

the gazette

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PHOTOS BY BERNARD CLARK

DAYS TO REMEMBER



Spring Convocation is well under way at Queen's University and ceremonies will continue through to Friday, June 10. There have been many great memories created, for graduating students and their friends and families as well as for the honorary degree recipients, including The Tragically Hip, bottom left. Related story and photos on Pages 4 and 5.

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the gazette

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QUEEN'S UNIVERSITY VICE-PRINCIPAL (UNIVERSITY RELATIONS)

Michael Fraser

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Queen's
UNIVERSITY

BY COMMUNICATIONS STAFF

Seven Queen's University doctoral students have won the 2016 Vanier Canada Graduate Scholarship – surpassing the previous record of six recipients set in 2015 and the most in a single year at Queen's since the scholarship was launched in 2008.

"Our seven new Vanier Scholars have shown their tremendous research potential," says Brenda Brouwer, Vice-Provost and Dean, School of Graduate Studies. "These are Canada's most prestigious awards for doctoral students and will put these young scholars on solid footing for future research success. We are very proud of their accomplishments and grateful that these talented trainees have chosen Queen's. They will no doubt make significant scholarly contributions and, in so doing, advance our commitment to research excellence."

Anja-Xiaoxing Cui (Psychology) will focus her research on the mechanisms within the brain that allow for us to understand, appreciate and learn about music. By measuring brain activity in subjects as they listen to unfamiliar music, as well as tracking children's sense of music over the course of lessons, she aims to learn more about how the brain analyzes and learns new music and how quickly new information can be gained.



Exploring the diverse field of rheology – the study of the flow of complex matter, including liquids

and so-called 'soft solids' – **Peter Gilbert** (Chemical Engineering) plans to explore the relationship between molecular structure of polymeric liquids and their rheological properties. His doctoral research aims to predict the behaviour of polymers in various conditions or applications; improving our understanding of how these materials behave during the manufacturing process and leading to more effective processing methods.



Fiona Haxho (Biology) intends to study the cell-signalling mechanisms involved in pancreatic cancer. In particular, her research is focused on a mammalian enzyme called neuraminidase-1 and its role in tumour growth, development and resistance to chemotherapy, amongst other things. Her doctoral research aims to target this enzyme and determine its functional role in models of pancreatic cancer.



Jackie Huberman (Psychology) aims to empirically and comprehensively examine a model of women's sexual response. Her research will specifically evaluate how women's mind-body connection with respect to



sexual arousal and neural responses – including sexual functioning, sexual schemas, and stress – may impact sexual desire. With the knowledge gained from her dissertation, she hopes to help shift society's conceptualization of female sexual response to reflect more accurately women's experiences.

Focusing on the issue of human-lion conflict in Africa, **Sandra McCubbin** (Geography) will explore the politics of lion conservation in Botswana. Home to approximately 3,200 lions, Botswana is the site of intense human-lion conflict – a significant issue in Africa, especially in the borderlands of parks that often overlap with human settlements. Her research aims to explore the network of actors involved in producing this conflict in an effort to understand the issue better and identify where power structures may be renegotiated to enhance co-existence of humans and lions.



Studying under renowned bullying expert, Dr. Wendy Craig, **Laura Lambe** (Psychology) aims to explore how bullying affects students who witness the aggressive acts as bystanders or intervene as defenders. Her research will address whether certain types of intervention are associated with more favourable outcomes. She also intends to investigate the so-



cial contextual factors that predict how students will use different types of defensive behaviour. By more effectively quantifying the effects of intervention, researchers and policy makers will be able to endorse specific, evidence-based defending behaviours that are beneficial for both youth who are victimized and for youth who are defenders.

Jane Thomson (Law) will focus her doctoral research on instances of progressive legal reform achieved using private law doctrine; a goal more commonly achieved through the application of public law legislation, such as human rights legislation or the Charter of Rights and Freedoms. Currently she is looking at the issue of racism or religious intolerance in private wills and what use, if any, a court may make of the common law doctrine of public policy to void a provision in a will that seeks to discriminate against a beneficiary based on race, or promotes racism in some other way.



The Vanier Canada Graduate Scholarship awards \$150,000 over three years to up to 167 doctoral students across Canada every year. It aims to strengthen Canada's ability to attract and retain world-class doctoral students, by supporting students who demonstrate both leadership skills and high standard of scholarly achievement in graduate studies in the social sciences and/or humanities, natural sciences and/or engineering and health.

Interim Arts and Science dean appointed

BY COMMUNICATIONS STAFF

Gordon Smith has been appointed interim dean for the Faculty of Arts and Science, effective July 1, 2016. He takes over from Susan Mumm, who has accepted the position of principal of Brescia University College in London, Ont. The initial term of Dr. Smith's appointment



is 12 months.

"The search for the next Dean is well underway," says Alan Harrison, Provost and Vice-Principal (Academic), "but the Principal's Advisory Committee (PAC) has agreed that additional time is needed to ensure both strength in depth and an appropriate level of diversity in the candidate pool. With the PAC's work continuing at least into the fall, we approached Dr. Smith, the current vice-dean, about the possibility of serving as the interim dean, and I am pleased to an-

nounce that he has accepted our invitation."

Dr. Smith has held various administrative appointments within the Faculty of Arts and Science since 2003, and his leadership over that time has been instrumental in ensuring the success and progress of a number of important initiatives within the faculty. Recent examples include the inauguration of collaborative programs with St. Lawrence College, building the Indigenous Studies program across the faculty through the recruitment of

new faculty members, and the development of a variety of courses and programs.

Dr. Smith's research focuses on historic and current issues of representation in Canadian ethnomusicology.

He is the 2016 recipient of the Society of Composers, Authors and Music Publishers of Canada (SOCAN) Award of Excellence for Advancement of Research in Canadian Music, which will be presented at the Social Sciences and Humanities Congress in Calgary, in early June.

Employee benefits plan review launched

BY CELIA RUSSELL, SENIOR COMMUNICATIONS OFFICER, HUMAN RESOURCES

Queen's is embarking on a comprehensive review of its employee benefits plan.

"The university last conducted a Request for Proposals (RFP) regarding the benefits plan in the mid-1990s, and so it has had an interest in reviewing the plan and going to market for some time," Caroline Davis VP (Finance and Administration) says. "Prior to initiating the RFP, we also want to review our plan to determine if it provides best value to meet the needs of our employees, and to explore what other possibilities may exist."

"Both the need to review and to tender our current plan were reinforced during 2015 collective bargaining," Dan Bradshaw, Interim AVP (Human Resources) notes.

At that time, the university signed letters of agreement regarding the employee benefits plan with the Queen's University Faculty Association (QUFA) and with all three Canadian Union of Public Employee (CUPE) locals, 229, 254 and 1302.

This resulted in the formation of an Employee Benefits Committee involving the participation of unionized and non-unionized groups. The committee met for the first time on Thursday, May 12.

In addition to reviewing the plan, a key role for the committee will be to make recommendations for the criteria to be used to evaluate benefits providers who participate in the RFP process.

Throughout the course of the next year, employees will be updated on the benefits plan review and on opportunities to learn more about their benefits as Queen's employees.

For more information, please contact Diane Pointer, Director, Total Compensation, diane.pointer@queensu.ca, ext. 74173.

Those with questions about the project may submit them by email to benefits.project@queensu.ca.

New BHSc arriving online

BY ANDREW CARROLL, GAZETTE EDITOR

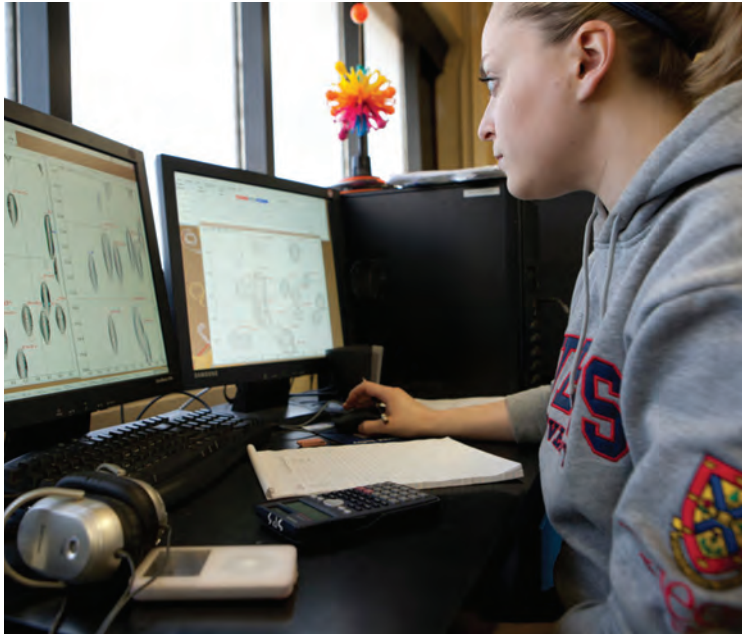
Starting in September, Queen's University will be offering an innovative new online Bachelor of Health Sciences (BHSc Honours and General) to provide students with the skills and knowledge they need to pursue further education in a health professional program or graduate studies.

Approval from the Ontario Universities Council on Quality Assurance was received in February and final approval of student funding from the Ministry of Training, Colleges and Universities (MCTU) was given in early May. These milestones marked the approval of the online program after years of conceptualization, planning, and design.

At the core of the BHSc is the development of the skills that students require to become health professionals while offering the "anytime, anywhere" flexibility for them to pursue their studies at a pace that suits them. Combine this with the Queen's quality and there is plenty of reason for excitement.

"We examined other Health Science programs across Canada and then purpose-built this program specifically for students who would like to consider a career in health science or as a healthcare professional," says Dr. Michael Adams, Professor and Co-Director of the Bachelor of Health Sciences Program as well as Head of the Department of Biomedical and Molecular Sciences. "Feedback to date tells us that the courses we are building as part of this program are of extremely high quality."

