



## INTERNATIONAL VISION



The winning submission of the 9th Annual QUIC International Photo Contest was taken by Anja-Xiaoxing Cui, a PhD candidate in psychology, capturing the golden hues of a sunset over San Francisco Bay during a visit to the city to research the experience of early Chinese immigrants. The contest drew total of 220 photos from around the world and right here at home. See story and more winning photos on Page 8.

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## through the lens

Daniel Gale, a master's student in the Centre for Neuroscience Studies, presents research he is participating in that pertains to understanding the cognitive and neural bases that underlie movement and action, during the Big Data PechaKucha Research Showcase at the University Club on Wednesday, March 1. At the event, hosted by the School of Graduate Studies, graduate students from a variety of disciplines whose research looks at Big Data presented their ideas in the PechaKucha format, 20 slides for 20 seconds each, to the Queen's and Kingston communities.



UNIVERSITY COMMUNICATIONS

## Catching up with policy commission chair

When Principal Daniel Woolf established a commission to review public policy at Queen's, he turned to well-respected public servant Michael Horgan (MA'79) to lead the effort. Currently a senior adviser at Bennett Jones LLP, Mr. Horgan retired from the public service in 2014 after a 36-year career focused mainly on energy and environment issues for successive federal governments.

The commission gathered recently in Ottawa to consult with people involved in public affairs, including public servants, political staff, think tanks, and members of the private sector. Between meetings, Mr. Horgan spoke with the Gazette's Mark Kerr to discuss the commission and what he hopes it will accomplish over the next several months.

**Mark Kerr:** Why did you agree to lead the Principal's Commission on the Future of Public Policy at Queen's University?

**Michael Horgan:** I am a graduate of Queen's – many years ago, sad to say. I had a good experience and I am still close to many of the friends that I made while at Queen's. When Principal Woolf presented this opportunity to me, it seemed like a good way to give back to the university, so I thought, 'why not?'

**MK:** What are the main goals of the commission?

**MH:** For many years, Queen's has been an important contributor to public policy, both as a counsel-

lor to government and others, and as a training ground for future public servants. While the university is still highly regarded in these respects, Principal Woolf has asked us to study and make recommendations for ways Queen's can reinvigorate this historically strong area, both within the School of Policy Studies and across different academic units.

**MK:** Principal Woolf has instructed the commission to consult widely on how the university can anticipate and respond to the evolving public policy landscape. Based on your 30-plus years of public service experience, how has the landscape evolved?

**MH:** Public policy making is a lot more complicated at all levels of government, whether it's federal, provincial, or municipal governments. Furthermore, there are more players involved and influencing the development of public policy.

In terms of actual schools of public policy, the market is much more crowded now. Queen's really stood out 40 years ago, but now there are schools across Canada.

**MK:** How will the experiences of the other commissioners contribute to the recommendations for renewing the strategic purpose and vision of public policy at Queen's?

**MH:** We have a number of people on the commission with experience developing and implementing public policy. Vice-Chair Margaret Biggs was president of the Canadian International Development Agency for many years. She has a wealth of federal experi-

ence in the Privy Council Office, as well as connections to Queen's as the Matthews Fellow in Global Public Policy.

Jeannie Dempster is another person with extensive federal government experience, having held advisory positions in all three primary central agencies and in ministers' offices over the past 20 years. On the provincial side, Kevin Costante worked for 35 years with the Ontario and Saskatchewan public services before joining Queen's School of Policy Studies in 2014. Peter Wallace brings the municipal policy perspective to the commission as the city manager for the City of Toronto. He was also a cabinet secretary to the provincial government.

Bob Watts, an adjunct professor in the School of Policy, has influenced many of the major Indigenous policy issues in Canada over the past 20 years. He is the former CEO of the Assembly of First Nations. He also led the process to establish the Truth and Reconciliation Commission in Canada.

The commission also has representation from the next generation of public policy practitioners. Bridget O'Grady graduated from the Queen's Master of Public Administration program in 2005. Since then, she has built a career in the public sector, currently working as a manager with the Office of the Comptroller General in Ottawa. Cam Yung, Queen's Rector, is also on the commission to represent the views of current students.

I feel the commission has a breadth of experience and knowledge, all of the members really

### Have your say

The commission invites feedback on several discussion questions it has posted on its website. The deadline to send submissions to [future.publicpolicy@queensu.ca](mailto:future.publicpolicy@queensu.ca) is Aug. 21.

Further information is available on the Principal's Commission on the Future of Public Policy webpage ([queensu.ca/principal/priorities-and-initiatives/commission-future-public-policy-queens](http://queensu.ca/principal/priorities-and-initiatives/commission-future-public-policy-queens))

understand the issues.

**MK:** What has the commission worked on since it formed in fall 2016?

**MH:** Over October, November, and December, we had our initial meetings where we worked out our mandate and the strategy we intend to follow. Now in early 2017, we have started our consultations.

**MK:** Consultation is a central part of the commission's mandate. Who does the commission want to hear from over the next several months?

**MH:** We are interested in speaking with a wide range of people. Internally to Queen's, we want to speak with faculty, students, deans, and people in the School of Policy Studies. Externally, we want to hear from current and former civil servants from federal, provincial, and municipal levels of government. We would also like to broaden our scope and speak with people from non-government sector who are involved in some way in public policy development.

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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: March 21  
Ad booking deadline: March 3  
Ad artwork deadline: March 10  
Noon editorial deadline: March 15

Issue date: April 4

Ad booking deadline: March 17  
Ad artwork deadline: March 24  
Noon editorial deadline: March 29

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# \$5M gift supports water research

BY COMMUNICATIONS STAFF

Geologist and entrepreneur Ross J. Beaty has provided Queen's University with a \$5-million gift to support collaborative research and education in the field of freshwater resources.

In recognition of the gift, the interdisciplinary research initiative has been renamed the Beaty Water Research Centre, which will have a permanent space in the new Queen's Innovation and Wellness Centre.

"Researchers from across Queen's are working with partner institutions and organizations to tackle a variety of water-related issues," Principal Daniel Woolf says. "Mr. Beaty's donation will support a new home for water research where faculty and students can come together and take the lead in sustaining one of our most precious resources."

The Beaty Water Research Centre includes a core group of Queen's civil and chemical engineering professors, and their graduate students, who work closely with chemists, microbiologists, experts in genetics, and public health researchers.

"Interdisciplinary teams such as the water research centre at Queen's are the way of the future," says Mr. Beaty, the father of two Queen's graduates. "I hope that through my gift, these collaborative activities will grow and thrive, providing researchers with the support they need to give our



Ross J. Beaty talks about the reasons he and his family presented Queen's University with a \$5-million gift to support collaborative research and education in the field of freshwater resources during the announcement event Friday, Feb. 24 at Beamish-Munro Hall.

future generations a world they deserve."

The research centre's laboratories, currently distributed across campus, will eventually move to the new Queen's Innovation and Wellness Centre. Located in the heart of campus, the Innovation and Wellness Centre will support leading-edge research, innovation programming, and wellness services for students. The Beaty Water

Research Centre will be located on the third floor of the Innovation and Wellness Centre and will feature state-of-the-art interdisciplinary research laboratories.

"The Beaty Water Research Centre will bring together an interdisciplinary team to study water. A key focus will be on safe drinking water from small, untreated systems or untreated urban or rural domestic wells. This

work has the potential to improve the lives of millions of people around the globe. In Canada, the research directly impacts those living in vulnerable remote communities, including Indigenous Peoples," says Kimberly Woodhouse, Dean, Faculty of Engineering and Applied Science. "Thanks to Mr. Beaty's support, our researchers and students will be better equipped to understand and

**"Interdisciplinary teams such as the water research centre at Queen's are the way of the future. I hope that through my gift, these collaborative activities will grow and thrive, providing researchers with the support they need to give our future generations a world they deserve."**

— Ross J. Beaty

mitigate the risks to drinking water supplies."

Mr. Beaty is a geologist and resource company entrepreneur with more than 40 years of experience in the international minerals and renewable energy industries. Mr. Beaty founded and currently serves as chairman of Pan American Silver Corp., and he founded Alterra Power Corp., a renewable energy company. He also serves on the advisory board of the Nature Trust of British Columbia.

The Beaty Water Research Centre is an interdisciplinary initiative dedicated to furthering research and education around water-related issues, which play a vital role in the physical, social, and economic well-being of Canadians and people around the world. Researchers and students affiliated with the centre are committed to fostering an environment that encourages collaborative research spanning both traditional water-related disciplines, as well as non-traditional and emerging disciplines.

## Physical and Health Education program closure approved

BY COMMUNICATIONS STAFF

Queen's University Senate approved the closure of the Bachelor of Physical and Health Education (BPHE) programs during its meeting on Tuesday, Feb. 28.

The vote completes a process that included two years of public consultation. Admission to the program was temporarily suspended in March 2016 as recommended by the School of Kinesiology and Health Studies. A proposal for consideration of closure was brought before the Faculty Board at its Oct. 28, 2016 meeting and at its meeting on Jan. 2, 2017. The proposal was then brought before the Senate Committee on Academic Development on Feb. 8, 2017 and approved.

The reasons for the closure in-

clude:

- 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.
- In light of the closure, the School of Kinesiology and Health Studies is currently exploring options to open the applied, placement-based physical education

courses to students in the Kinesiology and Health Studies programs. Other curriculum changes will be minimal given the overlapping nature of courses offered across the Physical Education and Kinesiology programs.

Also being explored is the possible development of an undergraduate certificate program open to all Queen's students based on the existing Exercise, Disability and Aging mini-stream offered by the School of Kinesiology and Health Studies.

The School of Kinesiology and Health Studies will also benefit from the arrival of new faculty members specializing in biomechanics/motor control and global health in the near future that will further strengthen their programs in the growing disciplines of Kinesiology and Health Studies.

