



the gazette

Queen's University's newspaper of record since 1969 ■ queensu.ca/gazette ■ May 16, 2017

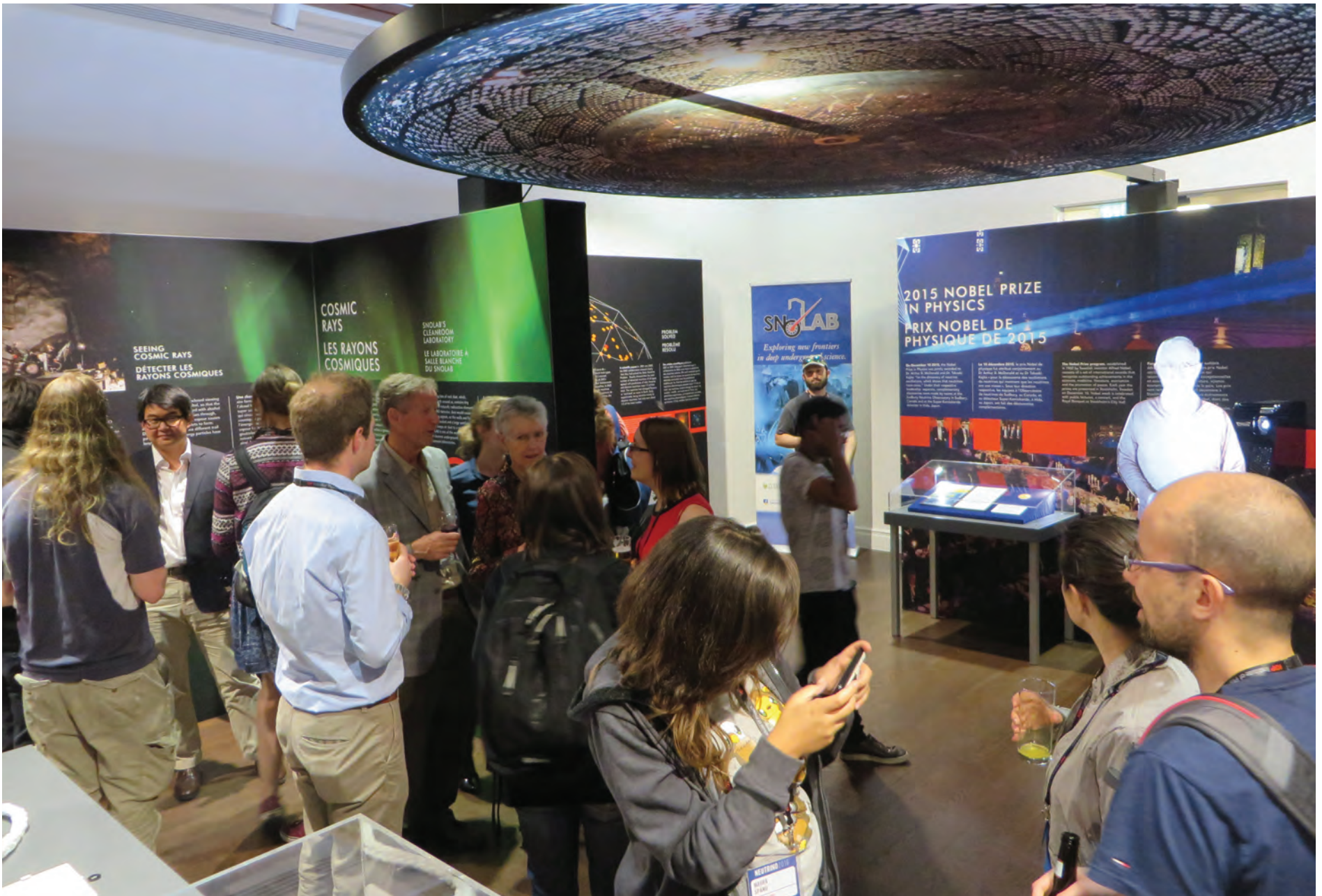


PHOTO BY PAUL GLEN, CANADA HOUSE

EYES ON THE UNIVERSE

After debuting at Canada House in London, England, on July 1, 2016, the *New Eyes on the Universe* exhibit, which highlights the discoveries of the Sudbury Neutrino Observatory (SNO) project led by Nobel Laureate Arthur McDonald, has toured across Canada. Now, the exhibit is coming to Queen's to help complete the university's celebrations of its 175th anniversary. Story on page 2.



