dr. Jerkiewicz and his team," said the Honourable Kirsty Duncan, Minister of Science. "This Discovery Frontiers announcement is a great example of the government's commitment to fundamental, discovery-driven research that addresses significant scientific problems and opens new horizons. The Government of Canada is committed to strength-



Gregory Jerkiewicz (Chemistry) speaks to Minister of Science Kirsty Duncan during a tour of his lab at Queen's University's Chernoff Hall. Minister Duncan helped announce a \$4-million grant from Natural Sciences and Engineering Research Council of Canada.

ening its support for fundamental research that can create better tomorrows for Canadians."

Currently, fuel cells employ acidic electrolytes, which are expensive because they require platinum catalysts. The Ni Electro Can team is developing nickel materials that will be used in new alkaline fuel cell technologies, making them cheaper to build. The new nickel materials will also find application in alkaline water electrolyzers, thus making this technology more energy efficient. The new fuel cells and alkaline water electrolyzers will assist Canada in transitioning to the hydrogen economy.

"Canada faces challenges associated with declining reserves of non-renewable energy sources, environmental pollution, greenhouse gas production and related

"Building on Canada's strengths in the nickel, water electrolysis and fuel cell sectors, this project will lay the foundation for Canadian leadership in the next generation of electrochemical clean energy technologies"

— Gregory Jerkiewicz

societal issues," Dr. Jerkiewicz says. "Building on Canada's strengths in the nickel, water electrolysis and fuel cell sectors, this project will lay the foundation for Canadian leadership in the next generation of electrochemical clean energy technologies."

Ni Electro Can includes 14 Canadian researchers, seven universities (University of Victoria, Simon Fraser University, INRS Université de Recherche, University of Toronto, University of Ottawa and McMaster University), nine international researchers from seven countries, and a number of industry partners.

Queen's distinguishes itself as one of the leading research-intensive institutions in Canada. The mission is to advance research excellence, leadership and innovation, as well as enhance Queen's impact at a national and international level. Through undertaking leading-edge research, Queen's is addressing many of the world's greatest challenges, and developing innovative ideas and technological advances brought about by discoveries in a variety of disciplines.

Feedback sought on draft sexual violence policy

BY COMMUNICATIONS STAFF

Queen's University is seeking comment on its updated draft sexual violence policy, which has been modified to align with the recently introduced provincial legislation and policies at other universities in Ontario.

"This policy will be a critical component in our continuing work on sexual violence prevention and response," says Provost and Vice-Principal (Academic) Alan Harrison. "It aligns with provincial legislation, recommendations from the university's Sexual Violence Prevention Working Group, and best practices across the sector."

An implementation team, chaired by the provost, has been in place since July, advancing the working group's recommendations. The draft policy, and all sexual violence education and training programs and initiatives that have been implemented to date, have been developed with extensive student input and involvement.

Most recently, Queen's announced the creation of a dedicated Sexual Violence Prevention and Response Coordinator position. The coordinator will be a central point of contact for students, staff and faculty and will lead campus-wide education, response, support, training and advocacy activities. The university has also introduced new education programming for students during Orientation Week, created new resources and training for students, staff and faculty, and worked to enhance the profile of sexual violence support services on and off campus with a new poster and updates to the Green Folder resource.

The draft sexual violence policy articulates the university's commitment to addressing sexual violence and the comprehensive supports that will be offered to individuals who have experienced sexual violence. It also outlines the university's responsibilities relating to awareness, education, training, and reporting.

The Queen's community can comment on the draft policy by emailing policies@queensu.ca until Feb. 2, 2016.

The draft sexual violence policy can be reviewed at queensu.ca/secretariat/policies.

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Rising to the challenge

BY ANNE CRAIG,
COMMUNICATIONS OFFICER

A group of third-year law students at Queen's University have come together to welcome Syrian refugees to Kingston.

Jess Spindler, Rosa Stall, Kaisha Thompson and Lauren Wilson have created the Queen's Law Refugee Support Program after receiving training through the Refugee Sponsorship Training Program. The Queen's Law Refugee Support Program is already offering assistance to Peter (his name has been changed by the Queen's Law Refugee Support Program to protect his identity), a 26-year-old who fled the deadly civil war in Syria.

"We are now working to help him deal with the realities of living in Kingston," says Ms. Spindler. "That includes shopping for groceries, banking, getting a job and dealing with the cold weather."

Ms. Thompson says it's helpful that they are the same age as Peter so they can help him through the loneliness.

"Cultural isolation is a definite issue so we are trying to get Peter to meet with other Canadians and members of the Kingston community who speak his language, people who understand where he is coming from," she says.

Initially, the Queen's group was going to help with paperwork for new refugees. With the federal government assuming those duties, they are now focused on



Working on the Queen's Law Refugee Support Program are, from left: Jess Spindler, Kaisha Thompson, Lauren Wilson and Rosa Stall.

fundraising and helping refugees resettle in the community. They have launched a Tilt campaign which is getting close to \$1,500. William Flanagan, Dean, Queen's Law, has been a key supporter in the students' efforts and the program is supervised by Queen's Law professor Lisa Kerr.

"The campaign has been going really well," says Ms. Wilson. "The Dean and the entire law school have been very supportive."

"We are here to help and that

means many different things," says Ms. Stall. "We are prepared to assist with any tasks and want to continue to reach out as more refugees arrive in the future."

Arriving on Boxing Day, Peter was the first of three Syrian refugees who have been formally sponsored by a group of Queen's faculty, staff and alumni to arrive in Kingston. This group is also sponsoring a young couple who arrived in Kingston on New Year's Eve. They are now taking full-

time English classes and hope to start volunteer activities soon. They are currently living temporarily with Sandra den Otter, Associate Dean of Graduate Studies.

"It has been a rewarding experience, and we've been astounded by the response from the Queen's community and the Kingston community," says Dr. den Otter. "There has been an overwhelming response to this opportunity for us to share the work of resettle-

ment with newcomers from Syria."

Organizations like ISKA (Immigrant Services Kingston and the area), KEYS employment services, Queen's Family Health Team, and others have been extremely helpful.

Along with Sandra den Otter, Queen's professors Margaret Moore, Zsuzsa Csergo, Elizabeth Goodyear-Grant, John McGarry in Political Studies, Henry Laycock and Alistair McLeod (Philosophy) and Queen's alumna France Pelligano are supporting the couple, in collaboration with several community members.

In addition to the law student group, graduate students from History, Political Studies, and Computing have been actively supporting the newcomers. Dr. den Otter says providing support for refugees gives Queen's students a unique experience.

"Assisting in the settlement of newcomers from Syria is such a valuable form of community engagement and global citizenship for graduate students," Dr. den Otter says.

For more information about how to assist visit the Queen's Law Refugee Support Program Facebook page, email Jess Spindler at jess.spindler@queensu.ca or to help in the settlement of the three newcomers to Kingston please email Dr. den Otter at denotter@queensu.ca or Dr. Moore at margaret.moore@queensu.ca.

'They have a better future for their kids'

Continued from Page 1

"We were really impressed by the generosity of the community here in Kingston. We got many emails, many contributions, many donations, in-kind donations," he says. "At first it was really hard to collect the \$35,000 (for the sponsorship). We thought 'How can we do it? It's a big amount.' But it was amazing, the response from the community, so we decided to go ahead and sponsor the other family after we finished the application for the first family. So before even the first family arrived here we were able to collect the money for the second family. It was a really great opportunity to start with this cause."

The response from the community includes donations of furniture and clothes. Once the fami-

lies arrive all that is needed is to rent a living space.

His brother's family has been in Kingston for close to six months and is settling in quite well.

"Now they are happier. They have a better future for their kids. They always say 'We are more secure, we feel alive again,' because really there was a lack of everything (in the camp)," he says. "In Jordan there was no education for their kids, no health services. Nothing. They cannot even go out of the camp without applying for approval. It's a bad situation. Now they have more opportunities for their kids."

At five years old, Malak is the oldest of the family's three girls – along with Maram, 3, and Rahaf, 2. She is enrolled in senior kindergarten and is doing well,

"We were really impressed by the generosity of the community here in Kingston. We got many emails, many contributions, many donations, in-kind donations."

—Yaser Al-Mtawa

her uncle says.

"She is really happy," he says. "When I visit them, she is always bringing books and showing me. Now she is even correcting my pronunciation. She arrived just six months ago and she is correcting my pronunciation. This is great."

The families that are now in Kingston are very appreciative for

all that has been done for them, in Canada and within the community.

There are more families arriving in Kingston through other organizations as well and Mr. Al-Mtawa is volunteering as much as he can to help his compatriots. He has another brother whose family has been stuck at the Syria-Jordan border for two months following a perilous escape from the frontlines.