Community  
**FORUMS**

Queen's  
UNIVERSITY

## Racism, Diversity, and Inclusion

All are welcome to attend a community forum hosted by the Principal's Implementation Committee on Racism, Diversity, and Inclusion

**March 14 ■ 5:30 – 7 pm ■ Chernoff Hall, Rm 117**  
**March 16 ■ 12 – 1 pm ■ School of Medicine, Rm 132A**  
**March 20 ■ 5 – 6:30 pm ■ School of Kinesiology, Rm 100**

The forums will include brief presentations and open discussion.

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

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## Interdisciplinary, innovative, and insightful

BY ANDREW CARROLL,  
GAZETTE EDITOR

A new course created through the Centre of Teaching and Learning's first-ever Educational Leadership Initiative grant has helped foster collaboration between students in occupational therapy and engineering in creating assistive devices for actual end users.

The instructional team of Claire Davies (Mechanical and Materials Engineering) and Elizabeth Delarosa (Mechanical and Materials Engineering), and Catherine Donnelly (Rehabilitation Therapy) and Susanne Murphy (Rehabilitation Therapy), developed "Building Better Together: An Interdisciplinary Approach to Teaching and Learning" with the aim of applying the Canadian Interprofessional Health Collaborative's framework to an academic environment.

Through the course, offered during the 2016 Fall Term, students from occupational therapy and engineering teamed up to create an assistive device for an end user. The teams had to interact and collaborate with each other as well as with a person in need of an assistive device.

The course re-created the interdisciplinary environment many of the students will see in their professional careers.

"I think one of the key elements of this that made it realistic is that we actually had end users there that could respond," says



A team of engineering and occupational therapy students display their project during the final poster event for the Building Better Together course. The course was created through the Centre for Teaching and Learning's inaugural Educational Leadership Initiative grant. From left: Robert Diebel (OT), Isaac Freda (Engineering), Akram Ghoudi (Engineering), Katie Fisher (Engineering), Elizabeth Gibson Crowder (OT) and Robyn Bernick (OT).

Ms. Delarosa, a doctoral student in engineering who is also a registered occupational therapist, adding that similar courses often offer simulated end users and case studies. As a result feedback is limited as is the interaction seen in the clinical setting. "In this case we got the end users in the classroom and the students could ask them questions and they could be answered."

Through earlier studies, the team found that occupational therapists were interested in being more involved with the design

process and engineers wanted to be more involved in interacting with the end users. Building Better Together offered both sides the opportunity to collaborate throughout the process.

The results were innovative and insightful.

"One end user said that she was so surprised at how well the students were able to create something from what she said," says Dr. Davies. "Another one said just from the dialogue or conversation they had with the OT students and the engineering

students, they became blurred, they didn't know who were the occupational therapy students and who were the engineering students. It was interesting to see the relationships that were built too. Not just with the OT and engineering students but in regards to how the users were feeling comfortable to share 'This is what I need and this is what I want, and how are we going to do this kind of thing?'"

The course was developed to mirror the workplace and provide the students with experiences that can be applied in their future careers. It was also informative for the instructors.

"It was interesting to see it was somewhat structured but when the students and the users got together it kind of unfolded by itself as well," Ms. Delarosa says. "Certainly the OT students are encouraged to utilize their interview skills and clinical skills, and the engineering students were drawing on their design focus, what might be functional and all that. Interaction developed over time on its own. They didn't tell the end users what to do and they interacted differently, some quiet, some seeking more guidance and others wanting to be actively involved in the process."

With the inaugural course complete the instructional team is excited by the results and is looking forward to building upon the foundation that has been created.

"We've learned a lot," Dr.

Davies says. "We've learned that it can be done. We've learned that it takes a lot of time to try to get everyone on a similar page. We realized that it is very important to both disciplines to be better informed about the other discipline."

The Educational Leadership Initiative is aimed at supporting Queen's students, faculty, librarians and staff who want to forge a new educational path. It is one of three grant programs offered by the Centre for Teaching and Learning, along with the Educational Research Grants and Teaching and Learning Enhancement Grants.

"This project and those involved exemplify what the Educational Leadership Initiative is hoping to promote," says Peter Wolf, Associate Vice-Provost (Teaching and Learning) and Director of the Centre for Teaching and Learning. "The educators created a guided learning environment that brings together students across programs to help design solutions to everyday challenges faced by people in the Kingston community. The educators involved are also researching aspects of the course, presenting this model at conferences and engaging colleagues in discussions around this approach."

The deadline for submission for the 2017 Educational Leadership Initiative grant is June 27.

For more information visit the Centre for Teaching and Learning website ([queensu.ca/ctl/](http://queensu.ca/ctl/)).

## Senate approves fall term break

BY COMMUNICATIONS STAFF

Queen's University will implement a two-day fall term break for students enrolled in the four direct-entry undergraduate programs. The break will take effect in the 2018-19 academic year.

Senate approved the recommendations of the Fall Term Break Task Force (FTBTF) at its Feb. 28 meeting. The two-day fall term break will occur on the Thursday and Friday of the seventh week of classes.

"The break will help alleviate the stress students often experience during this point in the fall term," says Deputy Provost Teri Shearer, Chair of the Fall Term Break Task Force. "With the two-day break, we aim to minimize the impact on orientation activities and the pre-exam study period, which serve to smooth the transition to university and promote student success."

The university will implement the break by:

- Shifting residence move-in day to the Saturday of Labour Day weekend instead of Sunday;
- Holding faculty-specific orientation on Sunday, Labour Day Monday, Tuesday, and Wednesday;
- Holding classes on Thursday and Friday of that week; and,
- Holding university/residence orientation on Saturday and Sunday (the weekend after Labour Day weekend).

The implementation of the break will not affect the number of instructional days.

### Strong support for pre-exam study break, fall term break, and Orientation activities

Senate established FTBTF in April 2016 to develop recommendations for implementing a fall term break. In addition to extensive consultations with the

Queen's community from October-December 2016, the task force conducted an online survey, which garnered 7,251 completed responses.

When asked to identify their priorities:

- 34.2 per cent of respondents ranked a fall-term break as most important
- 33.6 per cent of respondents ranked pre-exam study days as most important
- 30.1 per cent of respondents ranked Orientation activities as most important
- 2.1 per cent of respondents ranked an increase in the number of instructional days as most important

When combining the respondents' first and second priorities, 83.5 per cent ranked pre-exam study days as either most or second-most important, while 63.2 per cent of respondents placed a fall-term break among their top

two priorities. 45.2 per cent of respondents stated that Orientation activities were among their top two priorities, and 8.1 per cent identified additional instructional days as most or second most important.

The survey results, in addition to written and oral comments received by the task force, indicated that the student body highly val-

ues a fall-term break, pre-exam study days, and Orientation activities, according to Dr. Shearer.

"From there, the task force focused on identifying and developing a recommendation that would retain all three of the activities," she says.

The full report from the FTBTF is posted on the University Secretariat website ([queensu.ca/secretariat/](http://queensu.ca/secretariat/)).

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## Community forums on racism, diversity, and inclusion

BY COMMUNICATIONS STAFF

The Principal's Implementation Committee on Racism, Diversity, and Inclusion invites all students, staff, and faculty members to attend a community forum regarding the committee's work and recommendations. Each forum will include brief presentations on the committee's initial recommendations, and time for open discussion.

"The forums provide important opportunities for the community to respond to, and help fine-tune, previous report implementation recommendations," says Yolande Chan, Professor, Smith School of Business and committee co-chair.

"The committee has had just over two months to gather information and make initial recommendations. Much as we would have liked to meet individually with everyone at Queen's with expertise or interest in anti-racism, diversity, and inclusion, it's been impossible to do. The forums provide important opportunities to hear from many more individuals."

In early 2017, Principal Daniel Woolf established the small committee, which comprises students, staff, and faculty members, in an effort to initiate broad, meaningful, and sustained change on racism, diversity, and inclusion at Queen's, and to ensure lasting change is affected. The committee has been tasked with expeditiously reviewing past reports on these issues and will submit to the principal by March 31, a list of actions to be implemented that identify priorities, timelines, and measures to evaluate the success of implementation. The committee will not finalize its recommendations until after it has received feedback at the community forums.

The three community forums will be held:

- March 14, 5:30–7 pm, Chernoff Hall, Rm 117

- March 16, 12–1 pm, School of Medicine, Rm 132A

- March 20, 5–6:30 pm, School of Kinesiology, Rm 100

More information on the committee's work is available at [queensu.ca/implementationrdi/](http://queensu.ca/implementationrdi/), including links to previous reports on racism, diversity, and inclusion at Queen's.

# Moving forward together

BY ANDREW CARROLL,  
GAZETTE EDITOR

For nearly two years, Together We Are, the Equity Office's blog, has been fostering conversations within the Queen's community on equity, diversity and inclusion.

As a welcome development, the impact of the monthly columns has had a greater reach than initially expected says Erin Clow, Equity Advisor for the Equity and Human Rights Office.

"The whole idea behind the blog is to showcase voices of Queen's community members that we might not always hear from," she says. "A really positive outcome has been that the blog has provided a platform for those voices to share their stories."

One reason for the growth of Together We Are is that for the 2016-17 academic year the blog has featured contributions from Queen's alumni – students, staff and faculty – as a way of honouring the 175th anniversary of Queen's. As a result the blog has allowed for the expression of a



In honour of the 175th anniversary of Queen's University, the Together We Are blog is featuring Queen's alumni. Clockwise from top left: Maria Aurora Nunez; Precia Darshan; Beckham Ronaghan; Theresa Yamson; Julie Harmgardt; Adam Gaudry; Paul Chaput; Melanie Gray; and Jeff Brown.

broad range of experiences and ideas while at the same time tapping into the momentum of the 175th anniversary.