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Exhibit offers interactive look at Nobel Prize-winning research

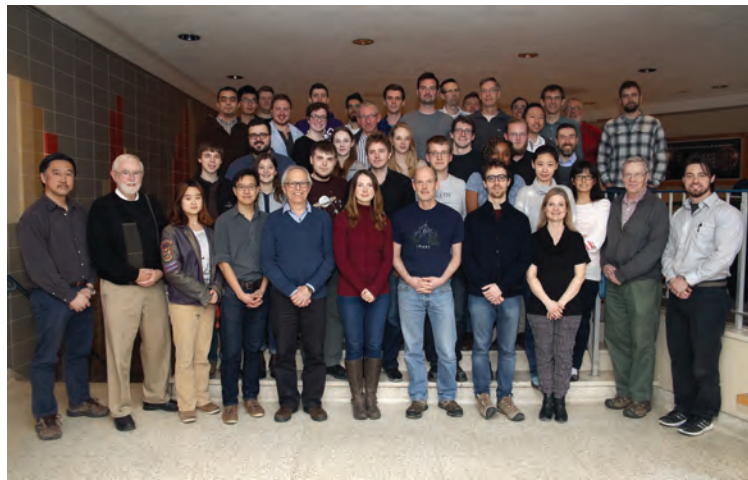
BY MARK KERR, SENIOR COMMUNICATIONS OFFICER

The Queen's and Kingston communities will soon have the opportunity to see where Nobel Laureate Art McDonald and his team conducted their groundbreaking physics experiments without travelling two kilometres underground.

The interactive exhibit, *New Eyes on the Universe*, is coming to Queen's University, starting on May 27. The exhibit highlights the discoveries of the Sudbury Neutrino Observatory (SNO) project. Dr. McDonald shared the 2015 Nobel Prize in physics for this experiment that proved that solar neutrinos change their flavour enroute to Earth, an important discovery for explaining the nature of matter and the structure of the universe.

New Eyes on the Universe also explores the ways in which the current SNOLAB facilities and experiments continue to push the frontiers in particle astrophysics.

"The exhibit is a wonderful way to bring the Queen's community closer to the work our team did in Sudbury as well as the research that continues at the facility," Dr. McDonald says. "We are excited to share the exhibit with the local region as well as with many of our colleagues who will



An upcoming exhibit will explore the new experiments that current Queen's researchers and students (pictured above) are conducting at the SNOLAB underground facility in Sudbury.

come to campus for the annual congress of the Canadian Association of Physicists in June."

Queen's is hosting the exhibit as part of its 175th anniversary celebrations, which will conclude later this summer.

"*New Eyes on the Universe* is a fitting way to cap our 175th anniversary," says Principal Daniel Woolf. "Over the past year, we have reflected on Queen's monumental contributions, while also contemplating what the future holds for the university. Similarly, this exhibit allows visitors to celebrate Dr. McDonald and his colleagues' outstanding accomplish-

ments and learn about the ways in which Queen's researchers, now and in the future, will play a leading role in unlocking the mysteries of the universe."

Intimate and Interactive

The exhibit's 40 panels present spectacular images of the history and development of SNO and SNOLAB, which is located two kilometres below the surface in the Vale Creighton Mine near Sudbury. Video kiosks let visitors explore themes and offer a virtual tour of SNOLAB. Through a life-size virtual display, Dr. McDonald presents information about the

work of SNO and SNOLAB and his perspective on the future.

The exhibit also includes a section on the 2015 Nobel Prize in Physics, which Dr. McDonald shared with Japanese physicist Takaaki Kajita. There are images from Nobel Week in Stockholm and a display of the Nobel Medal, citation, and artwork.