He is optimistic that authorities will allow the family to enter Jordan soon. The next step then will be to bring them to Canada, safe from the barrel bombs and shelling.

"I am willing to work with anyone who is willing to help Syrian refugees to settle here," he says, adding that it has been a rewarding experience overall.

However, it has also been difficult to watch his homeland continue to be torn apart by a brutal civil war. Five years on, with the death toll exceeding 350,000 and more than half the population displaced both internally and externally, Mr. Al-Mtawa can only hope that peace will return someday.

"I am happy to see many countries like Canada that are willing or welcoming for the refugees," he says. "However, my happiness is not complete because the war is still there. We need to push all the parties involved to find some political solution."

More information can be found at savefamilyfromsyria.org/kingston/index.htm. Donations can be made through the site as well.

New model of medical education

BY CHRIS ARMES,
COMMUNICATIONS OFFICER

Queen's University School of Medicine announced Tuesday, Jan. 19 that it will play a leading role in the Royal College of Physicians and Surgeons of Canada's initiative to transform specialty education from a time-based system to a competency-based medical education system.

Under this new model, residents are promoted once they have demonstrated competency in a given field, rather than on a set timeline. As of July 2017, all incoming Queen's residents will start their training using a competency-based medical education (CBME) model, making Queen's the first medical program to complete the transition to the new model.

"One of the pillars of our strategic plan is to advance new ways of training," says Richard

"Here at Queen's we have the extraordinary educational leadership to accomplish this, in addition to an incredibly dedicated teaching faculty who are universally committed to the best education for our residents."

— Richard Reznick

Reznick, Dean of the Faculty of Health Sciences at Queen's. "As such, the opportunity to help lead in a fundamental transformation of how we prepare the specialists of the future, is not only exciting, but exactly what we said we would do as part of our planning process."

In addition to skills-based promotion, the CBME training model also calls for more frequent and meaningful assessments, ensuring that competent residents will

move through training in a more individualized and efficient manner, saving valuable resources and promoting excellence in their paths to independent practice.

"Queen's institutional approach captures the hearts and minds of our entire medical school by engaging all of our educational leaders and faculty at once," explains Damon Dagnone, Faculty Lead for CBME at Queen's. "We began working with our teaching hospitals on a centralized approach over 18 months ago, engaging our faculty, resident trainees, the Royal College, patients and their families, and other Canadian medical schools along the way. This is a journey of discovery we are all taking together."

The Royal College mapped out a multi-year transition for all residency programs in Canada in 2014. However, in consultation with the Royal College, Queen's

University's School of Medicine took on a leadership role by designing and implementing a parallel accelerated path to CBME, making a commitment that all incoming Queen's residents will start their training using a CBME-based model by July 2017.

The university's application to accelerate the transition was approved by the Royal College this past November.

"Here at Queen's we have the extraordinary educational leadership to accomplish this, in addition to an incredibly dedicated teaching faculty who are universally committed to the best education for our residents. We all share the same goal, and that is to graduate specialists who are more skilled and more knowledgeable than we might have ever imagined. That's our goal, and that is why I am so excited about our CBME initiative," says Dr. Reznick.

Senior staff changes affect HR

BY COMMUNICATIONS STAFF

Caroline Davis, Vice-Principal (Finance and Administration), and Alan Harrison, Provost and Vice-Principal (Academic), announced Thursday, Jan. 14 changes to senior-level appointments in Human Resources and Faculty Relations that will take effect on Feb. 1, 2016.

Al Orth, Associate Vice-Principal (Human Resources), has decided to step down from his position due to health reasons. Mr. Orth will become a part-time special adviser on a project to design and implement a Jointly Sponsored Pension Plan for Ontario universities.

"Al Orth is an accomplished human resources professional who has an extensive background in the field. In the five years he was with Human Resources, he led a number of initiatives to strengthen and improve services based on the recommendations of a comprehensive review that was carried out in 2010," says Vice-Principal Davis. "I would like to thank Al for his contributions since joining Queen's in 2011, including the improvements he has brought about in relations between Queen's and its unions. I wish him a speedy return to good health."

Dan Bradshaw will be appointed interim associate vice-principal (human resources) and Dan McKeown will be appointed interim associate vice-principal (faculty relations). Mr. Bradshaw has been the director of faculty relations, and subsequently associate vice-principal (faculty relations) since August 2009.

"I would like to thank Dan Bradshaw for his leadership during his time in Faculty Relations. Among many accomplishments, Dan's contributions have included improving relations with Queen's University Faculty Association, as well as successfully negotiating two renewed collective agreements on behalf of Queen's," says Dr. Harrison. "I look forward to working with Dan McKeown in his new role. He brings a wealth of experience to the position. I wish them both every success in their new appointments."

Mr. McKeown has significant experience as a practising labour and employment lawyer in private practice and as a senior in-house counsel. Prior to joining Queen's in 2014 as associate director of Faculty Relations, he was managing counsel, Labour & Employment, at CIBC.



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viewpoint

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Learning outcomes must be intentional, practiced

The following column was first published by the Higher Education Quality Council of Ontario on their website.

BY PETER WOLF

Learning outcomes have been a key part of my professional life in higher education for the past 25 years. I completed a degree in social work at McGill University way back in the 1980s and haven't been a social worker for a very long time. While I still can remember some content I learned (remembering what I had for breakfast is enough of a challenge these days!), most enduring is the systems thinking approach I was exposed to in a number of courses and outside-of-class experiences, as well as the importance of compassion, community and the impact of individual and societal empowerment. These outcomes of my undergraduate experience – in other words the knowledge, skills and attitudes imparted – have been useful in almost every aspect of my life.



It took me many years to understand and intentionally use what I learned. It seems clear now that these outcomes were an implicit and intended part of my education; I can only imagine their impact had they been explicitly articulated and practiced during those formative years. Though I certainly needed to create my own meaning of my undergraduate experience, knowing and practicing what was intended would have furthered my ability to make

sense of the many seemingly disparate learning experiences that were part of my postsecondary education.

For me, the current learning outcomes movement in Ontario is about trying to ensure that we are providing students with intentional opportunities to develop the enduring knowledge, skills and attitudes that are valued in our programs, institutions and disciplines. I hope that students leave with a set of capacities that will carry them through much of their lives, regardless of whether they use their learning in the specific contexts in which they were taught. And yet, I suspect if you were to ask most students what they think of program outcomes, you would get a lot of blank looks in response. Although understandable, this is also regrettable because generations of students are passing through our hallways as we work through the details of fully engaging with students around learning outcomes.

Admittedly, some pedagogical approaches for grounding learning outcomes are now well-established. For example, co-ops, research courses and community-engaged learning provide great opportunities for consolidating and reflecting on previous learning. Yet intentional opportunities for practice, feedback and meaning-making are not always fully integrated into the curriculum. And although many more approaches are being cultivated – for example, outcomes-based e-portfolios and capstone learning experiences – it is difficult to find well-established outcomes-based teaching and learning approaches embedded throughout many programs.

One emerging area of promise is co-cur-

ricular opportunities for students to integrate their own formal and informal learning. At Queen's University, for example, pilot projects are emerging to provide all students with outcomes-based e-portfolios outside of formal programs and curriculum. This approach does not require formal program engagement and allows for all types of student experiences, academic and otherwise. It is likely to be adopted by many self-directed students and/or those preparing to enter the job market. But only

in combination with a more curricular approach to aligning program outcomes within key learning experiences can we help ensure that the academic experience fosters confident, well-educated, reflective and articulate citizens, knowledge creators and knowledge users...our students.

Peter Wolf is the associate vice provost, teaching and learning, and director of the Centre for Teaching and Learning at Queen's University.



As beautiful as it is during the summer, Queen's University can become a winter wonderland following a snowfall as seen in this photo from the early 1900s of children playing with sleds in the snow behind Theological Hall. Kingston Hall is also visible in the background.

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 true scientist-practitioner in the study of psychology

A respected psychologist in the Kingston community and director of the Psychology Clinic at Queen's, Dr. Kevin Parker died Nov. 13. He was 63.

BY TESS CLIFFORD

Kevin Parker was a well-known and respected psychologist, supervisor, teacher and mentor in the Kingston community. He was the director of the Psychology Clinic at Queen's, a training clinic for graduate students in clinical psychology, from 2007-2013. In this



Kevin Parker

role, Kevin supervised each student in the Clinical Psychology program in one of their first practicum placements, as well as a number of other trainees. He was also responsible for the day-to-day operations of the clinic, as well as strategic planning, and supporting the clinical training aspects of the program in many ways. Kevin was passionate about his work with children and their families, and indeed many clients sing his praises. It was always clear that Kevin loved his job.

