



PHOTO BY GARRETT ELLIOTT

BOUND BY FRIENDSHIP

During a special Senate meeting on Tuesday, March 7 recognizing the 175th anniversary of the first class starting at Queen's, Janice Hill, Director of Four Directions Aboriginal Student Centre, presented Principal Daniel Woolf with a friendship wampum on behalf of the clan mothers at Tyendinaga and the Grandmother's Council in Kingston. On Tuesday March 21, the Truth and Reconciliation Task Force at Queen's will release its final report, containing recommendations that address federal calls to action and broader themes at the university of relationship-building, changing perspectives and policy, and promoting an awareness of the rights, histories, and contemporary issues of Indigenous Peoples. More stories and photos on pages 2-4.

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Recognizing the past and future

Commitment to building good relations with Aboriginal Peoples and creating meaningful change on campus renewed

BY COMMUNICATIONS STAFF

A special Senate meeting recognizing the 175th anniversary of the first class starting at Queen's University took on extra meaning Tuesday, March 7.

In his address to Senate, Principal Daniel Woolf acknowledged Queen's presence on the traditional lands of the Haudenosaunee and the Anishnaabe Peoples. He also reiterated the university's commitment to building good relations with Aboriginal Peoples and creating meaningful change on campus.

"For too long, our country's mistreatment and segregation of Indigenous Peoples has been hidden from view, only to perpetuate and contribute to their suffering. To move forward in healing, we must acknowledge Queen's own history as an institution that participated in a colonial tradition that caused great harm to Indigenous People," said Principal Woolf, who also chairs Senate.

On Tuesday March 21, the Truth and Reconciliation Task Force will release its final report, which will contain recommendations that address federal calls to action and broader themes at the university of relationship-building, changing perspectives and policy, and promoting an awareness of the rights, histories, and contemporary issues of Indigenous Peoples. Principal Woolf told Senate that he is committed to dedicating the time and resources required to ensure the long-term sustainability of the recommendations.

"The Queen's community can and must change the narrative," he said. "By taking steps to ensure



Nathan Brinklow, a lecturer in the Department of Languages, Literatures and Cultures, speaks before presenting Principal Daniel Woolf and Queen's University with a friendship wampum on behalf of the clan mothers at Tyendinaga and the Grandmother's Council in Kingston.

that Indigenous histories are shared, recognizing that all students can benefit from Indigenous knowledge, and by creating culturally validating learning environments, we can begin to reduce barriers to education and create a more welcoming, inclusive, and diverse university."

The special Senate meeting began with a traditional Mohawk-language opening by Nathan Brinklow, a lecturer in the Department of Languages, Literatures and Cultures. Mr. Brinklow presented Principal Woolf with a friendship wampum on behalf of the Clan mothers at Tyendinaga

"By taking steps to ensure that Indigenous histories are shared, recognizing that all students can benefit from Indigenous knowledge, and by creating culturally validating learning environments, we can begin to reduce barriers to education and create a more welcoming, inclusive, and diverse university."

— Principal Daniel Woolf

and the Grandmother's Council in Kingston. The wampum belt will be placed at the head table at

every Senate meeting as a reminder that Senate meetings take place on traditional Anishnaabe and Haudenosaunee Territory. The Whispering Wind Drum Group also performed a traditional honour song.

Following the principal's statement, Queen's Senate approved the naming of March 7 as "First Class Day." At the first Senate meeting on March 7, 1842, 12 students were presented to Senate for consideration for matriculation.

Paul Banfield, University Archivist, presented a short history of Queen's Royal Charter.

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QUEEN'S UNIVERSITY VICE-PRINCIPAL (UNIVERSITY RELATIONS)
Michael Fraser

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Changes for connecting from off-campus

BY COMMUNICATIONS STAFF

As part of the ongoing effort to ensure and improve the university's IT security, Queen's is restricting remote access to campus networks.

Universities are increasingly being targeted by malicious attacks involving cybercrime. Recent attacks at Carleton University and the University of Calgary demonstrate that current IT security measures must continually be heightened.

As a result, the university is introducing steps designed to reduce the number of unauthorized access attempts to Queen's systems.

Beginning March 21, the changes will affect users who access resources from off campus, including:

- Remote desktop services, including Windows Remote Desktop (RDP), Apple Remote Desktop, Virtual Network Computing (VNC), and XWindows
- Telnet
- Off-campus printing

After March 21, in order to connect remotely, users will need to use either the Remote Desktop Gateway (RDG) or Queen's Virtual Private Network (VPN). If you do not follow these procedures, access will be denied.

"Cybersecurity is a top priority for Queen's. We're constantly

looking to enhance our security measures in order to protect your networks and your data," says Bo Wandschneider, CIO and AVP.

"Restricting remote access to one of these two methods reduces the amount of unauthorized access attempts to campus resources, which means everyone, and their data, benefits."

How to connect remotely after March 21

To ensure that your remote access remains uninterrupted, you can follow the step-by-step tutorials on the ITS website:

- Remote Desktop Gateway: queensu.ca/its/managed-services-windows/remote-desktop-gate-

way/tutorials

- Queen's Virtual Private Network: queensu.ca/its/networks/virtual-private-network-vpn/tutorials

ITS encourages all users ensure their devices are properly configured to use either the RDG or Queen's VPN prior to March 21 in order to avoid access being interrupted. If you are having trouble configuring your device, contact the ITSC at 613-533-6666.

For an extensive list of the ports that will be closed on March 21, please visit the restricted networks page at wiki.queensu.ca/display/CSP/Restricted+Network+Ports and log in with your NetID and password.

PHOTO BY GARRETT ELLIOTT



TRUTH AND RECONCILIATION TASK FORCE

Leader, clan mother, mentor to many

BY WANDA PRAAMSMA, SENIOR COMMUNICATIONS OFFICER

Ever since she was a small child, Janice Hill wanted to be a teacher. With friends and siblings at Tyendinaga, she used to “play school” and she was always the teacher. Ms. Hill even taught her little sister how to read.

“Education was always very important to my father as well,” says Ms. Hill, a member of the Turtle Clan, Mohawk Nation, who has been director of Four Directions Aboriginal Student Centre at Queen’s since 2010. “He couldn’t go to school because he had to work. But he read voraciously, and encouraged me to keep going with my education. I was only one of two in my class on the reserve who graduated Grade 13.”

Since then, Ms. Hill’s life has largely focused on education – Aboriginal education, in particular. She studied at Trent University, where one of her first teachers and mentors was Marlene Brant Castellano (Arts ’55, LLD ’91), and where she delved into social justice – “it was an exciting time to be a young Indigenous person” – through letter-writing, protests, and marches.

While Ms. Hill didn’t finish her degree at that time, those formative years had an impact, and later, after travelling, having her first son, and moving back to Tyendinaga, she landed at Queen’s in the Faculty of Education. What was supposed to be a 10-day contract as “culture broker” between Queen’s and the Indigenous community led to a 10-



PHOTO BY GARRETT ELLIOTT

Education has played an important role throughout Janice Hill’s life and continues to today in her work as the director of the Four Directions Aboriginal Student Centre.

year tenure, during which time she helped start the Aboriginal Teacher Education Program (ATEP), served as academic co-director for the program for a year, and finished her undergraduate degree at Trent and a Bachelor of Education at Queen’s.

Ms. Hill spent the following decade at Tyendinaga, teaching and coordinating an adult education program, establishing a private high school rooted in Haudenosaunee culture, and helping to start the HOPE program for Mohawk students at risk of failure or dropping out. She also served as academic dean at First Nations Technical Institute (FNTI), where she oversaw 17 undergraduate, graduate, and community programs, and led FNTI through a process to gain Indigenous Accreditation status with the World

Indigenous Nations Higher Education Consortium in 2009.

Back at Queen’s, Four Directions, and “always students first”

Being involved in many things at once and taking on challenges seems to be second nature to Ms. Hill. At just 28 years old, she became a Turtle Clan Mother of the Longhouse Community – an honour and responsibility in her community usually granted to much older women.

“They asked me to hold the seat, and now, 30 years later, I am still holding the seat!” she says, laughing.

But, she takes on the challenge humbly, and relishes the opportunity to do important and necessary work – in the same way she does at Queen’s as director of Four Directions. She took on that role

during a time of turmoil, when the centre was lacking direction and Aboriginal Council had become “unwieldy.”

“It was clear that the university had a lot going on (in terms of Aboriginal programming and initiatives), but there were also large gaps, and some of those were historic and systemic,” says Ms. Hill, who came into the position at Four Directions with many contacts and allies across the university from her days at the Faculty of Education.

Over the next few years, she worked with others across campus to review the council’s original intent and revise it in order to make the council into a strong, meaningful body (which she is confident it is today). She also worked intently on relationship-building – in particular, strengthening the Indigenous community’s views of Queen’s and its ongoing efforts to bolster Aboriginal initiatives across campus.

Overarching everything in Ms. Hill’s work, however, is an unwavering commitment to Aboriginal students and to helping them to succeed during their time at the university.

“My philosophy is always students first. My door is always open, and I am here to provide a listening ear,” she says. “Four Directions is a safe haven for them, where they can come have a cup of tea, and some cookies. Whatever they need is here.”

“It is really hard on Queen’s campus. There is a lot of privilege, not much diversity, and not much understanding of Indigenous cultures. I tell the students, ‘You have

power, you have a voice. Use it and make sure people hear you.’”

TRC Task Force, graduate work, and the road ahead

Moving forward, Ms. Hill says she is encouraged by recent events at the university – by the work of the Truth and Reconciliation Commission Task Force (on which she served), by Principal Daniel Woolf’s statement at the special Senate meeting March 7, by the work of the new Provost Benoit-Antoine Bacon and the steps he’s taken in the half-year he has been at Queen’s, and by the plan to expand Four Directions’ space on Barrie Street.

