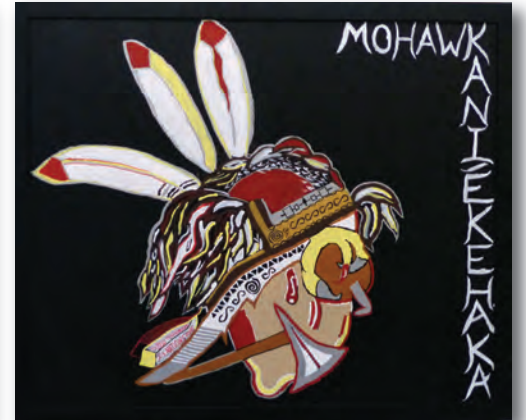
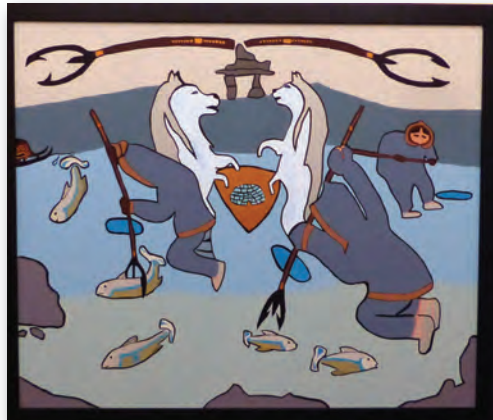




# the gazette

Queen's University's newspaper of record since 1969 ■ [queensu.ca/gazette](http://queensu.ca/gazette) ■ November 8, 2016



## WELCOMING SPACES



Twelve new study rooms in Stauffer Library feature Indigenous names and artwork. Story on Page 4



**CAMPUS DENTIST**

[WWW.CAMPUSDENTIST.COM](http://WWW.CAMPUSDENTIST.COM)

**BOOK NOW**

ASK US ABOUT FREE TEETH WHITENING

**invisalign** FREE CONSULTATION

WE ARE OPEN ALL YEAR ROUND TO ALL STUDENTS, STAFF, FACULTY & TO ALL MEMBERS OF THE PUBLIC.

**613.549.3840**

WE OFFER DIRECT BILLING

## Focused on students

BY ANDREW CARROLL,  
GAZETTE EDITOR

When Corinna Fitzgerald started working at Queen's in late August, she couldn't help feeling like one of the thousands of first-year students who would arrive on campus a few weeks later.

But that was a good thing.

Ms. Fitzgerald is the Assistant Dean (Student Life and Learning) in the Division of Student Affairs and a focus of her portfolio is fostering an engaged, inclusive and vibrant community for undergraduate and graduate students.

While she didn't have much time to settle in before students arrived, she feels it was a great learning opportunity and a chance to connect with students experiencing the same things she was.

"I actually am really grateful for starting at the time that I did because I did get to experience campus a little bit differently than I have at other places," Ms. Fitzgerald says. "I went to a lot of orientation week events so I could see it somewhat from a student perspective. That's been really good."

Having previously worked in similar positions at institutions such as St. Francis Xavier University, McMaster University and, most recently, Humber College, Ms. Fitzgerald says the one thing that has stood out since arriving here is the feeling of being welcomed by the Queen's community.

"I really felt welcomed when I came here. I've said that it is the best transition that I've had at any of the institutions that I've been at," she says. "Maybe it's because of the timing and the fact that the whole campus was welcoming the incoming students but I also think it's because there's such a community-student engagement feel here."

On campus, Ms. Fitzgerald has



As the Assistant Dean (Student Life and Learning) in the Division of Student Affairs, Corinna Fitzgerald is aiming to foster an engaged, inclusive and vibrant community for undergraduate and graduate students

set out to meet as many groups as she can in order to get the background she needs to conduct her work. That has meant speaking with colleagues across Student Affairs and in faculties and schools, as well as with students.

She has been impressed by what she has seen and heard. Collaboration, she says, is a key to moving forward.

"I have been at campuses where the student voice is strong, then at other campuses where it's less so, and I think a strong student voice makes the campus better," she says. "In Student Affairs, in particular, students are at the core and the centre of everything that we do, and to be able to do that in collaboration with students, I think, is really important too."

As Assistant Dean (Student Life and Learning), Ms. Fitzgerald is involved in a number of signifi-

cant projects and areas across campus, including as a member of the Sexual Violence Prevention and Response Working Group (SAPRWG). That group is currently updating the university's sexual violence policy in response to provincial legislation and regulations.

Continuing to build on the great work that's been done, Ms. Fitzgerald will focus primarily on building collaborations among Student Life and Learning units including the Queen's University International Centre (QUIC), the Four Directions Aboriginal Student Centre, Student Academic Success Services (SASS), the Student Experience Office (SEO) and Residence Life, as well as with other areas of campus to ease student transition and to enhance student leadership development.

Looking ahead, at least in the

short term, Ms. Fitzgerald believes her experience as a new arrival at Queen's will help her in at least one area of her work.

"When I arrived at Queen's I felt so welcomed and appreciated already for the things I will be able to contribute and for me that has made the transition easier," Ms. Fitzgerald says. "My hope is that new students will feel the same way because they all bring things that will contribute to our campus community. It may take a little while to find your footing but I hope they feel empowered to bring their skills, experiences, ideas and thoughts to the campus so that we do make Queen's, the community, amazing and that they have a great experience while they are here."

Ms. Fitzgerald can be contacted at (613) 533-6000 ext. 36944 or at corinna.fitzgerald@queensu.ca.

# the gazette

Volume 44, Number 16, 2016

#### EDITOR

Andrew Carroll  
613-533-6459, ext. 36459  
andrew.carroll@queensu.ca

#### ASSISTANT EDITOR

Mark Kerr  
613-533-6000 ext. 77473  
mark.kerr@queensu.ca

#### ADVERTISING COORDINATOR

Peter Gillespie  
613-533-6000 ext. 75464  
advert@queensu.ca

www.queensu.ca/gazette

Subscriptions are \$30 per year.

#### QUEEN'S UNIVERSITY VICE-PRINCIPAL (UNIVERSITY RELATIONS)

Michael Fraser

The *Gazette* is published biweekly during the academic year (September – April) and monthly during the Spring and Summer months (May – August) by University Communications, Richardson Hall, Queen's University, Kingston, ON Canada, K7L 3N6.

Submissions and letters are welcome, and may be emailed to [andrew.carroll@queensu.ca](mailto:andrew.carroll@queensu.ca). The editor reserves the right to edit or refuse any submission. Views expressed or implied are those of individual contributors or sources quoted and do not necessarily reflect university policy.

#### SCHEDULE

Issue date: Nov. 22  
Ad booking deadline: Nov. 4  
Ad artwork deadline: Nov. 11  
Noon editorial deadline: Nov. 16

Issue date: Jan. 10  
Ad booking deadline: Dec. 20  
Ad artwork deadline: Jan. 2  
Noon editorial deadline: Jan. 4

#### ADVERTISING POLICY

The *Gazette* is a newspaper published by University Communications ("Publisher") for the primary purpose of internal communication to its faculty and staff members.

All advertising is subject to the Publisher's approval. The Publisher reserves the right to revise, reject, discontinue or omit any advertisement, or to cancel any advertising contract for reasons satisfactory to the Publisher without notice and without any claim for penalty.

The Publisher does not accept liability for any loss or damage caused by any error in accuracy in the printing of an advertisement beyond the amount paid for the space actually occupied by that portion of the advertisement in which the error occurred.

The advertiser agrees to indemnify the Publisher for any losses or costs incurred by the Publisher as a result of publishing any advertisement, which is libelous or misleading, or otherwise subjects the Publisher to liability.

The Publisher may insert the word "advertisement" above or below any copy. The Publisher requires that any advocacy advertisement identify the advertiser placing the ad.

The Publisher will not knowingly publish any advertisement which is illegal, misleading or offensive to its readers.

The Publisher will not knowingly publish any advertisement which violates the university's internal policies, equity/human rights policies or code of conduct. Further, the Publisher will not publish any advertisement which contravenes the best interests of the university directly or indirectly.

## Queen's maintains fourth place Maclean's ranking

BY COMMUNICATIONS STAFF

Queen's continues to be ranked as one of Canada's leading medical-doctoral universities according to Maclean's 2017 university rankings, placing fourth overall in the category. Queen's also ranked third amongst the 15 medical-doctoral schools in terms of student satisfaction.

Queen's ranked in the top five medical doctoral universities in all of the 10 categories, including satisfaction with course instructors, mental health services, experiential learning, residence living, and steps taken by the university to

prevent sexual assault.

Maclean's also provided statistics that showed Queen's leads the way in the percentage of undergraduate students who graduate while also being among the top schools for highest entering average and student retention from first to second year.

"The results of the Maclean's rankings speak to the quality of a Queen's education and I am very pleased to see such a positive response in student satisfaction, which reflects the priority Queen's puts on creating a transformative student learning experience within a supportive and inclusive

campus environment," says Principal Daniel Woolf. "Through the excellent work of our faculty and researchers Queen's continues to provide the educational opportunities that students are seeking."

Queen's maintained its standing in several categories, placing second in terms of faculty awards, seventh in social sciences and humanities grants, fourth in medical/science grants and 12th in citations.

Other strong results in the overall rankings included placing second in terms of faculty awards, third in scholarships and bursaries, and fourth in student

awards. Improvements were seen for total research dollars (seventh from 10th) and in library expenses (third from fourth).

Queen's also placed sixth when it came to the national reputational ranking, which incorporates 49 universities from all three categories into one group. For this ranking, Maclean's surveyed high school guidance counsellors and businesspeople as well as university faculty and senior administrators. In the three categories of the reputational ranking, Queen's placed fifth for highest quality, seventh for most innovative and sixth for leaders of tomorrow.



Queen's  
UNIVERSITY

# Inspiring investment for innovation

BY MARK KERR, SENIOR COMMUNICATIONS OFFICER

Innovation and entrepreneurship programming at Queen's University has received support from distinguished alumni.

The Dunin Foundation – established by Andrew Dunin, Sc'83, MBA'87, and his wife Anne Dunin, Artsci'83 – and Gururaj "Desh" Deshpande, PhD'79, and his wife Jaishree Deshpande jointly have provided a significant gift to Queen's Innovation Connector. In recognition of this support, the university-wide initiative to support student innovation and entrepreneurship will now be known as the Dunin-Deshpande Queen's Innovation Centre.