Exhibit artifacts include unique detector components developed especially for SNO, as well as a scale model of the SNO detector. Another area of the exhibit shares interviews with young scientists who started their scientific careers with SNO.

New Eyes on the Universe will be on display in the atrium of the Agnes Etherington Art Centre from May 27-July 7. Admission to the exhibit and the Agnes is free for everyone.

The *New Eyes on the Universe* exhibit is owned and circulated by SNOLAB. The exhibit debuted on July 1, 2016 at Canada House, Trafalgar Square in London, and it is touring across Canada this year.

The SNOLAB Institute is operated under a trust agreement between Queen's University, Carleton University, University of Alberta, Laurentian University, Université de Montréal, and Vale, and includes external and international membership from both academic and industrial sectors.

PHOTO BY BERNARD CLARK

the gazette

Volume 45, Number 9, 2017

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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. 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: June 6
Ad booking deadline: May 19
Ad artwork deadline: May 26
Noon editorial deadline: June 1

Issue date: Aug. 29
Ad booking deadline: Aug. 11
Ad artwork deadline: Aug. 18
Noon editorial deadline: Aug. 24

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A whirlwind tour of Washington D.C.

BY CHRIS ARMES, COMMUNICATIONS OFFICER

It was another full week for Queen's professor emeritus and Nobel Laureate Art McDonald, as he visited Washington D.C. for the annual meeting of the National Academy of Sciences (NAS) and delivered a presentation on the Sudbury Neutrino Observatory (SNO) experiment at the Canadian Embassy.

On Saturday, April 29, Dr. McDonald was formally inducted as a foreign associate of the National Academy of Sciences at the organization's 154th annual meeting. Dr. McDonald was one of 20 fellow researchers from 14 countries to receive the honour. Of the 490 foreign associates, Dr. McDonald is one of only 20 living Canadian researchers with membership in the academy – a group that includes Queen's Professor Emeritus Raymond A. Price (Geological Sci-

ences and Geological Engineering).

"Having conducted my graduate work at Cal Tech, served as a professor at Princeton and collaborated extensively with U.S. scientists throughout my research career, I am honoured to have been elected to the National Academy of Sciences," says Dr. McDonald. "At this important time in the dialogue on the importance of scientific research, I am proud to be granted membership in this highly respected group."

Established under a congressional charter signed by President Abraham Lincoln in 1863, the National Academy of Science recognizes achievement in science and provides science, technology, and health policy advice to the U.S. federal government and other organizations. Election to the Academy is widely considered one of the greatest achievements in science, and approximately 200 of its

members have received Nobel prizes.

"Induction into the National Academy is amongst the highest honours that one can receive, and is a testament to the significance of Dr. McDonald's research," says Queen's Principal Daniel Woolf. "This award is further recognition of the groundbreaking research conducted at the Sudbury Neutrino Observatory by Dr. McDonald and his collaborators. On behalf of the entire university community, I would like to extend him my most sincere congratulations."

Following the NAS annual meeting, on May 2, Dr. McDonald visited the Canadian Embassy in Washington. The theme of the evening focused on international research collaboration, particularly the U.S.-Canada collaboration on the SNO experiment and at the SNOLAB underground laboratory. Dr. McDonald, along with

John Fisher (Vice-Principal, Research) and Nigel Smith (SNO-LAB) gave presentations on the past, present and future of international collaborations at SNO-LAB and the value of international collaboration in leading-edge research. Science Minister Kirsty Duncan was also on hand to reiterate the government's commitment to international collaboration in science.

Queen's researchers and students are collaborating with colleagues around the world on innovative research projects that have the potential to bring about a wide variety of societal benefits. The university is committed to increasing global engagement by developing new international research collaborations and building sustained multinational partnerships. These activities foster an environment where resources and expertise can be shared and knowledge can be mobilized and translated.



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SUPPLIED PHOTO

Hugh Horton has been appointed vice-provost and executive director, Bader International Study Centre (BISC) and Herstmonceux Castle Enterprises (HCE).