“The TRC report (federal) has created more awareness and understanding of what Aboriginal people face because of the intergenerational trauma created by residential schools. It is now important for us to keep on the path – to move forward with a good mind and a good heart,” says Ms. Hill. “The Queen’s task force has made amazing recommendations, and I think they are significant enough to make a meaningful impact on the community.”

Ms. Hill’s own educational path has been ever-winding, with efforts to start and finish graduate work thwarted by various life turns – another son, her mother becoming ill, work, and other commitments. But through all her additional responsibilities, she has kept at it, and will graduate with a master’s degree in gender studies from Queen’s next year. It’s an achievement, along with her undergraduate degree, that she wishes her father had lived to see.

Raising awareness and support for Aboriginal students

BY ANDREW CARROLL, GAZETTE EDITOR

Steve Tresierra is working to promote Aboriginal awareness and support for Aboriginal students at Queen’s.

Being one of three student representatives on the university’s Truth and Reconciliation Commission Task Force has provided him with another opportunity to assist in the ongoing reconciliation process.



Steve Tresierra

Currently in his second year at

the School of Medicine, Mr. Tresierra first arrived at Queen’s for his undergraduate studies and played on the men’s varsity hockey team. However, after his second year of undergrad he transferred to UBC-Okanagan to be closer to the Whispering Pines Band and to re-establish his connection to his Indigenous heritage and the land. Mr. Tresierra returned to Queen’s after earning his Bachelor of Science.

“When I came back to Queen’s I wanted to be more involved with the Aboriginal community in Kingston and its surrounding area, so I signed up for various projects like the TRC Task Force,” he says. “The TRC Task Force

seemed like a great way to help the university build on its existing Aboriginal programs and initiatives. I was already involved in many of the Aboriginal initiatives developed by the School of Medicine and wanted to know what was happening across campus.”

During his first year of medical school, he was appointed Local Officer of Indigenous Health for the Global Health Committee, providing him the opportunity to promote Aboriginal and Indigenous health in the curriculum.

Mr. Tresierra was also part of a team that developed an online learning module, which focuses on the history and culture of Indigenous peoples. The module ed-

ucates medical students using fictional stories of Indigenous patients they might have to treat while at the same time providing a better understanding of colonial impact, residential schools, and the effects of intergenerational trauma.

First-year students also received cultural safety training facilitated by the Four Directions Aboriginal Student Centre.

Access is another area of interest for Mr. Tresierra, who played an instrumental role in developing a mentorship program that supports for Aboriginal students through the application process.

“One of the things I did as the local officer along with another

colleague, was we created a mentorship program that was designed for Aboriginal students who had applied to the Queen’s School of Medicine and had received an interview,” he says. “If they wanted to participate in the program, they would contact us and we would connect them with a current medical student so they could ask questions about the interviews, how to prepare and what to expect at Queen’s.”

As a member of the TRC Task Force, he wanted to build upon the foundation that has already been created at the university. The impact, he is sure, will be felt at the university and beyond.

Self-exploration as an Aboriginal student

BY WANDA PRAAMSMA, SENIOR COMMUNICATIONS OFFICER

Like many students, Vanessa McCourt (Artsci'02) found her first year at Queen's unsettling. She was homesick, and it took her a while to find a niche, a community of peers she connected with.

Ms. McCourt, who is a Mohawk from Tyendinaga with Irish ancestry as well, began visiting Four Directions Aboriginal Student Centre in her second year. She started to feel a sense of belonging – the centre felt comfortable and the staff and other students were easy to talk with.

"I had a really difficult time during that first year, and that's why, now in my role as Aboriginal adviser at Four Directions, I am able to empathize with the students who come in. I tell them, 'yes, it is hard, I'm not going to lie, but you do get through it. You find your footing, your friends, your community,'" she says.

Ms. McCourt grew up on the Tyendinaga territory and connected to her Aboriginal ancestry more through practices and traditions at school than at home. At Queen's, she found a path for herself while exploring her roots, both at Four Directions and through being part of the Queen's Native Students Association (she was president in 2001-02).

Self-exploration and identifying as Aboriginal

Ms. McCourt says her experi-

ence is pretty common at Queen's – there's a hesitation and shyness at first, but later, students feel an opening, and for many, campus becomes the first place where they fully explore their heritage and begin to identify as Aboriginal.

"At first, there is a real reluctance to self-identify, because many don't want to be the Aboriginal spokesperson, especially in their classes. That was the case with me and I see it still with students I speak with at the centre. You feel like the spotlight goes on you, and everyone looks at you and asks you all these questions.

"But it is a time of self-exploration, and many feel safe at Four Directions and start to feel comfortable talking about their identity and their background," says Ms. McCourt, adding that for many, Four Directions is a place where they can connect with each other through the cultural teachings, ceremonies, and feasts (food is always a draw, she says, laughing).

After finishing her Queen's degree in sociology and health studies, Ms. McCourt worked in various positions in health care and child services in the Toronto and Kingston areas (both Indigenous-focused and not), but says she always felt drawn back to working with Aboriginal students. As a staff member, Four Directions is still that safe place where she can be herself completely and help others at the same time.

"I've always had a strong positive identity, grounded in Mo-



After graduating from Queen's, Vanessa McCourt would eventually return to the university as an advisor at the Four Directions Aboriginal Student Centre. For the past year she has served as a member of the Queen's Truth and Reconciliation Commission Task Force.

hawk traditions, and I think that comes a lot from growing up on reserve," she says. "I see many urban Aboriginal students now who don't have the positive Aboriginal identity, because they have not been fully surrounded by the traditions and people who have that background."

TRC Task Force and a central Indigenous space

Providing that safe place and creating a sense of belonging on campus, where Aboriginal students feel comfortable, was an important facet of the work of the

Queen's Truth and Reconciliation Commission Task Force, on which Ms. McCourt served over the past year. Several of the task force's recommendations specifically address the need for a central space devoted to Indigenous activities and the celebration of Indigenous traditions, and enhancing and promoting inclusive learning and community spaces on campus.

"I think there is a lot of meaningful work happening that is helping to move the university forward. It is really good work that is getting people thinking about the history and cultures,

and about indigenizing campus space," says McCourt. "My worry is that after the report is done, it will just sit there. I hope that doesn't happen. I hope this has energized people."

For Ms. McCourt, it's crucial to have a centralized administrative unit dedicated to Indigenous programming and curriculum development, activities, and student support. "Everything feels a bit disjointed right now. A more integrated centre that infuses Four Directions with the faculty and curriculum would help to get everyone on the same page."

throughthelens



The Queen's Native Students Association (QNSA) hosted a series of outreach events during Indigenous Awareness Week (March 10-18), including a mass KAIROS blanket exercise (above), powwow bootcamp, discussions and screenings of documentaries on issues affecting Indigenous communities and a walk through campus to celebrate Indigenous presence, successes, and contributions to Queen's.

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Questions? Contact the IT Support Centre at 613-533-6666.

Frailty network support renewed

BY ANNE CRAIG,
COMMUNICATIONS OFFICER

An internationally-recognized research network focused on improving health care for an aging population has received renewal funding from the Government of Canada's Networks of Centres of Excellence (NCE) program.

Launched as an NCE in May 2012, Canadian Frailty Network (CFN) will receive \$23.9 million in renewal funding for the next five years, matched by \$30 million in contributions from 150 partners

Hosted by Queen's, CFN is a national initiative to improve the care of older Canadians living with frailty. Its goals are to increase frailty recognition and assessment, support new research and engage frail older people and their caregivers to improve decision making, and mobilize evidence to transform health and social care to meet the needs of the aging population.

"This Queen's-led Networks of Centres of Excellence demonstrates the importance of the research at Queen's and is evidence of how knowledge-mobilization can be done effectively and lead to a measurable impact," says Daniel Woolf, Principal and Vice-Chancellor of Queen's University.

For its second term, CFN has prioritized standardizing how frailty is identified and measured in various care settings, continuing to increase evidence on frailty to aid decision making, and mobilizing knowledge to catalyze change in care. Canada is a leader in frailty research but, despite this, the Canadian health care system has lagged behind other jurisdictions in applying what is known about frailty.

"Implementing standardized ways to identify and measure frailty will support comparisons between jurisdictions and identify variations in care, outcomes and healthcare resource utilization," says John Muscedere, Scientific

Director and CEO, CFN. "This can increase value from healthcare resources by avoiding under use and overuse of care. Informed by evidence, our goal is the right care, delivered in the right setting, as determined by older frail individuals with their families and caregivers."

Over the past five years, CFN has had a number of successful outcomes:

- Pilot study of in-bed cycling as a rehabilitation intervention for older frail patients in the ICU has led to full study.

- A national partnership with the Canadian Foundation for Healthcare Improvement (CFHI) and Mount Sinai Hospital implemented elder-friendly models of care in 17 Canadian hospitals and an international hospital, and further collaboration is planned for Term 2.

- A study testing ICU screening for frailty has been rolled out across Alberta.

- ICU patients in Alberta are now screened for frailty. Promising feasibility study result has led to volunteer patient navigators for frail rural dwelling seniors being tested across Canada.

- CFN's Interdisciplinary Program is the only one in Canada targeting frailty, and nearly 550 young scholars, students and trainees have developed enhanced specialized skills and knowledge to provide the best evidence-based care.

"The unique challenges posed by frailty require a shift in Canadian health policy and planning on a national level," says Russell Williams, Chair, Board of Directors, CFN. Canada needs frailty assessment standards implemented across care settings; better frailty training for caregivers and healthcare professionals; and funding models to address the needs of older adults living with frailty."