"One of the underlying goals of the blog is raising awareness on the diversity of the Queen's community. We may all have different experiences and come from different racial, cultural and socio-economic

backgrounds, but we are part of Queen's," says Dr. Clow. "The bloggers have been chosen to reflect the diversity of our community and it has been interesting to see them be creative and explore different forms of writing and communication. I think that's one of the strengths of the blog – that every month we are exposed

to a different experience and a different way of expressing that perspective."

Feedback has been positive, Dr. Clow says and along with the increasing reach and the fostering of a sense of an inclusive community, Together We Are has also seen a greater interest in participation.

"There's this community of bloggers that we are building but we are also creating this larger community and that to me is what we always hoped it would do," Dr. Clow says. "Fostering connections, exposing people to a diversity of ideas, ways of thinking and perspectives is always a good thing. Looking forward we want to keep building this sense of community, that we are all part of the Queen's community and these are our voices. This is part of what being an inclusive community means – having an interest in and being accepting of everyone's experience."

For more information and to read the blogs, visit the Together We Are website ([queensu.ca/connect/equity/](http://queensu.ca/connect/equity/)).

## Real-world learning, real-world impact

The following article is the second 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

When Connor Reed (Sc'18) started his internship at Physical Plant Services, he was amazed by how involved energy management is in the day-to-day business of Queen's University.

Building standards and specifications, utility management, lighting design, utility costs and forecasting, water and mechanical systems. Over the past nine months he has been involved in projects in each of these areas and more.

"The amount of detail that goes into lighting and lighting design, I heard 10 new terms each day in the first weeks," he says of one of his first projects. "Lumens and CRIs and efficiencies... it was 100 per cent learning from the beginning and it continues to be every day."

Mr. Reed is the fourth student to work with the Energy Management team, and the first intern through the Queen's Undergraduate Internship Program (QUIP), which provides second- and third-year students with a 12-16 month paid work experience at a partner



Connor Reed (Sc'18) is gaining experience in energy management at Physical Plant Services through the Queen's Undergraduate Internship Program (QUIP).

employer.

The students who work with PPS are key contributors to the energy management efforts at Queen's and gain real-world experiences that they can carry into their future careers.

They are directly involved in the process.

"The students integrate into our team and take on very complex and important projects," says Nathan Splinter, Energy Manager, adding that the interns enable the university to push bigger projects forward. "The feedback that we've received from the students is that they really enjoy the fact that they are working on things that actually develop into real

world projects – construction projects, and changes to how the university functions or operates."

Mr. Reed agrees. He knows how valuable the learning experience is and that he is making a real contribution to the ongoing energy management effort at Queen's.

"It is a lot easier to do your job and be effective when you know that what you're doing has impact," he says.

Over the past nine months, Mr. Reed has been involved in a number of projects, such as the design work and specifications for the installation of new condensate meters in 35 major buildings on campus. Condensate is water that has condensed back into a liquid after

steam has given up its energy to heat the building. The new meters can be monitored in real time and will allow PPS to identify leaks and mechanical malfunctions as soon as they occur.

During this past summer he also was involved in the decision-making process for Electricity Demand Response Days when air conditioning is shut down in many buildings on campus to reduce the university's electricity demand.

This included analyzing results from previous years to estimate the financial impact of demand reduction during the summer. Mr. Reed and Mr. Splinter both monitored weather conditions and provincial electricity demand forecasts on a daily basis to help decide whether or not to reduce air conditioning loads. Missing a single 'peak' day could have a financial impact of \$750,000 or more. Mr. Reed was also responsible for communicating the process to internal and external staff and, as a result, developed more effective communications and presentation skills.

Mr. Reed says he has found it very rewarding to be part of a team that is supportive and effective. He is impressed by the professionalism of the people he works with in PPS and campus partners such as Procurement Services.

## 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)

# Reconciling two visions of one world

*In this blog from Together We Are, Dr. Paul Chaput captures through poetry the complexity of seeing and understanding the world through multiple lenses and ways of knowing.*

It is an honour to contribute to Together We Are. My wish is to give you an inside view of the world that I experience daily while contemplating decisions regarding human interaction with the environment. To create a place from which to begin, I will introduce you to two disparate worldviews and explain why reconciliation of one with the other is challenging. Then, through poetic imaginings, I will paint a picture of the reconciliation of brothers.

It is my privilege and challenge to see the world through the lenses of both European and Indigenous worldviews. European explorers were apparently motivated by the prospect of riches and the gratitude of King and country. While seeking a shorter ocean route to the wealth of Asia they discovered the infinite bounty of "undeveloped" lands and their welcoming peoples.

However, the prospect of gold blinded them to the "inner gold" of the Indigenous worldview that governed the stewardship of vast natural resources. Rather than honor the land and its beauty, they took what the land offered and often left Indigenous peoples bereft and broken. My poem *Rivière Rouge* speaks of the pain that flows through the veins of Indigenous people of the Red River of Manitoba from whence I come.

### Rivière Rouge

From the wound flow  
Red encoded drops of identity  
From which mountain did they originate –  
Aborigine?  
As it passes through this valley of open flesh  
The victim, transfixed by the colour of the loss  
Forgets the source.  
My blood flows from many mountains  
To this fountain in my chest  
Métis, poly-cultural  
Français, bi-lingual  
No voice, multi-faction  
Can't get no status-faction.  
So many wounds

So many streams  
Too few bridges  
The colour of the river says it all.

I am Métis and embody Cree, Ojibway, and Chippewa ancestries. My European predecessors are French, English, German, and Jewish. They rarely concur. They often argue – especially concerning the management of resources. A needle in the hands of a master storyteller pulls the thread of my ancestors through the fabric of far-flung stories. To weave my scattered peoples into the fabric of a new nation requires that the thread of each ancestor be woven into the cloth.

### Sweat Lodge

Straining to hear the silence  
Leaning like saplings  
In the hands of an elder  
Bent to a sacred purpose  
Arching now, touching the Earth  
In two places  
Saplings whose thin railing pliance  
Entwine to form this man-made womb.  
I enter and parry the Darkness  
For fear of losing the Light  
I listen, fending off the Silence  
For fear of unwanted unknowns

Yet, when the rocks no longer hiss  
And the saplings point again to the stars,  
I wonder at the presence  
Of the Eagle feather in my hand.

The saplings are pliant and able to touch the earth in two places and provide the infrastruc-

ture of the sweat lodge. Our youth, by seeing the earth from two perspectives, can create the possibility of reconciling the Indigenous and settler worldviews and engender a unified worldview that is based on respect for all life.

## flashback



QUEEN'S UNIVERSITY ARCHIVES

CFRC is Canada's longest running campus-community radio station, broadcasting since 1922. In this image from 1968 student volunteers surround the master control as they prepare for a show.

## 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)

# Making a difference: Professor Emeritus Malcolm Peat

From early beginnings as a physiotherapist in the United Kingdom, Malcolm's work provided the foundation for his lifetime dedication to research and education in rehabilitation, and to the betterment of the lives of people with disabilities throughout the world. His international career began as Advisor of Rehabilitation in the British Ministry of Overseas Development (1960-71), where he developed physical rehabilitation policy, disability services and educational programs in universities in India, Burma, Thailand, Hong Kong and the Philippines. He established the Physical Therapy program in Burma, training over 1,000 therapists, for which he was awarded the Member of the British Empire (MBE) by Queen Elizabeth in 1967.



Malcolm Peat

Immigrating to Canada in 1971, Malcolm completed his BSc, MSc at the University of Manitoba and was the first of his profession to

obtain a PhD. He served as director of the Physical Therapy School at Western University, president of the Canadian Physiotherapy Association and was founding president of the Physiotherapy Foundation of Canada which promotes rehabilitation research. In 1984 he became director of the School of Rehabilitation Therapy and associate dean of the Faculty of Medicine at Queen's University.

Malcolm will be most remembered for his vision and leadership when Queen's University received one of six Canadian International Development Agency's (CIDA) Centre of Excellence (COE) Programs established to advance the role of universities working internationally. In 1991, the International Centre for the Advancement of Community Based Rehabilitation (ICACBR) was established. At the Centre's core were the principles of stakeholder partnership, equal rights of people with disabilities and their families, and self-sustaining capacity building of communities affected by conflict, poverty, oppression and displacement.

In Malcolm's own words: "I gained first-hand knowledge of the vulnerability of disabled persons in developing countries and particularly the challenges they faced in accessing basic services. They were excluded from society, were the poorest of the poor, women and children the most vulnerable. In many countries, the disadvantaged are not permitted to receive an education or be employed.

In developing educational programs in rehabilitation and assisting Ministries of Health and other groups, I strongly supported and implemented the concept of involving disabled persons to represent their own interests through establishing community services, often run by local communities.

Universities have the opportunity to contribute significantly to the development of programs affecting vulnerable groups and promoting health and social programs, recognizing the human rights of those in need.

Through ICACBR, I based programs on the partnership model, in which Queen's personnel work with local groups on an equal ba-

sis, always including persons with disability. Our faculty and students have been able to see and experience first hand the challenges facing the most vulnerable populations. From working in developing and economically deprived regions, they gain experience that will influence their lifetime clinical practice.

I have promoted the development of Rehabilitation Sciences Graduate and Undergraduate programs at Queen's and other universities. It is through creating a population of rehabilitation scientists and clinical specialists that programs focussing on community aspects of health care will meet the needs of the changing health and social environment."

ICACBR initiatives, supported by Canadian and foreign governments, NGOs, international development agencies, Queen's and other universities, were deployed in Asia, the Americas, Russia, Central and Eastern Europe, Eritrea, Sri Lanka, Bangladesh and Canada. ICACBR also developed on-line learning programs for students all over the world.