"Queen's is grateful for the philanthropic support from The Dunin Foundation and Gururaj and Jaishree Deshpande," says Daniel Woolf, Queen's Principal and Vice-Chancellor. "This investment will allow the university to expand its innovation programming for students and position Queen's as an innovation hub for attracting, supporting, and retaining the next generation of innovators and entrepreneurs in both the local region and beyond."

With the expendable gifts, the Dunin-Deshpande Queen's Innovation Centre will launch new programs and resources for students over the next five years. The support builds on the investments that the university, the federal and provincial governments, and a number of benefactors have made in this area over the past several years. Most recently, construction began on the new Innovation and Wellness Centre on campus that will include an Innovation Hub centred around the Dunin-Deshpande Queen's Innovation Centre.

"Since our founding several years ago, we have encouraged, enabled, and supported the innovation activities of student, professors, entrepreneurs, and Canadian companies," says Greg Bavington, Executive Director, Dunin-Deshpande Queen's Innovation Centre. "With the generous support of the Dunins and the Deshpandes, we will move beyond the lean start-up phase of this initiative and rapidly increase Queen's capacity to drive innovation and entrepreneurship across the region."

Mr. Dunin graduated from Queen's with a bachelor's degree in chemical engineering in 1983 and an MBA in 1987. He invested in his own automotive parts business in 1989 and grew the com-



Shelby Yee joins Gururaj and Jaishree Deshpande on stage during the gift announcement for the Dunin-Deshpande Queen's Innovation Centre. Ms. Yee, Sc'16, a former participant in the Queen's Innovation Connector Summer Initiative, spoke about the ways the support will benefit students.

PHOTO BY GARRETT ELLIOTT

**"This investment will allow the university to expand its innovation programming for students and position Queen's as an innovation hub for attracting, supporting, and retaining the next generation of innovators and entrepreneurs in both the local region and beyond."**

— Principal Daniel Woolf

pany from 50 employees in one location to more than 2,000 employees in 12 locations throughout North America.

After selling the business – one of the largest private equity transactions in Canadian history – Mr. Dunin went on to invest in a variety of businesses through Bracebridge Investments, as well as other causes through The Dunin Foundation.

"The Dunin Foundation is very proud to sponsor Queen's commitment to incorporating entrepreneurship into the core culture of the university," Mr. Dunin says. "As a result of this commitment, the university will provide dedicated facilities, curriculum, seed capital, and global experience and leadership to help all students

from the university and the surrounding communities innovate and build new businesses. Students and graduates will be creating jobs not just taking jobs."

Dr. Deshpande is an accomplished entrepreneur, starting and investing in several highly successful companies. After earning his PhD in electrical engineering from Queen's in 1979, Dr. Deshpande built a successful business career as an investor and entrepreneur. He is best known for co-founding Internet equipment manufacturers Cascade Communications and Sycamore Networks.

Dr. Deshpande and Mrs. Deshpande co-founded the Deshpande Foundation in 1996 to encourage the use of entrepreneurship and innovation as catalyst for sustainable change in Canada, the United States, and India.

"Universities will play a different and an important role in the 21st century; they have to be relevant to the world and have both social and economic impact," says Dr. Deshpande. "I am pleased that Queen's University is taking a lead to make innovation and entrepreneurship be a part of its DNA and redefine the role of universities in Canada."

## About Dunin-Deshpande Queen's Innovation Centre

The Queen's Innovation Connector began in 2012 as a joint effort by the Faculty of Engineering and Applied Science and the Smith School of Business.

It has evolved into a pan-university initiative under the Office of the Provost and Vice-Principal (Academic) with strong continuing support from its founding faculties.

Through a variety of programs, services, and resources, the Dunin-Deshpande Queen's Innovation Centre encourages, enables, and supports the innovation activities of students, professors, entrepreneurs, and Canadian companies.

More information about the centre is available at [queensu.ca/innovationconnector/](http://queensu.ca/innovationconnector/).

gina karkoulis B.A., M.Sc.  
SALES REPRESENTATIVE

**ROYAL LEPAGE**

ProAlliance Realty, Brokerage  
ROYAL LEPAGE REALTY INC. MEMBER  
80 Queen Street, Kingston

DIRECT **613.539.7798** OFFICE **613.544.4141**  
ginak@royallepage.ca ginakrealty.com

**Helping You Visualize, and Ultimately Realize, Your Dreams**





PHOTO BY BERNARD CLARK

A total of 12 study rooms at Stauffer Library have been given Indigenous names and artwork in an effort to increase the visibility of the Indigenous community at Queen's.

## Revitalizing campus spaces with Indigenous language, art

BY ANNE CRAIG,  
COMMUNICATIONS OFFICER

Twelve new study rooms at Stauffer Library have been given Indigenous names to increase the visibility of the Indigenous community. The rooms will also help to answer a need for more study space on campus.

"One of our primary mandates since I started here has been to increase the visibility of Indigenous presence on campus in order to contribute to the understanding that Queen's is a welcoming space for Indigenous students, staff and faculty," says Janice Hill, Director of Four Directions Aboriginal Student Centre. "This will contribute a great deal to that goal and is completely in line with the Truth and Reconciliation Commission's recommendation for universities to contribute to the reclamation and revitalization of Indigenous languages in Canada."

The rooms will be named as follows:

After the Seven Grandfather Teachings in Anishinaabe (a group of Indigenous people representing many nations in Ontario sharing a similar language):

- Wisdom - Nibwaakaawin
- Love - Zaagi'idiwin
- Respect - Minaadendamowin
- Bravery - Aakode'wein
- Honesty - Gwayakwaadziwin
- Humility - Dabaadendziwin
- Truth - Debwewin



PHOTO BY BERNARD CLARK

Mary Ann Spencer, Elder in Residence, and Vanessa McCourt, Aboriginal Advisor, sing during the opening of 12 study rooms at Stauffer Library that have been given Indigenous names.

In Mohawk, Cree, Michif (Métis), Mik'maq and Inuktitut:

- Learning - Keweyentehtahs
- Teaching - Kishnamakayin
- Knowledge - Kiskellita-mowin
- Persistence - Munsa't
- Community Place - Katim-mavik

To add a unique element to the third- and fourth-floor rooms, the library and Four Directions have formed a partnership with Correctional Services Canada to commission Indigenous artists from Joyceville Institution to create paintings to be displayed in the

rooms. The artists have incorporated the meaning of the new room names into their artworks.

"One of our strategic priorities in the library is to realize the potential of library spaces and provide memorable places for social and intellectual encounters and discovery," says Martha Whitehead (Vice-Provost and University Librarian). "We are very pleased at this opportunity to partner with Four Directions to celebrate cultural diversity and provide inclusive learning spaces."

The study spaces are now open and available for booking.

## throughthelens



UNIVERSITY COMMUNICATIONS

Principal Daniel Woolf provides an update on the developments and accomplishments at Queen's over the past year as well as a look into the future for the university at the Principal's Community Breakfast on Friday, Nov. 4.



Jim McLellan, Academic Director, Dunin-Deshpande Queen's Innovation Centre and Head of the Department of Chemical Engineering, leads off the panel discussion at the Principal's Community Breakfast. Joining him on the panel are, Principal Daniel Woolf, left, and former Queen's Innovation Connector Summer Initiative participants Matt Gubasta, Shelby Yee and Sarah Muma.



A large crowd filled the conference room at the Holiday Inn Kingston Waterfront on Friday, Nov. 4 for the annual Principal's Community Breakfast.



# A pathfinder, knowledge-carrier, guide for life

BY ANITA JANSMAN,  
SPECIAL TO THE GAZETTE

In her native Mohawk tradition, Mary Ann Spencer is a pathfinder – someone who holds the responsibility of creating and opening paths for others. It's a role that permeates her whole life's work – as social worker, teacher, activist, and elder in various communities, including Queen's.

"I am Wolf Clan and one of the wolf's responsibilities in nature is to go through the forest and help animals in need. In my community and in my life, my responsibility is much the same, to help others who are suffering and guide them to a better place, to help them find a path to health and wellness," says Ms. Spencer, who recently became elder in residence at Four Directions Aboriginal Student Centre, where she works with the Indigenous community on campus, supporting students in their Indigenous knowledge and helping them to blend it into their programs.

As elder in residence, Ms. Spencer takes on a very traditional role.

"Elders are knowledge-carriers who help sustain the community and its people, and guide individuals to stay on a good path with their wisdom and stories," she says. Elders are held in esteem and deeply respected because of this, and an integral part of an Indigenous community.

Looking back at her own life's path, Ms. Spencer can clearly see



As the elder in residence at the Four Directions Aboriginal Student Centre, Mary Ann Spencer helps support students in their Indigenous knowledge and blend it into their programs.

how her journey to embrace her Indigenous heritage has led her to this role, which in addition to student support, is about building relationships with all members of the campus community.

"We work with everyone toward harmony – all religions, philosophies, faith groups, domestic and international students," she says.

Born to a Mohawk mother and a Dutch immigrant father, Ms. Spencer grew up near Tyendinaga Mohawk Territory, close to her

Mohawk relatives but not quite a part of the community. Her mother, by law, had to give up her Mohawk status when she married her father. Ms. Spencer's childhood, while happy in her rural home and school in Marysville, Ont., lacked any real focus on her Indigenous heritage.

"I went to grade school and high school off the territory and spoke English through most of my childhood," she says. "None of us learned Mohawk, or if we did, we didn't speak it much. It was con-

sidered a source of shame."

All of that changed when she turned 21. She married a Mohawk man and became a mother. With the help of her uncles on the territory, she found work at the First Nations Technical Institute (FNTI), as a janitor. A year later, Bill C31, the amendment to bring the Indian Act into line with gender equality under the Canadian Charter of Rights and Freedoms, granted her mother the rights and status as a First Nations woman. Ms. Spencer and her siblings were also granted full rights.

Then, she went back to school. Presented with an opportunity to study at FNTI, she chose the three-year Native Child and Family Social Service Worker Diploma Program.

"This opened up my world," Ms. Spencer says. "I got connected to the elders in the community. I began to understand what it means to be Mohawk."