Horton appointed to head up BISC

BY COMMUNICATIONS STAFF

Provost and Vice-Principal (Academic) Benoit-Antoine Bacon has announced the appointment of J. Hugh Horton as vice-provost and executive director, Bader International Study Centre (BISC) and Herstmonceux Castle Enterprises (HCE) for a five-year term effective July 1, 2017.

"I am very pleased that Dr. Hugh Horton has accepted this appointment," says Dr. Bacon. "Hugh has extensive international experience as well as an impressive academic and leadership record. Hugh has a deep understanding of both the BISC and Queen's and will bring tremendous personal integrity, conscientiousness and commitment to this role."

Dr. Horton is a professor of chemistry and is currently serving as the interim vice-dean in the Faculty of Arts and Science. Over the past seven years, he has held a

number of leadership positions within the faculty, including associate dean (studies) and associate dean (international).

In his current role, Dr. Horton is responsible for six academic departments while retaining responsibilities for the international portfolio of the Faculty of Arts and Science. He has worked as the academic liaison between the BISC and Arts and Science, notably leading the development and launch of the first-year science program at the BISC. He has led several Queen's delegations to China to negotiate 2+2 programs and study abroad agreements. He was also responsible for introducing the Queen's Undergraduate Internship Program in the Faculty of Arts and Science.

Dr. Horton will work with the current BISC management team, who will continue in their respective roles, towards building on their remarkable accomplishments over the past few years.

Deluzio to lead Engineering and Applied Science

BY COMMUNICATIONS STAFF

Queen's University has announced the appointment of Kevin Deluzio as dean of the Faculty of Engineering and Applied Science for a five-year term effective July 1, 2017.

Dr. Deluzio, a proud alumnus of Queen's, is currently the head of the Department of Mechanical and Materials Engineering as well as head of the Human Mobility Research Laboratory at Queen's. He has been a member of faculty at Queen's since 2006.

Previously, he was the founder and director of the Dynamics and Human Motion Laboratory at Dalhousie University and an associate professor in the School of Biomedical Engineering, cross appointed to the Department of Surgery.

"I am very pleased that Dr. Deluzio has accepted my invitation to lead the Faculty of Engineering and Applied Science at Queen's," says Daniel Woolf, Principal and Vice-Chancellor. "I am confident that the Faculty of Engineering and Applied Science will continue to grow in reputation and impact under his leadership."

Dr. Deluzio's research career is based on an academic foundation of applied mathematics, statistics and mechanical engineering. His transformative work, in particular on human motion and orthopaedic biomechanics, has gained international recognition through various publications, direct contributions in international conferences and service and leadership in his profession.

"Kevin is an outstanding teacher and researcher, and he has shown exceptional leadership as head of the Department of Mechanical and Materials Engineering," says Benoit-Antoine Bacon, Provost and Vice-Principal (Academic). "His collaborative leadership style will serve the faculty well at a time of great opportunity provided by substantial faculty renewal and the opening of cutting-edge engineering research space in the Innovation and Wellness Center."

Dr. Deluzio's service to Queen's has included various advisory committees across the university, the development of a workload standard model to support a highly productive faculty, and the implementation of a successful mentorship program for new faculty members. As an instructor, he has been recognized for his award-winning collaborative



UNIVERSITY COMMUNICATIONS

Kevin Deluzio has been appointed dean of the Faculty of Engineering and Applied Science for a five-year term effective July 1, 2017.