Malcolm's major milestone, be-

gun while working in Sarajevo in 1993, was the development of policies, academic programs and a national network of Community Based Rehabilitation centres across Bosnia-Herzegovina. In keeping with his vision to improve access to rehabilitation services for people with disabilities all across the Balkans, it expanded to Croatia, Kosovo and Serbia.

ICACBR is the only remaining CIDA COE program - in 2016, ICACBR celebrated its 25th anniversary. Reflecting the legacy of their strong track record, ICACBR and the School of Rehabilitation Therapy recently received \$24 million from the MasterCard Foundation for a 10-year program to support the development of disability services and academic and professional leaders in rehabilitation in Ethiopia.

Only retiring in 2014, the combination of energy, dedication, scholarship and innovation with which Malcolm approached all his activities, demonstrated clearly how health sciences can serve humanity in some of the most demanding settings imaginable... Making a Difference

## Queen's in the news

Highlights of Queen's experts in the media from Feb. 16-March 1

## NEWSPAPERS

**Jason Gallivan's** (Centre for Neuroscience Studies) research on how the brain coordinates visual information and motor output was referenced in an article on improving one's golf game, in The Korea Times.



**Christian Leuprecht** (Political Studies) spoke to the National Post regarding the security implications of the recent increase in asylum claims at the Canada/U.S. border.

**Kenneth Wong** (Smith School of Business) discussed the recent backlash against Under Armour CEO Kevin Plank and the possible impact on brands when leading executives make political statements in the Toronto Star.

**Robert Wolfe** (School of Policy Studies) spoke to La Presse following Prime Minister Justin Trudeau's meeting with President Donald Trump and their discussion on trade links.

**Sharry Aiken** (Law) discussed the need to suspend the Safe Third Country Agreement with the United States as part of a strategy to deal with the influx of people crossing the border to make asylum claims in the Victoria Times-Colonist; was interviewed by the Kingston Whig-Standard about Kingston possibly becoming a sanctuary city.

**Stefanie von Hlatky** (Political Studies, School of Policy Studies, Centre for International and Defence Policy) argued in The Hill Times that NATO needs to adapt to counter a renewed threat from Russian expansionism.

**Don Klinger** (Education) commented on a Fraser Institute report which looked at classroom achievement gaps between boys and girls in Southwestern Ontario schools. The article was run in a number of Postmedia dailies.



**Warren Mabee** (Geography and Planning, Policy Studies) was interviewed by the Hill Times about the petro transport industry; examined Ontario NDP leader Andrea Horwath's proposal to reduce hydro rates by allowing users to opt out of time-of-use billing and by returning Hydro One to public ownership, in the Toronto Star.

**Kip Pegley** (Dan School of Drama and Music) told the Toronto Star that, early in a new relationship, having similar tastes in music can give insight to a person's tastes and possible common interests.

## ONLINE

**Paul Martin** (Biology) had his research on the unusual nesting habits of the Karoo Prinia bird profiled in South Africa's Times LIVE.

**Christo Aivalis** (History) examined the electoral reform pledge made by the Liberal Government during the 2015 election and the arguments raised recently when the plan was shelved in Canadian Dimension.

**Daniel Krupp** (Psychology) examined the societal impacts of increased longevity and how life choices can be influenced by the expectation of longer lives, on CBC-news.ca.

**Kenneth Wong** (Business) laid out factors that need to be considered in designing customer loyalty programs, on GlobalNews.ca

**John Smol** (Biology) had his latest research on climate change in the Chinese Loess Plateau featured by phys.org.

**Anne Ellis** (Medicine) told globalnews.ca that, although researchers do not yet understand fully the interplay between hormones and the immune system and why pregnancy can alter that allergic state, there are steps women can take to minimize the risk of developing allergy symptoms during pregnancy



## TELEVISION

**Jacalyn Duffin** (History of Medicine) discussed a renewed push for universal pharmacare coverage, on

CBC and Global National.

**Paula James** (School of Medicine, Division of Hematology, Oncology Palliative Care and Bioethics) spoke to CKWS-TV in support of longer wait times for blood donations for women to ensure they stay healthy.

**Christopher Simpson** (School of Medicine, Division of Cardiology) told CTV National News Network that Canadian need to become vocal about wait times after Canada ranked poorly in an international comparison.



**Nikolaus Troje** (Biology, School of Computing, Psychology) had his lab featured on an episode of CBC-TV's Nature of Things focused on non-verbal communication.

**Daniel Krupp** (Psychology) discussed new research which projected life expectancy for children born in 2030 in any of 35 developed nations, on CTV News Network.

**Sharry Aiken** (Law) spoke to CTV National News Network and The Agenda With Steven Paiken, TVO about how Canada should handle refugees arriving here via the United States.

**Lily Huang** (Chemistry) was featured in a CKWS Television series on Kingston cold cases.

## RADIO

**Maggie Berg** (English Language

and Literature) interviewed - along with co-author Barbara Saber - on their book The Slow Professor and challenging the culture of speed in the academy, on CBC Radio.

**Gerald Evans** (School of Medicine, Division of Infectious Diseases) poked to CBC Radio about how the anti-vaccine movement continues to grow in the U.S. and could impact Canada.

**Nathalie Ouellette** (Physics, Engineering Physics and Astronomy) discussed the significance of the NASA announcement that seven exoplanets were discovered around the nearby star Trappist-1, including three that appear to reside within the star's habitable zone where liquid water could be found, on CBC News Network, CKNW Vancouver and NewsTalk 770 Calgary.

**Elaine Power** (School of Kinesiology and Health Studies) discussed the potential benefits of a basic income guarantee, on CBC Radio.



## MAGAZINES

**David Skillicorn** (School of Computing) discussed in Canadian Lawyer how interpretations of laws relating to computer technology can complicate matters for firms working to prevent data breaches.

## Bringing the community together for 95 years

BY ANDREW CARROLL,  
GAZETTE EDITOR

For 95 years CFRC has provided a connection for the Queen's and Kingston communities through its shows as well as providing volunteer opportunities and training in radio broadcasting.

To keep the tradition going – it is Canada's longest running campus-community radio station – CFRC is hosting its 12th annual

funding drive with a target of \$25,000. While CFRC receives funding from both the Alma Mater Society (AMS) and Society of Graduate and Professional Students (SGPS) through student fees, additional financial support is needed to help cover the costs of producing approximately 100 shows every week.

The station plays a key role in bringing the Queen's community together as well as fostering connections with the Kingston com-

munity, says Andrea Gunn, editor of the Queen's Alumni Review and the staff appointee for Queen's on CFRC's board of directors.

"It's a convergence of the community. We have volunteers who are Queen's students, Queen's staff, Queen's faculty, even our principal has a show, as well as members of the community," she says. "For a lot of people in Kingston and outlying communities, this is their connection to Queen's University. This is where they get to express their ideas and their interests, whether it's on a music show, a language show, or a politics show. There's also a terrific amount of learning and networking going on among the volunteers."

Funds raised will go towards volunteer training and updating equipment.

Funding drive coordinator Marisa Sandlin is fully aware of the impact and reach of a campus-community radio station even in an increasingly digital age. With a show of her own, along with her

husband Matt Shepherd, and having volunteered at CFRC for three years, she sees the station as a great resource with a very community-oriented feel. However, she would like to see more members of the Queen's community get involved. The station has a number of outreach projects with this goal in mind.

"I would love to see students, staff, and faculty be more a part of the station as it's for them too," she says. "We're not some station that is just planted on campus – we're part of the campus. We're going to celebrate our 100th anniversary in five years. That's pretty amazing and this is where we've always been – at Queen's."

The funding drive is being held March 3-12. To donate and for more information visit the CFRC website (cfr.ca).

A community open house was held on March 1 at the Boys and Girls Club in the Frontenac Mall, where a number of community radio show hosts shared their experiences with visitors.

## On the air

Faculty/staff shows include:

- **Dark Glasses** with Principal Daniel Woolf. Mondays 2:30-3 pm
- **The Charts** with Andrea Gunn (Queen's Alumni Review) Fridays 10-11:30 am.
- **Grad Chat** with Colette Steer (School of Graduate Studies) Tuesdays 5-5:30 pm.

You can listen to CFRC online at cfr.ca or through the station's iPhone and Android apps.

The station also hosted Queen's University Observatory tours on March 4

The station is also holding a Queen's faculty and staff appreciation night at the Grad Club on Tuesday March 7, 5-7 pm.

Faculty and staff are encouraged to come out to explore how they can get involved with CFRC, whether they are interested in creating a podcast as a teaching tool or want to create a music show for fun.

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# Views from around the world and home

BY ANDREW CARROLL,  
GAZETTE EDITOR

From the Serengeti in Tanzania to atop a mountain in New Zealand to beneath a giant Canadian flag at Richardson Stadium beauty can be found around the world as the 9th annual Queen's University International Centre Photo Contest shows.

The winning image, as selected by a panel of judges, was submitted by Anja-Xiaoxing Cui, a PhD candidate in the Department of Psychology, capturing a golden sunset in San Francisco

"The contest highlights student learning when their personal cultural lens and their camera lens intertwine to convey the significant experiences they have while abroad or as newcomers to Canada," says Hanna Stanbury, Student Programs: Promotion and Volunteer Coordinator at QUIC.

For the winning photograph Ms. Cui explains that during a conference trip to San Francisco last year, she wanted to retrace Chinese American history by taking photos of Chinatown, where many of the Chinese farm workers who lost their jobs through the Chinese Exclusion Act of 1882 found refuge. Instead, this photo of San Francisco Bay provided a better image as the mountains on the other side were bathed in golden light, the Golden Gate Bridge in clear view and a ship sailed lazily on the water. San Francisco's Chinese name translates to Old Gold Mountain.