From the wisdom of the elders, most notably Ernie Benedict, a strong advocate for the rights of Aboriginal people to control their own educational process, Ms. Spencer learned her history and the impact that colonialism had on Indigenous people. She began to question her life's meaning and found herself on a path of self-discovery.

## University, social work, and a return to FNTI

Ms. Spencer progressed along a steady path to higher education, all the while working at FNTI and later as an outreach worker at Red Cedars Shelter, a holistic healing centre for victims of domestic vio-

lence. In 2002, she graduated with a bachelor's degree in social work, through a joint program at FNTI with Carleton University and later Ryerson.

In 2006, as coordinator for the Restorative Tyendinaga Justice Circle, Ms. Spencer was involved with the process of restorative justice, which incorporated a more traditional understanding of why individuals behave the way they do, and looked at the underlying issues that cause the behaviour. The program has been hugely successful and Ms. Spencer remains connected as a committee member.

After completing her master's degree at Wilfred Laurier University, Ms. Spencer stayed on at the university as elder at the Aboriginal Student Centre for two years. In 2012, she moved back to the territory, where she became a teacher at FNTI, the place she started working as a cleaner all those years ago.

## 'A safe and comfortable refuge'

In April of this year, Ms. Spencer was named elder in residence at Four Directions Aboriginal Student Centre.

"At Four Directions, we offer students a safe and comfortable refuge where they can visit and talk informally, have something to eat, do their laundry, have a little sleep, if they need it," she says. "I personally get to know everyone who comes in."

At Queen's, 360 students self-identify as Indigenous, but Ms. Spencer stresses that the door at Four Directions is open to the entire Queen's community. Ms. Spencer attends opening ceremonies and traditional evenings such as the Full Moon Ceremony, and welcomes interested students and faculty to participate. When professors invite her into their classes to speak to students, she invites those professors to sit down and talk with her so she can help them understand what her role is, and how they can better relate to Indigenous students.

She admits there are challenges, not only the social challenges that she has witnessed most of her life, but also environmental challenges that she believes we are all responsible for.

"In my tradition, we are here for Mother Earth, and I see that we've let her down for the past generations," she says. "We need to do a better job of caring for the Earth."

When not at Four Directions, Ms. Spencer continues to teach at FNTI and spends a lot of time at her home at Tyendinaga, where she lives with her three children and six grandchildren.

UNIVERSITY COMMUNICATIONS

**BEST OF PANAMA HOSTED TOUR**

**Highlights:**  
snorkel in the crystal-blue Caribbean waters in Bocas del Toro | tour green highlands in Boquete | explore the Panama Canal | visit a coffee plantation

**Includes:**

- round-trip airfare from Toronto, domestic and internal flights
- eight day tour including: Boquete stay, boat tour of Bocas del Toro, Panama Canal visit, Miraflores Locks and museum visit

**\$1,999\* p.p.**  
9 days  
**INCLUDES AIR!**  
Departs Toronto  
Feb. 18 - 26, 2017

Contact our Expert Laura MacIntyre for more info:  
LMacIntyre@MeritTravel.com | 613.549.3553 Ext. 7222

**merit travel**

Merit Travel Kingston | 186 Princess St. | 613.549.3553 | Kingston@MeritTravel.com

\*Prices are in CDNS per person, dbl. occ. Taxes included. Not included: any personal expenses, such as insurance, passport fees, any meals, or items not mentioned. ON-4499356/4499372 | BC-34799 | 111 Peter Street, Suite 200, Toronto, ON. M5V 2H1 | Canadian owned

## viewpoint

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

# Finding ways to thrive

BY DANIEL WOOLF, PRINCIPAL AND VICE-CHANCELLOR

I am grateful every day for the opportunity to serve the Queen's community as its 20th Principal and Vice-Chancellor. It is a privilege to work alongside some of the most talented and intelligent individuals I've ever met, and I am incredibly proud of the students we attract, teach, and graduate. And yet, as wonderful as this position is to hold, there are elements of my work life that are inherently stressful.



I would confidently assume that my counterparts at other post-secondary institutions similarly manage conflicting deadlines and extended work hours while making quality time for family. There is also that underlying feeling – a similar one to when you become a parent – of discomfort that when things are going well, the other shoe might be about to drop. I don't even believe these stressors are unique to this type of position; they are common ones in many occupations. And yet, they are important for me to identify personally, so that I might manage my physical and mental health in appropriate and proactive ways.

Since arriving at Queen's, and

making the mental health of the Queen's community a priority, I knew that I would need to set a good example and create some boundaries in my work and home life. This involved challenging myself to maintain, if not improve, my health in a variety of areas. A treadmill and a set of weights await me at home to use on days when I don't reach 10,000 steps on my Fitbit. Julie and I do our best to watch our intake of high-carb foods and have salads and fresh vegetables as often as possible. I aim to get at least seven hours of sleep each night, and began to incorporate naps into my routine on weekends and when evening events are booked in my calendar. I also set blocks of time in my workday to leave room to deal with pressing issues that come up unexpectedly, so surprises don't pile on top of my regular obligations.

These changes have not eliminated stressors from my work life, but they have proven that when I take care of my mind and my body, I am better prepared to handle issues appropriately and at my fullest capacity. I believe the same to be true for many of us – including the staff, faculty, and students of Queen's. And, this is why I'm supportive of an important annual event called Thrive Week.

Thrive began at the University of British Columbia in 2009, when two colleagues decided to create

wellbeing programming that included various groups of the university's community. For its first year, 20 events were organized over one week under the tagline "Health, Community, Commitment." In just a few years, the idea spread to 100 events at campuses across the country, reaching 35,000 people in 2014 alone. Queen's adopted Thrive last year with great success.

This year, Queen's celebrated Thrive Week from Oct. 31 to Nov. 4, with numerous stress-busting events held across campus each day. As part of the events I hosted a walk around campus over the lunch hour.

As a series of events and activities, we could never expect Thrive Week to solve all of the issues related to mental health and its associated stigma that are prevalent

in workplaces and on campuses across the country. Together, we must see it as a mindset, and recognize that when our individual health – mental and physical – is respected and cared for, we all benefit.

*This column was first published on the Principal's Blog [queensu.ca/connect/principal/](http://queensu.ca/connect/principal/).*



In honour of Remembrance Day on Nov. 11, FlashBack features this photo of the 46th (Queen's) Battery taken in June 1916, as they prepare to be deployed for the First World War. The 46th Battery was almost completely made up of members of the university and the 60 members moved into barracks in November 1915. By early 1916 the unit was in England for further training before being sent to France and fighting in the Battle of the Somme.

QUEEN'S UNIVERSITY ARCHIVES

## liveslived

Lives Lived is a space to share your memories of a Queen's community member who recently died. Email your submissions to [andrew.carroll@queensu.ca](mailto:andrew.carroll@queensu.ca)

# A respected professor and administrator

David Bonham served as both a professor and an administrator at Queen's and took to each with equal grace and skill.

Cross-appointed to the Faculty of Law and the School of Business, Professor emeritus Bonham left an indelible mark on both students and colleagues at Queen's during the 30 years of his tenure.

He also served as Vice-Principal (Finance) from 1971-77 and then Vice-Principal (Resources) from 1984-88.

Professor emeritus Bonham died at his home on Sept. 11.

For his work at Queen's he received the Padre Laverty and John Orr awards and, most re-

cently, was recognized with a Distinguished Service Award in 2015.

A chartered accountant for more than 50 years, he also was a practicing lawyer at Cunningham Swan Carty Little & Bonham in Kingston.

Always proud of his prairie heritage and his Anglo-Norwegian background, Professor Emeritus Bonham gave generously of his time and energy to charitable and volunteer organizations, including as Chair of the Anna and Edward C. Churchill Foundation, Vice-Chair of Hospice Kingston, sitting on the Board of Directors of University Hospitals, Kingston Foundation,

and the Board of Hotel Dieu Hospital.

After his retirement from the university, Professor emeritus Bonham became a founding member of the Retirees' Association of Queen's and was chair of its Pension Committee.

He graduated with three degrees from the University of Saskatchewan and one from the Harvard Law School, as a result of remarkable opportunities for which he was always grateful.

His life was varied and full. He tried to be humble, helpful and optimistic – often finding humour – even in strange places.

If anything, he felt that he was recognized and accepted far more

than he had any reasonable right to expect.

He was a much loved husband, father, grandfather and friend to many. Those who knew him will miss his wit, kindness, generosity and guidance. He was steadfast and determined to see the best in everyone. He considered himself to be, first and foremost, a serious Christian and his faith was the centre of his interests.

He is survived by his wife Heather, his sons Scott, Warren and Andrew, daughters-in-law Dana, Beth and Alison, and grandchildren, Taggart, Hartley, Sam, Patrick, Ian, Sarah, Zoe and Lucy.



David Bonham

## Queen's in the news

Highlights of Queen's experts in the media from Oct. 21-Nov. 3

## NEWSPAPERS

**Ashley Waddington** (School of Medicine) commented on stillbirths and their rarity in the Toronto Star.

**Justin Connidis** (Law) commented in a National Post story on the Quebec Innu winning the latest batting in the Iron Ore Co. suit.

**Lisa Kerr** (Law) discussed the societal and individual benefits to permitting conjugal visits, in the Canadian Press, and the possible impact of extended solitary confinement in the Adam Capay case, in The Globe and Mail.



**Udo Schuklenk** (Philosophy) says the discussion on whether or not patients should campaign for their own donors is really a "sideshow debate" that would be made moot if more Canadians signed up as organ donors, in the Toronto Star.

**Naomi Alboim** (School of Policy Studies) was referenced in Terence Corcoran's commentary in the National Post on the proposal to increase Canada's immigration intake by 50 per cent.

**Kenneth Wong** (Business) looked at unique selling points, strengths and challenges faced by Fixt - a start-up offering rapid mobile device

repairs in the National Post; discussed the case of a Calgary-based entrepreneur who is recycling used mattresses and their components in the Globe and Mail.

**Kevin Woo** (Nursing) told the London Free Press that registered nurses in Ontario are trying to do more with fewer resources.



**Kim Nossal** (Political Studies) discussed the changing Canada-China relationship, as well as future opportunities in Global Times (China).

## ONLINE

**Peter Hodson** (Environmental Studies) commented on a tugboat crashing in a remote area of British Columbia on cbc.ca and with NewsTalk 680.