For more information, visit the Canadian Frailty Network website cfn-nce.ca.



Four Queen's researchers received more than \$4.5 million in new infrastructure and research funding through the Ontario Research Fund – Research Excellence and Research Infrastructure programs. From left: Principal Daniel Woolf, graduate student Khadijat Hassan, Reza Moridi, Ontario Minister of Research, Innovation and Science, MPP Sophie Kiwala, Professor Alexander Braun, Professor Praveen Jain, and John Fisher, Interim Vice-Principal (Research).

PHOTO BY GARRETT ELLIOTT

Researchers awarded \$4.5M in provincial funding

BY COMMUNICATIONS STAFF

The Government of Ontario announced more than \$4.5 million in new infrastructure and research funding for four Queen's researchers through the Ontario Research Fund – Research Excellence and Research Infrastructure programs.

Reza Moridi, Minister of Research, Innovation and Science, made the announcement Tuesday, March 14 at Queen's, as part of a \$77-million investment in research across the province. The grants will provide funding to support key research programs, as well as the operational and equipment acquisition costs associated with research that is leading-edge and transformative.

"The funding announced today highlights Queen's record of sustained research excellence and demonstrates how our researchers are working to address crucial issues – such as renewable energy development – facing the province and the public at large," says Queen's Principal Daniel Woolf. "We are grateful to the Government of Ontario for its continued investment in research and innovation at Queen's and across the province."

A leader in the field of energy and power electronics research, Praveen Jain (Electrical and Computer Engineering), the Canada Research Chair in Power Electronics, has received \$4 million from the Ontario Research Fund – Re-

search Excellence to develop small-scale, point-of-use photovoltaic (solar) power systems for residential use. Dr. Jain will lead a team of researchers from four Ontario universities in developing new technology to reduce cost and increase the efficiency, output, and reliability of residential solar systems. Dr. Jain was previously awarded funding from the Ontario Research Fund.

"Our government recognizes the importance of investing in our innovation ecosystem," says Minister Moridi. "We are proud to support the researchers at Queen's University who are working on transformative research that will help strengthen our province's competitive edge."

Geophysicist Alexander Braun (Geological Sciences and Geological Engineering) has received \$180,000 to support the acquisition of a superconducting gravimeter – one of only 12 such devices in the world. The device will be used for monitoring fluid migration processes in oil, gas, and water reservoirs, to monitor mass changes in reservoirs, and to help mitigate environmental hazards related to extraction.

Psychology researcher Jason Gallivan (Psychology) has received \$150,000 from the fund to support new infrastructure in the Memory, Action, and Perception laboratory (MAPlab). Dr. Gallivan's research examines how a stroke or other neurological disorder can alter the perceptual, cog-

nitve, and motor-related mechanisms of the brain.

In addition, physicist Ryan Martin (Physics, Engineering Physics, and Astronomy) has received a grant of \$250,000 to support the establishment of a world-class facility to develop p-type point contact detectors. These complex detectors are used to more accurately measure interactions with difficult-to-detect particles, such as neutrinos and dark matter.

"Innovative research is essential for future economic growth and I am absolutely thrilled with the investments being made in projects in Kingston and across Ontario," says Sophie Kiwala, MPP for Kingston and the Islands. "The world-class research being conducted at Queen's University is an immense source of pride for our region and I am excited and anxious to see the results of this funding. This investment demonstrates Ontario's commitment to supporting cutting-edge, innovative research that will lead us into the future. Congratulations to all of the Queen's researchers receiving these competitive awards."

More information is available on the Ontario Research Fund – Research Excellence (ontario.ca/page/ontario-research-fund-research-excellence) and Research Infrastructure Funds (ontario.ca/page/ontario-research-fund-research-infrastructure) websites.

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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

Becoming a more inclusive site of scholarship

BY DANIEL WOOLF, PRINCIPAL AND VICE-CHANCELLOR

Canada marks its sesquicentennial this year, and amid the excitement and celebrations much attention is being, justly, paid to how as a country we can improve our national record on the treatment of our Aboriginal Peoples. There is a strong feeling that the Truth and Reconciliation Commission



report, issued in 2015 and published by McGill-Queen's University Press, has the capacity to mark a watershed in Aboriginal matters, and not simply with respect to the apologies owed for the blight of the residential schools. Educational access and opportunity will lie at the core of any initiative to empower First Nations, Métis, and Inuit people.

Queen's, along with other Canadian universities, is doing its bit. Last year we set up a committee under Vice-Provost (Teaching and Learning) Jill Scott to consult widely and recommend some specific educational actions that Queen's can take. Some are already in place or under way, as recently depicted in the Queen's Alumni Review. Others will be announced in the coming months.

At the same time, Queen's is also confronting wider issues of inclusivity, diversity, and –

though the word is an ugly one – racism. Queen's is a much more diverse institution than it was in my day as a student: we have students from around the world, and Canadian students from many different ethnic, racial, and religious backgrounds, and of different sexual and gender orientations.

Our faculty and staff are also more diverse, though that diversity is not evenly distributed across the university's units and its ranks. Some of our attitudes and traditions have not kept pace with this reality.

Accordingly, in parallel with our work to improve the Aboriginal experience, I have also struck a committee to implement some changes recommended by previous reports such as the Diversity, Anti-Racism and Equity (DARE) report. A few have been made since that report was issued seven years ago, but the time is overdue to execute the others.

I do not expect this committee to be long in its work – we know much of what we need to do – though some of the actions needed (including greater attention to diversity in hiring practices, curricular reform, and the modification of some rather exclusive traditions) may take a little longer. We've already done some of that – I'm very glad, for instance, that some grossly homophobic and sexually offensive songs that I chanted as a frosh in 1976 are no longer in general circulation.

One or two of you have written letters with concern that the university is being “politically correct.” I thank you for sharing your thoughts. My perspective is simply this: organizations must change, adapt, and remain in tune with social standards (and, ideally, lead on their progressive reform), just as they must change and adapt with respect to pedagogical practices or areas of re-

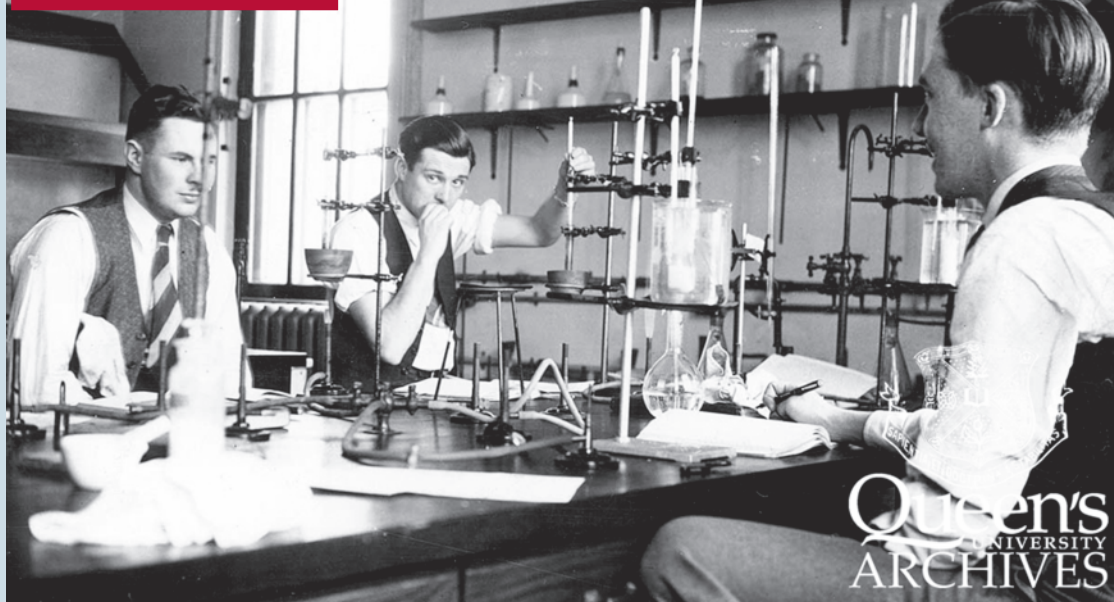
search. Queen's has changed, for the better, in many ways over the past quarter-century, and will continue to do so over the next 25 years. As I have said in this column repeatedly during the seven-and-a-half years of my principalship, a university is an evolving institution; if it stands still, it will not survive, let alone thrive.

2017 marks the latter half of

our 175th anniversary as well as Canada's 150th. Let us recommit ourselves to preserving our values but also to updating our traditions and becoming a more inclusive site of scholarship and learning.

This column first appeared in the Queen's Alumni Review (2017 Issue 1: Indigenous Issues and Experiences at Queen's).

flashback



In this photo from Queen's University Archives, a team of engineering students work on a project in a lab at Ontario Hall in 1936. Ontario Hall, completed in 1903 through provincial funding, has been home to a number of departments, including originally the Ontario School of Mining and Agriculture, which would become the Faculty of Engineering and Applied Science. It is currently the home of the Fine Art (Visual Art) program.

Finding family in the field

The following column was first published on the 'Dispatches From the Field' blog (dispatchesfromthefield1.wordpress.com)

Fieldwork often takes you away from home – whether it is one hour away for a day trip or across the country. As with your actual family, there are the good, the bad, and the ugly memories with members of your field team. Regardless of the circumstances, your field team becomes your family in the field.

They keep you company

Fieldwork can get pretty lonely, especially if you are in a remote location. At first this sounds quite appealing; you can just listen to the birds chirping

and the waves crashing against the rocks without any interruption. However, it is always nice to share the experiences with someone. Even what might seem like the worst moment in the field at the time can always be laughed about later on with your field team.

