



CELEBRATING BLACK HISTORY

The Queen's and Kingston communities mark Black History Month with a series of events throughout February. Story on Page 3.



C D | **CAMPUS DENTIST**
 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

Let's continue talking

Queen's, Bell Let's Talk renew commitment to mental health research

BY COMMUNICATIONS STAFF

Queen's University and Bell Let's Talk have pledged to continue working together to advance mental health research.

At an event on campus Tuesday, Jan. 24, Bell Let's Talk announced a \$1 million gift to Queen's to renew the Bell Canada Mental Health and Anti-Stigma Research Chair. The inaugural holder of the world's first anti-stigma research chair, Heather Stuart, has been reappointed to the position for another five-year term.

"The Bell Canada Mental Health and Anti-Stigma Research Chair positions Canada as a leader in advancing research into the pervasive stigma around mental illness, a significant barrier to treatment for many people. The support of Bell Let's Talk enables Dr. Stuart and her team to continue their important work in finding new ways to leave stigma behind," Principal Daniel Woolf says.

Dr. Stuart's advocacy work has led to greater awareness and the development of best practices in stigma reduction. She has shared best practices in anti-stigma intervention and outreach with organizations around the country and internationally, including the Mental Health Commission of Canada and the World Psychiatric Association.

The profile of the Bell Canada Mental Health and Anti-Stigma Research Chair continues to grow. Dr. Stuart brings her work to audiences across the country through public lectures including in Toronto, Ottawa, Halifax, and Vancouver, to date.

"I am extremely grateful for the support of Bell Let's Talk and Queen's and I look forward to continuing my work with partner



Heather Stuart talks about her work after Bell Let's Talk announced a \$1 million gift to Queen's to renew the Bell Canada Mental Health and Anti-Stigma Research Chair on Tuesday, Jan. 24 at the Biosciences Complex.

organizations to develop and evaluate mental health best practices," Dr. Stuart says. "This work will include significant knowledge exchange through speaking at conferences, consulting with policymakers and others, and publishing in peer reviewed scientific literature."

While one in five Canadians will experience a mental illness in their lifetime, two-thirds of those will not seek treatment for fear of judgment or rejection. Working to end that stigma is a key pillar of the Bell Let's Talk mental health initiative, alongside access to care, research, and workplace mental health. In 2015, Dr. Stuart and Bell Let's Talk developed the "5 simple

"The Bell Canada Mental Health and Anti-Stigma Research Chair positions Canada as a leader in advancing research into the pervasive stigma around mental illness, a significant barrier to treatment for many people."

— Principal Daniel Woolf

ways" to help end the stigma around mental illness.

"Bell Let's Talk is very proud to renew our partnership with Queen's and to support the continued work of Dr. Stuart and her

team," says Mary Deacon, Chair of the Bell Let's Talk initiative. "Since the Bell Canada Mental Health and Anti-Stigma Research Chair was established in 2012, awareness of the stigma around mental illness and efforts to reduce it have enabled many more people to reach out and get the help they need."

The Bell Let's Talk initiative promotes Canadian mental health with national awareness and anti-stigma campaign, like Bell Let's Talk Day, alongside significant Bell funding for community care and access, research, and workplace initiatives. Bell Let's Talk Day was held Jan. 25. To learn more, visit Bell.ca/LetsTalk.

the gazette

Volume 45, Number 3, 2017

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. 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: Feb. 21
Ad booking deadline: Feb. 3
Ad artwork deadline: Feb. 10
Noon editorial deadline: Feb. 15

Issue date: March 7
Ad booking deadline: Feb. 17
Ad artwork deadline: Feb. 24
Noon editorial deadline: March. 1

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.

City, Queen's forge strategic partnership

BY COMMUNICATIONS STAFF

Kingston City Council voted in favour of an agreement that will see Queen's University and the City of Kingston work together to support innovation, economic development and the retention of more young people in the community.

Under the approved Memorandum of Understanding (MOU), brought forward by

Principal Daniel Woolf and Mayor Bryan Paterson, Queen's and the city will collaborate and pool resources in pursuit of a shared innovation agenda.

"Both the City of Kingston and Queen's have a vested interest in enabling Kingston to attract businesses, investors, highly-skilled job-seekers, entrepreneurs and innovators, students and a diverse work force," Principal Woolf said during the

council meeting at City Hall on Tuesday, Jan. 24. "Together, we will take action and encourage dialogue, partnerships and economic development initiatives that build an innovative and prosperous city."

Innovation is a focus at Queen's with the aim of fostering economic development through education, research, and commercialization. Creating a strategic partnership between the City

of Kingston and the university will help move the vision forward, Principal Woolf says.

In support of this Queen's has developed a number of innovation and collaboration initiatives, including the Dunin-Deshpande Queen's Innovation Centre, SparQ Studios, the Queen's Startup Summit, as well as the Innovation and Wellness Centre, which is currently under construction.



Black History Month Events Calendar

Kingston Black History Month has a number of events throughout February, organized by the Queen's Black Academic Society (QBAS); the African and Caribbean Students' Association (ACSA); and the Kingston community.

QBAS & Academics Week

- Empowerment Media Campaign – Monday, Feb. 6-Friday, Feb. 10
- Panel Discussion: A seat at the table – Wednesday, Feb. 8
- QBAS and ACSA Party, Friday, Feb. 10, 10 pm

Culture & ACSA Week

- Soul Food Sunday - Sunday, Feb. 12, 1pm, QUIC
- Movie Screening: The Butler – Monday, Feb. 13, 6-8 pm, Dunning Hall Rm 10
- Valentine's Day Bake Sale – Tuesday, Feb. 14
- Dance Workshop: African and Caribbean Dance – Wednesday, Feb. 15, JDUC McLaughlin Room
- Prof Panel – Thursday, Feb. 16, Robert Sutherland Hall, 4-6 pm

Black History Month in the Community Week

- Community Drum Circle – Sunday, Feb. 19, Musiikki Café, 6-8 pm
- Djembe Drum Rhythm Workshop – Monday, Feb. 20, Tett Centre, 6-6:50 pm
- World Dancing and Drums – Wednesday, Feb. 22, Tett Centre 5-5:30 pm
- Drum and Dance – Thursday, Feb. 23, Tett Centre, 5 pm
- Black History Family Storytime – Saturday, Feb. 25, Tett Centre, 10 am; Calvin Park and Isabel Turner libraries, 10:30 am
- Community Drum Circle, Sunday, Feb. 26, Musiikki Café, 6-8 pm
- Djembe Drum Rhythm Workshop – Monday, Feb. 20, Tett Centre, 6-6:50 pm



The African and Caribbean Students' Association (ACSA) and Queen's Black Academic Society (QBAS) hosted an opening ceremony for Black History Month at Robert Sutherland Hall on Sunday, Jan. 29, with members of the Queen's and Kingston communities attending. A series of events are being held throughout February.

Community building

Organizers of Kingston Black History Month aim to raise awareness, foster connections

BY ANDREW CARROLL,
GAZETTE EDITOR

For Elorm Vowotor (Artsci'18) and Shanice Howard (Artsci'18), co-presidents of the African and Caribbean Students' Association (ACSA) at Queen's University, they look forward to a day when hosting Black History Month isn't a necessity, a day when black culture, history and achievements are fully integrated into the Canadian fabric, included in textbooks and accepted by all.

That day has yet to arrive, so the work goes on.

On Sunday, Jan. 29, the members of ACSA and the Queen's Black Academic Society (QBAS) hosted an opening ceremony for Black History Month at Robert Sutherland Hall, bringing the Queen's and Kingston communities together for an evening of performances and guest speakers, including Nikki Clarke, president of the Ontario Black History Society.

The two have also played a leading role in organizing a series of events throughout February to

highlight black history as well as the current experience, from cultural displays and dance workshops to a panel discussion featuring a number of Queen's academics.

Another key aspect for the events is strengthening the ties between the Queen's and Kingston communities.

"What I'm really looking forward to is doing more Kingston community events because there is a tendency for Queen's students to just go to Black History Month events on campus," says Ms. Howard. "For myself I've never really been involved in the community activities but we were sure to include them in the calendar. It's Black History Month and we wanted it to have a wider reach."

That reach begins with Judith Brown, a Queen's alumni and president of Kingston's Afro-Caribe Community Foundation. At the opening ceremony, Ms. Brown highlighted some local history, including the fact that the event was held in a building named after the first student and

"(Black History Month) is very important because it gives us a chance to really show that we are here, that we do exist, listen to us and hear our voices as well. It gives us a chance to raise awareness among the students of Queen's."

— Elorm Vowotor

graduate of colour at Queen's and one of the university's most important early benefactors. Robert Sutherland would also go on to become the first black lawyer in Ontario.

Ms. Vowotor herself only recently learned about Sutherland but adds that it points to the continuing lack of inclusion and awareness of the black community's contributions. For both Ms. Vowotor, an international student from Ghana, and Ms. Howard, who was born in Jamaica, it was a very clear omission.

"I am African and my history and heritage is very, very important to me. Coming to Kingston

and Queen's it was such a shock that there wasn't a lot of diversity," Ms. Vowotor says. "So this event is very important because it gives us a chance to really show that we are here, that we do exist, listen to us and hear our voices as well. It gives us a chance to raise awareness among the students of Queen's."

Through the events they are hoping to expand the knowledge of black history not only in Kingston and at Queen's but across Ontario and Canada as well by reaching students who will take this knowledge back to their hometowns.

Both say they are encouraged by the increasing diversity at the university and by the increasing number of people attending the events.