"I am very pleasantly surprised," Ms. Cui says. "I had seen the photos that some other students had submitted in the past, and was always very impressed by how far Queen's students travel and the incredible images they brought back. The scene of which I took the picture left a lasting impression on me, and I am excited that I get to share it with more people."

Other winners include:

- Landscape and Nature, Leanna Li (Comm'18)
- People and Culture, Jordan Davis Artsci'18
- Home Away From Home, Tommy Hana (Artsci'17)
- Critical Global Issues, Rika Wong (Artsci'20)
- People's Choice Award, David Williams (Law'19)
- Staff Pick, Ramolen Laruan, BFA'18

A special display of the photos is being held at the QUIC in the John Deutsch University Centre, starting Tuesday, March 7 at 4:30 pm. See more submissions at [flickr.com/photos/quic/](https://www.flickr.com/photos/quic/).



**LANDSCAPE AND NATURE** – *Mommy, Roar!*, Leanna Li (Comm'18), Serengeti, Tanzania, Africa



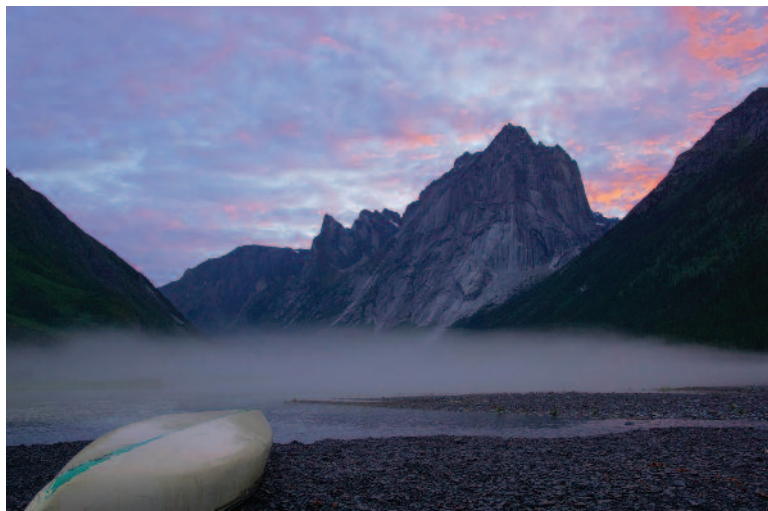
**PEOPLE AND CULTURE** – *Hoge Brug Afternoon*, Jordan Davis (Artsci'18), Maastricht, Netherlands



**CRITICAL GLOBAL ISSUES** – *Nuru, Through the Lens*, Rika Wong (Artsci'20), Mombasa, Kenya



**HOME AWAY FROM HOME** – *Mother Knows Best*, Tommy Hana (Artsci'17), Venice, Italy



**PEOPLE'S CHOICE AWARD** – *1 am Sunset*, David Williams (Law'19), Nahanni National Park Reserve, NWT



**STAFF PICK** – BISC Castle, Ramolen Laruan (BFA'18)



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## A lifetime of promoting human rights

BY COMMUNICATIONS STAFF

Moments after being surprised with the Lifetime Achievement Award in Human Rights, Hafizur Rahman exhibited his trademark humble attitude.

"I don't think anything of it. It's a natural thing to do," says Dr. Rahman when asked to explain his devotion to human rights within the Queen's and Kingston communities. "I don't consider myself an activist, but more like a catalyst. If somebody wants to do something, I want to help."

Dr. Rahman came to Queen's for graduate studies in 1968. He earned his master's degree and PhD in electrical engineering at Queen's.

After graduation, he continued to contribute to the university. He served several terms on the Queen's University International Centre council and played an in-

strumental role in the development of the Human Rights Office in the early 1990s.

In addition to his work at Queen's, Dr. Rahman has been an active member of the Kingston community. He served for more than 20 years as the president of the Islamic Society of Kingston. He was a founding member of community organizations such as the Kingston Multicultural Centre and the Kingston and District Immigrant Services.

The surprise presentation of the inaugural Lifetime Achievement Award capped off the Tri-Award Ceremony held Feb. 27 in the atrium of the Agnes Etherington Art Centre.

In honour of Queen's 175th anniversary, the Equity Office and the Human Rights Office bestowed their awards on alumni and past members of the university community.



Provost Benoit-Antoine Bacon congratulates Hafizur Rahman on winning the inaugural Queen's Lifetime Achievement Award in Human Rights during the Tri-Award Ceremony held Feb. 27 in the atrium of the Agnes Etherington Art Centre.

UNIVERSITY COMMUNICATIONS

## A journey from accident to advocacy

*In honour of Queen's 175th anniversary, the Equity Office and the Human Rights Office are bestowing their Human Rights Initiative, Employment Equity, and Steve Cutway Accessibility awards on alumni and past members of the university community in 2017. The recipient of the 2016 Steve Cutway Accessibility Award is Katie Charboneau.*

BY MARK KERR, SENIOR COMMUNICATIONS OFFICER

Ask many alumni about their first visit to Queen's, and they will likely talk about falling in love with the natural beauty and historic limestone buildings.

Katie Charboneau's first campus tour also made a significant impression, even if it didn't quite live up to expectations.

"At the time, the campus tour office was in Stauffer Library. I ended up spending 90 per cent of the tour trapped with the tour guide in the elevator after it broke down," says Ms. Charboneau (Artsci'11), a quadriplegic who uses a motorized wheelchair. "By the time I got out, I had to go back to St. Mary's of the Lake Hospital."

Ms. Charboneau didn't let that negative experience or the barriers she encountered at Queen's derail her education. During her studies from 2006-2013, she advocated extensively for herself and others – work that has earned her the 2016 Steve Cutway Accessibility Award.

"I am someone who rolls with



Katie Charboneau (Artsci'11), the first quadriplegic student to live on campus in residence, received the Steve Cutway Accessibility Award for her advocacy work at Queen's and beyond.

UNIVERSITY COMMUNICATIONS

the punches, pun intended," she says. "I am really into problem solving. I don't panic and I try to find humour in difficult situations."

Michele Chittenden, Coordinator, Library Services for Students with Disabilities, nominated Ms. Charboneau for the award.

"Katie is a remarkable person and one of the most thoughtful people I know," Ms. Chittenden says. "Her enthusiasm and positive attitude are infectious. Katie's initiatives and strong advocacy skills have made a significant, long-lasting impact for persons with disabilities both on the

Queen's campus and in the Kingston community. The Queen's and Kingston communities are fortunate to have such a hard-working, creative, caring, and enthusiastic advocate."

### Overcoming obstacles

Ms. Charboneau had planned to attend Carleton University, but changed after she was involved in a car accident in June 2005 near her hometown of Gananoque, Ont. She spent five weeks in the intensive care unit at Kingston General Hospital and five months at St. Mary's of the Lake recovering from injuries.

During her recovery, Ms. Charboneau applied to Queen's and was accepted. She began her studies just over a year after the accident, knowing that she would encounter challenges along the way.

"I was the first quadriplegic to live on campus in residence. In a way, I was the guinea pig, but I loved doing it," she says. "It was scary and I knew there were going to be problems. But, as I've always said, what Queen's lacked in accessibility, it made up in accommodations. Staff and faculty worked to solve issues as fast and efficiently as possible."

With every problem she encountered, Ms. Charboneau advocated for herself. She says she followed the example set by her mom.

"She really stuck up for me, starting immediately after the accident," she says. "She was my advocate, and that's where I get it from."

Soon after starting her studies, Ms. Charboneau felt compelled to help others at Queen's. She volunteered with Accessibility Queen's in her first year. For the next five years, she co-chaired the group, which is part of the Alma Mater Society's Social Issues Commission.

"Becoming an activist on these issues was just a natural progression," she says. "I was advocating for myself, but I soon realized that others might not be comfortable doing that or have the desire to come forward in the same way."

Ms. Charboneau worked to change attitudes on campus, in addition to bringing attention to physical barriers. She spearheaded the creation of a Queen's Accessibility Awareness Month as well as a specialized library, two initiatives that raised awareness of accessibility issues and helped to educate the Queen's community.

Accessibility Queen's also hosted an information awareness fair each year, which connected students with groups, committees, and organizations on campus and within the broader Kingston community. Ms. Charboneau is currently doing similar work as the administrative manager with All In. The Kingston-based organization provides expert information, education, support, and opportunity for all individuals and organizations, in the area of mobility impairments.

Ms. Chittenden says Ms. Charboneau's continued work in the area of accessibility made the alumna a deserving recipient of the Steve Cutway Accessibility Award, which is named in honour of a long-serving employee who also gave his time to advance accessibility for students and employees with disabilities.

"I was surprised when I found out, and I thought it was just an honour to be nominated," Ms. Charboneau says. "As much as I don't do this for the recognition, it feels good knowing that I am making a difference."

# Mediation and reconciliation

The recipient of the 2016 Queen's Human Rights Initiative Award is Diane Kelly.

BY MARK KERR, SENIOR COMMUNICATIONS OFFICER

Even though she served many years as the University's Legal Counsel, Diane Kelly (Law '83) admits that legal action is not the best approach in certain situations.

"Litigation might be great for solving things like contractual issues, but it is a very destructive tool for solving people problems," Ms. Kelly says. "With issues where there is human interaction, I favour approaches that rely on mediation, conciliation, and education."

That collaborative and cooperative attitude – a hallmark of Ms. Kelly and her career at Queen's – has earned her the 2016 Queen's Human Rights Initiative Award.

"Even though Diane has retired from Queen's, her impact in the areas of accessibility, equity, and human rights at the university continues to be felt," says Irène Bujara, University Adviser on Equity and Human Rights. "Staff and faculty at Queen's con-

tinued to receive important education and training in relation to human rights due to Diane's creativity and resourcefulness."