Sometimes you look up to them

As Sarah Wallace tells it: Although I only spent about three weeks in the field with this one man, he became like a grandfather to me. He had so much experience with fieldwork and so much wisdom. At the beginning, it took all of my strength to not just stare in awe listening to the many stories he shared. Not only did he teach me all of the skills I

needed to know for the fieldwork ahead, he also shared simple life hacks. For example, he taught me the proper way to wash dishes – cutlery first (the item that goes directly in your mouth), then glasses (also touches the outside of your mouth), and finally the plates. He was able to push me to my limits but did not let me fall past them. He literally caught me at the bottom of a hill that I was sliding down! Although our lives are different at home, we were able to connect in the field and share our love of conservation and biology.

But sometimes you can't get away from them

I think of the relationship with members of field teams like a rela-

tionship with a sibling – you enjoy each other's company but spending every waking moment together can result in getting on each other's nerves. You know each other's schedule even down to the details you don't necessarily want to know about! However, you don't really have a choice. You have to have at least two people in the field for safety purposes. On the plus side, two sets of eyes are always better than one and they are often at your side to save you when you start to go a little crazy worrying about where that bird may be hiding, or maybe where you last put your water bottle.

Despite knowing every detail, they still support you

As Amanda Tracey tells it: One

of the best things about having a field family is that you get really close really fast. You learn interesting facts about each other and because you spend so much time together day after day, you also learn about each other's personal lives (past and present) and their goals for the future.

Whether it was support or advice on a new relationship, talking about where we wanted to be in 10 years, or chatting about family problems, my field family has remained one of my biggest support systems throughout graduate school. In fact, to date,

I still keep in close contact with almost all of my field family and we continue to support one another as our stories continue to develop.

Queen's in the news

Highlights of Queen's experts in the media from March 1-15

NEWSPAPERS

Dorit Naaman (Film and Media) was interviewed by the Kingston Whig-Standard about her film appearing at the Kingston Canadian Film Festival.



Dick Zoutman (Infectious Diseases) was interviewed by the Kingston Whig-Standard on his new study on quality of care.

Carol Beatty (Industrial Relations) explains why managers can expect to see resistance from staff when implementing new policy, and how acknowledging and reacting to that resistance can help guide positive changes in the workplace, in The Globe and Mail.

David Gordon's (Geography and Planning) research on the explosion of population growth in the suburbs around large urban centres was referenced in an article on rapid growth experienced by the small town of Shelburne, Ont., in The Globe and Mail.

Kathleen Lahey (Law) commented in the Kingston Whig-Standard that the federal budget will explore gender impact on women for the first time.

Kenneth Wong (Smith School of Business) told the Toronto Star that Cineplex has broadened the scope of their business beyond just being a movie provider to being an enter-

tainment provider.

Don Drummond (School of Policy Studies) discussed the pressing financial need for health-care reform to preserve quality of care in Hill Times; says to expect a cautious federal budget in the Globe and Mail.

Bruce Pardy (Law) told the Toronto Sun that the provincial government could pass legislation to terminate the Feed-In-Tariff energy contracts without needing to declare them void and invoking the compensation clauses in the agreements.

David Walker and Duncan Sinclair (School of Policy Studies) wrote in a Hill Times op-ed that Canadians are spending more money than people do in other developed countries, the United States excepted, for health-care services, but that the care received does not measure up to the expenditure.

Kieran Moore (School of Medicine) talked with Kingston Whig-Standard on being named Kingston-Frontenac-Lennox and Addington Public Health's new medical officer of health.

Jeffrey McGill (Smith School of Business) says the hope with Big Data is to be able to look out further into data that's evolving and trending and rapidly developing, in the National Post.



ONLINE

Anne Johnson (Robert M Buchan Department of Mining) explains that the mining industry is coming around to the notion that it has to do a better job in its environmental performance and working with local communities, even though that likely carries higher costs, on Yahoo! Canada.

Christo Aivalis (History) discussed the potential for employers to be dealing with walkouts during International Women's Day, on MSN Canada. In the wake of the Women's March on Washington in January, there were calls for women to opt-out of paid and unpaid labour on International Women's Day in protest.

Christopher Cotton (Economics) commented on limits on political donations on cbc.ca, saying he isn't sure why a taxpayer system is the only alternative and adds one option would be to increase the amount individuals can donate..

Michelle Cohen (School of Medicine) offered an inside perspective on the ongoing dispute between Ontario physicians, the Ontario Medical Association and the provincial government in her Huffington Post blog.

Anthony Noble (Physics, Engineering Physics and Astronomy) says



his research team has established a new world-leading limit for dark matter interactions in Science Daily.

Thorsten Koeppl (Economics) says in The Financial Pipeline that inflation is pretty much determined by an authority that controls the money supply.

TELEVISION

Lily Huang (Chemistry) told CKWS-TV that forensic chemistry is developing and improving all the time.

Kieran Moore (Medicine) discussed how emergency rooms track opioid prescriptions and what front line medical staff need to be aware of as opioid abuse and overdoses continue to rise, on CBC News.

Christian Leuprecht (Political Studies) commented on the significance of the Wikileaks release, which reports that the CIA had developed methods to break into phones, communication apps and other electronic devices, on CBC News Network.



Praveen Jain (Electrical Engineering) was interviewed by CKWS Television and the Kingston Whig-Standard about the funding.

Paul Banfield (Queen's University Archives) described the early days of Queen's University and explained the significance of the royal

decree signed by Queen Victoria, which was on display at the University Day special senate session on CKWS-TV.

Stephen Archer (School of Medicine) appeared on the CKWS morning show to discuss efforts within the Department of Medicine to connect researchers and specialists in the department with family doctors in the community and reduce wait times for referral patients.

Warren Mabee (School of Policy Studies, Geography and Planning) commented on CBC-TV on the new proposal by Premier Kathleen Wynne regarding electricity rate cuts. He also discussed the Donkin Mine reopening on CBC Radio.

RADIO

Jacalyn Duffin (Medicine) discussed a shortage of chemotherapy drugs uncovered in Ontario, why drug shortages happen, and what can be done to mitigate the risk of shortages of essential medicines, on NewsTalk 1010. AM740 and AM 640 as well as CTV News Network.



Roel Vertegaal (Human Media Lab) answers a listener's question on whether the weight of your phone increases when files are stored on it, on CBC Radio Quirks and Quarks.

Expanding online offerings

BY COMMUNICATIONS STAFF

Queen's University has received approximately \$1.2 million in funding from eCampusOntario to develop or redesign seven online programs through the New Program Development grant program.

eCampusOntario, which represents Ontario's 45 colleges and universities, put out a call for proposals in July 2016 and received 174 submissions. A total of 61 sub-

missions received funding totaling more than \$21 million.

Of the seven successful proposals from Queen's six were submitted by the Faculty of Arts and Science and one was submitted by the Faculty of Health Sciences.

The successful proposals cover a broad range of subjects including entrepreneurship and innovation, health leadership, and undergraduate research.

"Queen's has a proven track

record in securing funding to support the development of online learning," John Pierce, Acting Vice-Provost (Teaching and Learning), says. "In this round alone, over 10 per cent of the 61 successful proposals were from Queen's. Our successes are a direct result of the expertise and engagement that our faculty and staff bring to the development of these innovative, well-designed courses. Collectively, we remain committed to facilitating a transformative online learning experience for our students, and these new projects will contribute to that."

Queen's already has more than 160 courses available online, as well as five full degree programs. More information about online offerings is available on Queen's online learning hub (queensu.ca/academics/onlinelearning).

Doctor of Science - Rehabilitation and Health Leadership

Grant: \$182,594

Project will work to develop

the new Doctor of Science in Rehabilitation and Health Leadership (DSc RHL) plus four courses within this program. The DSc (RHL) is a professional doctorate that will produce 'leader scholars.'

Queen's Entrepreneurship and Innovation Certificate (QEIC)

Grant: \$363,835

Project is to develop a new fully online certificate program in innovation and entrepreneurship to be launched in Fall 2018.

Certificate in Employment Relations (CEMPR)

Grant: \$262,956

Project will redesign a certificate program in employment relations for fully online delivery, to be launched in Summer 2018.

Master of Earth and Energy Resources Leadership

Grant: \$151,317

Project will develop three courses for the new online Master of Earth and Energy Resources Leadership (MEERL) to be

launched in January 2017. MEERL is a part-time, course-based, graduate program introduced by the Department of Geological Sciences and Geological Engineering.

Global Action and Engagement Certificate (GAEC)

Grant: \$212,517

Project will develop a new, fully online undergraduate Global Action and Engagement Certificate (GAEC), and three core courses, to launch in Fall 2018.

Certificate in Advanced Research Skills

Grant: \$187,298

Project will develop a new, fully online certificate program in advanced research skills, to be launched in Fall 2017.

French for Professionals Certificate

Grant: \$214,047

Project is to develop a new fully online undergraduate certificate in French for Professionals to be launched in Fall 2018.



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The African and Caribbean Students' Association (ACSA) held its annual Culture Show on Saturday, March 11 at Theological Hall. The Culture Show is a multicultural variety showcase, featuring a fashion show and performances from Queen's students and members of the Kingston community. A portion of the proceeds from the event were donated to Queen's Kenya Help.



PHOTOS BY BERNARD CLARK

Out of the classroom, into the wild

BY CHRIS ARMES,
COMMUNICATIONS OFFICER

From Feb. 14-27, a group of Queen's biology students had the experience of a lifetime during a two-week field course in Jalisco, Mexico.