Thus, the BHSc online program offers a range of courses to prepare students for further studies in a variety of health professional programs. Students successfully completing the program will develop the tools and knowledge they will need to succeed in programs such as occupational therapy, nursing, medicine, dentistry, physical therapy and pharmacy. In addition, a series of unique



Queen's University will be offering an online Bachelor of Health Sciences, starting this September, after getting final approval of student funding from the Ministry of Training, Colleges and Universities (MCTU).

learning tracks offer further specialization in specific health science fields ranging from Health and Disease to Global and Population Health.

Similar to the new residency programs being developed in the Queen's School of Medicine, the BHSc online will be built upon a competency framework. Students will demonstrate the extent to which they have become competent in core areas such as communication, advocacy, leadership, scholarship, professionalism and collaboration.

"Simply knowing what the content is will not be enough," Dr. Adams explains. "The program will be about how you use that knowledge."

By using an innovative online format, students will be able to see how they are progressing with continuous feedback from their instructors on where they are successfully meeting course goals and what needs improvement.

"This program is purpose-built with the competencies embedded in elements of each course," Dr. Laura Kinderman, Associate Director of the Bachelor of Health Sciences Program and the Office

of Health Sciences Education says. "Students will be able to log in and see how they are progressing, not only in terms of whether they got an A+ or A- on the course, but also that they got that A+ because they are really good at competency X, Y and/or Z. Alternatively, it could also indicate to a student that he or she needs to improve as a communicator, or a collaborator, or as an advocate."

Moving forward the student can then work on improving these areas, becoming more competent overall.

This tracking isn't only about competencies and keeping students engaged with the material and their instructors. "While scheduling flexibility is key, progress is also closely monitored," says Dr. Nikki Philbrook, Program Development Associate and Faculty Member, Bachelor of Health Sciences. And that can have other beneficial effects. "We can tell if a student hasn't signed in for three weeks and can follow up to check on their status, well-being, see if they need help, or wish to have a chat."

"We ask ourselves a key question before designing courses,

"Simply knowing what the content is will not be enough. The program will be about how you use that knowledge."

— Dr. Michael Adams

"What will students be able to do that they could not do when they started the course... and how will we know?" says Dr. Rylan Egan, Co-Director, Bachelor of Health Sciences and Director of the Office of Health Sciences Education. "We have found that assessments formed from contemplating such a question lend themselves to being more applied – rubric-driven – and specific. Our instructional methods are then developed to support student success on these assessments."

Already, the Faculty of Health Sciences has offered several courses using this online model and the response has been overwhelmingly positive, both from the students and the instructors.

"There's a lot of work for the professors at the beginning, but once the course is running they have the opportunity to focus on the students and focus on their learning, how they are learning, and whether they need extra help," says Dr. Philbrook.

Communication continues throughout the modules, through discussion boards and email systems.

To get to this point it has taken a lot of effort; however, while team members are very satisfied with the way the program is developing, they know the work will continue even after the BHSc is launched in September 2016.

"We meet regularly," says Dr. Adams. "We review and assess and tweak and adjust to refine our processes because we're all learning how to improve program and course development. Fortunately, we have a number of exceptional faculty members who are enthusiastic about being a part of this extraordinary program."

gina karkoulis

B.A., M.Sc.
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Honorary Degree Nominations for 2017

Information and Nomination form available online
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Deadline for submission of nominations:
Friday August 12, 2016



Convocation success a team effort

BY ANDREW CARROLL,
GAZETTE EDITOR

Convocation is truly one of those beautiful moments at Queen's University.

Students are receiving their degrees – whether Bachelor's, Master's or Doctorate – and celebrating the successful completion of years of dedication and study.

It also is a time of celebration for families, friends and faculty members who have helped guide and support them along the way or at least bore witness to their academic evolution, the ups and downs, the triumphs and struggles, the joy and the uncertainty.

These are life moments. These are days that will remain cherished memories for the thousands who arrive at Queen's to fill Grant Hall.

To ensure that all goes well throughout Spring Convocation – all 21 ceremonies – there is a massive amount of work that goes on, much of it behind the scenes or completed weeks, even months, ahead of time.

There are many moving parts that help make Convocation a reality, from gathering all the names of the graduates, organizing schedules and preparing gowns to setting up the audio-visual systems, preparing all the seating and making sure that everyone knows where they need to be and what they are doing.

It is a pan-university effort, starting with the Office of the University Registrar and enlisting the support of practically every department.

There are hundreds of people involved, each with tasks that play a role in making each convocation ceremony something special.

From senior administration and faculty to full-time staff, to part-timers and volunteers, from veterans with decades of experience to new arrivals, they all take pride in their work.

Here is a look at just a few of the many people who help make convocation a special time:

At each Spring Convocation ceremony there is a man who can be seen at the back of Grant Hall.

Donning a sharp shirt and tie, he is scanning the room, directing people to open seats or keeping the aisles clear as the procession enters or leaves the building.

Often he can be seen pacing, typing away, at times frantically, on his cellphone.

But this is no idle chatter. Andre DeParolis is keeping his finger on the pulse of the ceremonies as they happen. He is



PHOTO BY BERNARD CLARK

Friends and family of graduating students fill Grant Hall during one of the 21 Spring Convocation ceremonies held at Queen's University. Each ceremony is a special occasion, requiring the support of many Queen's community members.

keeping in touch with the many people who bring the convocation ceremonies to life. He's coordinating, moving resources, putting out any figurative fires.

While he is the de facto flight director on the day of the ceremonies, the organization and preparation work begins months earlier, he explains. It's this work that ensures success.

The result is a moment in time that will remain with each graduate.

"It is a really well-run ceremony and we have 21 overall," DeParolis says. "After you finish the first, second or third ceremony it kind of becomes automatic but that's only because we prepared for convocation three, four, six months before. There's a really strong foundation of organization, of volunteers, of staff members, who all have an individual purpose for convocation. They do their jobs very, very well and as we get closer to the day of the first ceremony, it just sort of clicks together like a puzzle."

While the work of convocation reaches across the university, it all comes back to DeParolis when the ceremonies begin.

It's a busy time, a stressful time. But he doesn't mind.

"It's a different kind of stress. It's kind of like planning a wedding, a happy occasion," he says.

"Once you arrive the stress kind of melts away because you're doing it for a good cause. You want to impress, you want to make the day fun for the graduates."

With one ceremony over, it's time for the next, and the next and the next. And each one is a beautiful creation.

...

It's an off day – there are no convocation ceremonies, that is – but the audio-visual team is busy. A day earlier the Smith School of Business celebrated the graduation of its students in the Commerce program, which is the only one of the 21 Spring Convocation ceremonies that is not held at Grant Hall.

To facilitate all the graduates and their families in one ceremony, the event is held at the Main Gym of the Athletics and Recreation Centre.

For the team that means packing and moving all of their equipment and setting up in a very different venue. Once the ceremony is over, it's back to Grant Hall and setting up once again.

It's a lot of hard work, but for the team, they don't mind one bit.

"It's the highest profile event of the year. It's the reason we are all here – to graduate students," says Steve Bowden, who heads up the team. "The only time the

AV team gets noticed is when there's a problem, and that's the way it should be."

"It's all about them. This is their day, not our day, so we want it to go well and that there's nothing that interferes with their service," adds Bill Deadman, who along with Dave Smith and Ralph Connors make up the crew. "All their hard work is done so this is the time for them to celebrate."

Bowden and Deadman handle the audio side of the equation. As they set up there are checks, double-checks and verifications. Sound levels are measured and equipment is tested.

Every microphone has a backup – just in case. They want the switching to be seamless, mutes are confirmed. The experience for attendees should be organic, natural, and that means the crew has to be focused throughout each ceremony.

Having started at Queen's in 1988, Bowden, by his own count, will have attended 446 individual ceremonies once this convocation season comes to an end. Deadman arrived not too long after when Bowden brought him on board.

One of the perks of the job has been meeting some of the VIPs who have received an honorary degree.

"We've done such a wide vari-

ety of honorary degree recipients as well and that's pretty neat," Bowden says. "We've done everything from royalty with Prince Charles and Lady Diana, we've had prime ministers, high-level government people, high-level business people, actors and musicians. We've even had a former president with Jimmy Carter. So we've had the chance to be involved in ceremonies with some internationally-famous people."

"It's pretty cool," Deadman adds with a smile.

...

Just before the graduates climb the stage at convocation, they must check in at a desk filled with little white tubes.

In each tube is the end result of years of tests, hard work and determination. It's the treasure that has brought them back to Queen's University on that given day.

The graduates hand over their name card, and receive a tube in return. The line of tubes disappears and is replenished over and over again until they are all gone. At the desk for most ceremonies are two women. Gerry D'Amore is the one who hands over each degree. Beside her Carol Adam keeps things organized and in line.

Continued on Page 5



A special time for graduates

Continued from Page 5

Both understand the importance of their jobs and approach it with professionalism, and that includes supporting the graduates as the big moment nears. They are among the last people they see before taking to the stage.

"This a really special time for them so I try to make them relax," D'Amore says, adding that some graduates are very nervous, worried that they might slip or take a wrong turn. "I call them by their first name and just help them get on stage, taking the next step and the next step."

The work can be frenetic, especially at the bigger ceremonies where up to 400 degrees are handed out, but thanks to weeks of work by the Office of the University Registrar, everything is in its place and organized.

"We spend a lot of time in the office and proofread all the diplomas and read them, roll them and label them so they are ready," says Adam. "Then we put them in order by degree and ceremony and alphabetically."

The tubes are then packed in boxes of 10 and put away until the day of the ceremony.

Both D'Amore and Adam say they enjoy being part of convocation.

I love it. I really do enjoy seeing the students and that's why I do it," says D'Amore. "There is pressure (to get it right). But we are very organized and it all comes together.

•••

Before the start of each convocation ceremony, there is a cacophony of sound. Families and friends wait in excitement for their graduand. Conversations continue, children cry, chairs shuffle.