**Warren Mabee** (Geography and Planning) says the protesters at Muskrat Falls set an example for other groups opposing megaprojects across the country, on CBC.ca.

**Tim Abray** (Political Studies) commented on security becoming a constant in the Western psyche when talking about foreign policy, in iPolitics.

**Sharryn Aiken** (Law) discussed a proposal to increase Canada's immi-

gration intake by 50 per cent, saying Canada definitely has the capacity to welcome more new arrivals in the timeline suggested with global-news.ca.

**Scott Lougheed** (School of Environmental Studies) commented that food waste is a retail industry-wide issue on Station 14.

**Jean Cote** (School of Kinesiology and Health Studies) told ctvnews.ca that early specialization is the result of adults taking over and "professionalizing" youth sport. Also published in the Halifax Chronicle Herald and broadcast on various East Coast radio stations.



**Louis Gagnon** (Business) said that concentration in the financial system is not necessarily a negative for Canada, as long as the banks are well managed and closely regulated, in the Huffington Post.

**Anthony Noble** (Physics) discusses the new Canadian Particle Astrophysics Research Centre (CPARC) at Queen's, on TVO.org.

## TELEVISION

**Lisa Kerr** (Law) was interviewed in regards to a report on variances in the use of solitary confinement from

prison to prison in Canada. The interview appeared on CBC The National and an extended version was aired on multiple CBC Radio markets.

**Jacalyn Duffin** (History of Medicine) was interviewed by CBC on the 200th anniversary of the stethoscope.



**Robert Morrison** (English Language and Literature) discussed the origins and societal impact of horror stories, such as Mary Shelley's *Frankenstein* or *The Vampyre* on CKWS-TV.

**Steve Asselin** (English Language and Literature) discussed the origins of horror classics *Frankenstein* and *The Vampyre* as well as the reason for their longevity on CKWS-TV.

**Christo Aivalis** (History) was on the CKWS Morning show, discussing the one-year anniversary of the election of the Liberal government.

**Jessica Merolli** (Political Studies) appeared on a CTV News Channel panel, as well as on CKWS, to discuss the final presidential debate.

**Adnan Husain** (History) told CKWS-TV that a new course offered at Queen's provides a history of the Middle East.

**Ariel Salzmann** (History) told

CKWS-TV that the goal of a new course at Queen's that focusses on Islamophobia is to educate students who can then educate others.

## RADIO

**Robert Wolfe** (School of Policy Studies) spoke to CKNW-Vancouver regarding the Walloon parliament passing the Comprehensive Economic and Trade Agreement.

**Christian Leuprecht** (Political Studies) talked to Radio Canada International after a nurse in Woodstock was charged in the death of eight nursing home residents.

**David McDonald** (Global Development Studies) told CBC Radio that privatization is often considered through a political, rather than economic, lens. The interview was republished online and aired in multiple CBC markets nationwide.

## MAGAZINES

**Benjamin Kutsuyuruba** (Education) said in Teach Magazine that developing a culture of trust is essential in helping teachers in their first year.

**Bruce Pardy** (Law) discussed the efforts by two not-for-profit environmental groups to persuade Ontario's Court of Appeal to invalidate a regulation under the province's Endangered Species Act, in Lawyers Weekly.

## Smith School of Business, COC announce strategic partnership

BY COMMUNICATIONS STAFF

The Canadian Olympic Committee (COC) and Smith School of Business at Queen's University announced an eight-year strategic partnership on Thursday, Nov. 3, that will provide scholarships for COC athletes, shared coaching synergies and customized leadership training for COC staff and partners.

Smith will be the first business school to become a Team Canada partner and the exclusive provider of business education for the COC.

The announcement was made

at Smith's Toronto campus by COC Chief Executive Officer, Chris Overholt, and David Saunders, Dean of Smith School of Business, with several Olympic athletes in attendance.

"The COC is committed to providing Canada's athletes with the tools they need to be successful on and off the field of play," says Mr. Overholt. "Our first ever partnership with an academic institution marks a significant step towards this commitment. We simply cannot ask our athletes to set aside their personal goals and aspirations for sport and for Canada and then not

have a plan for them after they are done. We are excited to partner with such a world-class business school."

Up to 1,200 Game Plan athletes will be eligible for scholarships for a broad range of Smith School of Business programs, such as the Graduate Diploma in Business, the Master of Entrepreneurship and Innovation, and Smith's suite of MBA programs, among others. Programs are offered in a variety of locations across Canada, some with flexible learning options that can accommodate athletes who are still training.

"Smith School of Business students, Olympic and Paralympic athletes have much in common," says David Saunders, Dean, Smith School of Business. "All are known for their dedication, leadership and performing under pressure, and now they will collaborate and learn from each other in our classrooms. Similarly, we are thrilled to add the best practices of Olympic coaching to the team-based learning experience for all our students."

Both the COC and Smith share a high-performance coaching culture. By sharing best practices



Arash Madani from Rogers Sportsnet speaks with Olympic athletes, from left, Benoit Huot, Ben Russell, Rosie MacLennan and Nicole Forrester at the Smith-COC partnership launch on Nov. 3.

through workshops and networking, Smith will develop "Coaching 2.0" — the next level of coaching to enhance team-based learning and coaching in business education at Smith.

"This partnership will help to solidify the many transferable skills that athletes develop over the course of their competitive careers and open up new career options for Canadian athletes," says Jennifer Heil, three-time

Olympian, two-time Olympic medalist. "I am thrilled to have the opportunity to elevate my skills at a world-class institution and to start the EMBA program at Smith."

The COC will also invest in enhanced leadership training with Smith for COC staff and other sporting community members through customized and open enrollment executive education programs.

COOKE

cookekingston.com

marjorie COOKE

613.453.2067

marjorie@cookekingston.com  
Accredited Senior Agent

ALWAYS A WISE CHOICE!

80 Queen St., Kingston, ON T613.544.4141 F613.548.3830

ROYAL LEPAGE  
PROAFFILIANCE REALTY BROKERAGE  
INDEPENDENTLY OWNED AND OPERATED



SUPPLIED PHOTO

A group of PhD students participating in the PhD-Community Initiative attend a workshop on design-thinking led by Jim McLellan, head of the Department of Chemical Engineering and founder of the Queen's Summer Innovation Initiative.

## A win-win situation for PhD students, community

BY WANDA PRAASMA, SENIOR COMMUNICATIONS OFFICER

A pilot program that connects interdisciplinary teams of Queen's PhD students with community organizations in Kingston is up and running this fall, giving students a chance to apply their skills and knowledge, and offering several organizations fresh thinking that could help them move forward in a positive way.

"We are very excited about the PhD-Community Initiative," says Brenda Brouwer, Vice-Provost and Dean of the School of Graduate Studies (SGS). "The program offers numerous benefits to everyone involved. Our students gain hands-on, experiential learning that allows them to apply their critical thinking skills, creativity, and knowledge in a different way. They learn to appreciate the complementary skills and knowledge that each team member brings to the table and develop as a team working toward a common goal. The community organizations gain access to the tremendous talent, energy, and intellectual capacity that our students bring, and their enthusiasm to create positive change. Ultimately, all participants benefit through the students' and organizations' joint efforts."

The PhD-Community Initiative is a new addition to the School of Graduate Studies' Ex-

panding Horizons program, under the new theme of Setting Ideas in Motion. Graduate students need and want new, creative ways to be engaged in the world outside their individual research projects, to be involved in the greater community, and to work with fellow students in other disciplines.

"As graduate students, we think in idealistic terms, wanting to make the world a better place. But sometimes that gets lost when you're working alone on one specific project," says Chris Cochrane, a PhD student in mechanical and materials engineering and former president of the Society for Graduate and Professional Students, who worked on the implementation team for the community initiative.

"Many students question whether they have influenced or changed anything through their graduate work. This initiative gives them the opportunity to work directly with the community, and see how their skills can make change and help people," he says.

The initiative brings together PhD students from all disciplines into interdisciplinary teams of three or four members to work with local organizations. Five community groups have signed on with the project, including Sustainable Energy in Remote Areas (SERA), Queen's University

Biological Station (QUBS) Community Outreach Expansion, Sistema Kingston after-school program, Promoting Relationships and Eliminating Violence Network (PREVNet), and the Night Economy Project, a partnership with Kingston Economic Development Corporation (KEDCO).

Seventeen PhD students are participating in the pilot and are attending preparatory workshops on design-thinking and working effectively as a team before beginning work with their respective partner organization. Each team has an experienced mentor to provide guidance and advice, but it is very much the teams that will determine the project goals and anticipated outcomes.

"When I read the PhD-Community Initiative announcement, I felt excited about the possibility to apply my research skills in a professional setting outside of academia," says Michael Carter, a PhD student in geography who will be working with Sistema Kingston. "The workshops have given me confidence that I can add value to my local community. I have already encouraged several of my peers to register for the next session."

More information about the initiative and the partner organizations is available on the SGS website ([queensu.ca/exp/phd-community-initiative](http://queensu.ca/exp/phd-community-initiative)).

## throughthelens



UNIVERSITY COMMUNICATIONS

Human Resources staff hand out hot chocolate on a chilly morning Monday, Oct. 31, as the second annual Thrive campaign kicked off.



As part of Thrive Week at Queen's a pumpkin carving workshop was held on Monday, Oct. 31 – Halloween – led by expert carver Bruce Downey.



A full schedule of events was held for Thrive, including a healing drum circle on Tuesday, Nov. 1, led by Yessica Rivera Belsham.

## Thriving on campus

The second annual Thrive Week at Queen's was held Oct. 31-Nov. 4, and offered a number of events aimed at promoting positive mental and physical health for Queen's faculty, staff, and students.

Based on feedback from last year, the organizing committee decided to focus on offering several key events each day that

align with the Thrive pillars: nutrition, physical fitness, sleep, stress, and stigma.

Among the events held were an adult conversational ball pit, a Nordic pole walking clinic, a visit from a group of friendly canines from Therapeutic Paws of Canada and free massages from Trillium College students.



# Furthering discussion on digital humanities

BY ANDREW CARROLL,  
GAZETTE EDITOR

Exploring digital scholarship in the humanities and fostering further ties amongst the member institutions of the Matariki Network of Universities (MNU) was the focus of a conference hosted by Queen's.