A collaborative effort between Queen's and the Universidad Michoacana de San Nicolás de Hidalgo, this combined undergraduate and graduate course provided students with the rare opportunity to explore the rich biological diversity of western Mexico's cloud forests and dry tropical forests, and to study a range of exotic animals and plants in their native habitats.

Stephen Lougheed (Biology) led the course along with Queen's colleague Yuxiang Wang (Biology) and Javier Salgado Ortiz, a Queen's biology alumnus and now professor at Universidad Michoacana. Dr. Lougheed says the course allowed both Canadian and Mexican students to experience first-hand ecological interactions and species that they may



Students pose in front of the sign at Estación Científica Las Joyas - one of two field stations visited during the course.

SUPPLIED PHOTO

have studied in the classroom, as well as learn about other cultures and research from other regions of the world.

"One of the highlights for students was interacting with professors and fellow students in a field context from dawn to well past dusk," says Dr. Lougheed. "I think that changes the perspec-

tive a lot – seeing not only the tremendous research being conducted, but some of the challenges faced by field biologists as well."

During their two weeks in the field, the class visited two field stations: Estación de Biología Chamela and Estación Científica Las Joyas. In Las Joyas, the stu-

dents explored the cloud forests – a type of evergreen montane tropical forest famous for its high humidity, low-level cloud cover, and unique diversity. The students studied aspects of the ecology of some of the animals and plants inhabiting the forest, gathering data that will be evaluated for a final project they will complete upon their return.

Students also visited Isla Pajarera – Bird Island – where they observed American oystercatchers, magnificent frigate birds, brown boobies, and other varieties of birds associated with these coastal environments. Dr. Lougheed says that, while the logistics of traveling to remote research locations can be a challenge, these immersive learning opportunities more than make up for it.

"We try to teach these courses in locales that are somewhat remote and relatively pristine," explains Dr. Lougheed. "Located on the border between the Neotropic and Nearctic biogeographic realms, Jalisco has exceptional di-

versity and a unique mix of species. There is some terrific ecological research being done here by Mexican scientists, as well as important conservation initiatives."

While the course may sound like a vacation, the students and professors were kept plenty busy with seminars, field exercises, long hikes, and research for their final assignment.

Throughout the course, students posted daily summaries of the course to a course blog (queensumexico2017.sclougheed.ca/). To learn more about field course offerings, please visit the Department of Biology website (biology.queensu.ca/).

Queen's offers a number of opportunities for students to undertake international study experiences – through field courses abroad, exchange programs, or studying at the Bader International Study Centre (BISC). For more information, please visit the Queen's University International website (queensu.ca/international).



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Celebrating research in education

BY COMMUNICATIONS STAFF

Research at the Faculty of Education was highlighted recently through the inaugural Celebration of Scholarly Activity.

At the event, six faculty members were recognized for their achievements and had the opportunity to share their experiences and research with their colleagues.

Similar events have been held in the past but were not focused on the range of award- and grant-winning research that is being done by faculty members. The Celebration of Scholarly Activity offered the opportunity for faculty members to share their insights as well as hear about the work being accomplished by colleagues.

"We're emphasizing partnerships, working together, building community. Through these kinds of recognitions, we can build a strong research culture within a faculty that also encourages collaborations and attracts external partnerships," says Rebecca Luce-Kapler, Dean, Faculty of Education. "This event is a chance to



Liyang Cheng, Acting Associate Dean of Graduate Studies and Research at the Faculty of Education, hosts the first Celebration of Scholarly Activity at the Education Library in Duncan McArthur Hall.

celebrate accomplishments and let people know what's happening in the Faculty of Education and that research and teaching are priorities for us."

Recognizing the research component is vital not only for the Faculty of Education but for the Queen's and surrounding communities as well, adds John Fisher, Interim Vice-Principal (Research).

"We know we have a transformational educational experience

at Queen's and embedded alongside and within is the research of educators – that may be in choral music, it could be in how to enhance math education," Dr. Fisher says. "They contribute to the social fabric of our community and have a huge impact in different areas of the city and in education and methods to enhance education of children as well as in the discovery of methods to better communicate education."

UNIVERSITY COMMUNICATIONS

RECOGNITION

Ben Bolden – recipient of the 2016 Choral Canada Competition for Choral Writing for his composition *Tread Softly*; and a new chairholder of the Faculty of Education's UNESCO Chair in Arts and Learning.

Rosa Bruno-Jofre – recipient of a SSHRC Connection Grant for the project "Educationalization of social and moral problems in the western world and the education-alization of the world: historical dimensions through time and space"; and ASPP Publication Grant for the work "Catholic Education in the Wake of Vatican II."

Liyang Cheng – authored the book "Assessment in the Language Classroom - Teachers Supporting Student Learning" (2017)

Lynda Colgan – recipient of a Ministry of Education grant for the project "Building parent engagement: A project to support the implementation of Ontario's Renewed Mathematics Strategy"; Ministry of Education and the KNAER Secretariat grant for the project "Mathematics Knowledge Network: The Fields Institute."

Amanda Cooper – co-recipient of SSHRC Partnership Development Grant for the project "CITED: Partnered knowledge mobilization between researchers and media organizations."

Richard Reeve – co-edited the book "Design as Scholarship: Case Studies from the Learning Sciences" (2016).

A spotlight on human rights

BY COMMUNICATIONS STAFF

The inaugural Isabel Human Rights Arts Festival is offering a wide range of concerts, film screenings and an art exhibit to help promote awareness and action on the issue locally and worldwide.

The first-ever event is highlighted by a concert by Juno Award-winning soprano Measha Brueggergosman as well as three international human rights films screened at the Toronto International Film Festival.

"The arts are a powerful voice in promoting awareness and action in human rights," says Tricia Baldwin, Director of the Isabel Bader Centre for the Performing Arts. "We are privileged to partner with diverse artists and human rights activists who have dedicated their lives to create a fairer and inclusive future for humanity. Nothing could be more important in this challenging political world climate, in which we are now immersed, than to inspire people to actively participate and create a political and legal environment that will protect diverse world citizens from prejudice, hatred and violence."

Tickets are available at theisabel.ca or by calling 613-533-2424.

SCHEDULE

Tuesday, March 28, 7:30 pm

Songs of Sovereignty

Concert features Marion Newman, Jeremy Dutcher and Cheryl L'Hirondelle, and is hosted by Queen's Canada Research Chair of Indigenous Art, Dylan Robinson. Indigenous artists reclaim their musical heritage and showcase the vibrancy of Indigenous music today.

Wednesday, March 29, 7:30 pm

Measha Brueggergosman: Songs of Freedom

Juno Award-winning singer Measha Brueggergosman reconnects with her African heritage in her moving concert of African-American spirituals.

Human Rights Watch Festival – Toronto International Film Festival

Monday, April 3, 7:30 pm

Syrian Love Story – Directed by Sean McAllister

A love story between a Palestinian freedom fighter and a Syrian revolutionary who met as political prisoners.

Tuesday, April 4, 7:30 pm

Tickling Giants – Directed by Sara Tacksler

Baseem Youssef, the "Egyptian

Jon Stewart", fights for free speech with wit and insight, but it's no laughing matter.

Friday, April 7, 7:30 pm

No Dress Required – Directed by Cristina Herrera Borquez

Victor and Fernando are stylists in Mexicali, Mexico who are the go-to professionals for the city's socialites. To their customers, they were a lovely couple – until they decided to legally marry. Losing the support of customers and friends and confronting a backlash of criticism, through their fight they woke up members of Mexicali's society to fight homophobia and inequality.

April 5-13

Access Art Queen's – Art & Media Lab exhibit at the Isabel

Disability as social identity. In collaboration with the Queen's University Equity Office.

Thursday, June 1, 7:30 pm

Charlotte: A tri-coloured play with music

Premiere of concert version by Alon Nashman and Aleš Brežina, and directed and designed by Pamela Howard, features the art and words of artist Charlotte Salomon whose life was cut short in Auschwitz.



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Innovators Entrepreneurs & Collaborators

A passion for harmony

The Innovators, Entrepreneurs, and Collaborators series profiles regional innovations, startups and collaborations that are flourishing and which engage Queen's faculty, staff and/or students.

BY IAN COUTTS

As entrepreneurs go, Shahram Yousefi is a paradox – a “black sheep,” he says.

Most entrepreneurs seek to strike it rich. First and foremost, the professor in the Department of Electrical and Computer Engineering at Queen's is looking for solutions to problems. Entrepreneurs are single-minded. Once they have an idea, they clamp on like an angry pit bull, to the exclusion of everything else. He has not one but two seemingly different ideas, both of which he is passionate about. And, in a world where new ideas and products are hailed for their “disruptive” potential, he says that at the root of what he does is “my passion for harmony.”

Innovation Park is helping him realize it.

Arriving at Queen's in 2003 (drawn, he says, by the university's generous policies towards the intellectual property its professors develop and students who “are strong on the technical but understand the social and business aspects of what they do”), he spent his 2008 sabbatical at Switzerland's École Polytechnique Fédérale de Lausanne.