But with the first reverberating notes from the mammoth musical

"It's a beautiful ceremony and there's a lot of dignity. It's very thoughtful and I think very meaningful for all the graduates and their families."

— Mark Sirett

instrument, located on the balcony of Grant Hall, all other noise disappears.

It's time for the ceremony to begin.

The instrument is a tracker organ, the only one of its kind in the Kingston region, and, the majority of the time for the past 26 years, the musician seated in front of it is Mark Sirett.

Among the songs he plays for each ceremony such as *God Save the Queen* and *O Canada* is one that stands out above all others – *Flourish for the Chancellor*, a composition written specially for convocation by the late Queen's music professor Fred Clarke.

And that is exactly what it does – the composition, as played on the organ, adds a great flourish to a ceremony that Sirett knows is special and is happy to play a role in.

"It's a beautiful ceremony and there's a lot of dignity. It's very thoughtful and I think very meaningful for all the graduates and their families," he says. "I'm always thrilled to play for convocation. For me it's an opportunity to see young people that I've worked with over the years finish their university career but also launch into the next stage of their life."

Like many of the traditions surrounding Queen's it is hard to imagine a convocation ceremony without those beautiful, booming notes welcoming everyone to Grant Hall.



Convocation ceremonies at Queen's University are hectic but also very special events and receive support from many Queen's community members. Top, Carol Adam, left and Gerry D'Amour prepare the tubes holding the degrees. Left, Andre DeParolis keeps an eye out as the graduating students enter the Athletics and Recreation Centre. Right, Bill Deadman monitors the audio system. Bottom, Mark Sirett performs on the tracker organ at Grant Hall.



QUIET WRITING TIME

Are you finding it hard to write?

Friday mornings are set aside in the Stauffer Fireplace Room for faculty and post-docs to quietly write.

The next session is **June 24**.

More at www.queensu.ca/vpr

viewpoint

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

Smith: Make sure you enjoy the journey

The following is the address delivered by Stephen J. R. Smith during the first convocation ceremony held on May 19 at Grant Hall.

BY STEPHEN J. R. SMITH

It is a privilege and pleasure to be with you this morning, honouring the first class of graduates from the Smith School of Business.

I am proud of you all and delighted to be able to share this celebration with you.

I am confident that all of you will represent the Smith School with distinction as you go forward in your careers.

I came to Queen's as a first year student in 1968.

I was raised in Ottawa – my dad was a civil servant. I always expected that I'd go to Carleton University.

However, one day in July, a couple of months before university began, my dad asked me to jump in the car. We drove to Kingston. We drove through the campus and toured a residence. He asked me if I liked what I saw and I did. To make a long story short, I came to Queen's two



months later. That was my admissions process. I understand it's a little more rigorous now.

I studied electrical engineering, but I always had a strong interest in economics. In fact, I ended up graduating with enough credits for a degree in economics. After Queen's, I went to the London School of Economics for graduate school.

I've now been in business for over 30 years. My education at Queen's has given me great tools to advance in business and in life. I want to give back to the system that has contributed so much to my success – and to the success of so many others.

As will be the case for many of you, when I first graduated I worked for a number of companies – CP, Hawker Siddley among others. I learned a great deal, but I always had a strong entrepreneurial streak. By the early 1980s, I had identified a great opportunity and started my own home-construction business.

One of things I hope you've learned in your business curriculum is the importance of timing. No matter how solid your business model, how deep your experience, timing can make or break a venture.

In my case, it was the latter.

In the early 1980s, the Bank of Canada was determined to contain rampant inflation. In short order, it pushed interest rates to over 20 per cent. My building company collapsed. I went personally bankrupt. And at 33, I was pretty sure I had lost everything – forever.

Setbacks like that are extremely tough to withstand. They shatter your self-confidence. They overshadow every decision you make – or try to make. To be quite honest, over 30 years later it's still painful to talk about it.

What did I do?

Well, I retrenched and got a job working as a mortgage broker in a small office. I worked really hard to stabilize my life and move forward.

Gradually, I came to realize, that I actually hadn't lost everything. I still had intellectual capital. I still had a great education to draw upon. I still had the strength of character. Nothing could take any of those things away from me.

My pride gradually recovered. I started looking for opportunities again and sure enough, by 1988 – just four years later, a long time then but not so long looking back – I found a business partner and we started our own mortgage

business, First National.

The first year, we had revenues of \$200,000 and income of \$50,000. Today, First National is the largest non-bank lender in Canada. We have annual revenue of about \$1 billion and income of \$250 million. The good news, margins have held up!

As you might imagine, I've learned a thing or two along the way. Don't panic. I'm not about to start lecturing you on the keys to success. I have three children of my own – I'm well-versed in my limitations. Believe me.

I will, instead, share a simple observation.

As you emerge from the Smith School of Business, those of you who are graduating have spent the last few years being highly focused and very disciplined. Although each of you will have a very individual definition of success, achieving that success has been at the forefront of everything you've done. As you embark on new careers and lives, the only real advice I have is this: Make sure you enjoy the journey. If you are passionate and engaged, honest and hard-working, the destination will take care of itself.

Real success is the joy of doing something, and doing it well. Everything else will fall into place

around that.

You will continue to learn throughout your life. Your definition of success will change. Your destination may change as well. All the goals you have set for yourself will blur a bit around the edges. The path that seems so clear and straight will have detours and delays, and you may find yourself on an entirely different road. I'm not, after all, where I might have thought I would be when I enrolled here to study electrical engineering.

The one constant will be the journey. It's what counts far more than the destination. Get it right, embrace it – and even in tough times, be grateful for the parts of life that are going well. Success will mean different things to all of you, and come in different ways. Good luck and good travels to you all.

In 2015, Stephen J.R. Smith (Sc'72), made a transformative \$50-million donation to Queen's University in support of the business school, the largest-ever gift to any business school in Canada. In recognition of Mr. Smith's vision and generosity, Daniel Woolf, Principal and Vice-Chancellor, announced a new name for the school: the Stephen J.R. Smith School of Business.

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

Dedicated to Queen's and the community for over 60 years

BY CELIA RUSSELL

Dad was always looking for ways to buy more time. His most ingenious tactic took place last year when, at the age of 90, he renewed his passport for 10 more years.

Sadly, my father, Professor Emeritus K.E. (Ken) Russell (Chemistry) never got to use his new passport; he died on April 10, 2016. At the celebration of his rich, exceptional life on April 16, a standing-room-only crowd heard similar tales of his tenacity, kindness, generosity and dry British sense of humour.

When Dad arrived in Canada in 1954 as a lecturer, Queen's was small; just 2,300 students, including about 100 graduate students. At \$4,000, his annual salary was not that big either. His office and lab were in Gordon Hall, a building virtually unchanged since it was built in 1910. He did however, enjoy a perk that no one at Queen's has today: a parking spot



Ken Russell and his daughter Celia work together proofreading the Gazette.

– with his name on it – right outside his office.

For the next 60-plus years, Dad contributed to the life of Queen's in many different ways. When Queen's enrolment hit 10,000 in the late 1960s, Dad and his colleagues made it a point to get to know their students. Each September, Dad would bring home sheets of student mug shots and memorize names. First-year students were floored when he'd call on them by name one week into

classes. One year, he brought them all home to dinner in groups of six, a weekly culinary event that my mother Esther executed with great aplomb.

As well as teaching Arts and Science and Engineering undergraduates, supervising graduate students and research in polymer chemistry, Dad served as Arts and Science Faculty Board chair, acting department head, senator, and senate committee member, chair of the University Concerts Committee, department chair of Graduate Studies to list a few.

It is, however, his lesser-known roles and activities that give a broader dimension to his contributions inside and outside the classroom and the lab, and the lives that he touched.

Although "officially" retired in 1989, Dad continued pursue research in polymer chemistry, publishing his last paper in 2002. He was a familiar face on campus and would walk the six blocks there

and back most days, well into his 80s. In the late 1990s, Dad agreed to take on the role of volunteer proof reader of the *Gazette*, and for more than a decade, I had the privilege of working alongside my father. His vast institutional knowledge proved invaluable time and again. On one occasion, he pointed to his proof of the Calendar page and remarked, "I don't think this professor will be delivering this lecture. He died two months ago." Good save, Dad. When I left in 2009 for another position at the university, his loyalty to the staff and the new editor was such that he stayed on for several months after the transition.

He was a generous and frequent donor to many causes at Queen's. He cared deeply about the staff who keep the university running and was among those who created the William Patrick (Paddy) Doolan Award recognizing the long-time technician and given to the graduate student who contributes the

most to demonstrating in the first-year chemistry labs.

In 2014 to recognize Dad's many contributions, the Chemistry department created a lectureship in his name, which allows the department to bring in distinguished researchers in polymer chemistry, and related areas of material science, as visiting speakers. The inaugural lecture took place five days after his death. Dad was so looking forward to being there.

Those wishing to donate to the lectureship can mail a cheque payable to Queen's University with "In memory of Professor K.E. Russell" in the memo line to: Queen's University, Attn: Lisa Riley, Office of Advancement, Kingston, ON, Canada, K7L 3N6. To give online, search for the Kenneth Russell Endowed Lecture Series at givetoqueens.ca. Please check that you wish to notify our family so that we can thank you personally.

Queen's in the news

Highlights of Queen's experts in the media from May 7-June 1

NEWSPAPERS

Christian Leuprecht (Political Studies) was featured in 'Three theories that may explain Toronto's gun violence spike,' in The Globe and Mail.



Ken Wong (Business) was interviewed by the Toronto Star and the National Post for an article on Krispy Kreme returning to Canada.

John Casselman (Biology) was interviewed by the Brockville Recorder & Times regarding findings from his study on the American eel.

Simon Hesp (Chemistry) spoke to the Globe and Mail about whether or not Ontario's roads are getting worse.

James Biagi (Oncology) was featured in the Kingston Whig-Standard about a fundraising bike ride around Lake Ontario to benefit pancreatic cancer research.