Principal's Advisory Committee

- **Benoit-Antoine Bacon**, Provost and Vice-Principal (Academic)
- **Irene Bujara**, University Advisor on Human Rights and Equity
- **Mark Daymond**, Professor, Mechanical and Materials Engineering
- **Marc Dignam**, Department Head and Professor, Department of Physics, Engineering Physics & Astronomy
- **Amir Fam**, Associate Dean (Research and Graduate Studies), Professor and Donald and Sarah Munro Chair in Engineering and Applied Science
- **Saba Farbodkia**, President, Society of Graduate & Professional Students
- **John Fisher**, Acting Vice-Principal, Research
- **Brian Frank**, Associate Dean (Teaching and Learning) and Professor, Electrical and Computer Engineering
- **Melanie Howard**, Director, Aboriginal Access to Engineering
- **Sarah Kauffman**, Executive Director Finance & Administration, Faculty of Engineering and Applied Science
- **Marianna Kontopoulou**, Associate Head and Professor, Chemical Engineering
- **Jane McMillan**, Executive Director of Development, Faculty of Engineering and Applied Science
- **Kathy O'Brien**, Associate Vice-Principal (International)
- **Julian Ortiz**, Associate Professor, Mining Engineering
- **Taylor Sawadsky**, President, Engineering Society Representative
- **Lori Stewart**, Director, Office of the Provost and Vice-Principal (Academic)
- **Ann Tierney**, Vice-Provost and Dean of Student Affairs

teaching models and cross-disciplinary programming. His promotion of research excellence has been a hallmark of his headship which has led to success in innovation, funding and reputation for the Faculty of Engineering and Applied Science.

The principal and the provost wish to extend their sincere thanks to Kim Woodhouse for an exceptional 10-year tenure as dean, and to the members of the Principal's Advisory Committee for their exceptional commitment and sound advice.

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Construction of Innovation and Wellness Centre in full swing

'Connecting the old and the new'

BY MARK KERR, SENIOR COMMUNICATIONS OFFICER

As he provides an update on the Innovation and Wellness Centre, John Witjes can't help but get excited about the finished product.

"Seeing a state-of-the-art facility rise from a building built in the 1930s and the 1970s will be really impressive," says the associate vice-principal (facilities). "Connecting the old and the new is something that Queen's does well – just look at Goodes Hall and the Isabel – and the Innovation and Wellness Centre is going to be another great example of that."

Construction work began on the project in September 2016, thanks to investments from Queen's, the federal and provincial governments, and numerous benefactors. When students return to campus in September 2018, they will have full access to expanded research and innovation spaces, a wellness centre, athletics and recreation facilities, the Queen's University International Centre, and a new Exam Centre.

Within the next couple of weeks, the Queen's community will notice a shift in the project. Demolition is nearly complete, and the new structure will start to rise out of the ground. Crews have poured footings and foundations and the structural steel is arriving on the construction site.

"It will be very exciting to watch this incredible building truly start to take shape," says Benoit-Antoine Bacon, Provost and Vice-Principal (Academic). "The steel structure will soon rise into view, and soon after we will start to fit in the state of the art research, innovation and student wellness spaces that make this project so important for the future of Queen's."

Mr. Witjes says crews have managed to stay on schedule while overcoming certain challenges that arise from retrofitting an existing building instead of constructing something brand new.

"You will always find unexpected things that you have to react to or design around," Mr. Witjes says. "It's particularly challenging with this project because there are essentially two buildings: the 1930s building and the 1970s addition."

The project team is also taking great care to preserve the heritage components of the original structure. The limestone façade facing



The new Innovation and Wellness Centre will include the original limestone façade. Queen's will also reinstate the original windows.

"Connecting the old and the new is something that Queen's does well – just look at Goodes Hall and the Isabel – and the Innovation and Wellness Centre is going to be another great example of that."

– John Witjes, Associate Vice-Principal (Facilities)

Union Street will remain, and Queen's will reinstate the original windows.

While the heritage aspects on the outside will remain, the inside will have a completely new look and feel. From Union Street, visitors will enter into an expansive space with skylights and glass on all sides. The Bews Gymnasium that used to be at the front of the building will be relocated underneath the Ross Gym.

"Whereas the old building was very compartmentalized and disconnected, the new building will be much more open. We are introducing intersecting spaces where people will come into contact with each other as they travel from one area of the building to the other,"



An architectural rendering of the Innovation and Wellness Centre, showing the blend of the old building and the new structure. The centre will include expanded research and innovation spaces, a wellness centre, athletics and recreation facilities, the Queen's University International Centre, and a new Exam Centre.

Mr. Witjes says.

The building will be enclosed by the end of the fall, with crews continuing to work inside through the winter. Mr. Witjes says he appreciates the Queen's community's co-operation and understanding

as the university constructs a major capital project in the heart of campus.