Prior to 2007 he was a psychologist at Child and Adolescent Mental Health Services at Hotel Dieu Hospital, as well as an Adjunct Professor in the Department of Psychology at Queen's University. Kevin was a true scientist-practitioner – he was involved in a number of research projects and

was often sought out as a statistics consultant, while also providing excellent clinical service to many children, adolescents and families.

Kevin is remembered fondly by his trainees for his straightforward communication, quirky sense of humour, and metaphors for every situation. His influence has spread beyond those he supervised directly to those who have been supervised by his trainees. As a former trainee said "...so much of what I do with my clients on a daily basis is the result of Kevin's teachings. I now supervise other new clinicians and Kevin's words often come out of my mouth during supervision."

Kevin continued teaching and sharing his wisdom during his illness and many have remarked about the grace with which he accepted his terminal prognosis. In a

letter to his work community (students, colleagues, faculty, previous trainees) he said: "Thank you all. For everything that I have given, I have received much in return. I am indeed grateful for what I have been given in this life."

In his personal time, Kevin was a keen canoeist and chorister, he enjoyed rugby and soccer and was a man of many talents. Kevin was known for enjoying the simple things in life – a cup of tea, and time spent outdoors, especially at the cottage he and his family built. He was very proud of his family – his three daughters and their growing families brought him so much joy. He was often sharing stories about them with his students and colleagues.

With the support of Kevin's family, the university and the Department of Psychology, the Psy-

chology Clinic at Queen's staff have established the Dr. Kevin Parker Memorial Fund. Our goal is to develop a bursary in Kevin's name for graduate students in Clinical Psychology to fund participation in clinical training workshops, with a special focus on clinical supervision. Donations to this account will be used to support the development of this award, or support students and/or the psychology clinic in other ways. We are so thankful for this opportunity to continue to remember Kevin and carry on his passion for mentorship and clinical training. Donations can be made at givetoqueens.ca/give/index.php/project/action/view/project/732.

Tess Clifford is the director of the Psychology Clinic at Queen's.

Queen's in the news

Highlights of Queen's experts in the media from Jan. 4-20

International



Larry Widrow (Astronomy) said it's possible for unseen dwarf galaxies to trigger all kinds of changes in their massive hosts, in National Geographic and Science News.

Jeffrey Collins (History) had his op-ed on The Enlightenment published in the Wall Street Journal.

Randall Flanagan (Psychology) was interviewed in the Daily Mail (UK) on how our brains plan multiple courses of action simultaneously before deciding the best movement to make.

Newspapers

Don Drummond (Policy Studies) argued that OECD policy prescriptions still sound, but key pieces missing from Canada's productivity puzzle, in The Globe and Mail.

John-Kurt Plinius (Business) discussed "Uber-ization" and the future of traditional employment, in the Toronto Sun.

Douglas Bland (Policy Studies) had his op-ed on closing Canadian Forces bases published in the Ot-

tawa Citizen.

Wagdy Loza (Psychiatry) was interviewed by the Toronto Star about terrorists showing they can change.

Ariel Salzmann (History) commented on the Istanbul bombing and Turkey's tourism in the Toronto Star.

Martin Duncan (Astronomy) says there is a reasonable chance, but it is not yet certain, that a ninth planet could have been discovered beyond Neptune, in the Toronto Star.



Elaine Petrof (Medicine) research into a treatment for C. difficile receives funding, in the Kingston Whig-Standard.

Nicolas Lamp (Law) spoke to the Toronto Star about how TransCanada has "good shot" in NAFTA challenge over KeystoneXL rejection.

Wendy Craig (Psychology) was featured in the Kingston Whig-Standard after receiving the Order of Ontario for her work on bullying prevention.

Richard Reznick (Dean, Health Sciences) and Damon Dagnone (Emergency Medicine) spoke to the Globe and Mail on how Queen's University will be the first institution in Canada to adopt competency-based

training for all its medical residents.

Eugene Lang (School of Policy Studies) talked with the National Post about selling Canada as more than a commodity-denominated economy has been tried before, with limited success.

Online



Gregory Jerkiewicz (Chemistry) was interviewed by Station 14, CKWS Television, the Kingston Whig-Standard and the EMC about new NSERC funding.

Ken Wong (Business) spoke to CBC Online about the new HBC program that lets customers exchange unwanted gift cards.

John Andrew (Geography) spoke to CBC Online for an item on experts predicting more pain for Calgary real estate market.

Mark Green (Engineering and Applied Science, Civil Engineering) was featured on CBC Online and globalnews.ca on how weather could have played a role in the failure of the Nipigon Bridge.

Christian Leuprecht (Political Studies) was featured on CBC Online

regarding the Taliban release of Colin Rutherford could be linked to peace talks; with ctvnews.ca about documents labelled secret or confidential do not always contain sensitive information.

Nicolas Lamp (Law) was interviewed by the Huffington Post about the TransCanada NAFTA challenge.

Jill Scott (Languages, Literatures and Cultures) spoke to Global News for One year later: What's next for Charlie Hebdo and Paris?

David Lyon (Sociology) stalked with ctvnews.ca about the "great secrecy" around the creation, make-up of no-fly lists.

Heather Stuart (Public Health Sciences) spoke to strategyonline.ca about how Bell Let's Talk Day will include her five tips to fight stigma.

David Gordon (School of Urban and Regional Planning) was cited in "Walkable winter cities", on BetterCities.net.

Television

Don Drummond (School of Policy Studies) was interviewed by CTV

National Network News on the economic outlook.

Radio

Nicholas Bala (Law) said it is rare, but not unheard of, for a broadcaster to face charges for breaching the Youth Criminal Justice Act, on CBC Radio One (Sydney).

Warren Mabee (School of Environmental Studies, Geography, School of Policy Studies) spoke to CBC Radio on the impact of falling oil prices.

Allen Champagne (Neuroscience Graduate Program) spoke to CBC Radio about his effort to reduce concussions for young football players.

Magazines

Nicholas Bala (Law) was in Lawyers Weekly for an item on Ontario will decide international custody case.

Brenda Brouwer (School of Rehabilitation Therapy) was featured in University Affairs on how employers' perceptions hamper job prospects for PhD grads.

John Smol (Biology) was profiled in Canadian Geographic for the winners of the 2015 Royal Canadian Geographical Society awards.

A community united by music, social change and children

BY MICHAEL ONESI, ALUMNI COMMUNICATIONS OFFICER

A violin, cello and viola can make beautiful music. For the students in Sistema Kingston, an after-school music program for at-risk children, those instruments are a source of pride and inspiration.

Earlier this school year, 20 students at First Avenue Public School took part in Sistema Kingston's Paper to Wood Ceremony. The kids exchanged their paper mache instruments – which they made during the first four weeks of the program and used to learn proper posture, care, and bow movement – for real violins, cellos and violas. The result was a ceremony filled with joy, music, performances and proud family members.

"The kids' desire to work hard enough to get to that special performance place, and to experience the achievement of performing is like nothing else," says Jan Le Clair, principal of First Avenue Public School. "The positive feedback loop from your instrument, the audience, and your own efforts is a creative achievement that performance art intrinsically affords."



Students from First Avenue Public School take part in Sistema Kingston's Paper to Wood Ceremony. Sistema Kingston is an initiative of Queen's Community Music.

"For most of these children, this was their first performance experience and they rose to the occasion," says Karma Tomm, director of Queen's Community Music who initiated and directs the program.

Akela Peoples, president and CEO of The Learning Partnership, the founding partner of Sistema Kingston, found the ceremony inspiring.

"Hearing that students now say 'I can't wait to go to school because we have Sistema today' captures the essence of this program,"

says Ms. Peoples. "It helps students stay in school by providing them with a sense of belonging to something bigger than themselves. They are looking forward to learning and that will pave the way to a bright future for them."

The program is modeled on El Sistema, which started in 1975 in Venezuela by a musician/lawyer/politician/teacher who felt music can promote children's healthy personal development and help children escape the cycle of poverty. Today there are more

than 400 Sistema-inspired music programs around the world.

Sistema Kingston's mission is to promote "positive social change through the pursuit of musical excellence." Sistema Kingston is offered to children at no cost – the kids are only asked to make a commitment to the program and try their best.

"The vision of Sistema Kingston is to inspire children to reach their full potential as individuals, musicians and citizens. Sadly, our community is economically divided, and there are large numbers of children who simply don't have access to opportunities that others take for granted," says Ms. Tomm.