Yuri Levin (Business) was interviewed for an article in the Toronto Star titled 'Winning over the savvy shopper.'

Barry Cross (Business) spoke to the Toronto Star about the art of executing a strategy.

Cheryl Cline (Philosophy), **Udo**

Schuklenk (Philosophy), and **Wendy Wobeser** (Infectious Diseases) took part in '150 experts say Olympics must be moved or postponed because of Zika virus' published in the Washington Post.

Roel Vertegaal (Human Media Lab) discussed the arrival of bendable smartphones with the Toronto Star and the Sydney Morning Herald.



Caroline Pukall (Psychology) was featured in the Columbus Dispatch for a piece on circumcision axiom debunked.

Steven Liss (Vice-Principal (Research)) spoke to the Kingston Whig-Standard about his trip to Boston where he spoke about cross-border collaborations in research and innovation.

Louis Delvoie (Centre for International and Defence Policy) had his op-ed 'Great powers remain at odds' published by the Kingston Whig-Standard.

John Andrew (Geography, Business) discussed commercial real estate development in the Kithcener-Waterloo area with ctvnews.ca; spoke to the Globe and Mail for the Trump Tower being up for sale after

owner defaulted on debt; spoke to the Edmonton Sun and Edmonton Journal about housing prices set to climb again after Fort McMurray wildfire.

Christopher Booth (Oncology) told the Belleville Intelligencer that many cancer drugs heralded as breakthroughs provide only modest benefits, and that drugs are often rushed to market.

Carl Bray (Geography) spoke to the Kingston Whig-Standard about the renewal of the debate over the Wellington Street extension.

Jacalyn Duffin (Philosophy) spoke to the Globe and Mail the federal government to require the drug industry to report shortages.



ONLINE

John Smol (Biology) was in The Tyee for an article on why scientists are amazed at Oilsands smog levels.

Margaret Berg (English Language and Literature) reviewed *The Slow Professor: Challenging the culture of speed in the academy*, for Times Higher Education.

Stefanie on Hlatky (Centre for

International and Defence Policy, Political Studies) had her op-ed 'Our soldiers can't do it all. So what do we want them to do?' published by iPolitics.

Beverley Baines (Law) spoke to Yahoo Canada about the chances of the assisted dying bill being passed before the June 6 deadline.

Roel Vertegaal (Human Media Lab) spoke to Bloomberg for 'Bendable smartphones are coming; But are they ready for prime time?'

TELEVISION

Christian Leuprecht (Political Studies) appeared on Global National talking about charges laid against Ayanle Hassan Ali; on CTV National Network News about combating ISIS in and around Fallujah and Mosul; Discussed the crash of EgyptAir flight 804 on CBC News Network.

Kip Pegley (Dan School of Drama and Music) told CTV National Network News that The Tragically Hip is 'part of Canada's DNA.'



Douglas Cook (Surgery) was on CTV National Network News discussing how glioblastoma is discov-

ered in patients, and why it can be so difficult to treat.

RADIO

Scott Lougheed (Environmental Studies) spoke to NewsTalk 770 (Calgary) after Canadian regulators approved the sale of irradiated ground beef.

Peter Davies (Biochemistry) spoke to CBC Radio about how Health Canada approved genetically-modified salmon for consumption in Canada, following approval by the regulator in the United States.

MAGAZINES

Sandra den Otter (Associate Dean, Graduate Studies) commented in a story on PhD programs in University Affairs.

William Plaxton (Biology, Biomedical and Molecular Sciences) was interviewed for a piece published in the Western Producer titled 'Phosphorus concerns force conservation focus.'



Making community-based change

BY COMMUNICATIONS STAFF

Two graduating Queen's University students are the recipients of the \$25,000 OceanPath Fellowship, providing them with the opportunity to pursue a community-focused experiential learning opportunity.

Nicole Townsend, who is graduating with a Bachelor of Arts (Hons.) in Psychology, will develop and run a youth leadership training program on the Muskrat Dam First Nation in Northern Ontario; Adam Beaudoin, who is receiving a Bachelor of Science (Hons.) in Kinesiology, will travel

to the Cook Islands and work with health-care providers to develop a program to help reduce non-communicable disease through behavioural change.

"Queen's is grateful to the Pathy Family Foundation for providing Adam, Nicole, and the other OceanPath Fellowship recipients, with support to help them foster sustainable and positive community-based change," says Ann Tierney, Vice-Provost and Dean of Student Affairs. "Experiential learning is an important part of the learning environment at Queen's and across the higher education sector. The OceanPath Fel-

lowship helps students transition from university to their careers by giving them a year-long experience through which they can apply what they've learned in the classroom and deepen their skills and knowledge."

Ms. Townsend says she is looking forward to making a difference.

"The goal of the Samson Beardy Youth Leadership and After-School Program is to support youth mentors in developing leadership skills, self-efficacy, and opportunities for community engagement," she says. "These mentors will be trained to design

and run after-school programs for the reserve's elementary school students to reinforce what they are learning in the classroom, and create as many pathways of skill development and expressive outlets as possible. An engaging program with cultural continuity can provide the opportunity for youth in Muskrat Dam to feel more connected to their schools and believe that they can be positive change-makers within their community."

Mr. Beaudoin will be implementing a motivational interview training program to assist clinicians in Rarotonga, Cook Islands, develop skills to support patients and

improve patient health behaviours.

"I hope the program will help prevent or reduce complications of non-communicable diseases such as type-2 diabetes," he says. "OceanPath is an incredible opportunity that allows me to follow my passions in global health and hopefully have a tangible community impact. The upcoming experience will facilitate personal growth and provides Nicole and me with important information to help guide our transition into life after undergrad."

The OceanPath Fellowship is a national initiative of the Pathy Family Foundation. Queen's is one of four partner institutions. At Queen's, the application process runs through the Queen's University International Centre (QUIC).

"The OceanPath Fellowship allows students to travel anywhere in the world that their initiative leads them," says QUIC Director Jyoti Kotecha. "It is a significant award that gives graduating students the opportunity to become active and effective change-makers."

For more information, visit the QUIC OceanPath webpage (quic.queensu.ca/education-abroad/pff-community-leadership-program/).

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'My community, my family'

BY COMMUNICATIONS STAFF

Professor Emeritus John Meisel is known as one of Canada's top political scientists, head of the Canadian Radio-Television and Telecommunications Commission (CRTC) from 1980-83, president of the Royal Society of Canada (1992-95), and was made an Officer (1989) and Companion (1999) to the Order of Canada.

He retired from Queen's University several decades ago but his love for the university is as strong as ever. He still attends Queen's events and occasional goes back to campus for a speaking engagement.

"Queen's is my community, my family, my life," says Dr. Meisel, who has received nine honorary degrees. "I still feel my universe is Queen's."

One more honour was added to his resume on Thursday, May 26 as Dr. Meisel received the Padre Laverty Award. The award is given annually by the Kingston Branch of the Queen's University Alumni Association (QUAA) for outstanding service to Queen's or jointly to the Queen's and Kingston communities. Past recipients include former Kingston Mayor Harvey Rosen (Law'75), The Tragically Hip guitarist Rob Baker (BFA'86), and former Speaker of the House of Commons Peter Milliken (Arts'68).

The Kingston Branch also recognized the achievements of Kingston General Hospital CEO Leslee Thompson (NSc'84). Ms. Thompson is the recipient of the Jim Bennett Award, which honours Kingstontians for outstanding



Professor Emeritus John Meisel is this year's recipient of the Padre Laverty Award from the Kingston Branch of the Queen's University Alumni Association (QUAA).

achievements in their career, sport, the arts, or volunteer endeavours that contribute to the betterment of Queen's and/or Kingston.

Ahead of the event, Dr. Meisel took time to talk about his career, his love of Queen's, and teaching.

Q: How does it feel to be Padre Laverty Award recipient this year?

John Meisel: I am delighted and honoured but I must confess that my first response was "why now?" [Laughing.] I have not been teaching for a long time but I am still involved and attend events. For me, Queen's is my community, my family, my life. I still feel my universe is Queen's.

Q: Did you know Padre Laverty?

JM: Yes, he was a great man.

This is a story about him. He was at his cottage in Manitoulin Island over the summer when he heard a student's brother had passed away. He hopped in his car and drove eight hours to Queen's to be with the student. That's the kind of man he was. He was very helpful.

Q: What did you like about teaching?

JM: I found it very exciting to help expand the horizons of young people. It was not just about teaching them political studies or sociology, it was about enabling them to develop their potential talents to the fullest. The role of an educational institute is to help students grow. So it was a wonderful opportunity to see people grow."

Q: You came to Queen's in 1949

and taught for more than four decades. Do you still run into your students?

JM: I taught a lot of huge introductory courses so I have a lot of former students. I run into old students all the time – whether it is walking down Princess Street or at an airport in France. People come up to me and say "you taught me." It is quite nice. Many of my students went on to careers in government which was very helpful to me. When I was chairman of the CRTC I had to work with the government. I'd run into former students of mine so I was always able to find a friend.

Q: You took a leave from Queen's to become the head of the Canadian Radio-Television and Telecommunications Commission from 1980-83. What are you most proud of when running the CRTC?

JM: There are two things I am proud of. We did manage to help stop the overrun of American TV programs. It was much cheaper for Canadian broadcasters to buy TV shows from the US but we made them produce Canadian programs and enabled Canadian producers to find a market. I was also proud when we also turned down an application from a religious US broadcaster to start a channel in Canada. The CRTC always insisted that no program should be about one particular ideology. So we denied the application from the religious broadcaster and invited applications for a non-denominational channel focusing on addressing spiritual issues. The result of that was Vision TV and I think the channel has been quite good.

Pension self-service feature unveiled

BY CELIA RUSSELL, SENIOR COMMUNICATIONS OFFICER, HUMAN RESOURCES

Planning for retirement is now a lot easier, thanks to a new self-service option for active pension plan members.