For more information about Black History Month at Queen's and Kingston visit the ACSA page on Facebook ([facebook.com/ACSAQueensU](https://www.facebook.com/ACSAQueensU)).

To learn more about black history in Canada, visit the Ontario Black History Society website (blackhistorysociety.ca).

Honorary Degree Nominations for 2018

Honorary Degree Nominations for 2018 Information and Nomination form available online <http://www.queensu.ca/secretariat/senate/honorary-degrees> or contact the University Secretariat at 613-533-6095.

Deadline for submission of nominations: Friday, March 1, 2017



AMS President Greg Frankson and Principal Bill Leggett unveil a plaque for the naming of the Robert Sutherland Room in 1998.

Recognition for Robert Sutherland

Greg Frankson, the first black student elected president of the Alma Mater Society in 1996, was determined to resurrect the memory of Robert Sutherland. Visit queensu.ca/175/moments/recognition-robert-sutherland to learn more about students' efforts to recognize the contributions of Robert Sutherland.

Questioning the gender question

BY WANDA PRAAMSMA, SENIOR COMMUNICATIONS OFFICER

M/F?

What is your gender?

What can seem like such a simple question is, in reality, not simple at all. That's the message Ruth Wood and Erin LeBlanc, and others in the Queen's trans community and the Equity and Human Rights Offices, want to spread through the Queen's community and beyond.

"That's the burning question. We stare at that box for a long time," says Erin, who is transgender and works at Smith School of Business as director of strategic program development in the Office of the Dean.

"It is a very difficult question, especially if you are in transition phase," echoes Ruth, who is also transgender and is a minister with the United Church of Canada who now works in the Office of the Chaplain, where she provides support specifically to the Queen's LGBT+ community. "The question of sex or gender causes a lot of unnecessary stress for those who identify outside of the gender binary."

Queen's recently approved a new policy that suggests more inclusive ways to collect information about sex and gender. The policy advises anyone creating or administering intake forms, record documents, and surveys to consult a set of guidelines.

"The university strives to ensure that members of our community don't encounter discrimina-



Ruth Wood, a minister in the Office of the Chaplain, and Erin LeBlanc, Director, Strategic Program Development, at Smith School of Business, both say the new policy is comforting and will help raise awareness of challenges faced by those in the Queen's trans community.

tion or harassment related to gender identity or gender expression," says Irène Bujara, University Adviser on Equity and Human Rights. "This policy and the guidelines will help staff, faculty, and students develop inclusive and respectful information-gathering tools and processes."

The guidelines encourage people to consider whether it is necessary to collect information concerning sex and gender in order to achieve their purpose and, if it is not, to not collect it. If information on sex or gender is required, the guidelines outline best practices to avoid misgendering people and for

ensuring that the language used is inclusive and free from bias.

RAISING AWARENESS

"Having this policy will raise awareness and help those who design forms at the university. The question they are asking people to consider is a very important one, and will help people become more aware of the options available," says Ruth.

"The policies are very comforting to us," says Erin, who made her transition two years ago while working at Queen's. "My transition was smooth and there were a lot of compassionate people who

helped me and genuinely cared. But that is not the norm. Outside of Queen's, most trans people have a much harder time, and face big challenges, including employment."

Erin says it is very common to run into many administrative hurdles during transition, and even though she feels hers went well, she still encountered much ambiguity along the way.

"All through your life and transition, you are met with so many 'I don't know's.' The procedures are not in place and people don't know how to respond to all the questions – questions such as how to change

Policy information

The Policy on Collecting Information about Sex and Gender at Queen's University, approved by Queen's in September 2016, was developed to ensure that language used on intake forms, record documents, and surveys is inclusive and free from bias or barriers related to sex/gender identification. Under the policy, individuals creating and/or administering the above documents are responsible for consulting the Guidelines on Collecting Information about Sex/Gender at Queen's University, which provide options and questions to consider when developing the documents.

your name on your staff card, and your Net ID, etc. It is death by a thousand cuts and it's very damaging to the psyche," she says.

Ruth, who helped develop the policy with the Equity and Human Rights Offices, says having the guidelines is especially important on campus. "Everything is compounded when you're a student. Transitioning is already such a huge load, and particularly for students, it is important that we do not add to that load."

Work in this area continues at Queen's. Related to this policy and guidelines are practices surrounding preferred names and pronouns. Guiding work in this area is a desire to ensure that Queen's University is an inclusive and welcoming community for all faculty, staff and students.

Faculty Board approves closure of Physical and Health Education program

BY COMMUNICATIONS STAFF

A proposal to close the Bachelor of Physical and Health Education (BPHE) program was approved by the Arts and Science Faculty Board at its meeting on Friday, Jan. 27.

Admissions to the program were temporarily suspended in March 2016 following a recommendation from the School of Kinesiology and Health Studies. A proposal was then brought before the Faculty Board at its Oct. 28 meeting.

"As I stated in the fall, recommending a program closure is never easy. This is a program with a long history and proud alumni. We undertook a considerable consultation process involving students, faculty members, alumni, and others, and to consider the many factors involved in any deci-

sion about the program's status," says Gordon E. Smith, Interim Dean, Faculty of Arts and Science. "After the announcement for consideration of closure last fall at our Faculty Board, we continued with additional consultation – students and alumni expressed fond memories of their time in Phys Ed at Queen's while also demonstrating an understanding of the need for change. At Faculty Board on Friday, students voiced excitement for what is to come with new curriculum developments within the school. I congratulate the School of Kinesiology and Health Studies – students, faculty and administration – for working so collaboratively on this over the past months, and I look forward to continuing our work together."

The proposal will next be brought before the Senate Committee on Academic Development

on Wednesday, Feb. 8

In the proposal, the reasons for the recommended closure include:

- The Physical Education and Kinesiology programs at Queen's have considerable overlap in curricular content.

- Declining interest in physical education programs throughout Canada, including a 15 per cent decrease in applications at Queen's over the past five years, combined with a 35 per cent increase in applications to kinesiology in the same time period.

- Fewer opportunities for physical education teachers within the school system.

- A lack of potential faculty members with doctoral degrees in physical education and pedagogy.

"Today's decision is the result of almost two years of public consultation and of more than 10 years of internal discussion

among faculty members in the School of Kinesiology and Health Studies," says Jean Côté, Director, School of Kinesiology and Health Studies. "We are deeply committed to all of our students, and will ensure that this change does not impact any current student in SKHS. All faculty members and

staff look forward to collaborating with our students to maintain the positive, caring, and respectful environment that has always been the trademark of our school."

The proposal and details about the consultation process are posted to the Faculty of Arts and Science website.

gina karkoulis

B.A., M.Sc.
SALES REPRESENTATIVE

ROYAL LEPAGE

ProAlliance Realty, Brokerage
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

Reducing energy use an ongoing effort

The following article is the first in a monthly series focused on the work by Queen's and Physical Plant Services to reduce energy consumption by the university.

BY ANDREW CARROLL,
GAZETTE EDITOR

Each year Queen's University spends about \$18 million to \$20 million on utilities, electricity prime among them.

Finding any way to reduce the final bill has a significant impact. Add to that the fact that most energy saving measures also reduce the environmental impact of the university, and it's a win-win.

"Energy management has been a focus for Physical Plant Services (PPS) at Queen's for more than 20 years", explains Nathan Splinter, Energy Manager.

However, with the cost of utilities climbing, there is more of an emphasis on the effort than ever.

Looking at it from an infrastructure angle, Queen's is a massive, multifaceted facility, stretching over multiple campuses with a mix of buildings from cutting-edge modern to classic Victorian. Not surprisingly, PPS has a wide range of projects on the go, but all support a common theme – reducing the amount of energy that Queen's uses.

With new buildings this effort starts at the planning stage, Mr. Splinter says.

"We've engrained energy management into our building standards," he says. "Queen's has a set



Energy management at Queen's has been an ongoing effort for more than 20 years. Currently, Energy Manager Nathan Splinter is leading the effort to reduce energy consumption at the university.

of building standards that incorporate an energy focus and that has enabled the establishment of a good energy management reference point for buildings. The results can be seen in some of the university's recent buildings including the School of Kinesiology and Health Sciences and Goodes Hall, which achieved Leadership in Energy and Engineering Design (LEED) recognition. The Integrated Learning Centre also received similar recognition with the Building Research Establishment Environmental Assessment

Method (BREEAM) certification."

These new buildings are at the pinnacle of energy efficiency while some other existing buildings require retrofitting.

A good example of this retrofit type of work occurred in Innovation Park recently. Mr. Splinter points out that \$2.5 million was invested in upgrading the infrastructure of the sprawling building, including replacing all the lighting and chillers, resulting in reduced energy consumption.

Lab ventilation was also improved by installing six high-

plume exhaust fans, replacing 80 small independent stacks, resulting in better air quality and energy conservation.

Water consumption was another focus.

"We reduced the water consumption from and 100-150 cubic meters a day to an average of about 5 cubic meters," Mr. Splinter says. "This resulted in substantial cost savings for the facility."

Each project requires a significant investment and the best technologies tend to be more expensive. However, by taking

advantage of available incentives and grants the initial cost is reduced. The savings on utility charges then pay for the initial expenditure in periods as short as four or five years.

"An average lighting project sees a 40 per cent to 60 per cent reduction in the electrical demand which is phenomenal," Mr. Splinter says. "That's the rationale for doing those type of projects. It's a pretty exciting time. There are a lot of provincial grants to incentivize this type of work that we have been successful in securing."

To date Queen's has received over \$200,000 in grants to support energy conservation projects on campus.

Looking ahead, PPS is planning to introduce a new metering system that will allow them and the Queen's community to monitor consumption for electricity, water, steam and natural gas in real time, providing valuable data immediately rather than waiting for the typical monthly reading.