Both the young musicians and the university benefit from the program as it provides opportunities for Queen's students as teachers, researchers and volunteers. There are several Queen's students from a variety of disciplines volunteering with the program. A current PhD psychology research project is collecting data on music perception from the program. Julia Brook, an assistant professor of music education at Queen's, is involved in the research and evaluation of Sistema Kingston.

"Sistema Kingston provides a unique opportunity for Queen's students to strengthen their connections to the Kingston community while enhancing their research and teaching skills. Personally, it is a privilege to be part of this program, and to work with such committed students, parents, grandparents, teachers, and community members," says Dr. Brook.

After seeing the success of the Paper to Wood Ceremony, Ms. Peoples announced The Learning Partnership would make an additional donation of \$20,000 if it can be matched by another partner. To join make a gift in support of matching this generous offer for a worthy cause, visit givetoqueens.ca

Sistema Kingston is an initiative of Queen's Community Music, in collaboration with the Limestone District School Board and The Joe Chithalen Memorial Musical Instrument Lending Library, with major funding from The Learning Partnership and additional support from the Community Foundation of Kingston and Area, local businesses and private donors.

New name, same cancer fighting work

BY MARK KERR, SENIOR COMMUNICATIONS OFFICER

Tucked away behind Botterell Hall, a distinguished team of doctors, scientists, biostatisticians and staff work every day to fight cancer. Their discoveries have improved thousands if not millions of lives worldwide.

But chances are you wouldn't know anything about their work from their organization's former name: NCIC CTG.

That's about to change with the adoption of a new identity. As of Monday, Jan. 18, the only cooperative group in this country conducting the full range of cancer trials will be known as the Canadian Cancer Trials Group (CCTG).

"The new identity clearly describes who we are and what we do, while at the same time honouring our past, present and future activities," says Janet Dancey, Scientific Director, CCTG. "For more than three decades, our group has worked tirelessly to answer the most important question every cancer patient has: 'What's the best treatment for me?' We look forward to fulfilling that role for years to come as the Canadian Cancer Trials Group."

Established in 1980 as the National Cancer Institute of Canada Clinical Trials Group, the organization was commonly known by its acronym, NCIC CTG. The organization's core funder – the Canadian Cancer Society – and the group's senior leadership identified the need to re-evaluate the identity to better reflect its mission and mandate as well as



Team members gather after the official name change was announced from the NCIC CTG to the Canadian Cancer Trials Group (CCTG). The CCTG is the only cooperative group in Canada conducting the full range of cancer trials.

raise its profile among external audiences and key stakeholders.

"The Canadian Cancer Trials Group has a worldwide reputation for its scientific excellence in the fight against the disease," says Dr. Richard Reznick, Dean, Queen's Faculty of Health Sciences. "The new identity and name will serve to bring more attention to this group, which is an important contributor to Queen's research prominence."

CCTG worked with University Relations at Queen's to develop the new name and identity. Uni-

versity Relations conducted numerous focus group sessions with a variety of stakeholders in order to identify common themes and shared ideas upon which to base the new identity and name.

"We are proud of both the process and the result," Dr. Dancey says. "This exercise not only helped us come up with a new identity, but the feedback and input we received will be invaluable as we seek to tell our story and demonstrate the impact we are having on the world stage."

The group is internationally

recognized, running trials in 40 countries and partnering with researchers around the world. Last year, CCTG launched an international trial that has a good chance of finding a cure for the biggest cancer killer in North America: non-small cell lung cancer. CCTG has already redefined the medical standard of care for breast, lung, colon, lymphoma, prostate, brain and ovarian cancers. It has been financially supported by the Canadian Cancer Society since its inception. Visit the CCTG website to learn more.

Keeping history alive

BY COMMUNICATIONS STAFF

Anthony Wilson-Smith, president and CEO of Historica Canada, visited Queen's University on Thursday, Jan. 14, for a presentation on the organization's work to bring Canada's history to light.

The main platform for this is the production of Heritage Minutes, 60-second shorts that portray an important event or person in Canada's history, especially those that are little known or understood.

As Mr. Wilson-Smith points out, it is important for Canadians of all ages to know their history better.

"I always say that our history is the signpost that in many ways shows us how we got to where we are today, and not only that but gives us some indication of where we are headed or should be headed, if we don't heed lessons of the past," he says.

As the media market has evolved so has Historica Canada and its primary platform is online, where all the Heritage Minutes are available for viewing at historiacanada.ca, as well as the Canadian Encyclopedia, which covers a broader range of our history.

Favourite Heritage Minutes

Stephen Smith, PHD candidate History

Louis Riel

It's poignant and I think it's very well done. They kept it simple. Sometimes there's some big CGI and because it's not big budget it does not come off well, but the Louis Riel one I found very poignant, very good, very to the point.



Alan English, History Professor

War of 1812

I think it shows a part of our history that most people are not aware of and also the vital role that the aboriginal peoples played in the war against the Americans. Most Canadians don't know about that.



Tabitha Renaud, PhD candidate

Halifax Harbour Explosion

It's the one with Vince Coleman. I was really astounded that someone would give their life like that to stop the train. He could have escaped but instead he went back to stop the train.



Members of the Queen's community gathered on Thursday, Jan. 14 for the launch of Queen's Human Resources Foundational Leadership Program at Four Points by Sheraton in downtown Kingston. The newest recruits are members of the fourth cohort of the popular leadership development program. The 18-month-long program integrates management skill acquisition with leadership development and provides networking opportunities with other Queen's managers in the program.

Enjoy a 'Night in Vienna'

The talented students, faculty, and alumni from Queen's Music will be up front and centre as the Queen's School of Drama and Music hosts its gala fundraiser.

A Night in Vienna, being held Saturday, Feb. 6, at 7:30 pm, in Grant Hall, is a musical journey to Vienna. For the event Grant Hall will be transformed into a grand ballroom where concertgoers will have the opportunity to waltz the night away, or just sit back and enjoy watching the professional ballroom dancers float across the dance floor while listening to the wonderful music of Vienna.

Tickets are available at the Isabel Bader Centre for the Performing Arts, or online at theisabel.ca.

For information contact Shirley Roth, Queen's School of Drama and Music at (613) 533-6000 ext. 74211 or sr14@queensu.ca.

UNIVERSITY COMMUNICATIONS

gradstudies

SGS Notices

Registration for Dissertation Boot Camp now open

The Dissertation Boot Camp is designed to enable graduate students to make substantial progress in writing their thesis in a supportive and distraction free environment and to join a community of other thesis writers. Each day begins with a very short presentation on practical tools and strategies to use during the week. Boot Camp organizers create a supportive and encouraging writing environment that is specifically designed to help students be productive and write free of distraction — no Internet access and cell-phone use except during lunch break, quiet, conversation free space and fresh, healthy food, and shared meals to foster a community among graduate students in the thesis-writing phase.

Upcoming dates: Feb. 16-19. This is a free event. To register please visit queensu.ca/sgs/dissertation-boot-camp

Open Thesis Defenses

Thursday, Feb. 4

Sima Soltani, Computing, 'IaaS Cloud Service Selection Using Case-Based Reasoning'. Supervisor: T.P. Martin, CISC, K. Elgazzar, 524 Goodwin Hall, 2:30 pm.

Wednesday, Feb. 10

Daniel David Jones, Civil Engineering, 'Containment of Organic Contaminants Using Geosynthesis'. Supervisor: R.K. Rowe, 212 Ellis Hall, 1 pm.

Wednesday, Feb. 10

Wen Wu, Mechanical and Materials Engineering, 'Numerical Study of an Impinging Jet with Embedded Vortices'. Supervisor: U. Piomelli, 312 McLaughlin Hall, 1 pm.

Thursday, Feb. 12

Alvine Christelle Kamaha, Physics, Engineering Physics and Astronomy, 'Improved Limits On The Existence Of Dark Matter. The Final Results From The PICASSO Experiment'. Supervisor: A.J. Noble, 201 Stirling Hall, 9:30 a.m.

Partnering on Bachelor of Science

BY ANNE CRAIG,
COMMUNICATIONS OFFICER

Queen's University and St. Lawrence College are collaborating on a new joint Bachelor of Science (Honours) advanced degree/diploma in biotechnology that will produce career-ready students to work in the emerging field of biotechnology.

Students enrolling in the new Biotechnology Specialization Plan at Queen's University can earn credit towards the Advanced Diplomas in Biotechnology at St. Lawrence, and vice versa.

"The university training will enhance participants' theoretical and research training, while the college environment will give them hands-on technical expertise," says Daniel Woolf, Principal and Vice-Chancellor of Queen's University. "Combined, the program will provide a transformative student learning experience." Students may transfer aca-

demically credits between the two institutions, resulting in the accelerated completion of both programs (a four-year BScH in biotechnology, and a three-year advanced diploma in biotechnology) in just five years.