Accessible via a secure online website, this retirement planning tool enables members to view in real time personal pension information, such as current account values and beneficiaries.

Members can now run and compare projections of their Queen's pension based on their own retirement scenarios, explains Bob Weisnagel, Director of Pension Services. "This is a first for Pension Services and we are very excited to be introducing this new site to the community. Members can compare various pension options and see the impact that different guarantee periods and spousal survivorship percentages may have on the amount of their monthly benefit."

Accessed via the benefits tab on MyHR, the site features personalized pension-related information such as historical contributions, pensionable salary and access to the member's personal annual pension statement. Links to forms and useful information available through the Human Resources website are also included. These are supplemented with key external planning sites, including the Canada Pension Plan (CPP), Old Age Security (OAS) and the Canada Revenue Agency (CRA) tax calculator that are just a click away.

"Employee self-service functionality and access to electronic copies of the annual pension statements have been on our radar for some time and have been frequently requested by members," Mr. Weisnagel says. "We are delighted to now be able to meet that request."

The launch of the new site is the final piece of an 18-month system replacement project with the plan's new administrative consultant Aon Hewitt, a global provider of human resources services.

Those interested in attending a demonstration of the pension portal are invited to attend one of two Lunch & Learn sessions on Tuesday, June 14 and Tuesday, June 21. To register, visit the Learning Catalogue (queensu.ca/humanresources/employee-support/learning-and-development/learning-catalogue).

Teaching and Learning grants expand

BY COMMUNICATIONS STAFF

The number of teaching and learning grants offered by the Centre for Teaching and Learning continues to expand with the introduction of the Educational Leadership Initiative @Queen's (ELI) Grant.

The newly-introduced ELI is aimed at supporting research and enhancing teaching and learning on campus. Specifically, the ELI will provide Queen's faculty, librarians, staff and students the financial and educational support to help champion an initiative that addresses teaching and learning issues that focus on the improvement of student and educa-

tor learning and teaching experiences.

ELIs may stem from new, incremental, innovative, and high-risk/high-return approaches to enhancing teaching and learning across traditional disciplinary boundaries. A maximum of two grants will be funded by the CTL with successful applicants being awarded up to \$10,000 annually to a maximum of two years, for a total of \$20,000.

"Once again we are very excited by the prospects that these opportunities provide for teaching and learning here at Queen's," says Peter Wolf, Associate Vice-Provost (Teaching and Learning) and Director of the Centre for

Teaching and Learning.

A key component of the ELI is that participants and collaborators will also meet to share best practices on furthering leadership, advocacy, and educational capacities, and to ensure sustainability of the initiatives.

Other current calls from the CTL include the Educational Research Grants and the Teaching and Learning Enhancement Grants.

Teaching and Learning Enhancement Grants help fund systematic, evidence-based studies into teaching and learning methodologies. Four Educational Research Grants are available: two for graduate students, for up to

\$1,000, and two to all other Queen's educators, for up to \$5,000.

Teaching and Learning Enhancement Grants support projects that focus on various aspects of teaching, including course or program design, assessment techniques, or effective use of technology. Winning proposals for the Teaching and Learning Enhancement Grants could receive up to a maximum of \$7,000. A total of \$30,000 is available.

The deadline for each grant is June 27.

Visit the CTL website (queensu.ca/ctl/grants) for full details about the grants and how to apply.

Through the Lens



Potential and incoming Queen's students from Kingston and eastern Ontario gathered at the Isabel Bader Centre for the Performing Arts on May 25 to hear first-hand and see what the university has to offer.



Dr. Emma Peacocke (English) has received a prestigious Banting Postdoctoral Fellowship to continue her research on how the romanticized depictions of academia in 19th-Century literature compared to reality, as well as how that image shaped the university system we know today.

Examining academia in literature

BY CHRIS ARMES,
COMMUNICATIONS OFFICER

Emma Peacocke (English) has been awarded a prestigious Banting Postdoctoral Fellowship.

Currently a recipient of the Bader Postdoctoral Fellowship in the Humanities, Dr. Peacocke's research focuses on the image and perception around universities as institutions, as created by authors of 19th Century literature. Her research examines the representation of universities in literature, compared and contrasted with the realities of the time. By examining students' own writing and the university presses' publications, her work aims to separate fact from fiction, as well as determine how the mythos of the university influenced educational policy in Britain and Canada.

"It hadn't really struck me until I got into this what an era of dynamic change, for universities, the romantic era was," says Dr. Peacocke. "Every once in a while, I'd come across these snippets in novels or poetry that mentioned universities that presented them in a different, almost aspirational light."

Dr. Peacocke points to the reforms taking place in education at the time – the shift to a more dia-

"I've found my early-career colleagues here have been the most stimulating immediate family and I just felt like I was immediately under the wing of really-established professors here as well."

— Emma Peacocke

logic teaching method, the formation of the secular University of London and changing attitudes on the role of the university – as being driven partially by the changing representations of universities in literature. She hopes her research will provide a new perspective on Canadian educational history and on the cultural artifacts that communicate this history to the wider public.

Dr. Peacocke says she was attracted to Queen's by the collegial atmosphere within the Department of English, the university's extensive archives and collections and its status as one of Canada's oldest universities – inspired, in many ways, by the very universities referenced in literature from the period.

"I've found my early-career colleagues here have been the

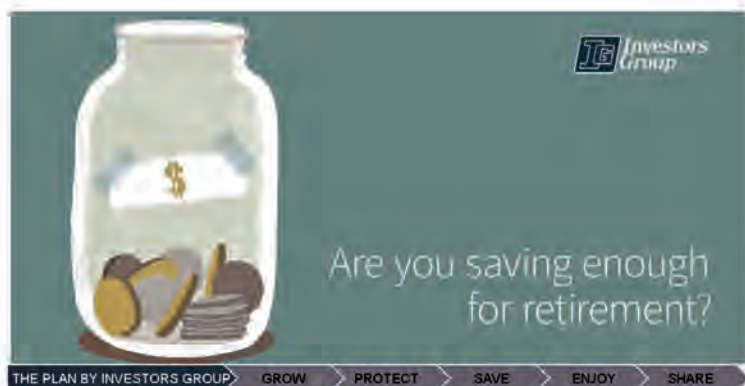
most stimulating immediate family and I just felt like I was immediately under the wing of really established professors here as well," she said.

She hopes to use a portion of the Banting Fellowship funding to create a research assistantship to provide an opportunity for accelerated learning for up-and-coming literature students.

"When I was a graduate student, I was so lucky with respect to research assistantships and teaching assistantships," Dr. Peacocke explained. "I had the opportunity to learn so many skills and work with wonderful librarians and brilliant professors. I'm really looking forward to being able to be able to pass on that opportunity here at Queen's."

The Banting Postdoctoral Fellowship program provides funding to the top postdoctoral applicants, in Canada and around the globe, who will positively contribute to the country's economic, social and research-based growth.

Providing funding of \$140,000 over two years, the aim of the fellowship program is to attract and retain top-tier postdoctoral talent, help develop their leadership potential and position them for future success.



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Exploring human memory

BY ANDREW CARROLL,
GAZETTE EDITOR

Jordan Poppenk's (Psychology) research into human memory has earned him the designation of Rising Star from the Association of Psychological Science, a recognition given to early-career psychological scientists whose innovative work has advanced the field and are expected to make further contributions.

He was nominated by former supervisors at the undergraduate, graduate and post-doctorate levels.

"I was honoured that they would take it upon themselves to initiate such a thing," he says. "They really care for their research progeny."

Dr. Poppenk arrived at Queen's in 2014 as the Canada Research Chair in Cognitive Neuroimaging and is the director of the POPMEM Computational Memory Lab, which is aimed at better understanding how memory is organized, its neural mechanisms, and how we can make better real-world use of the way memory works.

To accomplish this, the lab is taking a two-pronged approach. The first is trying to better understand: what happens when we reactivate memories?

One of the tools Dr. Poppenk uses to address this question is functional magnetic resonance imaging (fMRI). He gathers a series



In recognition of his innovative research into human memory, Jordan Poppenk (Psychology) has earned the designation of Rising Star from the Association of Psychological Science.

of brain scans while a participant person views a memory cue, such as the name of a room that they learned about earlier. Later, he uses computer models to interpret the brain scans in terms of how likely it is that the cue (the name of the room) made the person think of the memory associate (the corresponding room image). This neural evidence of memory reactivation can then be used to exam-

ine the consequences of reactivating each memory.

"We tend to think of remembering strictly as a means of obtaining information," Dr. Poppenk explains. "But all sorts of interesting things happen when we bring a memory back to life. For example, remembering changes the memory; it changes the way we make other memories; and it directs us towards new experiences

that will expand our knowledge of the world."

Second, Dr. Poppenk researches the neural substrates of remembering, with a particular focus on the hippocampus, which is involved in many of our advanced memory-driven capabilities, such as "remembering our lives, finding our way around, and perceiving changes to the world." In particular, Dr. Poppenk examines the

contributions of anterior and posterior sections of the hippocampus, areas that were long believed to be functionally equivalent but that in fact feature important anatomical differences.

"By drawing predictions from brain structures that we likely depend on for our long-term memories, we can design experiments that may better characterize how our memory system really operates," he says.

The POPMEM Lab may also gain a better understanding of how neurodegenerative brain diseases, such as Alzheimer's, lead to declines in memory.

Dr. Poppenk says that the collaboration and cooperation he has experienced at Queen's, such as being part of the multi-disciplinary Centre for Neuroscience Studies, has been positive, both for his lab and on a personal level.

"At the core of this research program are memory and human behavior, which are topics I enjoy discussing with colleagues in Psychology," he says. "But my lab uses both neuroscience and computational techniques to address questions in these areas. I'm building exciting collaborations both within the Centre for Neuroscience Studies and have also had some great experiences interacting with students and faculty at the School of Computing, which I am hoping to make a bigger part of my research program."