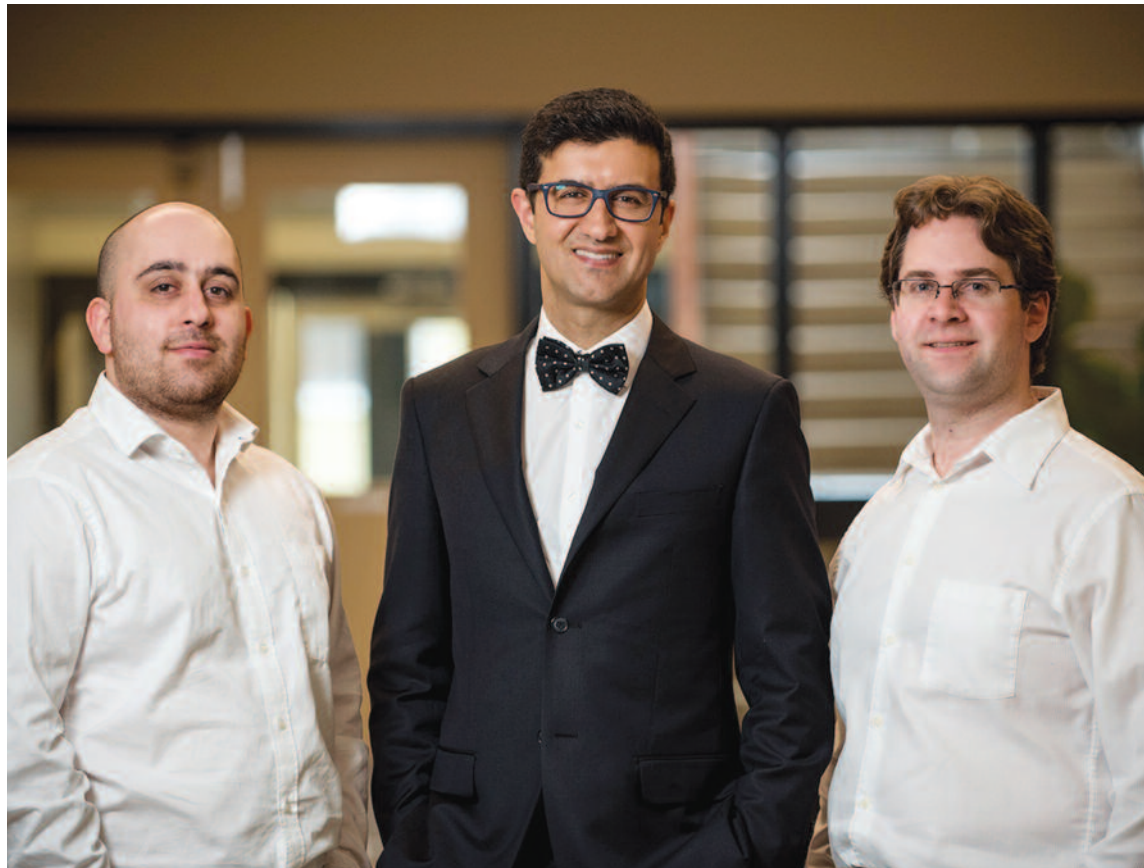
“It's a very entrepreneurial school,” he says. “And when I got back I decided I wanted to concentrate more on entrepreneurial projects.”

To that end he has developed a new entrepreneurial stream within electrical and computer engineering programs dubbed ECE innovation or ECEi. Dr. Yousefi praises Kim Woodhouse, Dean, Faculty of Engineering and Applied Science, Michael Greenspan, his department head, and Greg Bavington, Executive Director of the Dunin-Deshpande Queen's Innovation Centre, for fostering a culture of innovation and entrepreneurship.

Out for a meal with a medical resident friend one evening in 2012 he was shocked when she told him that a young mother and her twins had died because a scheduling mistake meant that a needed specialist was not on duty.

“I couldn't believe what I was hearing and could not get it out of my head for days,” he says.

Talking to other health care



The tech firm Canarmony has developed a healthcare scheduling tool called MESH. From left: Hassan Nouri, Chief Technology Officer; Dr. Shahram Yousefi, Co-founder, President and CEO; and Ethan Heming, Chief Product Officer.

professionals, he learned that medical scheduling was incredibly complicated, but usually done with very simple, and inappropriate, tools like spreadsheets and emails.

“And communications between the scheduler and the team were very spotty and extremely rudimentary,” Dr. Yousefi says.

A chief resident of cardiology might spend an entire weekend trying to schedule his or her first-, second- and third-year residents. Add in trying to juggle sick days and holidays and other variables, and there were many possibilities for errors.

“Because I come from an algorithm background, I knew that these were the hardest problems to deal with in computer science. Difficult but not impossible,” Dr. Yousefi says. “Here was a great chance to create a system that would harmonize doctors' and other healthcare professionals' work schedules.”

He started working on it in 2013, and in 2014 he and his co-founder, Dr. Mohsen Omrani, a medical doctor and neuroscientist, incorporated Canarmony (as in Canadian Harmony – there's that idea again).

Yousefi's solution is a cloud-based scheduling tool called

MESH (which combines the initials of the four developers' first names and says succinctly what the tool does).

“It meshes staff schedules seamlessly, at the push of a button,” he says. “You identify whom you need, say so many E.R. nurses and so many residents and with what skills.”

MESH can even incorporate who wants to work with whom and what shifts they prefer.

“When the schedule is done, it gets pushed along to everyone in the pool,” he says.

They can access it through iOS and Android mobile apps on their phones, tablets, or via any web browser on any computer. If anything changes, because of sickness or an accident, everybody gets informed in real time.

“The other thing MESH does is allow people to swap shifts really easily,” Dr. Yousefi says. “Life does not happen on schedule. Just send out a swap request on your phone and someone can take your shift.”

A self-described perfectionist, Yousefi and partners have taken their time developing MESH. Today the company is trialing the app with medical users, including Kingston General Hospital and Hotel Dieu, and plans to launch a

new version of the app featuring an “improved Canarmonizer” (as he terms the algorithm) and a “more user-friendly and attractive version of the interface.” Monetization comes next.

“What got us where we are has been the move to Queen's Innovation Park,” says Dr. Yousefi. “We've received lots of help. There are so many examples. We've made connections through IRAP and OCE, we've had so many networking and learning opportunities in the last six months.”

“Not only has it been good for the company as a whole, but our people have benefited individually.”

With a mission-focused startup like Canarmony, “it is extra important to make sure the team is highly motivated.” Thanks to Canarmony's involvement in GrindSpaceXL (Innovation Park's acceleration program for startups that offers them work space and expert advice), “they understood a lot better what we were doing and why. We also worked out where we were not doing things optimally. The amazing team at the Innovation Park harmonized Canarmony even further.”

MESH would be enough to

keep most entrepreneurs busy. Not Dr. Yousefi.

“I teach my students you want to be the sharpest knife – you do one thing and you do it the best. So I am seemingly violating that by launching a second product” called OPTT (for Online Psychotherapy Tool). Many people seek psychotherapy help, but for various reasons – geographic isolation, personal schedules, cultural or language barriers or stigma – cannot get it. OPTT lets them access help over the web, connecting them with mental health professionals, and offering tests, cognitive behaviour therapies and exercises, completely confidentially.

“OPTT creates a clinic-in-the-cloud delivering the latest clinically proven methods of therapy through our proprietary modules,” he says. Still in its early stages, “We want to get hospitals and governments involved. It's a challenging feat, but I am not here to do something easy.”

Currently on sabbatical, as well as researching fifth-generation wireless telecommunication systems (5G) at the University of California, Santa Cruz, he is working with his PhD students at Queen's on mass cloud-based data storage and transmission technologies for high-rate applications such as video. They have one recent U.S. patent filed with one more under review by PARTEQ Innovations (Queen's commercialization arm) also located at Innovation Park. Dr. Yousefi is also busy “growing a Canarmony subsidiary in the Bay Area, to benefit from, the rich high-tech ecosystem around San Francisco.”

Dean Woodhouse has also appointed Yousefi faculty liaison to C100, a non-profit association of Canadian business leaders based in the San Francisco Bay Area dedicated to helping Canadian high-tech start-ups and our next generation of entrepreneurs and innovators.

“One thing I hear again and again from entrepreneurs and investors is that Canada is the place to be. Toronto, Ottawa, Kingston. They are it. Down here (in the Bay Area), people are not going to offer you the kind of support we have received at Innovation Park, and are still receiving,” Dr. Yousefi says. “So kudos to Janice and the teams at Innovation Park. Deciding to move there has been the single most important decision we have made since Canarmony's inception.”

PHOTO BY GARRETT ELLIOTT

Cultural communicator

BY ANDREW CARROLL,
GAZETTE EDITOR

Having lived in Canada for a period of seven years, Cuban hip-hop/rap artist Telmary has gained valuable insight into the cultures of both countries.

During her March 5-11 visit as part of a continuing exchange with the University of Havana, Telmary shared her experiences and music with the Queen's community through a series of talks and performances.

A foundational figure in Cuban rap, Telmary describes herself first as a communicator, a journalist using an alternative medium. All of her work begins as writing and then is shared through her music.

It's the connection with the audience she is looking for.

"Everything that I write ends up in a song eventually. That's what I do," she says. "But I can't say that just to write makes me completely satisfied, happy. My special moment is when I am on stage. More than being a recording artist I prefer to be on stage. I like to perform, I like to express in front of the audience, and my goal is to find two eyes that are connected to me and get the message."

During her time in Canada she found that she was able to connect with audiences – the music overcame the barriers of language and geography she says.

While she enjoyed her time in Toronto, lacking a support network here Telmary returned to her homeland to give birth to her daughter. That reconnection with Cuba provided a new spark for her artistic career and she decided to stay.



UNIVERSITY COMMUNICATIONS

Cuban hip-hop artist Telmary visited Queen's March 5-11 as part of a continuing exchange with the University of Havana and took part in talks, classes and performances.

"I decided to come back to Cuba and I thought it was for a short period at the beginning and then I discovered that I really needed to stay because my muse actually woke up when I came back," she says. A new album soon followed.

Music holds a significant place in the Cuban culture Telmary explains and the focus is more on the art form itself rather than celebrity.