Students can start the degree/diploma at either institution, and will spend between 2.5 and 3.5 years at Queen's, with the remaining time at St. Lawrence. The Bachelor of Science (Honours) biotechnology specialization will also be available as a stand-alone four-year degree program for Queen's students. This program received approval at the same time as the joint program.

"This partnership with Queen's University truly puts our students first. The joint program provides students entering St. Lawrence College or Queen's with the opportunity to earn both credentials in just five years," says Glenn Vollebregt, President and CEO, St. Lawrence College. "Providing stu-

dents with access to two outstanding institutions will help them prepare for a successful career in the field after graduation."

This memorandum of understanding is the second with St. Lawrence College. The first is the joint Bachelor of Music Degree/Music and Digital Media diploma program. This five-year program also combines the theoretical knowledge of a Queen's degree and the technical skills of a St. Lawrence diploma.

Queen's distinguishes itself as one of the leading research-intensive institutions in Canada. The mission is to advance research excellence, leadership and innovation, as well as enhance Queen's impact at a national and international level. Through undertaking leading-edge research, Queen's is addressing many of the world's greatest challenges, and developing innovative ideas and technological advances brought about by discoveries in a variety of disciplines.



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Leading the way in research

Ted Hewitt, president of the Social Sciences and Humanities Research Council of Canada (SSHRC) visited Queen's University on Wednesday, Jan. 13, with executive vice-president Brent Herbert-Copley, to speak with students, faculty and administration. During his visit he participated in a roundtable with graduate students, met with Principal Daniel Woolf and Steven Liss, Vice-Principal (Research), and presented an update on the ongoing and future vision of SSHRC to faculty members and researchers in a town hall meeting. Afterwards, **Gazette** editor Andrew Carroll spoke with Dr. Hewitt about the organization's role in the ever-changing field of research and research training.

GAZETTE: Looking ahead, how can SSHRC ensure that Canada maintains or improves its position as a global leader in social science and humanities research and training?

TED HEWITT: Our mandate, in some respects, is not very complicated. As it is stated in the legislation that created us, there are two aspects to our mission: one is to promote and support research and training in the social sciences and humanities; and second, to provide advice to the minister in certain areas that touch upon this mandate. One of the key things for us, given the nature of the mandate and its fundamental objectives, is to deliver on it the best way we can and ensure excellence in all aspects.

That entails making sure our processes are maintained at a very high level, that we compare internationally, that we constantly undertake reviews and evaluations, that we listen, through visits like this, to our colleagues, that we engage effectively with the academic community and that we engage effectively with government and with other stakeholders.

We are also in the process of finalizing our strategic plan for 2017-2020. That is directed wholly towards maintaining the high quality of service and the high quality of operation within SSHRC and we're looking at doing that with a focus in three areas: helping researchers build and maintain excellence in research and the changing research environment of the 21st Century, through inter-disciplinary work, international work, digital scholarship and so on; focusing on the need to leverage and develop partnerships that would allow us to expand the range, scope and



Ted Hewitt, president of the Social Sciences and Humanities Research Council of Canada (SSHRC), takes part in a town hall meeting held at Queen's University on Wednesday, Jan. 13. Later, Dr. Hewitt spoke with the **Gazette** about the ever-changing challenges for the organization.

impact of our funding; and making sure that all of our stakeholders in the community and the Canadian public in general are aware of the importance of this work.

GAZETTE: How is SSHRC promoting greater investment in Canadian research from the public, private and not-for-profit sectors?

TH: There are a couple of elements to this. One is promoting a strong working relationship with government, and in this case with the new government, to make sure they are well apprised of the contribution that we make to research in social science and humanities in Canada and, through our mandate again, to government itself in terms of policy development and to assisting the government to achieve its goals. This in turn assists us in making the case for new or additional support that would help us to expand the work that we do and to provide those benefits at an extended or expanded level.

The other piece is through leveraging, which I mentioned earlier, which will enable us to work with partners outside government, potentially – typically other agencies such as NSERC, CIHR and MITACS, but also provincial governments. We want to remove barriers where we can and to build opportunities for our researchers to more easily access additional funding programs.

GAZETTE: How is SSHRC promoting greater internationalization of social science and humanities research?

TH: We are currently focusing our efforts in this regard on the Trans-Atlantic Platform, a European Commission-funded multinational collaboration bringing together research funding agencies across Europe, North and South America, in order to build a unique and effective funding platform for cross-agency research. That will launch with the first call in February 2016, we expect, in the area of digital scholarship. Other areas of focus will be developed by the consortium in due course.

The second way is actually built into SSHRC's own funding platforms to encourage international collaboration. Currently, in many programs, such as the Partnership Grant Program, it is possible for co-applicants on grants to be located outside of Canada as long as the primary applicant is in Canada. Through this mechanism, we are able to directly fund the work of partners in other countries. It's fairly simple – it's one application, one assessment, one outcome.

GAZETTE: SSHRC's plan to advance open science by promoting open access and the stewardship of research data will involve significant changes for institutions and researchers including increased costs. How is SSHRC sup-

porting researchers and institutions as they comply with changing program guidelines?

TH: First let's look at the open access issue. The policy for that has been in place since May 2015. For the researcher, the costs of ensuring compliance with the policy are eligible expenses within the SSHRC granting process. Researchers may also place near-final versions of their publication on their own repositories or their own websites, so long as articles are searchable or findable, which helps to reduce costs significantly, so long as that's permitted by the journal in which they published.

On the other hand we are working with institutions and other organizations to ensure that journals, particularly Canadian journals, libraries, other repositories, are in a position to effectively manage the demand that will occur as a result of the policy on open access. It may not mean funding per se since we typically fund researchers but it may mean working with institutions, organizations and the journals to make sure they have or are able to develop the right kind of business models that will allow them to absorb the influx.

When it comes to data, that is a longer conversation as the focus in the short term is on open access. However, to some extent we will be looking to develop a similar approach when it comes to data management.

Funding targets C. difficile

BY ANNE CRAIG,
COMMUNICATIONS OFFICER

Queen's researcher Elaine Petrof has been awarded major funding from the U.S. National Institutes of Health. The up to \$1.2 million will enable a multi-institutional team to further develop Re-poopulate, a synthetically derived alternative to fecal transplants, used to treat recurrent *C. difficile* infection.

Early trials of the defined microbe cocktail with a small number of patients at Kingston General Hospital (KGH) have shown it to be highly effective in curing the hard-to-treat, often fatal, disease.

"We'll be optimizing the formulation to test it in an early stage clinical trial," says Dr. Petrof, (School of Medicine), a clinician-researcher at the Kingston General Hospital Research Institute (KGHRI). Dr. Petrof's hospital work is being conducted through the Gastrointestinal Diseases Research Unit at Queen's University.

Dr. Petrof is working with colleagues at the University of Guelph and Western University on the synthetic stool product.

"This funding is a tremendous boost for a very promising and innovative discovery," says Roger Deeley, Vice-Dean Research, Faculty of Health Sciences and KGHRI president. "It will ensure that Dr. Petrof and her team continue to advance their efforts to address a common, widespread and serious health threat. It is wonderful to see work being done in this exciting new research frontier being recognized in this way."

While there are numerous *C. difficile* therapies being developed based on human stool samples, Dr. Petrof's group is the first to produce a synthetic form of the beneficial microbes, using cultures processed in a "robotic gut" bioreactor developed at the University of Guelph.

"We're different from stool transplants because we know exactly what's in our mixture," she says. "This means a safer, more reproducible product."

The group's goal is to develop a more effective fecal transplant treatment for recurrent *C. difficile*.

"If this works, we've been approached to expand it to other diseases," Dr. Petrof says. "Emerging research is showing potential for the use of fecal transplants to treat conditions such as ulcerative colitis and obesity."

Gaining real-world international experience

BY ANDREW CARROLL,
GAZETTE EDITOR

Now in its fourth year, the School of Urban and Regional Planning's international course, which takes a group of Queen's University students to India to work on a planning project, is a vital part of the program, one that differentiates it from other planning schools in Canada.

"This international course was an experiment when it started four years ago. It's not an experiment anymore," says Ajay Agarwal, an associate professor with SURP who leads the course. "It is very successful, there is high demand."

This year, the course returned to Auroville, an intentionally-planned community, for a third time where they were tasked with creating a public participation framework to be used by the community for planning and development projects. They stayed in the city for 13 days in December.

Through the previous visits there has been a foundation of trust built up between Queen's and the community, to the point



Team members from the international course for the Queen's School of Urban and Regional Planning take time from their work for a photo in Auroville, India.

where the residents and administration of Auroville look forward to each new project and the return of the students.