Looking across borders for collaborations

BY ANDREW CARROLL,
GAZETTE EDITOR

Fostering connections in research and innovation, and raising awareness about Queen's were the aims of a recent visit to Boston by Vice-Principal (Research) Steven Liss.

During the visit, Dr. Liss met and spoke with a number of key groups and stakeholders, including members of the New England-Canada Business Council (NECBC), Queen's alumni and Canadian Consul General to New England David Alward. In these conversations, his message was clear: the importance of international and cross-border relationships in advancing research as well as the opportunities for Queen's and its potential partners.

"That's always the point, reaching out and connecting with people, and an opportunity to really talk about Queen's and per-

haps a Queen's that they are not as familiar with as they could be," Dr. Liss says.

Another key aspect of the visit was to promote Enviro Innovate, a cleantech accelerator based at Innovation Park, which, in collaboration with Queen's, is seeking to attract start-ups and established enterprises looking to commercialize or acquire innovative technologies.

As Dr. Liss explains, Boston, along with Palo Alto, Calif., is one of the main hubs for innovation in the United States, and internationally. With leading institutions such as Harvard and the Massachusetts Institute of Technology (MIT), the area has also become a draw for leading researchers and entrepreneurs. However, they are not only limited to the universities.

"So this means there is a cluster of very smart people. And not just in the universities, but people

who have moved there to be part of that scene, to take advantage of the synergies and the connections, the large available legal expertise and financial capital as well as access to expertise supporting accelerators and incubators. The communities themselves that have formed in the area have been self-propagating and grow around the innovation culture that's been created there," Dr. Liss says.

While still in the early stages, Queen's is following a similar path. His presentations on the strategic goals for Queen's and its efforts in innovation and entrepreneurship in the areas of cleantech and the environment struck a chord with many of those who attended the presentations, especially alumni and other Canadian expats, Dr. Liss says.

"There were many people I spoke with who were excited by the conversation around partnerships, research collaboration, in-

dustry engagement, technology transfer and so forth," he says. "So they were very pleased with that and it was a very positive reception."

In a presentation to the NECBC, Dr. Liss turned to a historic link between Queen's and the United States. In 1938, President Franklin Roosevelt visited the university to receive an honorary doctorate. During his speech, Roosevelt spoke about the importance of free trade to global prosperity and security and the role of universities in this, even at a time when tensions were nearing a breaking point in Europe.

Later in the day, President Roosevelt took part in the official opening of the Thousand Islands Bridge, providing a physical link over the border.

"This was a particularly interesting perspective for an American president to talk about in 1938

– what it meant for universities to be the sources of knowledge and ideas, but the idea that this knowledge needs to be traded freely in the world," Dr. Liss says, adding that the message continues to resonate today.

Dr. Liss also provided updates on the current political climate for funding research and innovation and found that there was great interest in the ongoing developments at Queen's, especially from alumni.

It's a conversation that is certain to continue, he says.

There will be more connections to develop between Canada and the United States, and opportunities to build on the initiative led by Tom Thompson, Chairman and CEO of Enviro Ambient (a Boston-based cleantech venture), who, in collaboration with Queen's, has been the driving force behind the establishment of Enviro Innovate.



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Queen's says CAPit to emissions

BY COMMUNICATIONS STAFF

The most important energy conservation project in Queen's history is moving forward under the banner of CAPit, with the desire to cap emissions, cap utility consumption and cap costs.

CAPit is a \$10.7-million energy performance contract with Honeywell, an international energy services company. The project aims to achieve a reduction in greenhouse gas emissions equivalent to 2,800 metric tonnes of carbon dioxide.

"The new name reflects the importance of this project to the university's Climate Action Plan (CAP), and," says Caroline Davis, Vice-Principal (Finance and Administration). "CAPit will make a significant contribution toward reducing the university's carbon emissions, helping to achieve the goal of a 35 per cent reduction in greenhouse gas emissions by 2020, over the 2008 baseline."

The project will implement more than 170 individual energy conservation measures in 66 campus buildings. These include the installation of low-flow fixtures to reduce water usage, upgraded lighting and building climate controls to reduce energy consumption, as well as heat recovery systems and improvements to building envelopes.

"Work on the CAPit project is now underway, and personnel from Honeywell and Physical Plant Services will be visiting buildings across campus," says



CAPit, the most important energy conservation project in Queen's history, is a \$10.7-million energy performance contract with Honeywell, an international energy services company. The project aims to achieve a reduction in greenhouse gas emissions equivalent to 2,800 metric tonnes of carbon dioxide.

Aaron Ball, Sustainability Manager. "They are starting the first phase of work, which will target water conservation measures, building envelope enhancements and lighting upgrades."

The water conservation measures will include work in a majority of bathrooms across campus and involve combinations of toilet replacements, urinal and/or flush valve replacements, low-flow shower heads and faucet aerators.

The initial phase of the lighting work includes a series of lamp re-

CAPit BY THE NUMBERS

- 1,147 toilet retrofits
- 61 urinal retrofits
- 353 shower head replacements
- 1,523 faucet moderators installed
- 1,666 LED retrofits
- 1,364 upgraded ballasts
- 9,216 fluorescent tube replacements

placements targeting compact fluorescent lamps retrofitted to LED lamps and T12 and T8 lamps retrofitted to more efficient T8

lamps. More than 10,000 lamps will be replaced in this phase.

Work will focus on the residence buildings during the summer season while students are away, however other campus buildings will be addressed during this time as the schedule progresses. Advance notice of affected buildings will be forwarded via Fixit.

More information about CAPit can be found on the Queen's Sustainability Office website (queensu.ca/sustainability/).

Funds to fuel a new educational path

BY MARK KERR, SENIOR COMMUNICATIONS OFFICER

With the university celebrating its 175th anniversary in 2016-17, the Retirees' Association of Queen's (RAQ) is offering a "gift" to the institution – a new student bursary.

"We thought the 175th anniversary gave us an opportunity to reciprocate the generosity and support the university has offered our organization over the years," says Diane Duttie, Chair, RAQ Communications Committee. "While our project is modest, we hope those receiving support, particularly students whose first path may not have included university, will be enabled to discover the possibilities offered by a Queen's education."

RAQ is currently fundraising to provide a bursary of \$2,500 each year for five years to students in need. Students who have experienced an interruption in their formal education will be given first preference.

Ms. Duttie says RAQ wants to support these students because they often face unique circumstances, such as family commitments, that make it difficult for them to resume their studies. Until recently, Ontario students returning to school didn't have the same level of financial aid support as other students in the province.

RAQ has already reached 60 per cent of its fundraising goal, with strong support from executive committee members. The organization wants to meet the goal as soon as possible so that Queen's can award the first RAQ Bursary in January 2017.

"After offering their immense talents to the university for years, many Queen's retirees continue to support students, which is heartening to see," says David Walker, Director and Chair, Queen's 175th Anniversary. "The bursary is a fine example of the forward-looking aspect that the 175th anniversary executive committee wants to encourage."

Queen's is celebrating its 175th anniversary in 2016-17. More information, including a calendar of events, can be found on the 175th anniversary website.

RAQ represents and promotes the interests of more than 380 members. The organization provides opportunities for retirees to interact with each other and engage with the university. Donations to the RAQ Bursary can be made online.

Paying tribute to provost in song

BY COMMUNICATIONS STAFF

The Isabel Bader Centre for the Performing Arts dedicated the May 17 world premiere performance of Tafelmusik's *Tales of Two Cities: The Leipzig-Damascus Coffee House* to Alan Harrison, in recognition of his contributions to Queen's University as provost and vice-principal (academic).

Harrison was appointed Queen's provost and vice-principal (academic) in 2011. He is stepping down from the position on July 31, 2016.

The musicians of Tafelmusik – recognized as one of the top baroque orchestras in the world – were in residence at the Isabel as they rehearsed the new program, which explores the common love and appreciation of coffee and music found in the German city Leipzig and the Syrian capital Damascus, particularly during the 18th century.



Provost Alan Harrison and his wife Jan attend the world premiere performance of Tafelmusik's *Tales of Two Cities: The Leipzig-Damascus Coffee House* at the Isabel Bader Centre for the Performing Arts.

PHOTO BY BERNARD CLARK

eventscalendar

SPRING CONVOCATION

Ceremony 14: Tuesday, June 7 at 10 am - School of Graduate Studies, Faculty of Arts and Science
Honorary Degree Recipient: Debra June Pepler, DSc

Degrees: Doctor of Philosophy (PhD); Master of Science (MSc); Master of Arts (MA); Master of Art Conservation (MAC); Bachelor of Science - Honours (BSch); Bachelor of Arts - Honours (BAH); Bachelor of Arts (BA); Bachelor of Fine Art - Honours (BFAH); Bachelor of Fine Art (BFA)
 Ceremony at Grant Hall

Ceremony 15: Tuesday, June 7 at 2:30 pm - School of Graduate Studies, Faculty of Arts and Science
Honorary Degree Recipient: Ali Velshi, LLD

Degrees: Doctor of Philosophy (PhD); Master of Arts (MA); Master of Environmental Studies (MES); Diploma in Risk Policy and Regulation (DRPR); Bachelor of Science - Honours (BSch); Bachelor of Science (BSc); Bachelor of Arts - Honours (BAH); Bachelor of Arts (BA)
 Ceremony at Grant Hall

Ceremony 16: Wednesday, June 8 at 10 am - School of Graduate Studies, Faculty of Arts and Science
Honorary Degree Recipient: Brian Yealland, DD

Degrees: Doctor of Philosophy (PhD); Master of Science (MSc); Master of Arts (MA); Bachelor of Science - Honours (BSch); Bachelor of Science (BSc); Bachelor of Arts - Honours (BAH); Bachelor of Arts (BA); Master of Divinity (MDiv); Master of Theological Studies (MTS)
 Ceremony at Grant Hall

Ceremony 17: Wednesday, June 8 at 2:30 pm - School of Graduate Studies, Faculty of Arts and Science
Honorary Degree Recipient: Wendy Jane Crewson, LLD