"It's essential to have enough data to do proper research and know what's happening within our buildings," Mr. Splinter says. "The metering project is really exciting and what we want to do as part of the project is create a public-facing dashboard so people can go online and see what they are currently consuming for water or what they are using for electricity."

The end result will hopefully be greater awareness and knowledge about energy management, and that excites Mr. Splinter.

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

New Alma Mater Society executive elected

BY COMMUNICATIONS STAFF

Team JBP – Jenn Li, Brian MacKay, and Palmer Lockridge – was elected as the next executive of the Alma Mater Society (AMS) on Jan. 31.

"I want to extend my congratulations to the incoming AMS executive and others who have been elected. I look forward to working with the student representatives in 2017-18," says Principal Daniel Woolf. "I would also like to recognize all of the candidates who took time out of their busy schedules and made a commitment to student advocacy, which is a long-standing Queen's tradition."

Ms. Li (ConEd'18), President-elect of the AMS, currently sits on Queen's Senate as the undergraduate student trustee. Before her

election to Queen's Senate, Ms. Li, who hails from Mississauga, served as an assistant to the rector.

Mr. MacKay (Artsci'17), Vice-President-Elect (Operations), currently serves as the vice-president of the Arts and Science Undergraduate Society (ASUS). A native of Barrie, Ont., Mr. MacKay held the position of orientation coordinator for ASUS the previous year.

Mr. Lockridge (Artsci'17), VP-elect (University Affairs), currently serves on Queen's Senate as an ASUS representative. After arriving at Queen's from Toronto, he served as an Arts and Science orientation leader in his second year.

The new executive will take over on May 1. Visit the AMS website (myams.org) for more information about the election results.

*Prices are in CDN\$ 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

The power of compassion in mental health

At the Bell Canada Mental Health and Anti-Stigma Research Chair renewal announcement Jan. 24, Charlotte Johnston (Artsci'16), Director of the Peer Support Centre (PSC), shared her personal lived experience with mental health challenges. This viewpoint is an edited version of those remarks.

Mental health and mental illness are so complex and affect each of us in such different ways. Accessing support looks different for different people. That's why it can be incredibly isolating to struggle in silence and not feel like you have a support network.

The most powerful lesson I've learned from my own experiences is how much listening and compassion have power. I realized that talking about my own experiences can be meaningful for others and for me, too.

While I would argue my mental health story started as early as elementary school, I went through one of the most difficult periods in my third year here at Queen's. I was known as the most positive, optimistic person at school, and on the outside, that didn't really change all that much. But I didn't feel positive, optimistic, or hopeful at all; I was stuck in a cycle of

stress and exhaustion and feeling completely worthless.

After the encouragement of friends who urged me to seek support, I realized I could either continue to struggle in silence or that I could go and talk to someone about it. Luckily, a counsellor was accessible through the PSC. It's important to note that so many Canadians still don't have access to professional mental health supports.

For all intents and purposes, it was fairly easy for me to access this support.

The counsellor helped me learn the value of my worth and the power of the traits that I now most value about myself: empathy and non-judgment. Each struggle is unique and you never know what someone is going through.

My anxiety still challenges me every day. It's tough to reconcile, because continuing to work through my struggle has been the most incredible experience in some ways. It's brought me into amazing communities like the Peer Support Centre and Jack.org, and it's also shaped my desire to become a social worker and sparked my passion for social justice and equity.

Talking about my mental health has given me more of a sense of understanding of myself and my ability to empathize, which defines me so much more than the positivity and optimism that I used to hide my other feelings.

I benefit constantly from the support of my peers, who listened, made me feel validated and important, and encouraged me to seek help. For people who are wondering how they can help their peers, the "5 simple ways" developed by the incredible Dr. Heather Stuart through her research is a good example:

Language matters — Words can help, but they can also hurt.

Educate yourself — Take the time to learn about mental health and mental illness.

Be kind — Don't dismiss: validate if friends are having a difficult time. Saying "you need to relax" or telling someone that they will "get over it" tells them that you think you know them better than they know themselves

Listen and ask — There's so much benefit to letting someone know you care about them, but make sure you're not assuming how someone might be feeling

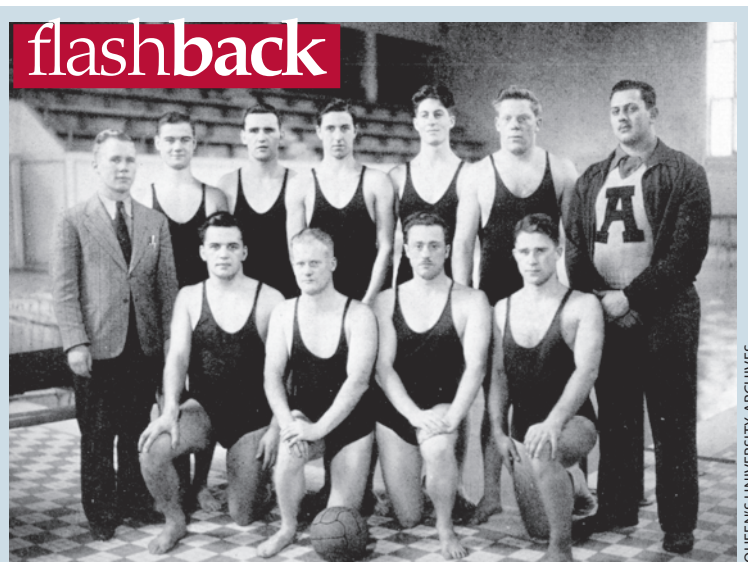
Talk about it — Talk about

some ways they can find support. Suggest gently, but never force an idea on someone. Let them know that you care about them and that they deserve any help or support they might be ready for

Seeing others talk about mental health in a non-stigmatizing

way has allowed me to be able to contribute to supporting others around me while still learning to look out for myself. It's essential that we continue to talk, to research, and to listen.

There is so much that has been done, but still so much to do.



Queen's University formed its first men's water polo in the early 1930s. This photo from Queen's University Archives shows the team from 1940. Back row, from left: Wallace Berry (Coach), Jack Bie, Dave Duncan, Jack Grant, Roy McMichael, William Brass and George Clement (trainer). Kneeling, from left: Harry Jones, Bruce McIver (Captain), Gerry Hamilton (manager) and W. Gary.

liveslived

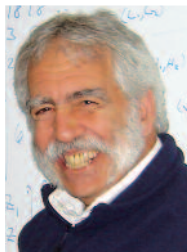
Lives Lived is a space to share your memories of a Queen's community member who recently died. Email your submissions to andrew.carroll@queensu.ca

A laugh and a smile never to be forgotten

There are people who are larger than life. Anthony 'Tony' Geramita was one of them.

A professor, and the "social glue," in the Department of Mathematics and Statistics at Queen's University for decades, Dr. Geramita passed away on June 22 at Kingston General Hospital after a lengthy battle with cancer. He was 73.

Born in Brooklyn, NY, Dr. Geramita completed his undergraduate studies at City College in New York and then earned his Master's and PhD from Syracuse University. He would arrive at Queen's in 1969 as an assistant professor and become a full professor in 1981. During his career he would also hold a professorship at the University of Genoa.



Tony Geramita

Dr. Geramita was a respected mathematician and academic and he had a great impact on those who knew him — students, colleagues and friends.

Dr. Geramita was always looking to bring people together. In 1990 he helped organize the Route 81 conference that brought together algebraists and algebraic geometers from Queen's, Cornell University and Syracuse University. The conference continues today.

On a more personal level there were the Curves Seminars Dinners where once a week he and his wife Joan, also a professor in the Department of Mathematics and Statistics, would open their house to a troupe of mathematicians. The dinners brought together graduate students and post-docs to discuss the world, mathematical and actual, with people in all stages of career and from around the world.

"Tony's Curve Seminar Dinners were a highlight for me both as a

graduate student and later as a visitor," says former student Adam Van Tuyl (McMaster). "Although I didn't realize it at the time, these dinners were quite unique. The dinners provided a great opportunity to meet and interact not only with my fellow graduate students and the current group of post-docs, but also to interact with a large number of mathematicians in commutative algebra and algebraic geometry. Not only were the dinners informative, but they helped me — and Tony's other students — to start building a network within the larger mathematical community. They were also very entertaining, especially when Tony started telling many of his stories."

As an adviser, Dr. Geramita encouraged his students to be independent, posing a question and then providing plenty of space to work and explore on their own. He helped many students and young academics get published,

collaborating on papers throughout his career.

More than anything else it was clear that he cared.

"Tony was a wonderful advisor, a great collaborator and friend," says former student Tai Hua Ha (Tulane). "As an advisor, Tony understood his students well and knew exactly when to push and when to give us more space and time. There were times when I got stuck with my thesis problem and thought of giving up. Tony encouraged me to work, but he gave me enough space to sort things out. When I got around and solved the problem, he was super happy — I knew that he was very worried about me, but he let me decide my path, and I really appreciated that."

He is deeply missed by his colleagues at the Department of Mathematics and Statistics and at Queen's. He helped keep things together, offering a smile and a laugh.

"Tony was the 'social glue' in the algebra group," says former Queen's colleague Morris Orzech. "He took an interest in everyone's visitors. Even if he didn't interact with them mathematically he would interact with them socially, and take charge of the social part of their visit. It is one reason we had many visitors coming back."

"Tony was always fun to be around. A lot of the things he did were hard work — organizing conferences, getting visitors, working on mathematics — but so many people were willing to do it with Tony because with him it was fun," adds Grace Orzech.