Dr. Agarwal says the main reason is that each group has delivered a project report of professional quality that is then used by the community. This is not theoretical work or a simulation.

This real world international

experience also is a draw for students to the course. No other planning school in Canada offers such an experience, he points out.

"It was a huge factor (for coming to Queen's)," says Caroline Morrow (MPL'16), one of the 10 students who took part in the project. "When I was researching schools, the first thing I would do was look up what are the interna-

tional opportunities."

Before arriving in India for the final phase of the course, the students conducted months of research, including interviewing many of the people they would be working with. The group also conducted a survey that received 87 responses, which provided valuable information.

The purpose of the course is to mirror that of a real consultation project and the students were hard at work mere hours after arriving. There was a lot to be done in a limited amount of time.

One of the most difficult tasks was organizing logistics, says Dr. Agarwal, such as setting up phones, Internet connectivity and organizing all the things needed for the project. But that is part of the learning process, he adds. In the real world, not everything will go as planned.

"I feel that adaptability is a big thing we learned that I think will be very valuable in terms of trying to find a job because you can stress the fact that you did go to a place you have never been before and worked effectively and came out with a really good product,"

says Joanna Salsberg (MPL'16). "So it shows that your ability to work in tight circumstances and in a totally different place has increased from that experience."

As Dr. Agarwal points out, the ever-changing conditions and teamwork are key elements to the course.

"That's a big learning outcome from this project. You really learn to work under very tight conditions as a team," he says. "Everybody has to trust everybody else and everybody has to respect everybody else's views and not get tied up about your own views."

During their time in Auroville the weekdays were long but the team was able to complete two focus groups, two workshops, three information kiosks and a wide range of interviews.

"That's a lot of work to do in 13 days," Dr. Agarwal says.

The group also presented their work to the Queen's community on Monday, Jan. 18.

For more information about the course or to obtain a copy of the full project report, contact Dr. Agarwal at agarwala@queensu.ca.

Photo contest is back

The Queen's University International Centre (QUIC) is once again seeking photos from around the world taken by Queen's students.

The International Photo Contest is an opportunity for students to submit their best photos from abroad, or from their time in Canada. The contest allows students to share their experiences and reflections on cultures and travel and is open to any Queen's student.

The categories for the contest are:

- People and Culture

- Landscape (including nature and wildlife)
- Home away from Home
- Critical Global Issues

A group of judges will select the winning photos and prizes will be handed out. Submitted photos will be displayed at the QUIC Exhibit on March 8, from 4:30-6 pm.

Students may submit a maximum of two photos and the deadline is Thursday, Jan. 28. Submissions can be made through the QUIC website at quic.queensu.ca/about-quic/photo-contest/ or QUIC@queensu.ca.



Last year's QUIC International Photo Contest grand prize winner *Pause* was taken by Fenton Isaacs (Artsci'17). It features a cyclist taking a break as traffic rushes by in Surabaya, Indonesia.

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Bullying prevention work honoured

BY CHRIS ARMES,
COMMUNICATIONS OFFICER

In recognition of her continuing work in the field of bullying prevention and the promotion of healthy relationships, Wendy Craig (Psychology) has been invested to the Order of Ontario.



Wendy Craig

The Honourable Elizabeth Dowdeswell, Lieutenant Governor of Ontario announced Wednesday, Jan. 13 that Dr. Craig, the co-scientific director of the Promoting Relationships and Eliminating Violence Network (PREVNet), would be one of 25 new members of the most prestigious official honour in Ontario.

"I'm truly humbled by this honour," says Dr. Craig. "Through the partnerships in PREVNet, we've been able to make a significant contribution and impact. I may be the co-scientific director, but this is really an Order of Ontario for PREVNet."

Since forming PREVNet in 2006, Dr. Craig has been a co-leader of this national initiative that provides individuals and organizations with the evidence-based knowledge, strategies, and tools to prevent violence. She has been recognized, both in Canada and internationally, as a leading expert on preventing bullying and promoting healthy relationships amongst youth.

PREVNet's bullying prevention toolkit has been disseminated to every school in the province in an effort to provide educators with the support to address bullying in their schools and promote healthy relationships. Moving forward, Dr. Craig says the plan is to ensure that PREVNet's toolkit is available to an even wider audience.

"The next phase is focused on leveraging some of PREVNet's most impactful tools, adapting them to the needs of the various provinces and territories in Canada, by collaborating with government and industry to increase their impact," says Dr. Craig.

The formal appointment ceremony was held on Jan. 20 at the Ontario Legislative Assembly in Toronto.

Partnership focuses on customer analytics

BY COMMUNICATIONS STAFF

A new research centre harnessing the power of data analytics has been established at Smith School of Business at Queen's University.

The Scotiabank Centre for Customer Analytics, created with \$2.2 million provided by Scotiabank, will bring together professors and students to collaborate with Scotiabank teams on applied research in customer analytics to provide data-driven solutions.

"More and more organizations are realizing the power of using big data and analytics as a competitive advantage," said David Saunders, Dean, Smith School of Business. "We are excited by the many opportunities the Scotiabank Centre for Customer Analytics will provide both students and faculty, as well as the data-driven solutions we will produce."

The collaboration between Scotiabank and Smith School of Business will extend beyond applied research to include community



UNIVERSITY COMMUNICATIONS

The Scotiabank Centre for Customer Analytics has been created at the Smith School of Business with \$2.2 million provided by Scotiabank.

building efforts that bring together analytics practitioners and innovators across industries. Scotiabank will also provide internship opportunities for Queen's PhD, MSc, Master of Management Analytics and MBA students.

"Our customers expect simple, seamless and personalized serv-

ices; and data and analytics are key to making this possible," said Michael Zerbs, Executive Vice President and Co-Head, Information Technology, Enterprise Technology at Scotiabank. "We recognize that analytics will fundamentally reshape the customer experience and Scotiabank

will be a leader in this transformation. By using analytics, we can identify the right products and advice for our customers, at the right stage of life, helping them become better off. At Scotiabank, we know that partnerships, such as this one with Queen's, are essential for driving success and evolving with our customers' expectations."

The centre will be co-led by two Smith School of Business faculty: Yuri Levin, Chaired Professor of Operations Management and Director of the Master of Management Analytics program, and Mikhail Nediak, Associate Professor and Toller Family Fellow of Operations Management, with participation from Smith School faculty members in Management Science, Operations Management, Marketing, and Business Economics, as well as from the Queen's School of Computing.

The Scotiabank Centre for Customer Analytics at the Smith School of Business is slated to open in February.

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WE ARE OPEN YEAR ROUND

eventscalendar

Wednesday, Jan. 27, Noon-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.

Wednesday, Jan. 27, 1-4 pm New Staff Orientation

The Human Resources Department wishes to invite all newly hired employees (General staff, CUPE Local 229, CUPE Local 254, CUPE Local 1302, ONA, OPSEU, Research Grants and Contract and Post Doctoral Fellows) to an orientation session. Please join us for an informative discussion that includes presentations from various University departments and services as well as essential human resources information. Mackintosh-Corry Hall, Room B176.

Thursday, Jan. 28, 2:30-4 pm Teaching Development Workshop Series: Improving Communication in a Quiet Classroom

There are many reasons why educators want students to speak in class and many reasons why students may remain quiet. This session will begin from the premise that intelligent and capable students are largely arriving to class prepared and eager to learn, but that they hesitate or decline to participate in class discussions nonetheless. This active workshop will give you an opportunity to consider critical issues in classroom communication and align classroom expectations with learning outcomes, using a variety of strategies designed to promote student-teacher and

peer-to-peer communication. F200 Mackintosh-Corry Hall.