Queen's, like other employers in Canada, is subject to federal and provincial legislation designed to safeguard human rights. In her role, Ms. Kelly had to ensure Queen's met its legal obligations. Rather than stop at legislative compliance, Ms. Kelly sought to build positive and inclusive relationships with people across campus, giving them the tools and information they needed to make a difference.

To accomplish that goal, Ms. Kelly worked with the Human Rights Office to establish in 2009 the innovative Human Rights Legislation Group (HRLG). The group, which still exists today, brings together representatives from all academic and non-academic units to learn more about the issues and to discuss the constantly evolving landscape of human rights-related legislation.

"By establishing the Human Rights Legislation Group, we were trying to combat the lack of understanding that stalls progress on these issues," Ms. Kelly says. "We really saw the group as a way



Diane Kelly, winner of the 2016 Queen's Human Rights Initiative Award, built positive and inclusive relationships during her career as Queen's legal counsel.

to help people across campus realize that legislation and related initiatives from the Human Rights Office lead to a more productive work environment."

Ms. Kelly's strong connection to Queen's dates back many years. She completed her undergraduate degree in the Faculty of Arts and Science before attending Queen's

Law and specializing in administrative law. Her father Garfield Kelly, a Queen's graduate, served as vice-dean in Queen's Faculty of Health Sciences, and he was a faculty member in the School of Medicine.

After earning her law degree, Ms. Kelly joined Cunningham Swan law firm in Kingston. Before

**"Litigation might be great for solving things like contractual issues, but it is a very destructive tool for solving people problems. With issues where there is human interaction, I favour approaches that rely on mediation, conciliation, and education."**

— Diane Kelly

too long, though, Ms. Kelly reconnected with Queen's. She accepted a secondment with the university and, in 2007, she agreed to join Queen's on a full-time basis and serve as the in-house legal counsel.

Ms. Kelly says she is thrilled to have her work recognized with the Human Rights Initiative Award.

"I was very emotional when I read the email. The award is one of the biggest honours I have received," she says. "I know that some of the initiatives are continuing, and that's a testament to the people in the Human Rights Office. Working with them for so many years really confirmed for me that they are masters of their craft."

# Enduring employment equity legacy

The recipient of the 2016 Employment Equity Award is Sheila Devine.

BY MARK KERR, SENIOR COMMUNICATIONS OFFICER

For Sheila Devine, employment equity is the thread that ties together her career in post-secondary education – a career that has taken her across Canada and around the world.

"After law school, I was interested in human rights. From there, I naturally gravitated to employment equity issues," says Ms. Devine, who worked at Queen's from 1996-2003 and recently retired from Memorial University in St. John's. "In everything I have done in this area, my goal was always to have respectful, positive relations with people in order to advance initiatives on employment equity and to address systemic discrimination."

Ms. Devine's collaborative approach to advancing a diverse workforce and fair employment systems at Queen's makes her a worthy recipient of the Employment Equity Award, according to Irène Bujara, University Adviser on Equity and Human Rights.



Sheila Devine, former associate vice-principal (faculty relations), receives the 2016 Employment Equity Award from Provost Benoit-Antoine Bacon. During her time at Queen's, Ms. Devine demonstrated a commitment to integrating employment equity into the university's practices.

"Successfully integrating employment equity into a university's practices takes a great deal of relationship-building and trust," says Ms. Bujara, who worked closely with Ms. Devine over the years. "With a great deal

of skill and humility, Sheila was able to build the bridges that allowed the Queen's community to work toward a common goal."

Ms. Devine came to Queen's from the University of Victoria, where she was the director of eq-

uity issues. As the associate vice-principal (faculty relations), she played a key role as the university and the Queen's University Faculty Association negotiated their first collective agreement.

Ms. Devine recalls with pride that both sides agreed to an employment equity article, and the collective agreement addressed other issues such as discrimination.

"The feeling around the table was mutual. Everyone wanted a good article on employment equity," she says.

Putting in place policies and procedures is important, according to Ms. Devine, but she has always aimed to go beyond that in her work at Queen's and other post-secondary institutions.

"Education is critical for helping people understand the importance of employment equity," says Ms. Devine, a teaching member at the Centre for Higher Education Research and Development and a frequent presenter on human rights and equity practices both nationally and internationally. "The key is to inform people what the challenges are, while at the same time address-

ing the big myths that still surround employment, namely that equity and excellence are mutually exclusive, and that employment equity is reverse discrimination."

Ms. Devine says she's pleased to see the Queen's community still working to advance employment equity. She highlighted a few initiatives – Queen's Senior Search Policy, a certificate program to foster an inclusive work environment, and a tool for assessing and planning for equity and diversity – as positive developments.

Ms. Devine returned to Queen's on Feb. 27 to accept the award, where she talked about employment equity in the post-secondary education context.

"I am very honoured, humbled, and surprised," says Ms. Devine when asked about receiving the award. "I look at Canadian universities and there are so many people involved in employment equity. Outstanding leaders like Irène Bujara and others are so deserving of an award like this one. That's why it feels like I am accepting this award on behalf of them."

## From dark matter to plant disease

New funding from Canada Foundation for Innovation enhances cutting-edge research

BY ANNE CRAIG,  
COMMUNICATIONS OFFICER

Six Queen's University researchers have earned funding from the Canada Foundation for Innovation (CFI) John R. Evans Leaders Fund to enhance the infrastructure in their labs. The funding will allow for advanced research into cardiovascular disease, plant health, assistive technology, dark matter, neurological diseases and the oil and gas industry.

"Funding from the John R. Evans Leaders Fund is critical for keeping Queen's on the leading edge of research," says Dr. John Fisher, Interim Vice-Principal (Research). "New funding for infrastructure will enhance the capabilities of our laboratories and encourage new and advanced research programs at Queen's. The Leader's fund provides the means for our faculty to affect the quality of our lives and to better understand the world we live in."

**Alexander Braun**, \$180,000 (Geological Sciences, Geological Engineering) - Dr. Braun will use the funding to acquire a superconducting gravimeter, a device that will be used for monitoring fluid migration processes in oil, gas and water reservoirs. There are only 15 of these instruments deployed worldwide and, by adding a second one in Canada, it increases the potential to monitor mass



A total of six Queen's researchers recently received funding from the Canada Foundation for Innovation (CFI) John R. Evans Leaders Fund to enhance the infrastructure in their labs. From left: Amer Johri; Alexander Braun; Claire Davies; Ryan Martin; Jason Gallivan; and Jacqueline Monaghan.

change in reservoirs to improve production efficiency as well as mitigating environmental hazards.

**Claire Davies**, \$125,000 (Mechanical and Materials Engineering) - Dr. Davies will use the funding to support her BDAT (Building and Designing Assistive Technology) Laboratory. Her fo-

cus is including the end-user as part of the multi-disciplinary team in the design of assistive technology that best meets their needs.

**Jason Gallivan**, \$150,000 (Psychology) - Dr. Gallivan is working to better understand the perceptual, cognitive and motor-related brain mechanisms in humans, specifically after a stroke. The

funding will allow the Memory, Action and Perception laboratory (MAPlab) to acquire new infrastructure that will position Queen's as a leader in human neuroscience research.

**Amer Johri**, \$120,000 (Medicine) - Dr. Johri, with his collaborator Parvin Mousavi, will develop an advanced imaging tool

to detect dangerous types of vessel blockages causing heart disease and stroke. The equipment bolsters establishment of a new Cardiovascular Imaging and Informatics Network at Queen's (CiNQ) dedicated to developing highly skilled trainees with both clinical and computational expertise to address the demand in the changing digital healthcare economy.

**Ryan Martin**, \$250,000 (Physics, Engineering Physics and Astronomy) - The funding will assist Dr. Martin in establishing a world-class facility to develop p-type point contact detectors - a promising technology to understand neutrinos and dark matter better. The technology could lead to a better understanding of dark matter, a yet to be detected form of matter that is five times more abundant in the universe than common matter.

**Jacqueline Monaghan**, \$125,641 (Biology) - The funding will allow for the purchase of new equipment that Dr. Monaghan will use to research plants. Her work focuses on how plant immune proteins work, how they are activated and repressed and how they influence growth and development. This research will lead to more effective measures to fight plant diseases.

For more information visit the CFI website ([innovation.ca](http://innovation.ca)).

## A new approach to allergies

BY ANNE CRAIG,  
COMMUNICATIONS OFFICER

A new approach to treating grass allergies offers potential as a shorter and more effective alternative to traditional allergy shots, according to a recent study led by Queen's researcher Dr. Anne Ellis (Medicine, Biomedical and Molecular Sciences).

"For many Canadians, the misery of grass allergy season can be lessened through allergen immunotherapy, also known as allergy shots," says Dr. Ellis. "But this well-known treatment not only involves the discomfort of weekly needles for four to six months, followed by monthly injections for up to five years after, it also carries a not insignificant risk of severe reactions, including anaphylaxis. This new approach could change all of that."

One of the largest ever con-

ducted on this allergen, the Phase II clinical trial looked at the effectiveness and safety of a grass peptide-based immunotherapy, compared to a placebo, in 226 study participants.

This revolutionary study is the first-ever completed Phase II study using synthetic peptides to treat grass allergies. Unlike traditional grass allergy injections - which use all of the proteins from grass - the peptide therapy works through a different mechanism, using tiny bits of specific proteins to target the most important immune cells.

"It's a new way of giving immunotherapy that bypasses the indirect route of traditional treatment and goes right to the most important effector cells" says Dr. Ellis, who also works as a clinician scientist at the Kingston General Hospital Research Institute. "The theory is that the proteins used in

this kind of therapy are so small, they avoid anaphylaxis."