Degrees: Doctor of Philosophy (PhD); Master of Arts (MA); Bachelor of Arts - Honours (BAH); Bachelor of Arts (BA)

Ceremony at Grant Hall

Ceremony 18: Thursday, June 9 at 10 am - School of Graduate Studies, Faculty of Arts and Science

Guest Speaker: Dr. Audrey Kobayashi
Degrees: Doctor of Philosophy (PhD); Master of Science (MSc); Master of Arts (MA); Master of Applied Science (MASc); Master of Urban and Regional Planning (MPL); Bachelor of Science - Honours (BSch); Bachelor of Science (BSc); Bachelor of Arts - Honours (BAH); Bachelor of Arts (BA); Bachelor of Computing - Honours (BCmpH); Bachelor of Computing (BCmp)
 Ceremony at Grant Hall

Ceremony 19: Thursday, June 9 at 2:30 pm - School of Graduate Studies, Faculty of Arts and Science

Guest Speaker: Dr. Pamela Dickey Young
Degrees: Doctor of Philosophy (PhD); Master of Science (MSc); Master of Arts (MA); Master of Applied Science (MASc); Bachelor of Science - Honours (BSch); Bachelor of Science (BSc); Bachelor of Arts - Honours (BAH); Bachelor of Arts (BA)
 Ceremony at Grant Hall

Ceremony 20: Friday, June 10 at 10 am - School of Graduate Studies, Faculty of Arts and Science, Faculty of Education
Honorary Degree Recipient: Stephen H. Safe, DSc

Degrees: Doctor of Philosophy (PhD); Master of Science (MSc); Master of Arts (MA); Master of Education (MEd); Professional Master of Education (PME); Master of Public Health (MPH); Master of Science in Occupational Therapy (MScOT); Master of Science in Physical Therapy (MScPT); Graduate Diploma in Aging & Health (GDAH); Graduate Diploma in Professional Inquiry (GDPI); Bachelor of Arts - Honours (BAH); Bachelor of Arts (BA); Diploma in Education (DEd); Bachelor of Education (BEd)
 Ceremony to be held in Grant Hall

Ceremony 21: Friday, June 10 at 2:30 pm - School of Graduate Studies, Faculty of Arts and Science

Guest Speaker: Dr. Amy E. Latimer-Cheung
Degrees: Doctor of Philosophy (PhD); Master of Science (MSc); Master of Applied Science (MASc); Master of Arts (MA); Bachelor of Science - Honours (BSch); Bachelor of Science (BSc); Bachelor of Arts - Honours (BAH); Bachelor of Arts (BA); Bachelor of Physical and Health Education - Honours (BPHEH); Bachelor of Physical and Health Education (BPHE)
 Ceremony at Grant Hall

completion. Brought to you by the School of Graduate Studies (SGS) and Student Academic Success Services (SASS). Douglas Library, 4th Floor (The 1923 Reading Room)

Wednesday, June 8, 1-4 pm
Anti-Racism 101

Anti-racism training and education is based on the fact that racism exists, it is pervasive, and is manifested in a variety of forms. This workshop will help us to understand the dynamics of racism in our society, institutions, and daily lives and share approaches for working together to fight racism.
 Mackintosh-Corry Hall, Room B176

Thursday, June 9, 2-3:30 pm
QUIC Summer Conversation Group

English Language Support at the International Centre enables participants to increase their English language skills. The Group is open to undergraduate and graduate students who are enrolled in degree programs, visiting researchers, visiting students, post-doctoral fellows, and their spouses. JDUC, QUIC

Tuesday, June 14-Wednesday, June 15
Kingston Conference on International Security 2016

Engagement Between Peace and War: How Soldiers and Military Institutions Adapt at the Residence Inn by Marriott Kingston's Water Edge.

Saturday, June 18, 10 am-4 pm
Doors Open

As part of Kingston's annual Doors Open event, the Agnes Etherington Art Centre offers extended hours. Community Docents will be on hand to offer informal talks in all exhibitions and in Etherington House. Younger visitors and accompanying adults can enjoy a family-friendly drop-in art-making project in the Andre Bieler Studio.

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

EVENTS

Monday, June 6- Friday, June 10
Dissertation Boot Camp

Want to achieve the momentum you need to write your thesis? The Dissertation Boot Camp is designed to enable you to make substantial progress in writing your thesis in a supportive and distraction free environment and to join a community of other thesis writers. Spaces are limited and priority goes to doctoral students nearing

ACROSS

- 1) Easy infield catch
- 6) Inner-city blight
- 10) Did 100, say
- 14) Tummy trouble
- 15) Galileo's birthplace
- 16) Message runner
- 17) LANCE
- 19) Leeds' river
- 20) Sen. Cruz
- 21) Forest females
- 22) One bringing home the bacon
- 24) Successful solver's cry
- 25) "Gigi" novelist
- 26) Covered with smudges
- 29) Honda model
- 30) Shire of "Rocky" movies
- 31) Sank, as a putt
- 32) Grapefruit serving
- 36) Hebrew for "skyward"
- 37) Mars vehicle
- 38) Ice cream thickener
- 39) Flavorful, as a grape
- 40) In charge of
- 41) Lawn figure
- 42) Paul McCartney's given first name
- 44) Made "it," on the playground
- 45) Isolated, as a people
- 48) Trig function
- 49) Doubles team member
- 50) NASA beverage
- 51) Six-sided gaming piece
- 54) Needling remark
- 55) RELAY
- 58) Bibliography abbr.
- 59) Knee-slapper
- 60) Trunk in a museum
- 61) Info, informally
- 62) Pseudo-cultured
- 63) Playwright Chekhov

SCRAMBLERS

By Fred Piscop

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DOWN

- 1) NAFTA, e.g.
- 2) Wolfish look
- 3) Parti-colored
- 4) Hagen of stage and screen
- 5) Box opener of myth
- 6) Mall binge
- 7) Baloney
- 8) Springsteen's birthplace, in song
- 9) Total transformation
- 10) SPEAR
- 11) Work in a loft, maybe
- 12) "Snowy" bird
- 13) Farm machinery pioneer
- 18) Way too thin
- 23) Dethroner of Foreman
- 24) LYDIA
- 25) Hard drink, maybe
- 26) Goulash, e.g.
- 27) French Sudan, today
- 28) Pizzazz
- 29) Gives in under pressure
- 31) Man with a van, perhaps
- 33) Bug-eyed
- 34) Poor, as excuses go
- 35) Actor/politician Thompson
- 37) Time until about 410 AD, in Britain
- 41) Urban rap genre
- 43) In the style of
- 44) Pint-sized
- 45) Sacked out
- 46) "Groovy!"
- 47) Shoulder bag feature
- 48) Full of cusswords
- 50) Pull a sulky, say
- 51) Gossip fodder
- 52) "Assuming that's true ..."
- 53) Prince William attended it
- 56) It's mostly nitrogen
- 57) Sweetie

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

A helping hand for student parents

BY ANDREW CARROLL,
GAZETTE EDITOR

When Lorne Beswick first took on the task of creating a parenting room at Queen's University, he didn't think that it would be something he would be using himself – at least not so quickly.

Shortly after he was re-elected as Vice-President (Campaigns and Community Affairs) for the Society of Graduate and Professional Students (SGPS), Mr. Beswick sought out projects within his portfolio that would benefit people around campus and could be completed during his one-year term, which ended on May 1.

What he quickly discovered was a need for a central space on campus for student parents to take care of their children while also continuing with their studies.

"It was basically what can I do in one year? I can't cut people's tuition in half and I can't renegotiate anything huge but what I can do is fill a material need that just made sense," says the PhD candidate in the Department of History. "I thought we could do this (parenting room) and it would be effective. It would be something, frankly, that many people could use. It's open to all students."

After a quick review of the spaces that were available, Mr. Beswick settled on Room 203 in the John Deutsch University Centre (JDUC).



Lorne Beswick and his daughter Wynne take a break in the Parenting Room that was opened earlier this year in the John Deutsch University Centre. The room is available to all Queen's students.

Not long after, he found out he would soon be a father. The new room would come in handy.

Opened in February, the parenting room is clean and bright and comes with a fridge and

comfortable chair as well as a play table and a number of toys and activities for children. Importantly, there also is a diaper genie that hermetically seals used diapers for easy disposal, as

well as a sink for clean-up. The space is safe, it's quiet and it's clean.

For Mr. Beswick, the idea was initially generated from discussions he had at student confer-

"I don't want this to be the first and last one. I thought this was a great start but let's keep this ball rolling."

— Lorne Beswick

ences. Having been a member of the Queen's daycare board he saw a need and knew that it could be done.

While graduate students, particularly international students, are more likely to have families, the room is open to all students, both mothers and fathers.

Those interested in using the room can check in with the Student Life Centre Office. This is important, Mr. Beswick explains, as the SLC office is open from 8 am to midnight, allowing a greater range of use for the parenting room than if it was administered by the SGPS office which has fewer office hours.

Already, the room is seeing regular use and Mr. Beswick hopes that it continues to help student parents for years to come. He also hopes that more parenting rooms will be opened across campus.

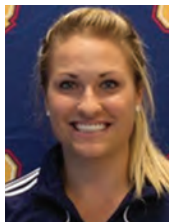
"I don't want this to be the first and last one," he says. "I thought this was a great start but let's keep this ball rolling."

athleticsand recreation

Mentoring program brings McHaffie back to Gaels

BY COMMUNICATIONS STAFF

Morgan McHaffie returned to Queen's University this past season as an assistant coach with the women's hockey team under the Coaching Association of Canada's Women in Coaching mentorship program after ending her CIS playing career in 2013-14 with the Gaels.



The aim of the program is to increase the pool of female coaches in Canada, with McHaffie being part of a CIS pilot project that currently involves only the University of Ottawa, Ryerson, and Queen's.

"I was notified about the mentorship program by my head

coach and mentor Matt Holmberg," McHaffie said. "I feel very lucky to have been given this great opportunity."