Dr. Geramita is survived by his wife Joan, daughters Katharine and Nicole, son-in-law Mike Coury and grandchildren Sophia, Christopher, Isabella.

This Lives Lived column was written with support from Gregory Smith (Mathematics and Statistics) and Mike Roth (Mathematics and Statistics).

Queen's in the news

Highlights of Queen's experts in the media from Jan. 19-31

INTERNATIONAL

Brendon Gurd (School of Kinesiology and Health Studies) had his research on exercise response and how those who find their workouts aren't providing results shouldn't give up hope, featured in The Daily Telegraph.



Donald Trump in the White House, it's quite possible that Ottawa has had to grudgingly rethink the breadth and timing of defence cut-backs.

Thorsten Koeppel (Economics) was quoted in a story in the National Post on blockchain technology.

ONLINE

Christopher Cotton (Economics) was interviewed by cbc.ca on campaign finance controls.

George Smith (Policy Studies) commented on globalnews.ca on the government ending the severance perk.

John Muscedere (School of Medicine) published an editorial in Troy Media on making one's end-of-life care wishes known to loved ones, and planning for the future.



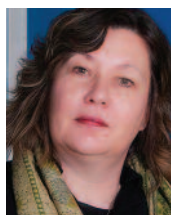
Gerald Evans (Division of Infectious Diseases) talked with Health Aim about the common symptoms of the flu and suggests you should stay home if you come down with any illness that manifests with a sudden onset, a severe sore throat, cough, and headache.

Christian Leuprecht (Political Studies) was interviewed by CBC Online and estimated that contraband cigarette sales costs Ontario up to \$1 billion in lost tax revenue, but that any solution sought must take into

account the needs and rights of the province's legal tobacco growers and Indigenous communities involved in the trade.

TELEVISION

Heather Stuart (Public Health Sciences, School of Rehabilitation Therapy) spoke with CTV National Network News, TSN and CBC Radio urging people to start talking about mental health.



Kathy Brock (Political Studies, Policy Studies) appeared on CKWS-TV talking about President Donald Trump.

Christian Leuprecht (Political Studies) appeared on TVO's The Agenda with Steven Paikin, and Radio-Canada to discuss the attack on a Quebec mosque that left six people dead; discussed the economic impacts of the incoming administration's trade policy proposals with CKWS-TV.

Jonathan Lee (Economics) spoke to CKWS-TV about the closing of HMV, saying people are now willing to pay for streaming services to get their music.

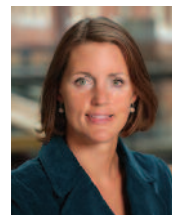
Christo Aivalis (History) appeared on CBC's The National talking about Prime Minister Trudeau and electoral reform; commented on CKWS-TV that there are real differences in vision between Donald Trump and Barack Obama.

Monica LaBarge (Smith School of Business) commented on CKWS-TV on the changes to the McDonald's menu.

Robert Knobel (Physics, Engineering Physics and Astronomy) discussed the rebranding of NanoFabrication Kingston, as well as the capability it provides to researchers with CKWS-TV.

RADIO

Monica LaBarge (Smith School of Business) told CBC Radio that it's difficult to see the upside for McDonald's in adding a new McFlurry flavour with nuts, as the decision may jeopardize an existing customer constituency.



Christo Aivalis (History) talked with KKNW-Vancouver, NewsTalk 770 (Calgary), and CHML 900 (Hamilton radio), about Kevin O'Leary's late entry to the Conservative race and looked at how past statements by the businessman-turned-candidate compare to his fellow leadership race contenders and other high-profile celebs who have entered politics.

John S Andrew (Smith School of Business, Geography and Planning) discussed with CBC Radio the impact of the decision by CMHC to increase mortgage insurance rates. The agency says that, starting March 17, the average borrower will see their premium increase \$12 per

month.

Warren Mabee (School of Environmental Studies, School of Policy Studies, Geography and Planning) said the Keystone XL pipeline will move forward despite some resistance, on CBC Radio.

Sharry Aiken (Law) spoke to CBC Radio after more than 240 law professors have signed a letter asking the government to suspend the Safe Third Country Agreement.



MAGAZINES

Brendon Gurd (School of Kinesiology and Health Studies) explained in Men's Journal and Medical Daily that, if you didn't see results from one type of exercise, it's still likely that you can see benefit from a different type.

Judith Davidson (Psychology) commented in Best Health Magazine that any number of stressors - such as a recent loss, relationship stress, high stress at work, illness, pain, or worrying about lost sleep itself - can lead to sleeplessness.

Making it to The Isabel stage with some welcome support

BY DEBORAH MELMAN-CLEMENT, SENIOR DEVELOPMENT WRITER, OFFICE OF ADVANCEMENT

On a balmy spring evening, the Isabel Bader Centre for the Performing Arts came alive to the timeless strains of 18th-century European composers, and a much more recent suite by local composer John Palmer. The players, members of Orchestra Kingston

and the Kingston Community Strings, allowed their surroundings to inspire them, and the audience felt it. The spontaneous standing ovation that erupted at the end of the performance was, as one audience member put it, "well deserved and heartfelt."

This magical moment was not just a connection between performer and audience, it was also a connection between university

and community. And it would not have been possible without the Ballytobin Foundation.

A private foundation created by Joan and the late Brian Tobin in 1992 to support arts and culture in Ontario, the Ballytobin Foundation found a new purpose when The Isabel opened in 2014. The newly-reimagined foundation now makes it possible for local groups to play at the lakeside concert hall by subsidizing a portion of their rental costs.

"Anyone who knows anything about the Kingston music and theatre scene knows that the best venues are now at The Isabel," says John Burge, Director of Music at the Dan School of Drama and Music and a composer whose own works have been featured on The Isabel's stage. "The grants from the Ballytobin Foundation mean local groups can perform in a hall that has wonderful acoustics, great equipment, and where audiences love to come. It is a super

opportunity."

"A performing arts centre has its own soul, and this soul thrives when there is broad participation by artists and the community," says Tricia Baldwin, The Isabel's Artistic Director.

That broad participation has included performances by the Kingston Chamber Choir, Kingston Brassworks, and the Kingston Community Orchestra, among others. In early November, 17 local choirs and more than 800 performers converged on The Isabel for Choralpalooza. All of these concerts were made possible by the Ballytobin Foundation, but Dr. Burge believes they are just a beginning.

"Joan's vision was very specific, but also flexible enough that as long as there is artistic value in what is being presented, and as long as it is being driven by someone in the community, it will get funding," he says. "New initiatives and innovation and things

that are being tried for the first time will be looked at favourably, because that is what this kind of fund should do."

"She has nourished the virtuous circle of the artistic experience that gives so much to both performers and audiences," Ms. Baldwin says.

That circle has been good for both Queen's and the city it calls home.

"Joan saw the concert hall as an opportunity to be larger than just a university-focused venue," says Dr. Burge. "She understood that the arts is a great medium for breaking down barriers. Bringing community groups into what is, in a sense, a university building really helps to connect the university with the Kingston community. Borders never matter when you're talking about the arts."

To learn more about the Ballytobin Foundation, including upcoming application deadlines, please visit (ballytobin.com).

COOKE

cookekingston.com

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

PROFESSIONAL REALTY BROKERAGE
INDEPENDENTLY OWNED AND OPERATED

through the lens



PHOTOS BY GARRETT ELLIOTT

Hundreds of students from across Queen's gathered on Saturday, Jan. 28 to celebrate the Lunar New Year at Ban Righ Hall. The event was celebrated with a number of performances as well as some good food.



Opportunities for international collaboration

BY COMMUNICATIONS STAFF

Applications are open for the International Visitors Program of the Principal's Development Fund, a program that helps connect Queen's with academics and institutions around the world by sponsoring visits by international scholars. The program also works to foster connections between Queen's and its partners within the Matariki Network of Universities.

"This program provides a tremendous opportunity for col-

laboration and cross-pollination of ideas between the Queen's community and scholars and universities around the globe," says Daniel Woolf, Principal and Vice-Chancellor. "I am very pleased to offer this funding as part of our ongoing support for international partnerships and, in particular, alliances with the Matariki Network."

The International Visitors Program includes three application categories, each of which offers grants of up to \$3,000. Category one is the open program, which

helps to cover the costs of bringing an international scholar to Queen's for a period of at least three days.

The other two application categories focus on leveraging Queen's membership in the Matariki Network of Universities. One of these is an extension of the visiting scholars program, specifically aimed at bringing visitors to Queen's from the other Matariki universities, which include the University of Western Australia (UWA), Tübingen University, Uppsala University, Dartmouth Col-

lege, University of Otago, and Durham University.

Last year, Professor Karol Miller from UWA visited Queen's through the program and gave a talk about his research into computational biomechanics at the School of Computing Distinguished Speaker Seminar.

The third application category provides funding to assist Queen's faculty and staff to travel to Matariki partner institutions to build new collaborations. This seed funding may be used to initiate new academic, re-

search, or administrative initiatives.

Applications for these categories are due to the relevant dean's office by April 21, 2017. For more information, including program details and application forms, visit the Principal's website (queensu.ca/principal).

Questions about the Principal's Development Fund may be directed to Csilla Volford, Coordinator, International Projects and Events, in the Office of the Associate Vice-Principal (International) csilla.volford@queensu.ca.



BISTRO | BRASSERIE



Atomica
PIZZA & WINE BAR

Snowdelicious

3 COURSE DINNER MENUS

ONLY \$29 OR \$35 w/ WINE (5 oz)

SPECIAL LUNCH ITEMS ONLY \$12

Monday-Wednesday

NOT AVAILABLE TUESDAY, FEBRUARY 14.



black dog
HOSPITALITYgroup

Eat Local and Celebrate the Season!