"We realize it is disruptive, but I think the facility is going to be amazing and people are going to be impressed by the end result,"

he says. "With so many key components of the Queen's student learning experience coming together in this space, it's nice to see this happening to a building that is in the centre of campus. It's going to be really exciting."

Law Library acquires Aboriginal texts

BY COMMUNICATIONS STAFF

Located on traditional Anishnaabe and Haudenosaunee Territory, the Faculty of Law has been part of a campus-wide effort at Queen's University to provide an opportunity for members of Indigenous communities to see representations of their cultures on campus, and also provide non-Indigenous people an opportunity to learn about Indigenous cultures and languages.

One way Lederman Law Library is doing this is through a recent gift for the purchase of legal texts.

"An anonymous donor generously provided us with \$5,000 for books for the Lederman Library. In the context of the recent findings of the Truth and Reconciliation Commission, expanding our available works on Aboriginal law is a priority," says Amy Kaufman, Head Law Librarian. "We focused particularly on works on Aboriginal law and aspects of law, as published by Aboriginal authors and publishing houses."

The gift allows the Lederman Library to begin broadening and deepening its collection in this area.

"What we have now is not huge, but it's important," Ms. Kaufman says. "It's a modest collection, but is composed of material that can give researchers a fuller understanding of Aboriginal law than books that have often been written through a non-Indigenous lens. We have also held some of the donation in reserve, so we can keep looking and stay current."

Further work to expand the collection will involve consultation outside the library, as well.

"Jason Mercredi, the Aboriginal Student Representative on the Law Students' Society, has kindly agreed to help us with forward-looking research," Ms. Kaufman adds.

As well as books that give wider, and particularly Indigenous, perspectives on Aboriginal law, Ms. Kaufman says that the new acquisitions have resonances that extend past strictly legal interests.

"We're focusing on books that go beyond black letter law; that look at what Aboriginal people themselves say are important rules, customs and methodologies. We're looking for ways to explore the Aboriginal context and formulation of Aboriginal law – to have a new openness to those customs and methods," she says.

Getting reconciliation right

BY MARK KERR, SENIOR COMMUNICATIONS OFFICER

"We have lost a generation since the Royal Commission on Aboriginal Peoples and we must be determined not to lose this one."

That was the overarching theme of Sharing the Land, Sharing a Future, a national forum marking the 20th anniversary of the RCAP final report. Organizers of the event – held last November in Winnipeg – have released a report summarizing the forum.

"By the end of the forum, there was a sense of excitement and a deeper understanding of how to move forward with reconciliation, achieving good relations between peoples," says Marlene Brant Castellano, one of the forum organizers who served as co-director of research for RCAP. "The report contains tools that people can use to make a difference. It serves to remind people that the forum was more than just an event; it is part of an ongoing movement."

The forum was organized in partnership between Queen's School of Policy Studies and the National Centre for Truth and Reconciliation, University of Manitoba. It included a mix of keynote addresses, panels, honouring ceremonies and breakout sessions. Several high-profile speakers participated including The Honourable Carolyn Bennett, Minister of Indigenous and Northern Affairs, Perry Bellegarde, National Chief, Assembly of First Nations, RCAP Co-Chair René Dussault, and Mark Dockstator, President, First Nations University of Canada.

Reflecting on lessons learned

RCAP issued a five-volume, 4,000-page report in 1996 that outlined a 20-year agenda for reconciliation between Aboriginal and non-Aboriginal Canadians. How-



Marlene Brant Castellano offers her comments during a tribute to the commissioners who served on the Royal Commission on Aboriginal Peoples (RCAP) as well as the Truth and Reconciliation Commission (TRC). Organizers of Sharing the Land, Sharing a Future recently published a report summarizing the national forum on reconciliation, which was held last year in Winnipeg.

ever, most of the 440 recommendations were not implemented. Many of those recommendations are mirrored in the Truth and Reconciliation Commission final report that was released in 2015.