Thursday, Jan. 28, 7-7:45 pm Descartes's Divisive Legacy

Inspired by the portrait of the French philosopher Rene Descartes in the exhibition Singular Figures, we present a lecture by Professor Carlos Prado on this brilliant mathematician who is often described as the father of modern philosophy. Prado will touch on the philosopher's historical position, focusing on his divisive legacy: his distinction between mind and body and on a most interesting and nearly universal error in the interpretation of Descartes' famous dictum: "Cogito, ergo sum" or "I think, therefore I am." Agnes Etherington Art Centre

Tuesday, Feb. 2, 9 am-Noon Event Planning: Essential Strategies

An introduction to planning and staging your Queen's event. Events are very public: they represent your brand, your profile, and reputation. They come with a high level of visibility and accountability, so it's essential that they are planned and executed flawlessly. Events both large and small, play a significant role in furthering strategic goals. Participants will walk away from the session with many useful tools and templates to facilitate future planning. Mackintosh-Corry Hall, Room B176

Tuesday, Feb. 2, Noon-1 pm Brown Bag Lunch with Anna Kim, HEC Montreal

Anna Kim will present "Tea Time: Temporal Coordination for Sustainable Development", written by herself together with Tima Bansal (Ivey Business School), and Helen Haugh (University of Cambridge). The previous version of this paper won "Best

Paper on Social and Environmental Practices" at the Academy of Management, OMT Division (2015). Bring your lunch. Goodes Hall, Room 100

Tuesday, Feb. 2, 7-8 pm MEGA CLASS (Cardio Kick)

Enjoy a fun, motivating interval Cardio Kick style class that will get you moving and sweating in the main gym of the Queen's Athletics & Recreation Centre. This high-energy Mega Cardio class is led by ARC Fitness Instructors for everyone in the Kingston Community. Admission is \$5 and all participants receive a T-Shirt, 45 minute class and a chance to win a chance to win a Fitbit Charge. Register in person today at the ARC

Wednesday, Feb. 3-Thursday, Feb. 11 Macbeth

One of Shakespeare's greatest

tragedies, Macbeth tells the story of the valiant Scottish soldier whose encounter with three witches transforms his life. Macbeth and his wife become obsessed by the witches' prophecy that he will one day become king, and they embark on a murderous plan that begins with the assassination of the sitting king and becomes ever wider and more savage. Evenings – Feb. 3-7, 9-11 at 8 pm. Matinee – Feb. 6 at 2 pm. Purchase tickets online at www.theisabel.ca/tickets; Box Office (12:30-4:30 pm); or at the door prior to each performance. Students/Seniors - \$15 | General Admission \$22

Thursday, Feb. 4, 7:30-10:30 pm Carr-Harris Cup

The world's oldest hockey rivalry hits the ice for the 130th year when the Queen's Gaels face off against the RMC Paladins at the Rogers K-Rock

Centre. \$10 tickets are available at Queen's ARC customer service desk or Rogers K-Rock Box office. Student tickets (RMC & Queen's) are free with valid student card while supplies last and will be available Monday, Feb. 1 at the ARC.

Saturday, Feb. 6, 1-3:30 pm Science Discovery Day

Join us at Duncan McArthur Hall for our annual day for children to explore and investigate the wonders of science and technology! An exciting afternoon of hands on scientific discovery for children and their families has been planned by pre-service teachers in the elementary education program at the Faculty of Education. For more information, contact Diane Lawrence at diane.lawrence@queensu.ca or 613 533-6000 ext. 77229.

ACROSS

- 1) "God ___ you" (sneeze response)
- 6) Unable to flee
- 11) Swabbing tool
- 14) Word in some cold temperatures
- 15) Five-alarm stuff
- 16) S&L offering
- 17) Sofa adjunct
- 19) Eye cover
- 20) Fitting room activities
- 21) L.A. pro
- 23) "On the other hand ..."
- 26) Fit for the table
- 27) More foolish
- 28) Infant's accessory
- 30) Affectionate taps
- 31) Boarded, as a bus
- 32) Civil Rights, for one
- 35) Trash-bag accessory
- 36) Gold panner's activity
- 38) Brazil metropolis, familiarly
- 39) Legendary Bobby on skates
- 40) Makes sharper
- 41) Business entity
- 42) They may be current or historical
- 44) Wall fixture
- 46) Members of the birch family
- 48) Riot queller
- 49) Sorceress who aided Jason's quest
- 50) Ear-burning speech
- 52) Ruckus
- 53) Japanese ritual
- 58) Haul to a garage
- 59) Baby bird
- 60) Giggle
- 61) Country lodge
- 62) More than wants
- 63) "The ___ Of Kilimanjaro"

DOWN

- 1) It airs on the telly
- 2) Many an August baby
- 3) Wee toymaker
- 4) Lessens in force
- 5) One way to avoid an accident
- 6) All the stage is his world
- 7) Part of a comparison
- 8) Baby cover-ups
- 9) American leader?
- 10) Submissive
- 11) Like cows
- 12) Cantilevered bay window
- 13) San Diego pro
- 18) Ogler, essentially
- 22) Be ill
- 23) Knowledgeable about, old-school
- 24) Live, as an interview
- 25) Diluted
- 26) Black, to an old poet
- 28) Changes spots
- 29) Soul singer Redding
- 31) Lady's guy
- 33) About, in dates
- 34) Large books
- 36) Major hotel chain
- 37) Physics particles
- 41) Supervisors
- 43) Victory sign
- 44) Cook a steak, perhaps
- 45) Academy attendees
- 46) Cremona craftsman
- 47) Enticed
- 48) Old shipping allowances
- 50) "A ___ of Two Cities"
- 51) Cooled, as a six-pack
- 54) Barnyard bleater
- 55) Surprised cry
- 56) "So, what else is ___?"
- 57) Positive answer

DRINK UP!

By Mitchell K. Kelly

1	2	3	4	5	6	7	8	9	10	11	12	13
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	8											
9		6										

A number may not appear twice in the same row or in the same column or in any of the nine 3x3 subregions.

athletics and recreation

Gaels to play at NBA All-Star event

BY COMMUNICATIONS STAFF

With the best basketball players in the world set to descend upon Toronto next month for the NBA All-Star Game, the Queen's Gaels women's basketball team will be among those taking centre court as part of the weekend festivities.

As part of the NBA All-Star Game weekend Ontario University Athletics (OUA) men's and women's basketball teams will be squaring off. On Saturday, Feb. 13, the five-time defending CIS women's basketball champion Windsor Lancers will take on the No. 10-ranked Queen's Gaels, while on Sunday, the No. 5-

ranked Ryerson Rams men's basketball team will tip off against the crosstown-rival University of Toronto Varsity Blues.

Both games will take place at the Enercare Centre in Toronto, and are scheduled to tipoff at approximately 4:30 p.m.

"We are extremely excited to be involved with such a high profile event," says Leslie Dal Cin, Executive Director, Athletics and Recreation. "This opportunity for our student-athletes to represent Queen's and showcase the competitiveness and talent of OUA women's basketball in front of an NBA audience is tremendous."

The game was originally scheduled to be held at the Queen's Ath-

letics and Recreation Centre.

"I want to thank the OUA for organizing such an event and Queen's for agreeing to this opportunity," says Chantal Vallée, Windsor Lancers head coach. "It will be the experience of a lifetime for each of our programs to be part of an NBA All-Star Weekend and we will all cherish these memories for our lifetime."

In addition to the OUA men's and women's basketball games, Centre Court will also feature the NBA All-Star Celebrity Game on Friday night, as well as Saturday's NBA All-Star Practice.

Tickets for the NBA All-Star Centre Court events are available NBAtickets.com.



PHOTO BY IAN MACALPINE

Kevin Bailie, goalie for the Queen's Gaels men's hockey team, is this year's recipient of the Murray Douglas Scholarship. Seen here with Bailie are Murray Douglas, left, and head coach Brett Gibson

Gaels goalie Bailie receives Douglas scholarship

BY COMMUNICATIONS STAFF

Kevin Bailie, goalie for the Queen's Gaels men's hockey team, is this year's recipient of the Murray Douglas scholarship.

Murray Douglas (Comm'72) and Donna Douglas (Arts'73) established the award to recognize the academic and athletic excellence of a varsity hockey player at Queen's University.

Mr. Douglas played varsity hockey for the Gaels from 1968 to 1972 and continues to be one of the Gaels most active alumni, making significant contributions to the program year after year. His continued interest in the Queen's hockey program stems not only from his playing days, but largely

due to the work of Dave Descent, the former Gael Force president, who acted as the varsity hockey team manager during Mr. Douglas' days at Queen's. Donna Douglas also played hockey for the Gaels in 1969-1970.

Bailie is once again a cornerstone of the Gaels hockey team entering his second year at Queen's.

In his first season he was named the CIS Rookie of the Year and to the CIS All-Rookie team along with being named the OUA East MVP, OUA East Top Goalie, OUA East Rookie of the Year and an OUA East First Team All-Star.

Before coming to Queen's he played four seasons in the OHL with the Oshawa Generals and London Kings.

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esu.queensu.ca

fittips

Emergency Snack Stash

It's 2 pm and your stomach is grumbling. Instead of running to the nearest convenience store for a quick fix (and let's be honest, it's always a chocolate bar) get yourself an emergency snack stash.

Here are a few healthy, easy snacks you can stash in your desk to prevent the mid afternoon snack attack from going too far: trailmix, raisins, apples or oranges, whole wheat crackers with natural peanut butter, package of oatmeal, tea, almonds, granola, rice cakes or cashews.