The Matariki Digital Humanities Colloquium: Research and the Curriculum, held Oct. 23-25, brought together six of the seven universities in the network to discuss the ways in which research projects and student learning experiences can intersect and benefit both research and learning outcomes.

Collaboration is a focus for the network's seven members – Queen's, Dartmouth College (US), Durham University (England), Uppsala University (Sweden), University of Tübingen (Germany), University of Western Australia and University of Otago (New Zealand) – and the colloquium was held at a critical juncture for the field of digital humanities.

"Our purpose in creating this event was to bring together researchers from the Matariki network, one of our most important strategic partnerships, to share ideas and perspectives on digital humanities, and to provide a space for collaboration to emerge," says Principal Daniel Woolf. "What this colloquium has emphasized is that the intersection of digital humanities research



Cynthia Fekken, Associate VP (Research), Martha Whitehead, Vice-Provost and University Librarian, and Shelley King (English Language and Literature) listen as Matthias Lang of University of Tübingen makes a presentation on Monday, Oct. 24 during the opening session for the Matariki Digital Humanities Colloquium: Research and the Curriculum.

and its incorporation into curricula and teaching can have a strong and beneficial impact on student learning outcomes – which are a priority for us at Queen's as I'm sure they are at the other Matariki institutions."

The colloquium organizers – Shelley King, Head of the Department of English Language and Literature, and Martha White-

head, Vice-Provost and University Librarian – also lead a digital humanities working group at Queen's.

Collaboration, both amongst and within universities, has been key in advancing the digital humanities and these ties need to be fostered further for the benefit of students, explains Ms. Whitehead and Dr. King.

**"Digital scholarship is an international endeavour. It crosses national boundaries and it is multidisciplinary. So within Queen's University we are trying to develop this interdisciplinary culture as well."**

— Martha Whitehead

cializing in Geographic Information Systems (GIS) technology.

It's what the workplaces of today demand, and universities must provide those learning opportunities for their students.


"We need to train our students for a workplace that is going to expect a digital competency that they might not otherwise gain," Dr. King says. "So we're interested in finding new ways to use technology to facilitate what we do."

The colloquium also was an opportunity for the MNU members to make connections and learn about the research of their colleagues, while gaining a better understanding of what Queen's and Kingston have to offer.

For further information, visit the Matariki Digital Humanities Colloquium website ([matariki-digital.library.queensu.ca/](http://matariki-digital.library.queensu.ca/)).

To learn more about the Matariki Network of Universities and the role of Queen's, visit the Queen's International Department's website ([queensu.ca/international/affiliations/matariki](http://queensu.ca/international/affiliations/matariki)).

UNIVERSITY COMMUNICATIONS



**Queen's UNIVERSITY**

**ART OF RESEARCH PHOTO CONTEST**

Cash prizes and the chance to be featured in (e)AFFECT magazine

[queensu.ca/vpr/art-research-photo-contest](http://queensu.ca/vpr/art-research-photo-contest)

Deadline: 18 November 2016

## throughthelens



PHOTO BY GARRETT ELLIOTT

Andrea Stewart, cellist for Collectif9, welcomes students, along with Csilla Volford, Coordinator, International Projects and Events, and Tricia Baldwin, Director of the Isabel, ahead of the band's concert at the Isabel on Oct. 13, the first in the International at Home series. The series, which will feature Ashley MacIsaac (Nov. 16), Evergreen Club Contemporary Gamelan (Feb. 7), and Measha Brueggogosman (March 29), is hosted by the Office of the Associate Vice-Principal (International) and the Isabel Bader Centre for the Performing Arts. For more information visit [queensu.ca/international/oncampus](http://queensu.ca/international/oncampus).

## Grad students share breakthroughs

Grad Chat program offers scholars chance to share their research with wider audience, refine communication skills.

BY ANITA JANSMAN,  
SPECIAL TO THE GAZETTE

It is a well-known fact that graduate students do a lot of research. They painstakingly immerse themselves in books, reports, surveys, and experiments until they finally produce a carefully written thesis. It's not so well known what their topics of study are, not to mention the results of those exhaustive (and exhausting!) theses.

Grad Chat is a radio program at Queen's CFRC radio station with the goal to inform the public about some of the groundbreaking research that Queen's master's and PhD students produce. (Grad Chat is primarily for graduate students, but does occasionally feature post-doctoral fellows and their research.)

Colette Steer, Recruitment and Events Manager at the School of Graduate Studies (SGS), says Grad Chat serves two main purposes. "It gives students an opportunity to practise speaking to the media and get their message out, and it informs listeners about some of the excellent research that's happening here."

Ms. Steer is also the radio host



Sara Pavan, a PhD candidate in Political Studies and a Trudeau and Vanier scholar, talks about her research on Grad Chat which airs on CFRC Radio 101.9FM.

of Grad Chat and loves talking to the students about their often narrowly focused projects that dig deep into a particular topic. "There's some really interesting research happening. There's so much more to English literature, for example, than Shakespeare plays and Jane Austen novels."

In saying this, Ms. Steer is most likely referring to students such as

English literature PhD candidate Emily Murphy, who described her research on a recent episode of Grad Chat. Her research focuses on discourses of mental illness and gender in the modernist literary period across different aspects of society – such as celebrity culture and social activism.

Sara Pavan, Political Studies PhD candidate and a Trudeau and

Vanier scholar, was a recent guest on Grad Chat and discussed her research project exploring how different immigrant groups – including poorer as well as well-off economic immigrants – become politically active in Canada and the United States.

Ms. Pavan thinks Grad Chat is an excellent way to talk about her research in a way that non-acade-

mics can understand. "In academic research, you have to pay attention to technical details. These are important but they can sometimes distract you from why your research matters. Talking about my project on the radio reminded me that I'm actually doing something worthwhile in the world."

In addition, Ms. Pavan says it's becoming more important to be able to summarize what you're doing concisely, to help in the process of writing research grant proposals.

"After my show, I noticed a bump in my LinkedIn activity. I was invited to connect with scholars from U of T and in Alberta," she says, adding that she encourages all her fellow graduate students to sign up for an episode. The half-hour show is pre-recorded so students have lots of chances to rephrase and correct.

Some other recent Grad Chat topics include Multi-elemental Risk Assessment of Various Types of Rice (Nausheen Sadiq, Chemistry), Generating Electricity While You Walk Using An Energy Harvesting Backpack (Jean-Paul Martin, Mechanical & Materials Engineering), Salmonella food poisoning in Pregnancy (Shuhiba Mohammad, Experimental Medicine), and Wave Uprush Modeling Along CRCA Shoreline (Hadiseh Bolkhari, post-doctoral fellow, Civil Engineering)

Grad Chat airs Tuesdays at 5 pm on CFRC Radio 101.9FM.

### gradstudies

#### SGS Events Indigenous Graduate and Professional Day - Nov. 11 Robert Sutherland Hall Room 202

Are you an Aboriginal learner interested in pursuing a professional or graduate degree at Queen's University? Come meet current students, tour the campus, and speak with representatives from Queen's departments and programs. More information: [queensu.ca/fdasc/prospective-students/indigenous-graduate-and-professional-days](http://queensu.ca/fdasc/prospective-students/indigenous-graduate-and-professional-days).

#### Open Thesis Defenses

Tuesday, Nov. 15

Gabriel Venne, Anatomy & Cell Biology, 'Evidence for Mechanical Strains Influence in Osteophyte Development'. Supervisors: S.C. Pang, R.E. Ellis, 137 Bracken Library, 9 am.

Wednesday, Nov. 16

Lealand Morin, Economics, 'Keeping Variables Within Bounds:

Using Information Between Observations'. Supervisor: M. Nielsen, 402B Gordon Hall, 12:45 pm.

Wednesday, Nov. 16

Amirreza Rouhi, Mechanical and Materials Engineering, 'Sub-filter-Scale Stress Modelling for Large Eddy Simulations'. Supervisor: U. Piomelli, 312 McLaughlin Hall, 9:30 am.

Thursday, Nov. 17

Jesse Hembruff, Political Studies, 'A Historical Materialist Approach to the Eurozone Crisis: Fictitious Capital, States and Capital Accumulation'. Supervisor: S.M. Soederberg, D120 Mac-Corry Hall, 2 pm.

Thursday, Nov. 17

Celina Shirazipour, Kinesiology & Health Studies, 'Quality Physical Activity Participation for Military Veterans with a Physical Disability'. Supervisor: A.E. Latimer-Cheung, 211 Kinesiology Bldg, 10 am.

Friday, Nov. 18

Katherine Holshausen, Psychology, 'What's so Funny? An evaluation of the Relations Among Humour Use, Mirth and Depressive Symptomatology'. Supervisor: C.R. Bowie, 228 Humphrey Hall, 1:30 pm.

Friday, Nov. 18

Seyed Omid Mousavi Hejazi, Philosophy, 'Toward a Political Conception of Minority Rights: Reconciling Sovereignty, Human Rights and Minority Claims'. Supervisor: W. Kymlicka, 307 Watson Hall, 1:30 pm.

Thursday, Nov. 24

Afshin Vafaei, Epidemiology, 'The Impact of Community Social Capital on the Occurrence of Injuries in Adolescents and Falls in Older Adults'. Supervisors: W. Pickett, B.E. Alvarado Llano, 311 Carruthers Hall, 10 am.



GRADUATE PROGRAM

You've hit the books, now let us help you hit the road. With Mazda's Grad rebate you can save up to \$1,000 towards the purchase or lease of a new Mazda.



1488 Bath Road 613-542-2000

[www.kingstonmazda.com](http://www.kingstonmazda.com)

## Queen's leads in Canadian research income growth

BY COMMUNICATIONS STAFF

Queen's University secured the top spot for national average research growth in 2015, according to rankings released by RESEARCH Infosource.

The university's sponsored research income grew to over \$187 million in the 2015 fiscal year, up from \$148 million in the previous year.

The increase pushed Queen's up three positions to 11th spot in the overall rankings of Canada's top 50 research universities. RESEARCH Infosource is a Canadian research and development intelligence company.

"Research is a vital part of the university and we celebrated a number of successes including the opening of the Kingston Nano-Fabrication Laboratory,

two new Killam Fellowships, three new Canada research chairs and \$3.8 million in funding for the Canadian Cancer Trials Group," says Daniel Woolf, Queen's Principal and Vice-Chancellor. "Our number one ranking in overall growth reflects these accomplishments."