BLACKDOGHOSPITALITY.COM

69 BROCK ST. 613-549-5635
LECHIENNOIR.CA

195 ONTARIO ST. 613-507-3474
DIANNESKINGSTON.COM

71 BROCK ST 613-530-2118
ATOMICA.CA

Promoting peer support

BY COMMUNICATIONS STAFF

Peer programs are a key part of the student support network at Queen's and to highlight the work being done, as well as recruit new volunteers, the Division of Student Affairs hosted the first Peer Week.

A full schedule of events was held Jan. 23-27, from information booths and a presentation by Chancellor Jim Leech on the importance of mentorship for mental health to a recruitment information session and a lunchtime bowl of soup.

Peer programs at Queen's provide support for all undergraduate and graduate students, covering a range of areas such as wellness, mentorship and academic success.

"Peer Week is about raising awareness of current programming on campus, recruiting new volunteers and thanking our current volunteers for the many hours they dedicate to supporting their peers," says Cassandra de Bartok, Mentor Program Coordinator. "There are a number of benefits to having a peer support network on campus. Student Affairs takes a holistic approach to student success at Queen's and each peer program plays a different, and important, role in supporting students while they're here."

The volunteer positions also provide meaningful and relevant experience, skill development, and excellent training for those



Chancellor Jim Leech offered up an interactive talk 'Mental Health and Mentorship: From the North Pole to Queen's' at Stauffer Library on Thursday, Jan. 26 as part of Peer Week. Chancellor Leech spoke about his journey to the North Pole as part of the True Patriot Love Foundation and how his experiences learning about mental health, resilience, and mentorship apply in a Queen's context.

taking part in the programs.

"A network of support allows professional staff to coordinate recruitment, training, programming and promotional efforts. Over the next few months we will be developing core competencies for our volunteers to develop during their time with each program. This allows our volunteers to choose positions not only based on professional area of interest but also based on the skill set they might like to develop," Ms. De Bartok says. "For our volunteers,

a network of peer support means knowing that they are backed in their roles both by staff and by other volunteers across programs. They are able to see that they are part of something bigger than just their own program and it gives them opportunities to network."

Mentorship

- Aboriginal Peer Helpers support first-year Aboriginal students to encourage spiritual, mental, physical and emotional support during their first transition year.

- Peer Mentors provide both academic and personal support to fellow students in a one-on-one coaching and mentoring relationship. Mentors support students in all years and all programs.

Academic Success

- Peer Learning Assistants (PLAs) help students learn how to be more productive and effective learners by facilitating learning strategies workshops and providing drop-in academic coaching.
- Peer Writing Assistants

(PWAs) volunteer at the Writing Centre to help other students develop their writing skills through workshops and one-on-one consultations.

Wellness

- Peer Health Educators (PHEs) share their interest in health promotion by developing and implementing health outreach initiatives – presentations, displays and campus-wide events.

- COR Volunteers provide hands-on care to intoxicated students at the Campus Observation Room (COR), an on-campus detox center. COR volunteers also do campus-wide outreach.

- Leave the Pack Behind volunteers and paid student staff help support smoking cessation through campus outreach, social media and collaboration with other schools across Ontario.

Additional Support

- Career Services Peers (CS Peers) help students communicate important messages in their resumes or cover letters through 1-1 appointments at Career Services (or drop-in clinics).

- English Language Buddies at the Queen's University International Centre provide English language support to international students.

More information on each program is available at queensu.ca/studentaffairs/current-students/peer-and-mentorship-programs.

gradstudies

Open Thesis Defenses

Tuesday, Feb. 7, 11 am

Majid Bavand, PHD, Electrical & Computer Engineering 'Multi-user Transmit and Receive Beamforming for One-Dimensional Signalling' Supervisor(s): S.D. Blostein, Location: 428 Walter Light Hall

Wednesday, Feb. 15, 2:30 pm

Jennifer Brady, PHD, Kinesiology & Health Studies 'Trading in The Apron: The Contemporary History of Dietetics in Canada and What it Means for the Future of the Profession' Supervisor(s): E. Power, Location: 211 Kinesiology Bldg.

Wednesday, Feb. 15, 10 am

Brittany Edgett, PHD, Kinesiology & Health Studies 'Regulation of SIRT1, SIRT3, PGC-1 α , and

LRP130 in Response to Energetic Stress in Human Skeletal Muscle' Supervisor(s): B. Gurd, Location: 211 Kinesiology Bldg.

Wednesday, Feb. 22, 9 am

Alyssa Cull, PHD, Pathology & Molecular Medicine 'The Role of Tet2 in Normal and Malignant Macrophage Activation' Supervisor(s): M. Rauh, Location: 121 Bracken Library

Tuesday, Feb. 28, 1:30 pm

Thanh Huynh Duy Nguyen, PHD, Computing 'Applying Statistical Process Control to Automate the Analysis of Performance Load Tests' Supervisor(s): A.E. Hassan, Location: 524 Goodwin Hall

Friday, March 3, 12:30 pm

Mingzhi Qu, PHD, Biology 'The Feeding Mechanism of Fresh-

water Benthic Gastropod (Bellamya Aeruginosa) - Realizing its Potential in Controlling Cyanobacterial Harmful Algal Blooms' Supervisor(s): Y.S. Wang; D.D. Lefebvre, Location: 3110 Bio-Sciences Complex

Monday, March 6, 2:30 pm

Amber Hastings, PHD, English Language and Literature "'Too Heavy is the Load": Representations of Women and Suicide in Nineteenth-Century Literature' Supervisor(s): M. Berg; S. King, Location: 406 Watson Hall

Tuesday, March 7, 10 am

Shady Khalifa, PHD, Computing 'Achieving Consumable Big Data Analytics by Distributing Data Mining Algorithms' Supervisor(s): T.P. Martin, Location: 524 Goodwin Hall



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

Enhancing health care for Indigenous patients with diabetes

BY COMMUNICATIONS STAFF

In Canada, rates of Type 2 diabetes are three to five per cent higher in Indigenous peoples when compared to non-Indigenous peoples. Not only this, but Indigenous Canadians typically have poorer health outcomes during treatment of diabetes.

Queen's family medicine professor Dr. Michael Green has co-authored a study with colleagues from the Northern Ontario School of Medicine, the University of Calgary, and the University of British Columbia on the healthcare experiences of Indigenous patients with diabetes. The study found that many patients experienced culturally unsafe care – a factor that may contribute to poorer health outcomes.

“Many of the participants in our study reported that negative experiences with the health care system made them reluctant to seek the care they needed or to want to actively engage in the care of their diabetes,” says Dr. Green.

Participants in the study reported issues with the health-care system including having the health system experience trigger traumatic childhood memories at residential schools, interactions that patients felt were racially motivated, limited access to care due to physician shortages and geographic isolation, and negative interactions with health-care professionals.

This study also found that many Indigenous patients avoided or disengaged from their diabetes care because of negative experiences such as derogatory or

“Many of the participants in our study reported that negative experiences with the health care system made them reluctant to seek the care they needed or to want to actively engage in the care of their diabetes.”

— Michael Green

judgmental comments by health-care providers, or visual triggers in health-care settings

The research showed health-care relationships can be repaired when health care providers demonstrate empathy, humility, and patience.

“We also learned important lessons directly from Indigenous patients about what health care providers and health systems can do to help build positive relationships and what they need to learn to provide care that is both effective and culturally safe,” says Dr. Green.

The research suggests a two-pronged approach to improving health care for Indigenous peoples. First, the study recommended a stronger focus on cultural safety training and antiracism education for health-care workers including a stronger emphasis on relationship development and advocacy.

Second, the study recommends enhancing patient-centered approaches to care to respond to the cultural and social needs of Indigenous patients.

The study was published in the Canadian Medical Association Journal.

An eye-catching result

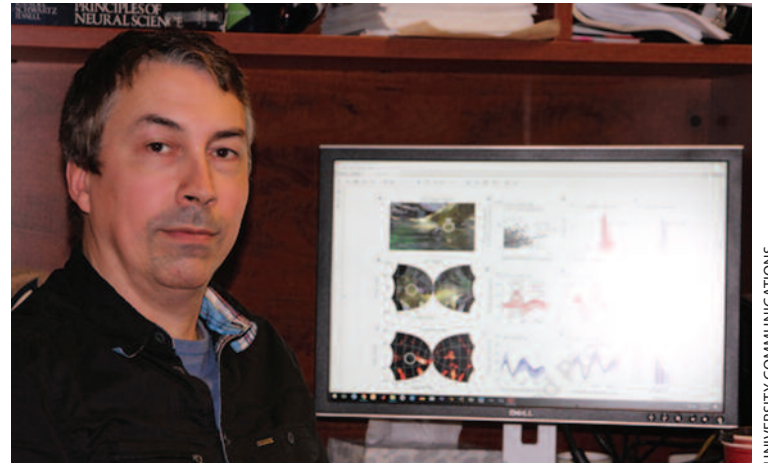
Research determines how the brain recognizes what's important at first glance

BY COMMUNICATIONS STAFF

Researchers at the Centre for Neuroscience Studies (CNS) at Queen's University have discovered that a region of the brain – the superior colliculus – contains a mechanism responsible for interpreting how visual input from a scene determines where we look. This mechanism, known as a visual saliency map, allows the brain to quickly identify and act on the most important information in the visual field, and is a basic mechanism for our everyday vision.