As the 20th anniversary of RCAP neared, a group of volunteers including RCAP alumni, representatives from national Indigenous and civil society organizations, and academics gathered at Queen's. They discussed ways to link together the RCAP anniversary and the work of the TRC in order to influence leaders and decision-makers.

"When we first met in July 2015, we asked the question: What can we do to ensure the response to the TRC doesn't spin out and disappear from public awareness

as happened with RCAP?" says Ms. Brant Castellano, Co-Chair of the Aboriginal Council at Queen's University. "With this forum, we wanted to influence governments at all levels. We also wanted to show people of goodwill that we are not starting from a standstill when it comes to following through on the TRC. There is a whole history and momentum to build on."

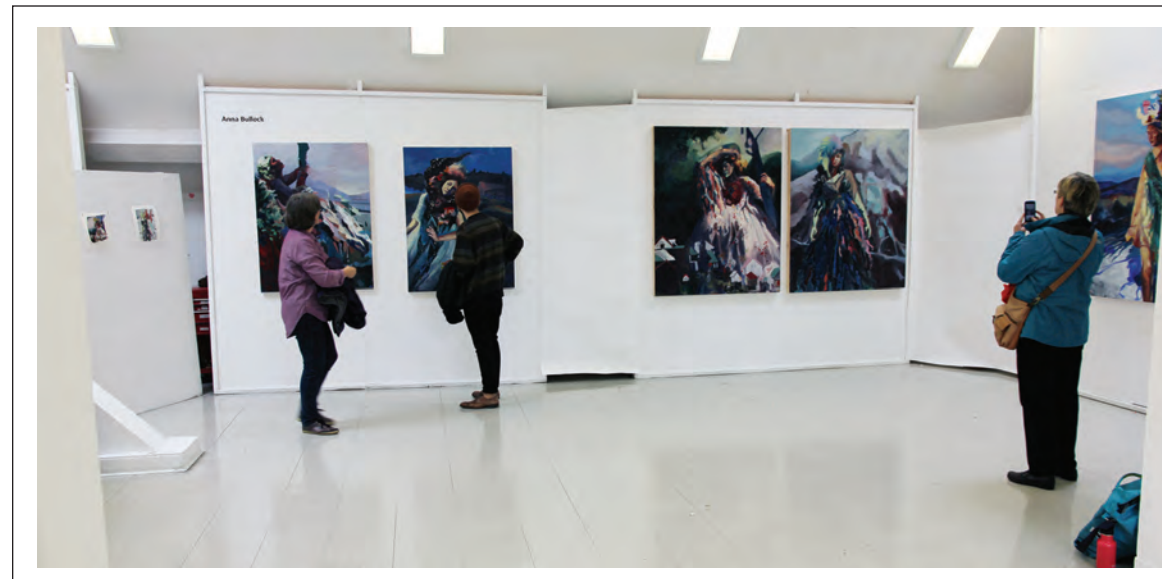
Tangible outcomes

At the conference, Library and Archives Canada announced the launch of an online RCAP database. Included in the material are RCAP final and special reports in both English and French, consultations, and roundtables, research studies and submissions from

non-governmental organizations, as well as transcripts of more than 175 days of public hearings. The searchable database is available on the LAC's website (bac-lac.gc.ca/eng/discover/aboriginal-heritage/royal-commission-aboriginal-peoples/Pages/introduction.aspx).

Edited videos of the plenary sessions at the national forum will be transferred to the website for the National Centre for Truth and Reconciliation. Organizers are also preparing an edited book and e-book that will include the academic papers presented at the forum.

Visit the Sharing the Land, Sharing a Future website (queensu.ca/sps/rcap20) for more information and to read the final report.



Moving //Forward

Ontario Hall was transformed into an art gallery as the graduating class for the Bachelor of Fine Arts (BFA) hosted its final exhibition April 24-29. //Forward: BFA Grad Exhibition, the culmination of the four-year program, offered a wide variety of works throughout the building, including sculpture, printmaking, multimedia installations and paintings.

UNIVERSITY COMMUNICATIONS

PHOTO BY ARIEL ROOT

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

Why is transformation of healthcare so hard?