With financial and developmental support from the Coaching Association of Canada, McHaffie is being mentored by two Gaels head coaches – Beth Barz of women's rugby and Holmberg of women's hockey, who have both undertaken mentorship training.

Including her current mentors, McHaffie is used to working with coaches who do more than just what is required.

"Throughout my career as an athlete I was extremely privileged to have such incredible coaches to whom I looked up to very much," she said. "My goals and aspirations as a coach are to influence others in the amazing way that my own coaches influenced me."

With coaching experience on girls' and women's teams, McHaffie draws inspiration from women who break the sex barrier to coach men's teams.

"The culture in men's sports ... tends to affirm traditional masculinity and sometimes encourages sexist attitudes," McHaffie said. "Therefore, this means that female coaches often have to work extra hard to break down those walls and barriers. Barbara Underhill is a great example. She is a former world champion figure skater who works with NHL players teaching them the proper mechanics and techniques of skating."

Five seasons as a star CIS hockey player isn't enough to make a coach, though it's a good start. McHaffie got her first coaching gig with the Midget AA Kingston Ice Wolves Minor Girls Hockey Associ-

ation during her fourth year as a Gael, then moved up to coach with the Kingston Jr. Ice Wolves in the PWHL the following year.

As a former OUA player of the year and winner of the Queen's Athletics Outstanding Performance of the Year award, McHaffie knows the Gaels system well and can put her practical knowledge to work for the current women's hockey team.

"(Morgan's) existing familiarity with me and the program, coupled with her experience, high hockey IQ and passion for the game made her an easy fit," Holmberg said.

Even before they were aware of the mentorship program, the Gaels women's hockey coaching staff had already asked McHaffie to join their team.

"When we learned about the

(Coaching Association of Canada) partnership we thought that it would be a great supplement to our existing coaching plan for Morgan," Holmberg said.

Now with a year of coaching experience at Queen's under her belt, McHaffie still has a lot to learn from her coaching mentors. Barz and Holmberg are helping put an individualized professional development plan into action, with the hope of keeping McHaffie behind the Gaels bench in the future.

"We certainly hope that Morgan stays with the program for years to come in order to continue to develop her coaching skills and experience," Holmberg said. "She is a huge asset to the program, and the players and coaches benefit greatly from her involvement."

fortherecord

AWARDS

Ban Righ Foundation – New Awards

On the occasion of the 175th Anniversary of Queen's University, The Ban Righ Foundation will celebrate the achievements of women at the university and in the community through the initiation of two new awards for mentoring and leadership. The Ban Righ Foundation is currently seeking nominations for:

The Ban Righ Foundation Mentorship Award is for a Queen's University faculty member (current or retired faculty) who identifies as a woman and is someone who has demonstrated mentorship and knowledge-sharing (Mentoring involves listening, motivating, connecting, sharing knowledge or wisdom, asking good questions that support growth, etc.) has supported women in achieving their goals has inspired a student or students

The Ban Righ Foundation Leadership Award is for an individual who identifies as a woman, and whose leadership has built capacity and fostered opportunities for others made a positive contribution to the Kingston community been inspirational

The awards will be presented at The Ban Righ Foundation Inspiring Women, an evening at The Isabel on Tuesday, Oct 18, 2016 from 7:30-10 pm at the Isabel Bader Centre for the Performing Arts.

Join Shelagh Rogers, Artsci '77 (CBC radio host and producer and Chancellor of University of Victoria) as she moderates a lively panel discussion about what moves, motivates and inspires women to achieve. Enjoy music from Georgette Fry's Shout Sister choir and singer Chantal Thompson. Hear from poet Elizabeth Greene and current PhD student and mother of two, Sarah Kastner.

More information on the awards available from the Ban Righ Centre.

NOTICES

Renewal, tenure, promotion applications

Under the terms of the Collective Agreement between Queen's and Queen's University Faculty Association for faculty, librarians and archivists, Aug. 15 is the deadline for regular faculty to apply for renewal, tenure or promotion; librarians and archivists to apply for renewal, continuing appointment or promotion; and adjuncts to apply for promo-

tion. Members must notify their unit head of their intent to apply for renewal, tenure, continuing appointment, or promotion by July 1.

Articles that refer to these procedures include: Article 24 – Employment Equity; Article 30 – Renewal, Tenure and Promotion for Tenure-Track and Tenured Faculty Members; Article 31 – Renewal, Continuing Appointment and Promotion for Librarian and Reappointment and Promotion of Adjunct Members; and Appendix O – Aboriginal Participation in Renewal, Tenure or Promotion Committees (or in the case of Librarian and Archivist Members, Continuing Appointment).

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: 2016-164

Job Title: Personal Counsellor, Sexual Violence Support (USW Local 2010)

Department: Student Wellness Services

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

Hours per Week: 35

Appointment Terms: Continuing appointment

Closing Date: 13-Jun-2016

Competition: 2015-300

Job Title: Records Manager (Repost)

Department: University Secretariat and Legal Counsel

Hiring Salary: \$61,378 (Salary Grade 9)

Hours per Week: 35

Appointment Terms: Continuing Appointment

Closing Date: 10-Jun-2016

Competition: 2016-155

Job Title: Executive Director, Business Career Centre

Department: Smith School of Business

Hours per Week: 35

Appointment Terms: Continuing Appointment

Closing Date: 12-Jun-2016

Competition: 2016-110

Job Title: Project Officer

Department: International Centre for the Advancement of Community Based Rehabilitation

Hiring Salary: \$44,452 (Salary Grade 6)

Hours per Week: 35

Appointment Terms: Term appoint-

fittips

Break out of the routine

The snow is gone and the sun is shining! It's the perfect time to reignite your motivation by breaking away from your boring routine and embracing something new.

- Give yourself a new benchmark. Book a fitness assessment with an ARC Personal Trainers to help you set new goals.

- Post your exercise plan in places you'll look frequently, like the calendar app on your smartphone or at your desk at work.

- You're more likely to stick with your plan if you've got a partner to workout with. Choose someone who has similar goals as you.

- Still listening to the same tracks from December? Do some iPod "spring cleaning" by downloading a fresh new workout playlist to get you going.

- You are probably due for a new pair of shoes. Most running shoes last between 450 and 650 Kilometers.

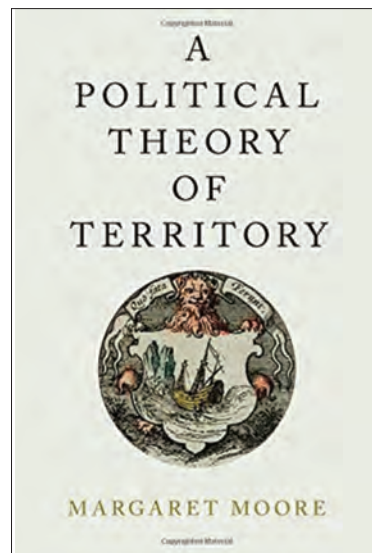
- Reward yourself with a sports massage from the Therapy Zone. It is the perfect way to pamper yourself, while alleviating toxins and speeding up muscle recovery.

books

A Political Theory of Territory by Margaret Moore (Political Studies)

This book recently received a notable mention from the 2016 ISA Ethics Panel Book Award and was short-listed by the Canadian Political Science Association for the 2016 C.B. Macpherson Prize.

Our world is currently divided into territorial states that resist all attempts to change their borders. But what entitles a state, or the people it represents, to assume monopoly control over a particular piece of the Earth's surface? Why are they allowed to prevent others from entering? What if two or more states, or two or more groups of people, claim the same piece of land? Political philosophy, which has had a great deal to say about the relationship between state and citizen, has largely ignored these questions about territory. This book provides answers. It justifies the idea of territory itself in terms of the moral value of political self-determination; it also justifies, within limits, those elements that we normally associate with territorial rights: rights of jurisdiction, rights over resources, right to control borders and so on. The book offers normative guidance over a number of important issues facing us today, all of which involve territory and territorial rights, but which are currently



dealt with by ad hoc reasoning: disputes over resources; disputes over boundaries, oceans, unoccupied islands, and the frozen Arctic; disputes rooted in historical injustices with regard to land; secessionist conflicts; and irredentist conflicts. In a world in which there is continued pressure on borders and control over resources, from prospective migrants and from the desperate poor, and no coherent theory of territory to think through these problems, this book offers an original, systematic, and sophisticated theory of why territory matters, who has rights over territory, and the scope and limits of these rights.

ment until Dec. 1, 2017.

Closing Date: 15-Jul-2016

Apply To: Dr. Heather Aldersey - hma@queensu.ca

Successful Candidates

Job Title: Internship Coordinator (USW Local 2010)

Department: Career Services

Competition: 2016-063

Successful Candidate: Tara Poole (Career Services)

Job Title: Admission and Recruitment Assistant (USW Local 2010)

Department: Undergraduate and Admission Recruitment

Competition: 2015-318

Successful Candidate: Cheryl Wright (Electrical & Computer Engineering)

Job Title: Change and Support Assistant (USW Local 2010)

Department: Information Technology Services

Competition: 2016-031

Successful Candidate: Brandy Wilkes

Job Title: IT Support Assistant (USW Local 2010)

Department: Faculty of Law

Competition: 2016-064

Successful Candidate: Andrew Swain

Job Title: Solutions Specialist (USW Local 2010)

Department: Information Technology Services

Competition: 2015-339

Successful Candidate: Stephen Beaugard

Job Title: Client Manager (USW Local 2010)

Department: Smith School of Business

Competition: 2016-040

Successful Candidate: Becky MacDonald (Queen's Executive Education)

Job Title: Program Assistant (USW Local 2010)

Department: Smith School of Business

Competition: 2016-021

Successful Candidate: Kim Bellefontaine (Centre for International Management)

Job Title: Systems Analyst (USW Local 2010)

Department: Information Technology Services

Competition: 2016-078

Successful Candidate: Daniel Schatzky (Information Technology Services)

PUZZLE SOLUTIONS

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