The study, published today in the journal *Nature Communications*, found that neurons in this region of the brain create a visual saliency map (a representation, or distilled version, of the scene that highlights the most visually conspicuous objects), which correlated with established computer models of saliency. The research opens up new opportunities in a wide range of fields including neuroscience, psychology, visual robotics, and advertising, as well as applications for diagnosing neurological disorders.

“When we look out at the world, the first things that attract our gaze are the low-level visual features that comprise a scene – the contours, the colours, the luminance of the scene – and computational models of visual saliency are designed to predict where we will look based on these features,” explains Brian White, a postdoctoral researcher at the CNS and the study's lead author. “Our colleagues at the University of Southern California – led by Professor Laurent Itti – are at the forefront in the development of



Brian White, a postdoctoral researcher at the Centre for Neuroscience Studies at Queen's University, is the lead author on the study, which determined where in the brain the first information about a scene is deciphered.

these models. With our neurophysiological expertise, we showed that neurons in the superior colliculus create a saliency map that guides attention, in much the same way as predicted by the saliency model. Until now, this was largely just a concept with little supporting evidence, but our latest study provides the first strong neural evidence for it.”

Dr. White and his co-investigators, including fellow Queen's researcher Douglas Munoz, measured how the activation of neurons in this area of the brain respond to natural visual stimuli, such as video of dynamic nature scenes. The research team found a strong correlation between the model's predictions of visual saliency across the scene, and the patterns of activation by these neurons – demonstrating not only the validity of the model in predicting visual saliency and attention, but opening new possibilities in a range of fields.

Dr. White says the findings have important applications in the development of diagnostic tests for neurological disorders – such as Parkinson's disease, Huntington's disease and Alzheimer's disease. Patients with such disorders show patterns of gaze that differ from controls when viewing natural scenes. These differences can be distinguished using the saliency model, and can then be used to help understand what the different brains are doing based on the neurophysiological results.

“While a number of fields can benefit from an improved understanding of saliency coding in the brain, the real benefit is the opportunity for further study on the superior colliculus and how it integrates inputs from other brain areas,” Dr. White says. “We're very interested in furthering both the clinical and diagnostic benefits that can be derived from these findings, as well as the opportunity for further basic research.”

KINGSTON CANADIAN FILM FESTIVAL

MARCH 2-5

THE LARGEST ALL-CANADIAN FILM FESTIVAL IN THE WORLD

Experience the best Canadian films of the year including thought-provoking documentaries, imaginative narratives and internationally acclaimed award-winners. With over 25 feature and 70 short film screenings, guest appearances, Q+As, networking & special events, parties, and music, KCFF is a weekend-long celebration of our vibrant national cinema.

KINGCANFILMFEST.COM

PRESENTED BY
COGECO
Switch on amazing



Investing in the future

BY ANDREW CARROLL,
GAZETTE EDITOR

At Queen's there are many exceptional students, and among those leading the way are the Loran Scholars.

On Tuesday, Jan. 10, students attending Queen's with the support of the Loran Scholars Foundation were recognized in a special event held at the University Club.

A total of 30 students are selected nationwide each year to receive the multi-year scholarship. Currently, Queen's currently has 20 Loran scholars studying in Arts and Science, Commerce and Engineering.

The Loran scholars develop an ongoing connection with the Loran Scholars Foundation, the university and each other, says Raine Storey (Artsci'17), who is in her final year of the Bachelor of Fine Arts program.

Receiving the scholarship allowed her to pursue her passion, she explains, while at the same time receiving support from mentors and her fellow scholars within the Loran network.

"Honestly, (the scholarship) has meant everything to me," she says. "I might not have been able to come to university if it wasn't for this opportunity, not just the funding but also for the hope that I could be an artist. Now with the support of the foundation and peers, I have the background to do the research to strengthen my



Students attending Queen's with the support of the Loran Scholars Foundation were recognized in a special event held at the University Club, bringing together the scholars, mentors and supporters.

work, and have more of a meaning and more of a message to show to people through art."

More than 4,400 students apply each year; scholars are selected based on a mix of academic achievement, extracurricular activity and leadership.

"What we focus on is potential that is based on character," says Franca Gucciardi, the foundation's executive director and CEO and a scholar herself. "We believe

that if we invest in those character traits and provide the opportunities for (each scholar's) potential to be realized, then we are all going to be better off because our focus is not really on finding stars but in developing leaders of character for the future."

The program provides students with a tuition scholarship and a living stipend. Loran scholars also receive personal and professional development opportunities, participating in

enterprise-related summer employment, a professional development experience (often an international volunteer experience) and an opportunity in a public policy environment. The program connects students with a mentor – individuals who are influential in communities, government or various disciplines – for the duration of their undergraduate studies.

For more on the Loran Scholars Foundation, go to loranscholar.ca.

Enhancing access to data

BY COMMUNICATIONS STAFF

A working group is currently examining possible solutions to improve access to data across the university.

Benoit-Antoine Bacon, Provost and Vice-Principal (Academic), and Donna Janiec, Vice-Principal (Finance and Administration), have asked the working group to look at the administrative system reporting requirements collectively (HR, Student, Finance, Budget and Planning) and develop a business case for a new integrated reporting solution.

"Easy access to integrated data leads to improved decision-making and better strategic planning across the university," Provost Bacon says. "Currently, the ease of accessing data varies across sectors and, as such, we have made it a priority to enhance our reporting capabilities."

The University Reporting Strategy working group includes leadership from Human Resources, University Registrar, Planning and Budget, Information Technology Services, and Financial Services. The working group will develop a business case that:

- Identifies the reporting capability of current university administrative systems.
- Determines the reporting requirements across the university.
- Recommends an integrated reporting tool that best meets the needs of the entire university.

"We are pleased with the collaborative effort to enhance reporting and data access," Ms. Janiec says. "We are confident that consistency in a reporting tool that meets user needs will improve service levels and create efficiencies."

The working group will gather feedback from stakeholders who rely on access to university data, including business officers, staffing officers, and other key positions. Financial Services will distribute a survey to stakeholders, while Budgeting and Planning will conduct focus groups with representatives from shared service units and faculties. Human Resources and University Registrar have already explored potential reporting options, and they will share with the working group the information they gathered during that process.

There will be further communication as the project progresses.

For more information, contact Bo Wandschneider, Associate Vice-Principal (Information Technology Services) and Chief Information Officer, at (613) 533-2044.

United Way campaign tops its goal

BY ANDREW CARROLL,
GAZETTE EDITOR

The Queen's United Way campaign has topped its target, collecting \$327,797 for the annual fundraising drive.

The initial goal was \$310,000.

The overall campaign in support of the United Way of Kingston, Frontenac, Lennox and Addington raised a record \$3,702,100, exceeding its goal of \$3,451,000.

"The Queen's campaign is the single largest workplace campaign in the region," says Bhavana Varma, president and CEO of the United Way KFLA. "It is a critical part of the annual campaign, raising funds that support thousands of people in the Kingston area. Thank you to all – faculty, staff, retirees, students – who give so generously to help vulnerable people."

The campaign raises funds to

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

"The Queen's United Way campaign supports a diverse group of people in our university community as well as the surrounding area," says Patty McHenry, co-chair for the Queen's committee. "Staff, faculty, and students have access to so many resources. This campaign was successful only due to the amazing volunteer work by so many. We cannot thank all who supported, volunteered and cheered the campaign on."

Queen's community members were able to support the United Way through a number of ways including payroll deduction, online pledge, one-time gifts, or taking part in one of the many fundraising events held around campus such as the barbeque or-

"The United Way of KFLA is addressing the root causes of poverty by bringing ideas as well as volunteers to a problem, and working with the community to solve it. The campaign helps forward the vision of working towards a better future, building strength in the community and bringing resources and people together."

— **Caroline Davis, Vice-Principal (Facilities, Properties, and Sustainability)**

ganized by the Alma Mater Society (AMS) outside Stauffer Library. Overall, students contributed more than \$4,700 to the United Way campaign.

Support at Queen's came in many forms like Financial Services which raised funds through Blue Jean Fridays and donated

socks, hats and mitts to Home Base Housing, a not-for-profit organization that provides a range of safe, affordable housing, emergency shelters and support services to meet the needs of youth, adults and families at risk of homelessness in the Kingston area.

"The United Way of KFLA is addressing the root causes of poverty by bringing ideas as well as volunteers to a problem, and working with the community to solve it," says Caroline Davis, Vice-Principal (Facilities, Properties, and Sustainability), a board member for United Way Centraide Canada, as well as board chair and member of the campaign cabinet for United Way KFLA. "The campaign helps forward the vision of working towards a better future, building strength in the community and bringing resources and people together."

eventscalendar

Wednesday, Feb. 8, Noon-1 pm Centre of Int'l Defence Policy Speaker Series - H. Christian Breede

H. Christian Breede will be presenting: 'Building the Keepers of Peace: Special Forces and UN Peace Operations.' Visit our Facebook page to RSVP to the event: facebook.com/CIDPqueens/. Robert Sutherland Hall Rm: 448

Wednesday, Feb. 8, Noon-1 pm Gender Matters Speaker Series: Imagining Black Studies at Queen's

The Department of Gender Studies hosts the speakers series, featuring speakers Stephanie Simpson, Beverly Mullings, Barrington Walker and Katherine McKittrick. Mackintosh-Corry Hall Room: D326

Thursday, Feb. 9, 11:30 am-1 pm History Department Series: Dr. Jay Rubinstein

Dr. Jay Rubinstein of University of Tennessee, Knoxville will speak on 'Crusade, Islam and the Middle Ages' Greatest Prophet, Joachim of Fiore.' Watson Hall Rm 517