For more healthy tips and ways to Get Your 150 visit gogaelsgo.com/150

HRupdate

T4 and T4A tax slips available online

BY COMMUNICATIONS STAFF

Queen's employees will have a new and convenient way to get their T4 / T4A slips in February. With the new MyHR self-service, employees will be able to log on to MyHR to view and print their T4 or T4A slips instead of waiting to receive them by mail at their home address. To receive the information electronically, employees must give consent by Jan. 29.

Christina Blanchard, Associate Director, Payroll Services, says the new option offers employees several benefits while also helping the university reduce printing and mailing costs.

"The electronic option will give employees access to their T4 or T4A slips a week or more before they would arrive by mail," she says. "T4 or T4A slips will be available online for six years, starting with 2015 information, so we anticipate employees will enjoy the convenience of logging on to MyHR and accessing previous slips if they

need to do so in the future." The process for viewing and printing electronic T4 or T4A slips varies slightly depending on whether or not you currently receive your pay advice slip online through MyHR:

- Employees who currently receive their pay advice slips electronically (approximately 95 per cent of all Queen's employees) can log in to MyHR and give consent between now and Jan. 29.
- Employees who still receive a paper copy of their pay advice slips will, by default, receive a hard copy of their T4/T4A mailed to their home address. If they wish to receive an electronic T4 or T4A slip, they will need to opt in to receive electronic pay advice slips and then give consent for the electronic T4 or T4A slips.

Visit the HR website for step-by-step instructions to give or withdraw consent for receiving T4 or T4A slips electronically. Additional questions can be sent to payroll.services@queensu.ca.

HRworkshops

Queen's Human Resources offers a variety of workshops as well as lunch and learn sessions. See below for more information on upcoming sessions offered in the coming weeks. Visit the HR website to view the entire learning catalogue and to sign up.

Event Planning: Essential Strategies

Tuesday, Feb. 2, 9 am-noon, Mackintosh-Corry Hall, Room B176

Events come with a high level of visibility and accountability, so it's essential that they are planned and executed flawlessly. This workshop offers an introduction to planning and staging your Queen's event. Participants will walk away from the session with many useful tools and templates to facilitate future planning.

The File Cabinet in your Computer

Tuesday, Feb. 2, 1-4 pm, Mackintosh-Corry Hall, Room B176

Become more efficient with your time through the use of an electronic file management system. Participants will learn how to organize, store and name files in a consistent way. Participants will have an opportunity to apply their new skills using a case study. Part of the 'Administrative Professionals @ Queen's Certificate' program.

PREPARE

Wednesday, Feb. 3, 1-4 pm, Mack-

intosh-Corry Hall, Room B176

This training is designed for front-line staff who may encounter hostile or aggressive customers in the course of their duties. Participants will learn to invoke four priorities essential to your organization's violence response procedures, and effectively debrief once tension reduction occurs.

Learning to Listen

Thursday, Feb. 4, 1-4 pm, Mackintosh-Corry Hall, Room B176

Improving listening skills can benefit all of us, both in our personal and professional lives. What are your strengths? Where do you need to 'grow' in terms of your listening skills? Find out at this workshop, which focuses on listening skills rather than listening styles. Part of the 'Certificate in Workplace Communications'.

Managing the Risks in International Education

Wednesday, Feb. 10, 1-4 pm, Mackintosh-Corry Hall, Room B176

Participants will gain an understanding of the basic principles of risk management, including risk and responsibility and liability issues for outbound students and health and safety issues for incoming students. They will be introduced to the various risk management concepts. Part of the 'Certificate in International Perspectives'.

fortherecord

APPOINTMENTS

Faculty of Health Sciences

- New appointments in the Faculty of Health Sciences:*
- Mohammad Habib, Assistant Professor, Psychiatry – Jan. 1, 2016
 - Glykeria Martou, Assistant Professor, Surgery, Plastic Surgery – Jan. 11, 2016
 - Michael McDonnell, Assistant Professor, Emergency Medicine – Nov. 15, 2015
 - C. Janet Lui, Assistant Professor, Medicine, Hematology/Oncology & Ethics – Dec. 1, 2015
 - Don Thiwanka Wijeratne, Assistant Professor, Medicine, General Internal Medicine – Oct. 1, 2015
 - John Gonder, Assistant Professor, Ophthalmology – Sept. 15, 2015
 - Francisco Vera-Badillo, Assistant Professor, Oncology – Sept. 15, 2015
 - Robert Bechara, Assistant Professor, Medicine, Gastroenterology – Nov. 1, 2015
 - Sita Bhella, Assistant Professor, Medicine, Hematology/Oncology & Ethics – Nov. 15, 2015
 - Birgit Frauscher, Assistant Professor, Medicine, Division of Neurology – Dec. 1, 2015
 - Mark Ormiston, Assistant Professor, Biomedical and Molecular Sciences, Medicine and Surgery – Oct. 1, 2015

• Lenora Duhn, Lecturer, School of Nursing – Jan. 1, 2016

NOTICES

Undergraduate Student Summer Research Fellowships — applications invited

The Undergraduate Student Summer Research Fellowships (USSRF) provides an opportunity for any continuing undergraduate students at Queen's to develop their research skills under the guidance of a faculty researcher. Over the course of the summer, students will develop a research project in social sciences, humanities, or creative arts. Students may consider projects in disciplines outside their own field of study or outside of their focus study areas, as well as those directly connected to their prime area of study.

Nineteen fellowships are available on campus and two (with the possibility of up to five) of the 2016 fellowships will be offered to students whose projects take place at the Bader International Study Centre (BISC) at Herstmonceux Castle, East Sussex, England.

Applications are due March 11.

Senate committee vacancies posted – apply now

The Senate Governance and Nominating Committee invites faculty,

staff, and students to put their names forward for membership on Senate committees. All existing vacancies are listed on the vacancies page.

- Committee terms are usually for two years, with the number of meetings per year depending on the particular committee's area of responsibility;
- Most terms will start Sept. 1, 2016, but any exceptions are listed next to the committee name on the vacancies page;
- Application forms are available on the Secretariat website for faculty, staff, and students.
- NEW: You can apply for a Chair position if you are interested in serving as a committee chair. Chair vacancies are listed on the vacancies page and require a different application form.

Applications are due Feb. 10. Senate committees discuss issues of broad interest to the academic community and make recommendations on policy and practice that are essential to the university's operations and evolution. Committee work allows you to directly affect the way Queen's functions as a teaching and research institution, and as a community of scholars, students, and staff.

Contact senate@queensu.ca if you have any questions.

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:** 2016-014
Job Title: Research Coordinator
Department: Emergency Medicine
Hiring Salary: \$50,405 (Grade 7)
Hours per Week: 35
Appointment Terms: Term Appointment (1 year)
Closing Date: 03-Feb-2016

■ **Competition:** 2016-002
Job Title: Senior Manager, Program and Administration
Department: Queen's University Biological Station
Hiring Salary: \$60,770 (Grade 9)
Hours per Week: 35
Appointment Terms: Continuing Appointment
Closing Date: 06-Mar-2016

■ **Competition:** 2015-331
Job Title: Sexual Violence Prevention and Response Coordinator
Department: Human Rights Office
Hiring Salary: \$60,770 (Grade 9)

Hours per Week: 35
Appointment Terms: Continuing Appointment
Closing Date: 31-Jan-2016

Successful Candidates

Job Title: Events Assistant (USW Local 2010)
Department: Alumni Relations and Annual Giving
Competition: 2015-327
Successful Candidate: Mugaya Bagambiire (Residences)

■ **Job Title:** Administrative and Financial Assistant (USW Local 2010)
Department: Anesthesiology and Perioperative Medicine

Competition: 2015-303
Successful Candidate: Angela Lees

■ **Job Title:** Recruitment Representative (USW Local 2010)
Department: Undergraduate Admission and Recruitment
Competition: 2015-315
Successful Candidate: Michael Benincasa (Undergraduate Admission)

■ **Job Title:** Bioinformatics Specialist
Department: High Performance Computing Virtual Lab
Competition: 2015-265 & 2015-R026
Successful Candidate: Jeffrey Stafford

PUZZLE SOLUTIONS

8	6	9	5	1	7	2	3	4
1	7	5	4	2	3	9	6	8
2	4	3	8	6	9	1	5	7
7	9	4	3	8	1	5	2	6
6	1	8	7	5	2	3	4	9
5	3	2	6	9	4	8	7	1
3	2	1	9	4	6	7	8	5
4	8	7	1	3	5	6	9	2
9	5	6	2	7	8	4	1	3

DRINK UP! By Mitchell K. Kelly

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Choose from our online menu or for a complimentary consultation please contact our Catering Manager, Rachel Mathies
 613-329-0054
 Email: rachel@blackdoghospitality.com

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