Queen's also rose from 11th to sixth place in research intensity, which measures research income per full time faculty member, with an average research income of \$242,000.

"These RESEARCH Infosource rankings reflect the robust strength of the research enterprise at Queen's," says Dr. Steven Liss, Vice-Principal (Research). "These results are a testament to the administration and staff who expertly guide and support university's research infrastructure,

and to our researchers, scholars and students who continue to push the boundaries of what was believed to be possible."

For a more in-depth look at the results visit [researchinfosource.com/](http://researchinfosource.com/).

*Queen's distinguishes itself as one of the leading research-intensive institutions in Canada. The mission is to advance research excellence, leadership and innovation, as well as enhance Queen's impact at a national and international level. Through undertaking leading-edge research, Queen's is addressing many of the world's greatest challenges, and developing innovative ideas and technological advances brought about by discoveries in a variety of disciplines. Queen's University is a member of the U15 Group of Canadian Research Universities.*

## through the lens



Emma Funnell-Kononuk, who participated in the Undergraduate Student Summer Research Fellowship (USSRF) program, explains her research to Principal Daniel Woolf during a recognition and poster event on Wednesday, Nov. 2 at Stauffer Library.

UNIVERSITY COMMUNICATIONS

## Internal awards programs *reimagined*

### The Queen's Research Opportunities Funds

- Research Leaders' Fund
- International Research Fund
- Arts Fund
- Post-Doctoral Fund

For more information, including application deadlines, visit:

[queensu.ca/vpr](http://queensu.ca/vpr)

## Internal awards invest in research enterprise

BY COMMUNICATIONS STAFF

Letters of Intent can now be submitted for the 2017 Queen's Research Opportunities Funds (QROF) competition – a suite of internal research awards seeing major investments being made in support of the research enterprise at Queen's.

Helping to advance the objectives of the Strategic Framework and the Strategic Research Plan, the QROF provide researchers and scholars financial support to accelerate their programs and research goals. Applicants will be asked to demonstrate how they will use this internal research funding to leverage or match external funding, or to develop an external grant proposal.

The QROF consist of four funds:

- **The Research Leaders' Fund** – for strategic institutional commitments to aspirational research in support of the university's research strengths and priorities
- **The International Fund** – to assist in augmenting the university's international reputation through increased global engagement
- **The Arts Fund** – designed to

support artists and their contributions to the scholarly community and to advancing Queen's University

- **The Post-Doctoral Fund** – to both attract outstanding post-doctoral fellows to Queen's and to support their contributions to research and to the university

In 2016, the inaugural year of the program, 25 researchers and three post-doctoral scholars across disciplines at Queen's received QROF funding.

"We are excited to launch our second year of the QROF programs after a very successful inaugural competition," says Steven Liss, Vice-Principal (Research). "We encourage applications from those looking to advance their research programs by continuing to push the boundaries of knowledge, and those hoping to forge new collaborations with colleagues and scholars around the world."

Information on each of the funds, the Letter of Intent form, and a detailed FAQ can be found on the website of the Office of the Vice-Principal (Research). Letters of Intent for the Research Leaders', International and Arts Funds are due Dec. 1.



Heather Aldersey, Director of the International Centre for the Advancement of Community Based Rehabilitation's (ICACBR) Access to Health and Education for all Children and Youth with Disabilities in Bangladesh (AHEAD) program, thanks the centre's past and present researchers, as they set their sights on the next 25 years of community based rehabilitation work around the globe.

## Rehabilitation initiative celebrates 25th anniversary

BY CHRIS ARMES,  
COMMUNICATIONS OFFICER

Researchers, students and faculty from the Faculty of Health Sciences and the School of Rehabilitation Therapy gathered on Oct. 27 to celebrate the milestone 25th anniversary of the International Centre for the Advancement of Community Based Rehabilitation (ICACBR).

The event featured past and current members of the centre, and presented an opportunity to look back on past projects as well as ongoing efforts to expand community based rehabilitation (CBR) practices in communities around the world.

"Just as (founder and former executive director of the ICACBR) Malcolm Peat and the other founders envisioned, the centre has advanced the knowledge and practice of CBR, and has provided a platform for training the next generation of practitioners and researchers," says Terry Krupa, Professor and Associate Director (Research and Post-Professional Programs) in the School of Rehabilitation Therapy. "The centre has demonstrated how the resources of a university can be harnessed and structured to make a real difference in the world, responding in a timely, effective and collaborative manner to issues of disability, health and well-being in low resource settings, and in settings impacted by conflict, political upheaval and natural disasters."

The centre currently manages three projects – the Access to

Health & Education for all Disabled Children & Youth (AHEAD) project in Bangladesh, the Queen Elizabeth II Scholarships for Excellence in International Community Based Rehabilitation, and a participatory project on stigma and intellectual disability in the Democratic Republic of the Congo. The AHEAD program works in concert with the Centre for the Paralyzed (CRP) and Bangladesh Health Professionals Institute (BHPI) to improve access to health and education services for children and youth as a means of reducing poverty and promoting inclusion. The QE II project supports Canadian OT and RHBS students to research and train in Bangladesh, India and Tanzania, as well as provides opportunities for CBR leaders from low- and middle-income countries to pursue PhDs in RHBS at Queen's. The Congo project is focused on reducing the stigma around intellectual disabilities in the capital, Kinshasa.

"The anniversary is an important milestone, in that it marks 25 years of international collaboration with people with disabilities, their families, and the organizations that serve them," says Heather Aldersey, Director of the AHEAD Project and a Queen's National Scholar in International Community Based Rehabilitation. "The ICACBR has always placed great emphasis on working directly with communities on issues of greatest priority to them. The future will be no different, and we will continue to work in close col-

laboration with our partners to build community capacity for inclusion."

In addition to the centre's ongoing projects, ICACBR researchers have played a crucial role in the development of CBR as a tool to provide rehabilitation services in conflict and post-conflict zones. The centre was a leading player in post-war health and social reconstruction after the conflicts in the Balkans, providing training for over 500 local health-care practitioners and creating over 40 accessible CBR health centres. Over 200 researchers and practitioners – including professionals from the Canadian rehabilitation and disability communities, as well as Queen's students and faculty – have been involved in ICACBR projects and research.

"The 25th anniversary is a really great opportunity for both the School of Rehabilitation Therapy and for ICACBR, because it's a chance to recognize the progression from the early work the centre did that was so foundational to development of community based rehabilitation internationally," says Rosemary Lysaght, Associate Director (Occupational Therapy Program), School of Rehabilitation Therapy. "There's much to reflect on from our past as we look ahead to the next 25 years. There's so much opportunity and still, sadly, so much need in the world. The ICACBR provides a lot of leadership and it's a real opportunity to solidify how we move forward as the early leaders retire and as new opportunities arise."

## Proud to give back through United Way

BY COMMUNICATIONS STAFF

As a member of the Queen's Campaign Committee for the United Way, Bruce Hutchinson represents the university's retirees. However, his connection to the organization dates back much further.

Arriving at Queen's in 1990, Dr. Hutchinson has held a number of positions including Director of Research Services 1995-1998 and Associate Vice-Principal (Research) 1998-2004. He also served as Acting Principal at Queen's Theological College (January-June 2006) and Chair of the Board of Management of Queen's School of Religion from 2007 until it merged with Queen's University in May 2012.



Bruce Hutchinson

**GAZETTE:** You are a long-time supporter of the United Way. Why did you first get involved?

**BRUCE HUTCHINSON:** I first got involved in the 1970s through my role as president of the Social Planning Council in the city of Sarnia. We collaborated with the United Way at that time and I was sold on the idea of supporting a number of agencies where the funding decisions were made by a peer review process. Fast forward to coming to Queen's in 1990 from which time my spouse Linda and I have been contributors over the years, but not active in the United Way campaign process. In retirement, I had a call from Queen's to ask me if I would be the retiree rep on the Queen's United Way Committee and I jumped at the chance to give back to this organization.

**QG:** On the Queen's Campaign Committee you represent the membership of the Retirees Association of Queen's. Can you tell me about the support provided by retirees?

**BH:** Queen's retirees have been very generous in responding to the United Way appeal. Donations from retirees have, in the past, made up about half of the total university contribution. And the Council of the Retirees at Queen's (RAQ) have promoted the work of the United Way in their newsletters.

**QG:** On a personal level, what do you get from supporting the United Way and being involved with the campaign committee?

**BH:** I get a meaningful involvement in helping to make this area of the province a more caring and supportive place to live. Many people need a hand up from time to time and I have always been moved by participating in a tour of agencies where the commitment to helping those in need is carried out. And I get to meet other committed people at Queen's on the Queen's United Way Team, helping me keep in touch with the university.

*Funds raised help the United Way support more than 57 programs delivered by 40 agencies that serve approximately 75,000 people in the KFLA area.*

*Queen's community members can back the United Way through payroll deduction, a one-time gift, credit card, cheque or cash. To make a donation online through the United Way's ePledge system, simply go to [queensu.ca/unitedway](http://queensu.ca/unitedway). Please note that if you donated last year and selected the auto-renewal action, no further action is required unless you would like to change your donation.*

*For more information call the United Way office at 613-542-2674 or email [campaign@unitedwaykfla.ca](mailto:campaign@unitedwaykfla.ca).*

## Century celebration

Stephanie Deutsch, wife of former Queen's Principal John Deutsch, will be turning 100 years old on Jan. 2, 2017 and the Queen's Women's Associates (QWA) is celebrating the milestone event.

To celebrate, the QWA is planning a birthday party at noon at the University Club on Stuart Street.

Guests will be served a delicious full-course lunch and be regaled with Stephanie's many rem-

iniscences.

To secure your seat at this historic event, mail a cheque for \$45 to QWA, 144 Albert St., Kingston ON K7L 3V2, Attn Liz Griffiths by Dec. 23. This amount includes \$40 for the lunch and \$5 for the Stephanie Deutsch Bursary Fund for Queen's students.

Please include a note stating your meal choice – meat or vegetarian. Attendees may also invite one guest as seating is limited.