Thursday, Feb. 9, 5:30-7:30 pm Law Book Launch

Judicious Restraint: The Life and Law of Justice Marshall E. Rothstein with a panel discussion and reception, featuring Justice Marshall E. Rothstein, Lisa M. Kelly, Michael Fenrick, Daniel Rosenbluth. Sir John A. Macdonald Hall Rm: 001

Thursday, Feb. 9, 6-8 pm Women's Full Moon Ceremony

When the moon is full, a woman can do a ceremony to honour and seek guidance from Grandmother Moon. All self-identified women are welcomed to attend. Please bring a dish

for potluck, long skirt, tobacco, water, drum/rattle if you have one. Four Directions Aboriginal Student Centre (FDASC)

Friday, Feb. 10, 11:30 am-12:30 pm Dr. Alison J. Frontier presents the Synlett/Synthesis Lecture

Stereocontrolled Reactions for Complex Molecule Synthesis: Bioactive polycyclic compounds are derived from both natural sources and from purely synthetic approaches. Non-natural polycyclic small molecules with novel scaffolds are sought after as potential leads in the drug discovery process. The development of reaction cascades for synthesizing complex natural and non-natural bioactive small molecules will be described. The strategies capitalize upon electrocyclic reactions, cationic rearrangements, and multi-step cascades that occur with high levels of stereochemical control. Chernoff Hall Rm: 117

Friday, Feb. 10, Noon-1 pm Winkler Lecture Series in Industrial Relations

Bernard Fishbein, Chair – Ontario Labour Relations Board; Education Relations Commission will be on campus to deliver the 'Changes to Education Sector Collective Bargaining and the involvement of the Labour Relation Board.' Robert Sutherland Hall Rm: 145

Friday, Feb. 10, Noon-1 pm Policy Speaker Series - Amanda Clarke - Policy Innovation in the Digital Age

Amanda Clarke Assistant Professor, School of Public Policy and Administration, Carleton University. Focusing on the Government of Canada, this presentation will identify the drivers

of policy innovation agendas and the barriers that policy innovation efforts meet upon implementation. Looking forward, the presentation will point to both public management and democratic reforms required to build capacity for policy innovation in the public sector.

Friday, Feb. 10, 7:30-10 pm Celebrating Our Own with the Queen's Symphony Orchestra

Celebrating our Own features students of the Dan School of Drama and Music as soloists accompanied by the Queen's Symphony Orchestra at the Isabel. The highlight of this concert will be a performance of the Grieg Piano Concerto featuring Jason Fung, winner of last years' Concerto/Aria competition. Admission: \$15 adults; \$7 students/seniors. Tickets available through the Isabel at thisisabel.com

Monday, Feb. 13, 1-2:30 pm Law Visitor: Anna Chapman

Co-presented by the Centre for Law in the Contemporary Workplace and Feminist Legal Studies Queen's, Prof. Anna Chapman, Faculty of Law, University of Melbourne, Australia, 'Family Status Accommodation in the Contemporary Workplace.' Sir John A Macdonald Hall Rm 202.

Tuesday, Feb. 14, 1:30-2:30 pm Info Session: Sexual Violence Policy and Role of the SVPRC

This is an opportunity for students/staff/faculty to ask the Sexual Violence Prevention & Response Coordinator questions about her role on campus and the Sexual Violence Policy. Please contact bjl7@queensu.ca if you have any accessibility requirements. Queen's Centre - Room: 504

Wednesday, Feb. 15, 1-4 pm Faculty Development Educational Research Series: Writing and Presenting in Educational Research

The aim of the session is to share approaches to reporting and presenting on educational research and to develop a writing plan and spend time writing. Session outcomes: Engage with a network of colleagues focused on educational research; Identify disciplinary writing strategies for reporting educational research; Create a framework for academic writing and conference venues relating to educational research; Participate in a scholarly writing forum i.e., have people write during the session. Robert Sutherland Hall Rm 202

ACROSS

- 1) Cool in manner
- 6) Computer-phone link
- 11) Budgetary excess
- 14) Drug cop, for short
- 15) Archaic "prior"
- 16) Nuptial agreement
- 17) Certain news gatherers
- 19) Fireplace toss-in
- 20) Angry Birds, e.g.
- 21) Brand of scouring pad
- 22) Postgrad deg.
- 23) Locals near a campus
- 27) Small potatoes
- 29) Poem that extols
- 30) Fit of agitation
- 32) Delhi dress
- 33) Writer's point?
- 34) "___ mud in your eye!"
- 36) It's tough to break one
- 39) Burst of wind
- 41) Takes a lease
- 43) Celestial bear
- 44) Glass vial (Var.)
- 46) Brown ermine
- 48) Death on the Nile creator?
- 49) "As before," in footnotes
- 51) ___ sapiens
- 52) Have regrets
- 53) Member of a governing body
- 56) With bulging peepers
- 58) Down-for-the-count count
- 59) Historical period
- 60) First-grader's age, typically
- 61) Verb for you
- 62) Type of fallout
- 68) Manly address
- 69) Be madly in love with
- 70) "Parliament" ending
- 71) "For ___ a jolly good ..."
- 72) Unlikely host
- 73) Highlander with land

DOWN

- 1) Kitchen invader
- 2) Washroom, casually
- 3) "Bobby Hockey"
- 4) Blue expanse
- 5) Too fastidious
- 6) Dent or scratch
- 7) With regularity, poetically
- 8) Performs, old-style
- 9) Rarities for Gold Glove winners
- 10) Handel work (with "The")
- 11) Place for some classic movies
- 12) Baked brick
- 13) Caesar's wardrobe
- 18) Series starter
- 23) Kingdom in the South Seas
- 24) Hateful disgrace
- 25) Spiders at work
- 26) Colts' fathers
- 28) German wife
- 31) First extra inning
- 35) Keep a low profile?
- 37) Campaign item
- 38) Mended temporarily
- 40) Big brass instrument
- 42) Filled Indian pastry
- 45) Like some translations
- 47) Of current interest
- 50) El ___ (legendary city of gold)
- 53) Store away
- 54) Inducing the creeps
- 55) Hazardous household gas
- 57) Something additional
- 63) Sore feeling
- 64) Bard's "above"
- 65) Midafternoon, on a sundial
- 66) "Alternate spelling" abbr.
- 67) Wind up

MASS MEDIA

By Theodore Lansing

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	66	67
68				69					70				
71					72					73			

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

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

Gaels fall to Paladins in Carr-Harris Cup

BY COMMUNICATIONS STAFF

The No. 7 Queen's Gaels men's hockey team (17-6-2) fell 3-2 to the RMC Paladins (5-18-2) in the 31st Carr-Harris Cup on Thursday, Feb. 2, with 3,042 fans filling the seats at the Rogers K-Rock Centre.

The Gaels were missing four key players and head coach Brett Gibson who are all with Team Canada at the FISU Universiade in Kazakhstan.

The Paladins took a 3-0 lead early in the third period and then held off the Gaels who battled back with a pair of goals from Darcy Greenaway and Dylan Anderson.

With less than a minute left in the period, the Gaels pulled their goalie. In spite of several close chances, Queen's was unable to score again, allowing the Paladins to take a 3-2 final.

"They got to the dirty areas, they scored the goals that they needed to score," says interim head coach Tony Cimellaro. "That's something we've been

harping on our guys all week long, we are going to struggle to score goals and we need to do the right things to score. Our execution was terrible, and has been since the four players have been gone. No excuse for how we played tonight."

Seamus Maguire, Deric Boudreau and Mitchell Hewson scored for the Paladins.

The Gaels were without goalie Kevin Bailie along with defenceman Spencer Abraham and forwards Eric Ming and Slater Doggett.

The Carr-Harris Challenge Cup was initiated in 1986 by the International Hockey Hall of Fame in celebration of the oldest rivalry in hockey, now at 131 years.

The Carr-Harris Challenge Cup trophy features the "Lennie" sculpture by Kingston native Joan Belch. It depicts Lennox Irving, the Queen's player who scored the lone goal in the March 10, 1886 inaugural game between RMC and Queen's.



PHOTO BY LARS HAGBERG

Andrew Ming and Peter Angelopolous of the Queen's Gaels look for a rebound from RMC Paladins goalie Matthew Murphy during the Carr-Harris Cup at the Rogers K-Rock Centre on Thursday, Feb. 2. The Paladins would go on to win the game 3-2.

fittips

Healthy balance

Time is tight, there's work deadlines, family obligations, big goals, bigger dreams. Going for it all without the help of a healthy body comes at a cost; your health, your time and the quality of how you live it.

Here are a few suggestions to help find balance:

- Think health first. When you change the way you look at things, the things you look at change.
- Be a mindful eater. Eat breakfast, eat out less and overhaul your lunch with nutritious alternatives.
- Walk whenever possible and always take the stairs.
- Take advantage of the knowledge around you, get a workout plan from a personal trainer or attend lunch & learn sessions.
- Start today! Why put off tomorrow what you can do today.