"You are a full-time musician in Cuba. Everybody respects you and you have an audience that is honest, that is demanding and educated," she says. "If you do something over there and people don't like it, they are not afraid to tell you. That is my thermometer."

Telmary's visit is part of a continuing exchange in support of the Global Development Studies (DEVS) course "Cuban Culture and Society." Through the course a group of up to 40 Queen's students also travels to Cuba as part

of the collaboration with the University of Havana.

Karen Dubinsky (Global Development Studies), one of the course's instructors along with Susan Lord (Film Studies), has been an admirer of Telmary's for years and has seen her connect with students as a visitor to the course.

"I see in Telmary the same quality that I see in Carlos Varela (the first artist to participate in the exchange) and that is this ability to communicate daily life and daily truths in a way that is both beautiful, poetic but also educational – educational – educational for me as well as an outsider who is always trying to figure out what is going on in this society that is not my own," Dr. Dubinsky says. "It is a joy to watch someone who has artistic performance training but who also has the sensibility of a teacher who knows how to communicate that when she's talking to students. And the students love her."

through the lens



The Queen's community celebrated the book launch of the third volume of Queen's official history, *Testing Tradition*, written by University Historian Duncan McDowall, in the 1923 Reading Room of Douglas Library on Thursday, March 9. The book covers the period of 1961 to 2004.



gradstudies

EVENTS

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

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 Sensing 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. Alder-

sey, R. Lysaght, 402B Gordon Hall, 8:30 am.

Friday, April 7

Aneesh Pradyumna Tarun, Computing, 'Electronic Paper Computers: Interacting with Flexible Displays for Physical Manipulation of Digital Information'. Supervisor: R.P.H. Versteeg, 524 Goodwin Hall, 11 am.

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.

Monday, April 10

Lindsay Heggie, Education, 'Multisyllabic Word Reading in Grades 4 and 5; Accuracy, Errors and Associated Child-Level Skills'. Supervisor: L. Wade-Woolley, B245b McArthur Hall, 9 am.



GRADUATE PROGRAM

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eventscalendar

Wednesday, March 22, 5-7 pm PhD-Community Initiative Team Presentations & Reception

Join us in celebrating the success of our PhD-Community Initiative pilot program. This initiative has brought together 17 PhD students from a variety of research fields into interdisciplinary teams to assist local community organizations. 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 academic arena.

Thursday, March 23, 1-2:30 pm Law Visitor: Frank Pasquale, University of Maryland

Discussion of "A Rule of Persons, Not Machines" Macdonald Hall Room 515

Thursday, March 23, 5:30-9:30 pm History Department: Nugent Lecture Selcuk Esenbel

Between Modern Universalism, New Traditionalism, and Alternative Modernity: Global Perspectives on Japan and Turkey's Quest for Modernity in an American Century. Donald Gordon Centre, Conference Rm B

Thursday, March 23, 6:30- 8:30 pm Law and Biosciences Visitor: Frank Pasquale and Evelyn Ruppert

McCarthy Tétrault Information Technology Law Visitorship Visiting Speakers Evelyn Ruppert and Frank Pasquale, Big Data Futures- Data Politics. Biosciences Room 1102

Friday, March 24, 9 am-1 pm A Morning of Talks for The Unvarnished Truth

At the Agnes Etherington Art Centre, The Unvarnished Truth demonstrates the ways in which art historians, conservators, and conservation scientists advance understanding of a painting's physical history. This series of talks by some of the show's contributors elucidates the ways in which these avenues of inquiry support each other. This event is free and open to all, but registration is required: call 613-533-2190.

Friday, March 24, 7:30-9:30 pm Queen's Symphony Orchestra and Choral Ensemble

These two ensembles are pairing up to present Carl Jenkins' The Armed Man. Admission: \$15 adults; \$7 students/seniors. Tickets available online at theisabel.ca, by phone at 613-533-2424, or at the door. Isabel Bader Centre for the Performing Arts

Saturday, March 25, 10 am-4 pm First Peoples Talking Circle

This First Peoples Talking Circle has been designed with local input from the Indigenous community and will be facilitated by Three Things Consulting, an Indigenous owned company who works nationally on reconciliation projects and calls Kingston home. This is part of a larger process being facilitated by the City of Kingston that supports all professionals, community members, and specific populations, (youth, newcomers, seniors, business leaders etc.) with an opportunity to build their awareness, understanding and competency as they walk towards the path of reconciliation.

Saturday, March 25, 7:30-9:30 pm Queen's Polyhymnia Choir

Polyhymnia Choir, directed by Darrell Bryan. Admission: \$15 adults; \$7 students and seniors. Tickets can be purchased online at theisabel.ca, over the phone at 613-533-2424, or at the door. Isabel Bader Centre for the Performing Arts

Sunday, March 26, 2 pm and 8 pm "Dido and Aeneas" presented by the Queen's Opera Ensemble

The Dan School of Drama and Music presents its full production of Dido and Aeneas. Co-directed by Diane Baird and Bruce Kelly and accompanied by a full string quartet and harpsichord. Admission: \$15 adults; \$7 students and seniors. Tickets available online at theisabel.ca, or over the phone at 613-533-2424. Theological Hall

Sunday, March 26, 2:30-4:30 pm Queen's Wind Ensemble Concert

Queen's Wind Ensemble, directed by Dan Tremblay. Admission: \$15 adults; \$7 students and seniors. Tickets can be purchased online at theisabel.ca, by phone at 613-533-2424, or at the door. Isabel Bader Centre for the Performing Arts

Monday, March 27, 4-6 pm Reading by Giller Prize-winning author Madeleine Thien

The Department of English is honoured to present a Public Reading and Book Signing with Madeleine Thien, 2016 winner of the Scotiabank Giller Prize for Do Not Say We Have Nothing in the Agnes Etherington Art Centre. This event is free and open to the public.

Tuesday, March 28, 2017 (all day) Summer Group Fitness Registration at the ARC

Register today for a Summer Group Fitness program at the ARC.

Tuesday, March 28, 6-8 pm ARC Mega Class - Yoga Rave

Athletics & Recreation welcomes students, staff, faculty and the Kingston community to take part in our large format Mega Class in the main gym of the ARC. This class will have everyone moving and sweating during a fun and motivating 45-minute long class.

Tuesday, March 28, 6:30-9:30 pm Leonard Schein Visiting Artist Fund Presents Ali Kazimi

Lecture, Screening, and Q&A on his recent film Random Acts of Legacy. Reception to follow in the Film Student Lounge. Isabel Screening Room 222.

ACROSS

- 1) Unattractive fruit
- 5) With ___ breath (anxiously)
- 10) Gets more mature
- 14) Caught in the act
- 15) Very old calculators
- 16) Carvey of "Wayne's World"
- 17) Appealed, as for mercy
- 18) Russian country home
- 19) "Curses!"
- 20) Three silly things
- 23) Borders upon
- 24) Earthy pigment
- 25) Standard operating procedure
- 28) Increase the workforce
- 30) Multivitamin ingredient
- 31) Deceptive maneuver
- 33) Neighbor of Mexico
- 36) Three silly things
- 40) "Will that be ___?"
- 41) Andean animal
- 42) Blemish on a chrome fender
- 43) Be ill-humored
- 44) Type of heavy hammer
- 46) Carry away, in a way
- 49) Luster
- 51) Three silly things
- 57) Dublin's land
- 58) Bouquet
- 59) Surefooted mountain goat
- 60) Shorten, as a photo
- 61) "Beat it!"
- 62) Finished
- 63) Addition column
- 64) 1,000 kilograms
- 65) Parts of tennis matches

DOWN

- 1) Mail org.
- 2) Money, in slang
- 3) Nasty look
- 4) Calligrapher's purchase
- 5) Villain in an old movie
- 6) Behind, at sea
- 7) Chihuahua fare
- 8) Lingering sound effect
- 9) Old radio feature
- 10) Present as evidence
- 11) Brooks of country music
- 12) Related maternally
- 13) Mythical debaucher
- 21) Where "Frasier" was found
- 22) ___-cochere (carriage entrance)
- 25) Bread with a pocket
- 26) Kind of thermometer
- 27) Hang loose
- 28) "Hey!"
- 29) Newly elected politicians
- 31) Type of jacket
- 32) "A Nightmare on ___ Street"
- 33) Kind of car
- 34) Partner of dance
- 35) Poker hand requirement
- 37) Music genre
- 38) Not feeling even 50 percent
- 39) Lymphoid tissues
- 43) Makes tea, in a way
- 44) Certain bun seed
- 45) Edible chicken part
- 46) Boot out
- 47) France's longest river
- 48) Canton neighbor
- 49) Disdain
- 50) Defender of Castle Grayskull
- 52) Protest activity, for some
- 53) With the bow, in music
- 54) Woodwind instrument
- 55) Dispatched
- 56) Couple no more

SILLY STUFF

By Timothy E. Parker

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

Gaels place fourth at national tourney

BY COMMUNICATIONS STAFF

The Queen's Gaels women's basketball team was unable to solve the Carleton Ravens for a third time this season, falling 53-43 in the U Sports bronze match Sunday, March 12 in Victoria, B.C.

Playing in the final game of her U Sports career, fifth-year Gaels player Robyn Pearson was named Player of the Game for Queen's after registering six points, six rebounds and three blocks.

Andrea Priamo led the Gaels in scoring with eight points along with five rebounds. The Ravens' Catherine Traer led all scorers with 18 points.

The Gaels had a record-setting campaign going 18-1 in the regular season.