## eventscalendar

### FALL CONVOCATION

#### Ceremony 1 Tuesday, Nov. 15, 10 am

School of Graduate Studies, Smith School of Business, School of Medicine, Faculty of Law  
Ceremony to be held in Grant Hall

#### Ceremony 2 Tuesday, Nov. 15, 2:30 pm

School of Graduate Studies, Faculty of Engineering and Applied Science, Faculty of Arts and Science  
Ceremony to be held in Grant Hall  
Honorary Degree Recipient: Carol Ann Budd

#### Ceremony 3: Wednesday, Nov. 16, 10 am

School of Graduate Studies, Faculty of Arts and Science  
Ceremony to be held in Grant Hall  
Guest speaker: Dr. Louise Winn

#### Ceremony 4 Wednesday, Nov. 16, 2:30 pm

School of Graduate Studies, School of Nursing, Faculty of Arts and Science  
Ceremony to be held in Grant Hall  
Guest speaker: Dr. Andrew J. Feustel

#### Ceremony 5 Thursday, Nov. 17, 10 am

School of Graduate Studies, Faculty of Education (Graduate programs), Faculty of Arts and Science  
Ceremony to be held in Grant Hall  
Honorary Degree Recipient: Michelle Maxwell MacLaren, LLD

#### Ceremony 6 Thursday, Nov. 17, 2:30 pm

Faculty of Education (Undergraduate programs)  
Ceremony to be held in Grant Hall  
Honorary Degree Recipient: Judith Thompson, LLD

### Wednesday, Nov 9-Friday, Nov 11 Annual Gem and Mineral Sale at Miller Musuem

Come to the Miller Museum's annual Gem and Mineral Sale in the Department of Geological Sciences and Geological Engineering. Queen's geology alumni-owned businesses, Grenville Minerals and Alpine Gems, will be set up in the museum to sell beautiful cut gemstones, natural minerals and crystals, fossils, and decorative geological items from 9am-5pm daily starting Wednesday and running to Friday evening. A portion of the sales comes back to the museum to fund new exhibits, and the delivery of the popular educational programs for local school groups, nature groups, clubs, brownies and all others with an interest in geology.

### Thursday, Nov. 10, 11:30 am-1:30 pm Health & Wellness Fair

Athletcis & Recreation brings together local businesses, Queen's students, staff & faculty and the Kingston community to share Health & Wellness options for a healthier and happier community. Attendees will be treated to free samples, demonstrations and more. At the ARC main gym

### Thursday, Nov. 10, Noon – 2 pm OPEN HOUSE - School of Urban and Regional Planning

Come and share refreshments at our Annual Open House with faculty and current graduate students of the School of Urban and Regional Planning and explore your possible interest in doing a professional graduate degree in Urban and Regional Planning at Queen's. Exhibits and information on the program, admissions and job prospects will be available.

Drop in anytime. Robert Sutherland Hall Rm 554.

### Thursday, Nov. 10, 5:30-7 pm University Town Hall - Fall Term Break Implementation

The Fall Term Break Task Force is holding a town hall for all Queen's students, staff, and faculty to gather feedback on the implementation of a Fall term break at Queen's. Come and share your views - all are welcome! Robert Sutherland Hall Rm 202.

### Friday, Nov. 11-Friday, Nov. 18 Exhibitions on Indigenous Languages

Two exhibits from the Canadian Language Museum will be on display in the Stauffer Library foyer, organized jointly by the Department of Languages, Literatures, and Cultures and the Four Directions Aboriginal Student Centre. The exhibits are

Speaking the Inuit Way and Cree: The People's Language. Both exhibits introduce viewers to a range of information, including details of the languages' writing systems, aspects of their grammatical structures, variation across communities, and the future of the languages. The Cree exhibit also includes audio clips from dialects spoken in different communities across Canada. In conjunction with the display of these exhibits, on Nov. 15 three talks will take place in Douglas Library (main floor, Rm. 405) from 12:15-1:45 pm. Dr. Noel McDermott (LLCU) will speak about Inuktitut, Dr. Lindsay Morcom (Faculty of Education) will speak about Anishinaabemowin (Cree), and Nathan Brinklow (LLCU) will speak about Mohawk. This exhibition is sponsored in part by the Elizabeth MacKenzie Shemilt Fund for Indigenous Studies.

### Friday, Nov. 11, 10:45-11:15 am Remembrance Day Service

Captain Ryan Carter will be our guest speaker this year for the traditional secular Remembrance Day Service in Grant Hall.

### Friday, Nov. 11, 12:30-1:30 pm Principal's Forum Distinguished Visitor Series - Steve Carlisle

Steve Carlisle, President and Managing Director of GM Canada, will visit campus as part of the Principal's Forum Distinguished Visitor series. His presentation will focus on the importance of driving innovation and the future of the automobile. Mr. Carlisle's public talk will take place in the Atrium of Beamish Munro Hall

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

### ACROSS

- 1) Problems for directors
- 5) At a quick rate, poetically
- 10) Some precipitation
- 14) Eye layer
- 15) '70s White House name
- 16) Shoppers' bag
- 17) Easily achieved goals
- 20) Dark
- 21) Aspen features
- 22) Whacks
- 25) Insult but good
- 26) After-hours school gp.
- 29) Common welcomers
- 31) Last name for an unbalanced egghead?
- 35) \_\_\_ Gabriel
- 36) Very angry
- 38) Buffalo's canal
- 39) It may be needed to be an NFL player
- 43) Cause of some shivers
- 44) Begin an Internet session
- 45) 3-D hospital procedure
- 46) Pungent condiment
- 49) Duck's domain
- 50) Stereotypically stubborn animal
- 51) Minnow variety
- 53) Bygone despot
- 55) Some kind of nut
- 58) Pigeon's perch
- 62) Weaponry that's neither large nor small
- 65) Black cat, to some
- 66) Chose not to dine out
- 67) \_\_\_ vera
- 68) British title
- 69) Year-end tunes
- 70) Some evergreens

### DOWN

- 1) Streaming service
- 2) Shakespeare's river
- 3) Cry like a baby
- 4) Colonial title in India
- 5) \_\_\_ Arbor
- 6) "Animal Farm" critter
- 7) Line on a graph
- 8) Hits on the head
- 9) Decorate with gold leaf
- 10) Played a banjo, in a way
- 11) It may be proper in a sentence
- 12) Mayberry's self-jailer
- 13) Moist
- 18) Type of energy
- 19) German wife
- 23) "Legal" prefix
- 24) Drag one's feet
- 26) "Don't give me that!" old-style
- 27) Evergreen-forested landscape
- 28) Black \_\_\_ (cattle breed)
- 30) Posture problem
- 32) Donna's intro?
- 33) Stadium features
- 34) Abominable creatures
- 37) Cereal grain killer
- 40) It's designed to get your attention
- 41) Charged particles
- 42) Ultimate object
- 47) Hindu Mr.
- 48) "The \_\_\_ Cometh"
- 52) A Muse
- 54) Pass on in a race, as a baton
- 55) Disaster relief grp.
- 56) Footnote word
- 57) Leaves home?
- 59) Take-out order?
- 60) Shoot up
- 61) Storm centers
- 62) Like hip Brits in the '60s
- 63) "Shop \_\_\_ you drop"
- 64) \_\_\_ and outs

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

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

### FAN SETTINGS

By Timothy E. Parker

1	2	3	4	5	6	7	8	9	10	11	12	13	
14				15					16				
17				18					19				
20						21							
		22		23	24		25						
26	27	28		29			30		31		32	33	34
35				36				37		38			
39			40						41	42			
43						44					45		
46				47	48		49				50		
		51			52		53			54			
	55	56					57		58		59	60	61
62							63	64					
65													
68							69				70		

# athletics & recreation

queensu.ca/gazette ■ November 8, 2016

14

## Sumner runs to OUA gold

BY COMMUNICATIONS STAFF

With individual gold and bronze, Claire Sumner and Julie-Anne Staehli led the Queen's Gaels women to a team silver, while the men finished in fifth at the OUA Cross Country Championships held in Etobicoke on Sunday, Oct. 30.

The winner of the Queen's Invitational two weeks ago, Sumner kept her streak going, finishing the 6-km race in a time of 20:16.7. Close behind, Gaels teammate Staehli claimed the bronze with a time of 20:18.6. With two podium finishes, Queen's claimed the team silver medal, with Shannen Murray placing 17th, Beatrice Cigagna 18th, and Taylor Sills 19th.

Guelph claimed the championship with 46 points, followed by Queen's with 58, and Toronto with 63 points.

In the 10-km race on the men's side, Queen's finished with 109



Queen's Gaels teammates Claire Sumner, centre, and Julie-Anne Staehli, right, compete at the OUA Cross Country Championship on Saturday, Oct. 29 in Etobicoke. Sumner won the gold and Staehli claimed the bronze.

points in fifth place, led by Eric Wynands in 10th spot individually. Mark Schmidt 20th, was

next for the Gaels followed by Millar Coveney in 22nd, Robert Kanko in 24th and Gavin Hathe-

way in 33rd. Teams from Western, Windsor, and Guelph led the way.

### fittips

#### Raking time

Along with the amazing colours of autumn comes a lot of yard work. At least raking is good exercise.

Here are some safety tips for raking leaves.

- You can burn nearly 300 calories during an hour of raking so make sure to warm-up! Don't forget to stretch your shoulders, neck, and back. Side bends and knee-to-chest lifts help loosen you up prepare for the raking, bending, and lifting you'll do.

- Stand upright and rake leaves to the side of you, changing side and hand grip every so often. When picking up leaves remember to bend at the knees - not the waist. Never twisting to toss leaves.

- Take a rake break! Remember to rest for 10 to 15 minutes and stay hydrated. If you feel stiff, stretch to release tension.