Participants were treated with either the peptides or a placebo four months before grass season. After just eight injections - given every two weeks over the course of 14 weeks in total - they were exposed to grass pollen in the Environmental Exposure Unit (EEU) at Kingston General Hospital. The EEU is a state-of-the-art controlled environmental exposure facility that enables up to 140 participants to be tested at the same time.

Dr. Ellis' study revealed participants who received the peptide treatment showed a significant reduction in allergy symptoms, such as sneezing, nasal congestion, and runny nose upon exposure to grass pollen, while avoiding serious reactions such as anaphylaxis.

Dr. Ellis' study was published in *Journal of Allergy and Clinical Immunology*.



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## eventscalendar

### Wednesday, March 8, Noon-1 pm Space and Light: The Making of Abstract Art

Artists Sharon Thompson will speak about the primacy of space and light in her abstract painting and how it is both a learning and an inner knowing. She will also talk about the how and why of destruction in 'arriving at finish' and the impact of materials and implements in creating the paintings. Ban Righ Centre.

### Wednesday, March 8, Noon-1 pm Food on Campus: Economics and Ecologies at Queen's

The latest in the Gender Matter Speaker Series features Susan Belyea, Elaine Power, Samantha King at Mackintosh-Corry Hall, Rm: D214.

### Wednesday, March 8, 6:30-8:30 pm Muslim Societies, Global Perspectives: Panel Discussion - Responding to Islamophobia and Racism at Queen's

Muslim Societies-Global Perspectives invites the campus community to a panel discussion "Responding to Islamophobia and Racism at Queen's: Local Perspectives on a Global Phenomenon." Dunning Hall, Rm. 14

### Thursday, March 9, Noon-1 pm Policy Speaker Series - Managing Risk: Preventing political animals from running the zoo

Mike Coates, President and CEO, Americas Region, Hill+Knowlton Strategies' Global Council. From foreign investment to pipelines Parliament has passed laws that govern the approval of major projects and transactions in Canada. While public servants do their best to administer legislation they often face political

pressure from politicians who want their cake and eat it too when it comes to high profile decisions. This presentation will look at the increasing politicization of major projects and transactions and how the private sector works with governments to mitigate political risks. Robert Sutherland Hall, Rm: 202

### Thursday, March 9, 7-9 pm KIL Lecture: Separating Fact from Fiction: Canada, the U.S. and Foreign Policy in a 140 Character World

Kingston International Lecture 2017 with guest lecturer Murray Brewster, CBC correspondent and Parliamentary defence and foreign affairs writer. Robert Sutherland Hall, Rm: 202.

### Friday, March 10, Noon-1 pm Centre of Int'l Defence Policy Speaker Series - Sharry Aitken

Join us for a Speaker Series featuring Dr. Sharry Aitken. She will be presenting: "Refugee Policy in Crisis: Fortress Europe on the World Stage." Visit our Facebook page to RSVP to the event: facebook.com/CID-Pqueens/. Robert Sutherland Hall, Rm: 448

### Friday, March 10, 7 pm-Saturday, March 11, 7 am Queen's Relay For Life

Relay For Life is a 12-hour, overnight, non-competitive relay where teams of students get together and fundraise to support the Canadian Cancer Society. They then participate in a night filled with musical performances, team challenges and fun activities as they take turns walking around a track. At midnight, participants come together for the touching and emotional Luminary ceremony where everyone takes the

time to remember those affected by cancer. In 2016, Queen's Relay For Life had 500 participants who raised more than \$100 000 for the Canadian Cancer Society. Anyone is welcome to attend our opening ceremonies which begin at 7:30 pm and we invite all cancer survivors to participate in the survivor's victory lap following the ceremony. Athletics and Recreation Centre (ARC)

### Saturday, March 11, 10-2 pm Fine Art (Visual Art) Program Open House

Visit Ontario Hall to see what students in the Fine Art (Visual Art) Program are working on. From traditional to cutting-edge techniques, from sculpture to printmaking, from oil paintings to multimedia and beyond, you'll see a wide variety of incredible artwork by Fine Art (Visual Art) Program students on display.

### Saturday, March 11, 9 pm Telmary in Concert - Direct from Havana

Telmary Diaz is an internationally-recognized Cuban Jazz/Hip-hop artist. As the 2017 Queen's/Havana Exchange Visitor, she will be performing with a group of Cuban and Kingston musicians. Advance tickets \$12; Door \$15. Grad Club

### Tuesday, March 14, 10 am-4 pm Beavertails for Queen's Love without Boundries

The Beavertails truck will be on campus from 10 am - 4 pm, raising funds for Queen's Love without Boundries. University Avenue beside Ontario Hall

### Tuesday, March 14, 5:30-6:30 pm Info Session: Sexual Violence Policy and the Role of the SVPRC

This is an opportunity for stu-

dents/staff/faculty to ask the Sexual Violence Prevention & Response Coordinator questions about her role on campus and about the Sexual Violence Policy. Please contact bjl7@queensu.ca if you have any accessibility requirements. Mackintosh-Corry Hall, Rm: B503

### Tuesday, March 14, 5:30-7 pm Community Forum - Racism, Diversity, and Inclusion

The Principal's Implementation Committee on Racism, Diversity, and Inclusion invites all students, staff, and faculty members to attend a community forum regarding the committee's work and recommendations. The forum will include brief presentations and open discussion. Please contact implementation-rdi@queensu.ca if you have any particular accessibility requirements. Chernoff Hall, Rm: 117

### ACROSS

- 1) Word with "age" or "race"
- 6) Flower that blooms in the fall
- 11) Number cruncher
- 14) Archer's missile
- 15) Wind-borne item
- 16) "Bobby Hockey"
- 17) Sports broadcast VIP
- 19) Extinct bird of New Zealand
- 20) Spread a rumor
- 21) Evening meal
- 23) Mexican snack
- 26) Dry, as bubbly
- 28) First name of a Sally Field character
- 29) Blood classification letters
- 30) Fond du \_\_\_\_\_, Wisc.
- 32) League division, often
- 33) Closemouthed
- 34) Phone number parts
- 38) Everlasting
- 40) Panting for a potable
- 43) Poetic Emily
- 45) Letters from the hole?
- 46) Related to the ear
- 48) Southwest info
- 49) It's nothing in soccer
- 50) "... \_\_\_ finest hour"
- 52) Very large birds
- 55) Eyeball, in a way
- 56) Bronzed from the beach
- 58) Ornithological
- 60) Bristle on barley or rye
- 61) Capable of igniting and burning
- 66) Mighty small
- 67) Chat room persona non grata
- 68) Blue expanse
- 69) Staples in magazines
- 70) Breathing interruption
- 71) More than desires

### DOWN

- 1) Yolk \_\_\_ (egg part)
- 2) Seasoned veteran
- 3) Upper limb
- 4) Small band
- 5) Painting pitcher
- 6) Up and about
- 7) Pancake flipper
- 8) Day care attendee
- 9) Archer on Olympus
- 10) What many incumbents do
- 11) Applying pressure
- 12) Literary prefaces
- 13) Ark landfall
- 18) Well-used pencil
- 22) Type of line or plant
- 23) Break from the wild side?
- 24) Share a border with
- 25) Funny females
- 27) Diplomacies
- 31) Salmon variety
- 34) Mandela's org.
- 35) Leave leaveless
- 36) Upper class "type"
- 37) Racket
- 39) Poisonous protein in the castor bean
- 41) Labor strenuously
- 42) Time of "comfort and joy"
- 44) Can be identified
- 46) Home of senators
- 47) Ceased to be frozen
- 51) Cyma \_\_\_ (molding type)
- 53) Throat dangler
- 54) Potential aunt, for short
- 55) Reserved or preserved
- 57) Village or hamlet
- 59) Like \_\_\_ of bricks
- 62) Day of many a fed. holiday
- 63) One that serves the queen
- 64) Young fellow
- 65) Widths of some spaces

### DOT COM

By Corey Bowers

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## Staehli captures OUA silver, bronze

### TRACK & FIELD

The Queen's track and field teams were in Toronto at York University for the OUA championships Feb. 25-26 where the women finished eighth and the men 10th. Veteran Gael Julie-Anne Staehli picked up a pair of medals for Queen's.

Staehli nabbed her first medal taking OUA silver in the 3,000m on the first day of competition finishing in a time of 9:33.73. On day two, Staehli was back at it in the 1,500m where she came away with a bronze medal finish in a time of 4:26.34.

The University of Guelph Gryphons men's and women's track and field teams swept the team banners at the OUA championships on Saturday evening at the Toronto Track and Field Centre, marking the first time since 2013 that one institution claimed both titles.

All gold and silver medallists from the OUA championships have now automatically qualified

for the U SPORTS championships, which will begin March 9 at the University of Alberta in Edmonton.

### SWIMMING

Queen's had a sole representative at the U SPORTS national swimming championship as Steven Lee swam for the Gaels.

Lee competed in three events at the championship, the 50m, 100m and 200m breaststroke. In the 50m, Lee finished in 14th swimming in the B final in a time of 28.93, just 0.38 seconds off the pace of the B final winner. In the 100m, Lee again was up for the B final where he finished 15th in a time of 1:02.89. Lee did not qualify for the finals in the 200m and finished the preliminaries in 30th at a time of 2:21.49.

After three days of competition at the Sherbrooke University Sports Centre, the UBC Thunderbirds won top honours in almost all women's and men's events.

### NORDIC SKIING

The Queen's Gaels women's



SUPPLIED PHOTO

Queen's Gaels athlete Julie-Anne Staehli claimed a silver in the 3,000m and a bronze medal in the 1,500m at the OUA Track and Field Championships held Feb. 25-26 in Toronto

and men's Nordic Ski teams finished in fifth place at the OUA championship hosted by Waterloo, Feb. 25-26.