"It was a great year for us overall," head coach Dave Wilson says. "We set goals, made strides and were able to get almost all the way to the goal we set for ourselves. We look at this as an opportunity from which to build go-



Abby Dixon of the Queen's Gaels is defended by Stephanie Carr of the Carleton Ravens during the bronze medal game at the U Sports women's basketball championship Sunday, in Victoria, B.C.

ing forward."

The Ravens beat the Gaels in all three matchups this season, including handing Queen's their only loss in the regular season and

in the OUA final.

On Saturday, the Gaels lost their semifinal matchup with the Laval Rouge et Or 78-67.

Gemma Bullard led the Gaels

with 17 points while Pearson grabbed 13 rebounds.

Queen's opened the Final 8 tournament with a 60-51 win over the Cape Breton Capers.

fittips

Keep on moving

We live in a computer-based world, and spend too much time sitting. Here are a few ways to burn more calories:

- **Clean up!** Move your trash-can away from your desk, so you have to go for a short walk to throw things away.
- **Fidget!** Simply tapping your foot during your favorite songs throughout the day can help you burn calories.
- **Stand tall!** If you want to slim down and boost your confidence, good posture is the first step. It will help you burn extra calories.
- **Have a giggle!** Laughing for 10-15 minutes a day burns an additional 50 calories each day.
- **Take the stairs!** A person climbing stairs uses around 10 calories per minute.

You don't have to dramatically reschedule your day to be active. Be creative and you will find new ways to add movement to your day.

PHOTO BY ARMANDO TURRA

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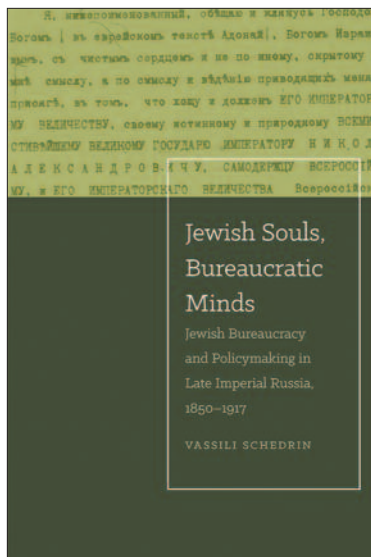
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books

Jewish Souls, Bureaucratic Minds Jewish Bureaucracy and Policymaking in Late Imperial Russia, 1850-1917 by Vassili Schedrin (History)

Jewish Souls, Bureaucratic Minds examines the phenomenon of Jewish bureaucracy in the Russian empire – its institutions, personnel, and policies – from 1850 to 1917. In particular, it focuses on the institution of expert Jews, mid-level Jewish bureaucrats who served the Russian state both in the Pale of Settlement and in the central offices of the Ministry of Internal Affairs in St. Petersburg. The main contribution of expert Jews was in the sphere of policymaking and implementation. Unlike the traditional intercession of shtadlanim (Jewish lobbyists) in the high courts of power, expert Jews employed highly routinized bureaucratic procedures, including daily communications with both provincial and central bureaucracies.

Vassili Schedrin illustrates how, at the local level, expert Jews advised the state, negotiated power, influenced decisionmaking, and shaped Russian state policy toward the Jews. Schedrin sheds light on the complex interactions between the Russian state, modern Jewish elites, and Jewish communities. Based on extensive new archival data from the former Soviet archives, this book opens a window into the secluded world of Russian bureaucracy where Jews



shared policymaking and administrative tasks with their Russian colleagues. The new sources show these Russian Jewish bureaucrats to be full and competent participants in official Russian politics. This book builds upon the work of the original Russian Jewish historians and recent historiographical developments, and seeks to expose and analyze the broader motivations behind official Jewish policy, which were based on the political vision and policymaking contributions of Russian Jewish bureaucrats.

Scholars and advanced students of Russian and Jewish history will find *Jewish Souls, Bureaucratic Minds* to be an important tool in their research.

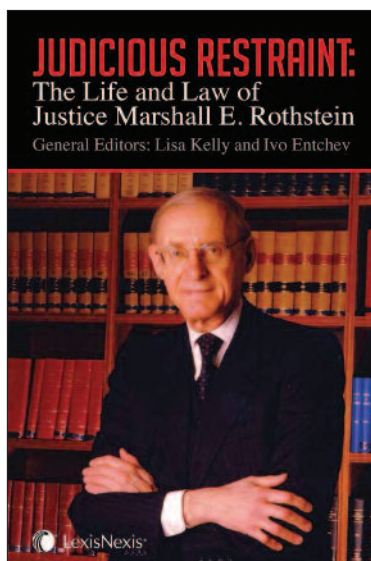
Judicious Restraint: The Life and Law of Justice Marshall E. Rothstein - General Editors: Lisa M. Kelly (Law) and Ivo Entchev

This collection of essays examines Justice Marshall E. Rothstein's significant and enduring contributions to Canadian law.

The volume is organized in three parts – The Role of the Judge, Defining Deference in the

Administrative State, and Interpreting Private and Public Law – and offers a range of scholarly and professional perspectives on Justice Rothstein's influence on public and private law, from his days as a leading civil litigator through his tenure on the Supreme Court of Canada.

For generalist and specialist audiences alike, this collection paints a compelling portrait of one of



Canada's leading jurists and sparks insights into the law and politics of judging.

fortherecord

COMMITTEES

Review Committee appointed for the Head, Department of Biomedical and Molecular Sciences

Dr. Michael Adams' first term as Head, Department of Biomedical and Molecular Sciences will end on June 30, 2017 and Dr. Adams has indicated that he is willing to be considered for reappointment. In accordance with the terms of the Collective Agreement between Queen's University and the Queen's University Faculty Association an abridged Selection Committee has been established to provide advice to the Provost and Vice-Principal (Academic) of Queen's University on the reappointment of Dr. Adams and the present state and future prospects of the Department. The membership of the Committee includes:

- Dr. Bruce Banfield – Professor, Department of Biomedical & Molecular Sciences (elected member)
- Dr. Nancy Martin – Associate Professor, Department of Biomedical & Molecular Sciences (elected member)
- Dr. Thomas Massey – Professor, Department of Biomedical & Molecular Sciences (elected member)
- Dr. James Reynolds – Professor, Department of Biomedical & Molecular Sciences (elected member)
- Dr. Louise Winn – Professor, Department of Biomedical & Molecular Sciences (elected member)
- Dr. Helene Ouellette-Kuntz – Professor, Department of Public Health Sciences (selected by Dean)
- Dr. Michael Kawaja (chair) – Associate Dean Academic, School of Medicine
- Ms. Andrea Sealy (Secretary) –

Senior Staffing Officer, Faculty of Health Sciences

Faculty, staff, students, and other members of the university and health sciences communities are invited to submit comments on the present state and future prospects of the Department of Biomedical and Molecular Sciences and the degree of support for the reappointment of Dr. Adams as Head. Submissions are to be sent by Wednesday, March 29, to the chair either in writing c/o Andrea Sealy, 18 Barrie Street, Macklem House, Queen's University, Kingston Ontario, K7L 3N6 or electronically to andrea.sealy@queensu.ca. Responses will remain confidential and will be shared only with the members of the Review Committee; anonymous submissions will not be considered.

humanresources

Job postings

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

■ **Competition:** 2017-103
Job Title: Academic Advisor & Assistant to the Undergraduate Chair (USW Local 2010)

■ **Department:** Psychology
Hiring Salary: \$50,909 (Salary Grade 7)

■ **Hours per Week:** 35
Appointment Terms: Term Appointment (1 year)
Closing Date: 30-Mar-2017

■ **Competition:** 2017-100
Job Title: Director, Construction Department: Physical Plant Services
Hours per Week: 35
Appointment Terms: Continuing Appointment
Closing Date: 14-Apr-2017

■ **Competition:** 2017-099
Job Title: Research Assistant Department: Pediatrics
Hiring Salary: \$39,591 (Salary Grade 5)
Hours per Week: 35
Appointment Terms: Continuing Appointment
Closing Date: 02-Apr-2017

■ **Competition:** 2017-098
Job Title: Research Associate (USW Local 2010)
Department: Smith School of Business, Centre for Social Impact
Hiring Salary: \$50,909 (Salary Grade 7)
Hours per Week: 35

■ **Appointment Terms:** Term Appointment (2 years)
Closing Date: 27-Mar-2017

■ **Competition:** 2017-097
Job Title: Booking and Administrative Assistant (USW Local 2010)
Department: Isabel Bader Centre for the Performing Arts
Hiring Salary: \$39,591 (Salary Grade 5)
Hours per Week: 35

■ **Appointment Terms:** Continuing Appointment
Closing Date: 31-Mar-2017

■ **Competition:** 2016-447
Job Title: Manager, Data Governance and Data Quality
Department: Data Governance and Data Quality, Advancement Services
Hours per Week: 35

■ **Appointment Terms:** Continuing Appointment
Closing Date: 03-Apr-2017

Successful Candidates

■ **Job Title:** Financial Systems Coordinator (USW Local 2010)
Department: Financial Services
Competition: 2016-421

■ **Successful Candidate:** Andrew Beckett (Financial Services)

■ **Job Title:** Research Laboratory Technologist
Department: Pathology and Molecular Medicine
Competition: 2016-424/2016-R036
Successful Candidate: Gina Jones

■ **Job Title:** Financial Assistant (USW Local 2010)
Department: Faculty of Education
Competition: 2016-442
Successful Candidate: Casey Coleman

■ **Job Title:** Program Coordinator, Dunin-Deshpande Queen's Innovation Centre (DDQIC) (USW Local 2010)
Department: Office of the Provost and Vice-Principal (Academic)
Competition: 2016-407
Successful Candidate: Amanda Gilbert (Information Technology Services (ITS))

PUZZLE SOLUTIONS

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