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
 **dentalhouse**™
 Our Family Caring For Yours

Kingston General Hospital (KGH)
 76 Stuart Street, Kingston, ON K7L 2V7
 ☎ 613-546-4933
kingston@dentalhouse.ca

fortherecord

Appointments

Renewal/Tenure/Promotion/Continuing Appointment 2016

Reappointment/Renewal

- Beatriz Alvarado Llano, Public Health Sciences
- Frances Bonier, Biology
- Casimiro Cabrera Abreu, Psychiatry
- Aaron Campbell, Orthopaedic Surgery
- Heidi Cramm, School of Rehabilitation Therapy
- Christopher Davidson, Pathology and Molecular Medicine
- Carlos Escobedo, Chemical Engineering
- Martin Feakins, Psychiatry
- Renee Fitzpatrick, Psychiatry
- Bahman Ghahesifard, Math and Stats
- Karen Grewal, Paediatrics
- Javier Adrian Gutierrez, Paediatrics
- Andrew Hall, Emergency Medicine
- Tariq Hassan, Psychiatry
- Paul Heffernan, Medicine - Respiratory and Critical Care
- Anthony Ho, Anesthesiology and Perioperative Medicine
- Yu Hou, Smith School of Business
- Jason Izzard, Urology
- Michael Kahn, Anesthesiology and Perioperative Medicine
- Faiza Khurshid, Paediatrics
- Vladimir Kratky, Ophthalmology
- Vinay Kukreti, Paediatrics
- Michael Leveridge, Urology

- Laura Marcotte, General Internal Medicine
- Vickie Martin, Obstetrics and Gynaecology
- Mir Mazhar, Psychiatry
- Robert McGraw, Emergency Medicine
- Michael McIsaac, Public Health Sciences
- Douglas McKay, Surgery - Plastic Surgery
- Kevin Michael, Medicine - Cardiology
- Laura Milne, General Internal Medicine
- Lindsay Morcom, Education
- John Murdoch, Anesthesiology and Perioperative Medicine
- Johanna Murphy, General Internal Medicine
- Sulaiman Nanji, General Surgery
- Wanjiru Njoya, Law
- Rachel Rooney, Anesthesiology and Perioperative Medicine
- Tarit Saha, Anesthesiology and Perioperative Medicine
- Mahmoud Sakran, Paediatrics
- Sonal Varma, Pathology and Molecular Medicine
- Shayna Watson, Family Medicine
- Christine White, Medicine - Nephrology
- Yuhuan Xie, Psychiatry
- Ning Zhang, Smith School of Business

Reappointment and Promotion to Associate Professor

- Susan Chamberlain, Obstetrics and Gynaecology
- Diederick Jalink, Surgery
- Dallas Seitz, Psychiatry

Reappointment and Promotion to Professor

- Jessica Jones, Psychiatry
- Muhammad Ayub, Psychiatry
- Farooq Naeem, Psychiatry

Tenure

- Robert Campbell, Ophthalmology
- Lawrence Hookey, Medicine - Gastroenterology
- Amer Johri, Medicine - Cardiology
- Ruzica Jokic, Psychiatry
- P. Hugh MacDonald, General Surgery
- Wendy Parulekar, Oncology
- Lesley Seymour, Oncology
- Mariana Silva, Paediatrics
- Christopher Smith, General Internal Medicine

Promotion to Assistant Professor

- Rebecca Anweiler, Fine Art - Visual Art

Promotion to Associate Professor

- Tara Baetz, Oncology
- Ian Casson, Family Medicine
- Damon Dagnone, Emergency Medicine
- Ruth Dubin, Family Medicine

- Allyson Harrison, Psychology
- Tracy Jenkin, Smith School of Business
- Albert Jin, Medicine
- Stephanie Lind, Music
- Robert May, English
- Robert Tanzola, Anesthesiology and Perioperative Medicine
- Daniel Tremblay, Music
- Ruth Wehlau, English
- Cristiana Zaccagnino, Classics

Tenure and Promotion to Associate Professor

- Dominik Barz, Chemical Engineering
- Stephanie Baxter, Ophthalmology
- Abhirup Chakrabarti, Smith School of Business
- Christopher Essert, Law
- Kereh Gordon-Solmon, Philosophy
- Olena Ivus, Smith School of Business
- Joshua Marshall, RMB Department of Mining
- Kevin Mumford, Civil Engineering
- Ryan Riordan, Smith School of Business
- Kimberley Sears, School of Nursing
- Awet Weldemichael, History

Continuing Appointment and Promotion to Associate Librarian

- Michael Vandenburg, Library

Tenure and Promotion to Professor

- Daniel Howes, Emergency Medicine

Promotion to Librarian

- Sharon Murphy, Library

Promotion to Professor

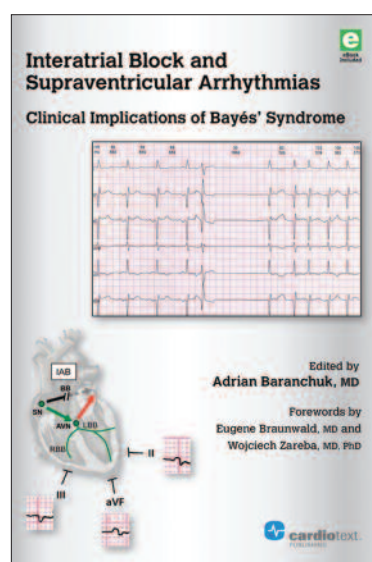
- Ahmad Afsahi, Electrical and Computer Engineering
- Alice Aiken, School of Rehabilitation Therapy
- Adrian Baranchuk, Medicine
- Michael Blennerhasset, Medicine
- Christopher Bowie, Psychology
- Robert Campbell, Ophthalmology
- Lynda Colgan, Education
- Fabio Colivicchi, Classics
- Juergen Dingel, Computing
- Brian Frank, Electrical and Computer Engineering
- Allison Goebel, Environmental Studies
- Paul Grogan, Biology
- Christopher Justinich, Paediatrics
- Ian Keay, Economics
- Lucie Lévesque, Kinesiology and Health Studies
- Clarke Mackey, Film and Media
- Carolyn Smart, English
- Andy Take, Civil Engineering
- Gaston Tremblay, French Studies
- Scott Yam, Electrical and Computer Engineering
- David Yen, Surgery
- Shetuan Zhang, Biomedical and Molecular Medicine

books

Interatrial Block and Supraventricular Arrhythmias: Clinical Implications of Bayés' Syndrome By **Adrian Baranchuk (School of Medicine; Head, Heart Rhythm Service)**

Bayés' syndrome refers to the association between interatrial block and supraventricular arrhythmias — mainly the occurrence of atrial fibrillation. It is also a risk factor for cardio-embolic stroke. Rapid recognition by analyzing characteristic patterns in the surface ECG will help the physician to closely monitor the patient for atrial fibrillation and decide on anticoagulation therapy if the clinical risk of stroke is increased.

Interatrial blocks were described several decades ago; however, they are now gaining the attention of the medical community as a means of helping to identify patients at high risk of developing atrial fibrillation and/or cardio-embolic stroke.



Readers can navigate this book to become familiar with this concept that is helping to renovate our models of predicting atrial fibrillation and stroke.

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:** 2017-036
Job Title: Alumni Engagement and Annual Giving Officer (USW Local 2010)
Department: Faculty of Engineering and Applied Science
Hiring Salary: \$61,378 (Salary Grade 9)
Hours per Week: 35
Appointment Terms: Continuing Appointment
Closing Date: 15-Feb-2017
- **Competition:** 2017-034
Job Title: Assistant Dean of Students
Department: Faculty of Law
Appointment Terms: Continuing Appointment
Closing Date: 26-Feb-2017
- **Competition:** 2017-035
Job Title: Information Services Su-

- pervisor
Department: Queen's University Library, Information Services
Hiring Salary: \$57,732 (Salary Grade 8)
Hours per Week: 35
Appointment Terms: Term Appointment until Feb. 28, 2019.
Closing Date: 13-Feb-2017
- **Competition:** 2017-030
Job Title: Student and Enrolment Services Manager
Department: The Bader International Study Centre
Appointment Terms: Please visit the following link for further information: queensu.ca/bisc/about/em-

- ployment
Closing Date: 24-Feb-2017
Apply To: n_taylor@bisc.queensu.ac.uk
- **Competition:** 2016-363
Job Title: Senior Web Developer (USW Local 2010)
Department: Education Technology Unit - Faculty of Health Sciences
Hiring Salary: \$57,732 (Salary Grade 8)
Hours per Week: 35
Appointment Terms: Continuing Appointment
Closing Date: 26-Feb-2017

PUZZLE SOLUTIONS

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

MASS MEDIA By Theodore Lansing

A	L	O	F	M	O	D	E	M	F	A	T		
N	A	R	C	O	A	F	O	R	E	I	D		
T	V	R	E	P	O	R	T	E	R	S	L	O	G
		A	P	P	S	O	S	M	B	A			
T	O	W	N	I	E	S	T	R	I	F	L	E	S
O	D	E	S	N	I	T	S	A	R	I			
N	I	B	H	E	R	E	S	H	A	B	I	T	
G	U	S	T	R	E	N	T	S	U	R	S	A	
A	M	P	U	L	S	T	O	A	T	A	S	P	
		I	B	I	D	H	O	M	O	R	U	E	
S	E	N	A	T	O	R	P	O	P	E	Y	E	D
T	E	N	E	R	A	S	I	X					
A	R	E	R	A	D	I	O	A	C	T	I	V	E
S	I	R	A	D	O	R	E	A	R	I	A	N	
H	E	S	L	O	N	E	R	L	A	I	R	D	



MARCH BREAK CAMP

MARCH 13-17, 2017

AVAILABLE CAMPS:

- * Little Explorers / Mini-Sport Camp [Ages 4 & 5]
- * ActiveFUN [Ages 6, 7, 8]
- * Sports Camp [Ages 9 - 12]
- * Ukulele Camp [Ages 8 - 13]
- * Travel Our City [Ages 10 - 14]
- * Boys Basketball Camp [Ages 9 - 13]



QUEEN'S STAFF
Save 5% with code:
SPRINGSTAFF

**REGISTRATION IS NOW OPEN
FOR MARCH BREAK Q-CAMPS!**
GOGAELSGO.COM/CAMPS