Marlee Sauder had the best performance for the women's side at the 10km as she finished in 17th

place in a time of 0:42:15.9.

The men's team which takes part in a 15km course saw Marcus Nussabaum finish in 22nd to lead Queen's.

He came across the finish line in a time of 0:52:12.9.

## fittips

### Healthy rest

Are you getting enough sleep, giving yourself a chance to rest? Here are three things to consider to improve your wellbeing:

**Sleep:** Adults need seven to eight hours of sleep per night. Go to bed and get up at the same time every day and remove all electronics from the bedroom.

**Physical Activity:** To sleep better try getting regular physical activity. Canadian Physical Activity Guidelines recommends getting at least 150 minutes of moderate to vigorous aerobic physical activity per week.

**Daily Rest:** Research shows that there are significant benefits to including moments of rest into your day. Try taking a few minutes in a quiet space and practice deep breathing or spend time in nature.

Rest is critical for your wellbeing. Take care of yourself.

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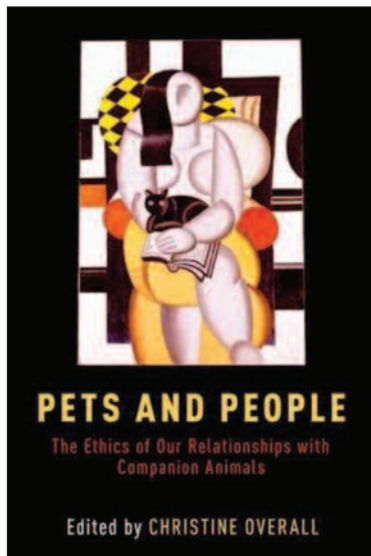
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kingston@dentalhouse.ca

## books

**Pets and People: The Ethics of Our Relationships with Companion Animals**, Edited by *Christine Overall (Philosophy)*

Pets and People, a collection of articles by philosophers from the United States, Canada, Australia, South Africa, and the United Kingdom, focuses on ethical issues connected to a category of individuals who play an extremely important role in human lives: companion animals (pets), with a special emphasis on dogs and cats. Companion animals are both vulnerable to and dependent upon us. What responsibilities do we owe to them, especially since we have the power and authority to make literal life-and-death decisions about them? What kinds of relationships should we have with our companion animals? And what might we learn from cats and dogs about the nature and limits of our own morality?

The contributors write from a variety of philosophical perspectives, including utilitarianism, care ethics, feminist ethics, phenomenology, and the genealogy of ideas. The 18 chapters are divided into two sections, to provide a general background to ethical debate about companion animals, followed by a focus on a number of crucial aspects of human relationships to compan-



ion animals. The first section discusses the nature of our relationships to companion animals, the foundations of our moral responsibilities to companion animals, what our relationships with companion animals teach us, and whether animals themselves can act ethically. The second part explores some specific ethical issues related to crucial aspects of companion animals' lives: breeding, reproduction, sterilization, cloning, adoption, feeding, training, working, sexual interactions, longevity, dying, and euthanasia.

## gradstudies

### EVENTS PhD-Community Initiative Team Presentations

Join the School of Graduate Studies in celebrating the success of our PhD-Community Initiative pilot program on Wednesday, March 22, 5-7 pm at the Donald Gordon Centre. Launched last fall as a new theme in our Expanding Horizons program – Setting Ideas in Motion – this initiative has brought together 17 PhD students from a variety of research fields into interdisciplinary teams to assist local community organizations.

Five community groups have benefitted from the team's fresh, interdisciplinary and analytical approach: 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 (PRE-VNet), and the Night Economy Project, a partnership with Kingston Economic Development Corporation (KEDCO).

Our students have demonstrated talent, energy and enthusiasm to create positive change by applying the skills and knowledge gained in graduate studies to addressing challenges outside of their particular research field and beyond the aca-

demical arena.

Come and listen to their final reports on their projects and join us at our reception. Please RSVP to sgsevent@queensu.ca by Friday, March 17.

### Three Minute Thesis Final

The School of Graduate Studies presents the final of the 2017 Three Minute Thesis competition. An opportunity for grad students to present their research to the community in three minutes with one slide and no props. Come out and listen to some of the research that our doctoral and masters students are doing. Thursday, March 30, 4:30-6 pm, Dupuis Hall Auditorium

### Thesis Defences

#### Thursday, March 9

Michael Vossen, Philosophy, 'Acting in Light of One's Acting: Practical Reasoning and the Excellences'. Supervisor: D.J. Bakhurst, 307 Watson Hall, 9 am.

#### Wednesday, March 22

Eslam AbdAllah, Computing, 'Defending Against DDOS and Unauthorized Access Attacks in Information Centric Networking'. Supervisors: H.S. Hassanein; M. Zulkernine, 524 Goodwin Hall, 1:30 pm.

#### Thursday, March 30

Yaser Al Mtawa, Computing, 'Towards Enhanced Location and Sens-

ing Services for the Internet of Things'. Supervisors: H.S. Hassanein; N.H. Nasser, 524 Goodwin Hall, 2 pm.

#### Friday, March 31

Nishan Singh Mann, Physics, Engineering Physics and Astronomy, 'Theoretical and Computational Studies of Disorder-Induced Scattering and Nonlinear Optical Interactions in Slow-Light Photonic Crystal Waveguides'. Supervisor: S. Hughes, 201 Stirling Hall, 9 am.

#### Tuesday, April 4

De-Lawrence Lamptey, Rehabilitation Science, 'Access to Healthcare for Children With Intellectual and Developmental Disabilities (IDD) in Ghana: Challenges and Strategies for Improvement'. Supervisors: H. Aldersey; R. Lysaght, 402B Gordon Hall, 8:30 am.

#### Friday, April 7

Thomas Richard Rooney, Chemical Engineering, 'Synthesis, Polymerization Kinetics and Applications of Novel Macromonomer-Based Degradable Materials'. Supervisor: R.A. Hutchinson, 312 Dupuis Hall, 1:30 pm.

#### Monday, April 10

Julia Gingerich, English Language and Literature, 'The Paragon of Animals: Representing Human Animality in Early Modern Literature'. Supervisor: E. Hanson, 402B Gordon Hall, 1 pm.

## 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: 2017-076

**Job Title:** Recruitment Representative - Bader ISC (USW Local 2010)  
**Department:** Undergraduate Admission and Recruitment  
**Hiring Salary:** \$44,897 (Salary Grade 6)  
**Hours per Week:** 35  
**Appointment Terms:** Continuing Appointment.  
**Closing Date:** 14-Mar-2017

#### Competition: 2016-415

**Job Title:** Manager, Budget  
**Department:** Planning and Budgeting  
**Hours per Week:** 35  
**Appointment Terms:** Term Appointment (1 year)  
**Closing Date:** 31-Mar-2017  
**Apply To:** [working@queensu.ca](mailto:working@queensu.ca)

#### Competition: 2017-072

**Job Title:** Academic Accommodation Counsellor (USW Local 2010)  
**Department:** Faculty of Arts and Science  
**Hiring Salary:** \$50,909 (Salary Grade 7)  
**Hours per Week:** 35  
**Appointment Terms:** Continuing Appointment  
**Closing Date:** 09-Mar-2017

#### Competition: 2017-068

**Job Title:** Admission and Recruitment Assistant (USW Local 2010)  
**Department:** Undergraduate Admission and Recruitment  
**Hiring Salary:** \$39,591 (Salary Grade 5)  
**Hours per Week:** 35  
**Appointment Terms:** Term Appointment until Dec. 31, 2017.  
**Closing Date:** 09-Mar-2017

#### Competition: 2017-063

**Job Title:** Course Design and Development Specialist (USW Local 2010)  
**Department:** Faculty of Engineering and Applied Science  
**Hiring Salary:** \$44,897 (Salary Grade 6)  
**Hours per Week:** 35  
**Appointment Terms:** Term Appointment (1 year)  
**Closing Date:** 12-Mar-2017

#### Competition: 2017-056

**Job Title:** Elevator Mechanic (CUPE Local 229)  
**Department:** Physical Plant Services  
**Hourly Rate:** 39.56  
**Hours per Week:** 37.5  
**Appointment Terms:** Continuing Appointment  
**Closing Date:** 10-Mar-2017

### Successful Candidates

**Job Title:** Admission and Recruitment Assistant (USW Local 2010)  
**Department:** Undergraduate Admission and Recruitment  
**Competition:** 2016-306  
**Successful Candidate:** Jolene Johnson

**Job Title:** Projects Coordinator (USW Local 2010)

**Department:** Career Services  
**Competition:** 2016-267  
**Successful Candidate:** Corey Scott

**Job Title:** Clinic Clerk (USW Local 2010)  
**Department:** Family Medicine  
**Competition:** 2016-307  
**Successful Candidate:** Brooke Lloyd (Family Medicine)

**Job Title:** Study Coordinator - Research

**Department:** Canadian Cancer Trials Group

**Competition:** 2016-136/R-014

**Successful Candidate:** David Boren & Kim MacDonnell

**Job Title:** IT Services Assistant

**Department:** School of Rehabilitation Therapy  
**Competition:** 2016-276

**Successful Candidate:** Paul Doutre

**Job Title:** Custodial Supervisor

**Department:** Physical Plant Services  
**Competition:** 2016-266  
**Successful Candidate:** William Shearing

**Job Title:** Caretaker (CUPE Local 229)

**Department:** Physical Plant Services  
**Competition:** 2016-205

**Successful Candidate:** Shaun Vanhooser (Physical Plant Services)

**Job Title:** Program Manager (Queen's Master of Management Analytics)

**Department:** Smith School of Business

**Competition:** 2016-301  
**Successful Candidate:** Janelle Smith

### PUZZLE SOLUTIONS

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