SUPPLIED PHOTO

Wisdom teeth extractions

Sedation dentistry

Invisalign®  invisalign®

General dentistry

Orthodontics ~ Teeth Whitening ~ Dentures  
Root Canal Therapy ~ Non-surgical Gum Therapy  
Snoring & Sleep Apnea Treatment  
Jaw Joint Treatment (TMJ) ~ Hygiene Services



**FREE TAKE HOME  
WHITENING FOR ALL  
STUDENTS AND STAFF**

[www.dentalhouse.ca](http://www.dentalhouse.ca)  
**dentalhouse**™  
Our Family Caring For Yours

Kingston General Hospital (KGH)  
76 Stuart Street, Kingston, ON K7L 2V7

☎ 613-546-4933

kingston@dentalhouse.ca

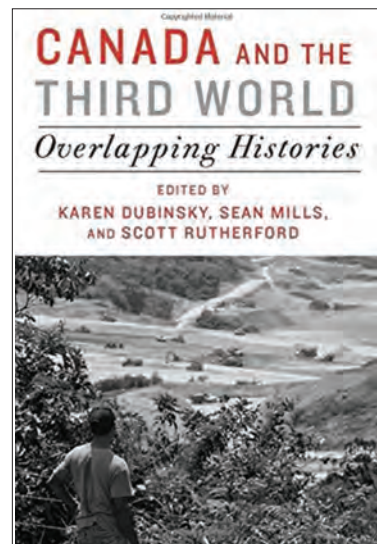
## books

*Canada and the Third World: Overlapping histories* edited by **Karen Dubinsky (Global Development Studies)**, Sean Mills, and **Scott Rutherford (Global Development Studies)**.

Even though they are aware of the Third World in relation to their daily lives, most Canadians know little about the historical foundations and complex nature of their country's entanglements with non-Western societies.

*Canada and the Third World* provides a long overdue introduction to Canada's historical relationship with the Third World. T

he book critically explores this relationship by asking four central questions: how can we understand the historical roots of Canada's relations with the Third World? How have Canadians, individuals and institutions alike, practiced and imagined development? How can we integrate Canada into global histories of empire, decolonization, and development? And how should we understand the relationship between issues such as poverty, racism, gender equality, and community development in the First



and Third World alike?

The anthology begins with a general introduction followed by nine essays.

Each essay ends with discussions questions and suggestions for further reading. With contributions from Barrington Walker (History), Ian McKay (History), Jamie Swift (Business), Molly Kane, Marc Eprecht (Global Development Studies), David Webster, Laura Makodoro, Ruth Compton Brouwer).

*Pagan Virtue in a Christian World: Sigismondo Malatesta and the Italian Renaissance* by **Anthony F. D'Elia (History)**.

In 1462 Pope Pius II performed the only reverse canonization in history, publicly damning a living man.

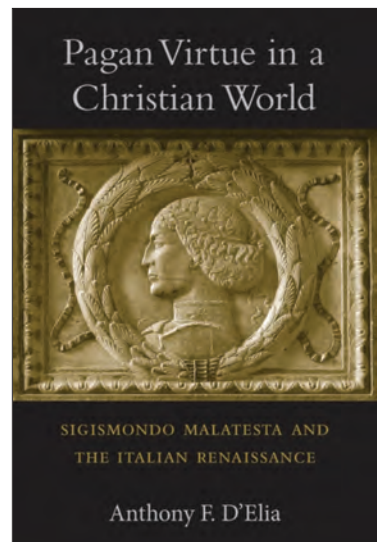
The target was Sigismondo Malatesta, Lord of Rimini and a patron of the arts with ties to the Florentine Renaissance. Condemned to an afterlife of torment, he was burned in effigy in several places in Rome.

What had this cultivated nobleman done to merit such a fate?

*Pagan Virtue in a Christian World* examines anew the contributions and contradictions of the Italian Renaissance, and in particular how the recovery of Greek and Roman literature and art led to a revival of pagan culture and morality in 15th-century Italy.

The court of Sigismondo Malatesta (1417–1468), Anthony D'Elia shows, provides a case study in the Renaissance clash of pagan and Christian values, for Sigismondo was nothing if not flagrant in his embrace of the classical past. Poets likened him to Odysseus, hailed him as a new Jupiter, and proclaimed his immortal destiny.

Sigismondo incorporated into a Christian church an unprecedented number of zodiac symbols and im-



ages of the Olympian gods and goddesses and had the body of the Greek pagan theologian Plethon buried there.

In the literature and art that Sigismondo commissioned, pagan virtues conflicted directly with Christian doctrine.

Ambition was celebrated over humility, sexual pleasure over chastity, muscular athleticism over saintly asceticism, and astrological fortune over providence.

In the pagan themes so prominent in Sigismondo's court, D'Elia reveals new fault lines in the domains of culture, life, and religion in Renaissance Italy.

## fortherecord

## Committees

## Headship search, Chemical Engineering

Dr. James McLellan's term as Head of the Department of Chemical Engineering ends on June 30, 2017. Dr. McLellan has indicated that he would consider a further term of one year. In accordance with the terms of the Collective Agreement between Queen's University and the Queen's University Faculty Association, on behalf of the Provost and Vice-Principal (Academic), Dean Woodhouse has

appointed a selection committee to advise him on the appointment of a Head of the Department of Chemical Engineering.

Elected Chemical Engineering members: B. Amsden, A. Docoslis, J. Giacomini, M. Guay, R. Hutchinson, M. Kontopoulou, and S. Parent. Appointed members: J. Mingo, Department of Mathematics and Statistics; P. Gilbert (graduate student); N. Levin (undergraduate student); Lynn O'Malley, Chemical Engineering. Non-voting members: M. Straznicky, Associate Dean, School of Graduate

Studies and Research. Chair: Kimberly Woodhouse, Dean, Faculty of Engineering and Applied Science.

Faculty, staff and students are invited to submit their comments on the present state and future prospects of the department and the names of possible candidates for the headship, to the committee chair, Dr. Kimberly Woodhouse, c/o Ann Messenger (engadmin@queensu.ca) by Friday, Nov. 18, 2016. All letters will be reviewed by the selection committee and will become part of the record of decision-making.

## humanresources

## Job postings

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

■ **Competition:** 2016-379

**Job Title:** Student Support Assistant (USW Local 2010)

**Department:** Continuing Distance Studies, Faculty of Arts and Science  
**Hiring Salary:** \$39,591 (Salary Grade 5)

**Hours per Week:** 35

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

**Closing Date:** 17-Nov-2016

■ **Competition:** 2016-375

**Job Title:** Human Resources and Staffing Assistant

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

**Hiring Salary:** \$44,897 (Salary Grade 6)

**Hours per Week:** 35

**Appointment Terms:** Continuing Appointment

**Closing Date:** 13-Nov-2016

■ **Competition:** 2016-367

**Job Title:** Senior Development Officer, Faculty of Health Sciences

**Department:** Office of Advancement

**Hours per Week:** 35

**Appointment Terms:** Continuing Appointment

**Closing Date:** 20-Nov-2016

■ **Competition:** 2016-380

**Job Title:** Administrative Assistant (USW Local 2010)

**Department:** Department of Emergency Medicine

**Hiring Salary:** \$44,897 (Salary Grade 6)

**Hours per Week:** 35

**Appointment Terms:** Continuing

Appointment

**Closing Date:** 10-Nov-2016

## Successful Candidates

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

**Department:** Information Technology Services

**Competition:** 2015-127

**Successful Candidate:** William Brown

■ **Job Title:** Administrative and Research Program Assistant (USW Local 2010)

**Department:** Obstetrics and Gynaecology

**Competition:** 2016-179

**Successful Candidate:** Heather Ramshaw (Obstetrics & Gynaecology)

■ **Job Title:** Personal Counsellor (USW Local 2010)

**Department:** Smith School of Business

**Competition:** 2016-137

**Successful Candidate:** Marissa Holway

■ **Job Title:** Learning Management Systems Specialist (USW Local 2010)

**Department:** Faculty of Arts and Science, Continuing and Distance Studies

**Competition:** 2016-289

**Successful Candidate:** Martin Tan

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

**Department:** Information Technology Service (ITS)

**Competition:** 2016-256

**Successful Candidate:** Withdrawn

■ **Job Title:** General Technician (CUPE Local 254)

**Department:** Civil Engineering

**Competition:** 2016-296

**Successful Candidate:** Hal Stephens

■ **Job Title:** Information Technology (IT) Systems Specialist (USW Local 2010)

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

**Competition:** 2016-167

**Successful Candidate:** Cory Wyatt

■ **Job Title:** Graduate Assistant, Emerging Programs (USW Local 2010)

**Department:** School of Rehabilitation Therapy

**Competition:** 2016-346

**Successful Candidate:** Martina McAllister (School of Rehabilitation Therapy)

■ **Job Title:** Plumber (CUPE Local 229)

**Department:** Physical Plant Services

**Competition:** 2016-310

**Successful Candidate:** Luke Kennelly

## PUZZLE SOLUTIONS

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

FAN SETTINGS By Timothy E. Parker

H	A	M	S	A	P	A	C	E	S	N	O	W		
U	V	E	A	N	I	X	O	N	T	O	T	E		
L	O	H	A	N	G	I	N	G	F	R	U	I		
U	N	L	I	T	S	K	I	R	U	N	S			
B	O	P	'	S	S	L	A	M						
P	T	A	M	A	T	S	D	U	M	P	T	Y		
S	A	N	I	R	A	T	E	D	E	R	I	E		
H	I	G	H	C	A	L	O	R	I	E	D	I	E	
A	G	U	E		L	O	G	O	N	M	R	I		
W	A	S	A	B	I	P	O	N	D	A	S	S		
D	A	C	E	T	S	A	R							
F	I	L	B	E	R	T	L	E	D	G	E			
M	E	D	I	U	M	A	R	T	I	L	L	E	R	Y
O	M	E	N	A	T	E	I	N	A	L	O	E		
D	A	M	E	N	O	E	L	S	Y	E	W	S		



**black dog**  
HOSPITALITYgroup

# GIFTCARDS

THE PERFECT GIFT FOR YOUR FAVOURITE FOOD-LOVER!

ONE CARD, FOUR DELICIOUS OPTIONS.  
AVAILABLE AT ALL LOCATIONS & ON-LINE.

\$10 BONUS CARD WITH EVERY \$100 PURCHASE



**A  
MOVEABLE  
FEAST**  
CUSTOM CATERING



'TIS THE SEASON

"WE UNDERSTAND THE IMPORTANCE OF CREATING  
A LASTING IMPRESSION FOR YOUR CLIENTS OR GUESTS"

CONTACT REBECCA SMITH (MANAGER) FOR A WORRY-FREE CATERING EXPERIENCE  
THIS HOLIDAY SEASON THAT NOT ONLY MEETS BUT EXCEEDS YOUR EXPECTATIONS.

613-449-3762 REBECCA@BLACKDOGHOSPITALITY.COM

**BLACKDOGHOSPITALITY.COM**