The following column, first published on the Queen's Policy Blog, was authored by members of the Queen's Health Policy Council: **Don Drummond; Chris Simpson; Duncan G. Sinclair; David Walker; and Ruth Wilson.** The Queen's Policy Blog is aimed at highlighting the expertise of the members of the School of Policy Studies in the categories of healthcare, defence, politics and policy studies. The blog is available at queensu.ca/connect/policyblog/.

The need for change in healthcare has been obvious for years. Many studies have been conducted and recommendations made on what's needed to meet optimally the needs of the population in the current and coming decades. But change itself has been very scarce.

One reason is that none of our 14 provincial/territorial/federal healthcare delivery 'systems' has a single governance; the place where the 'buck stops' with respect to what each does and does not accomplish and how well or poorly. It is only by default that Canadians hold their governments accountable for how well their hospitals, physicians, pharmacists, and other providers meet their changing needs for healthcare services. On the other hand that there are 14 'systems' could be an advantage as it was when

Saskatchewan's pioneering introduction of Medicare was copied by other jurisdictions.

That there is no governance of healthcare's delivery rests on David Naylor's phrase "public payment for private practice". Throughout Canada, healthcare services are provided in the main by private individuals, organizations and institutions that are answerable only to their owner/operators and/or their boards of directors. Our publicly funded healthcare systems are, in fact, healthcare insurance systems intended to remove, in part, the financial barrier between those in need of healthcare services and those who provide them.

Oxford defines system as a "complex whole, set of connected things or parts, organized body of material or immaterial things". The key words are connected and organized, neither of which can be applied legitimately to the several elements that we refer to glibly as our healthcare 'system' – hospitals, physicians, nurses, physio- and occupational therapists, pharmacists, dentists, optometrists, home care, public health, etc. There are 23 separately regulated health professions in Ontario alone, over 200 hospitals, nearly 1,000 independent health facilities, and an indeterminate number of other community based organiza-

tions and agencies, all of which provide to the public some form of health or healthcare service. Making the transformative changes to knit this whole collection together, connecting and organizing all of them into a complex whole, thereby creating a genuine system, is a daunting prospect under any circumstances. It may well be mission impossible given that a substantial number of these many and varied providers, especially those currently operating what are considered to be independent businesses, do not accept the need for direction by a system's governing body nor, indeed, for their particular healthcare business to connect with any other.

Another reason why change is so hard is that the hierarchies established over five decades of Medicare are well entrenched. Those at the top, hospitals, physicians, and nurses are understandably resistant to proposals for change that would diminish their standing or incomes. They fear the 'zero sum game' in our contemporary no- to slow-growth economy and resist change of the kind that, for example, would mean less funding for hospitals and physicians' services and more for home and community services. No political party, whether in government or in opposition, relishes the chal-

lenge of countering the very public 'death-in-the-streets' rhetoric that they know would result from such proposals.

And then there are the bureaucrats on whom, under the status quo, governments depend for regulatory control. Bureaucracies, especially of governments, are notorious for their resistance to losing control, status, income, and employment, particularly if the changes recommended involve devolution of authority to regional or sub-regional agencies or to the providers of services themselves, as many reports have recommended.

Another reason for the absence of change is public complacency. For years evidence has been accumulating that healthcare services in Canada are both harder to access and of lower quality than those in comparable OECD countries yet cost the consumer/taxpayer more. But the myth persists that the Canadian 'system' ranks among the best in the world, relieving governments and political parties alike from ballot box pressure to lead transformative change. And at the 'coal face' where patients and families interact with providers, it relieves the latter from having to meet what should be much higher expectations for faster access, better communication, and higher quality

services and outcomes all around.

Finally transformative change has not occurred because right up to the present day Canada and its provinces and territories have not faced a crisis sufficiently severe and prolonged as to overwhelm resistance to change or to shake the public's passive acceptance of paying high costs for a narrow range of services of mediocre quality. Heretofore governments have had enough money to avoid the challenge of change. They have had enough to 'buy peace in our time' as it were, to wait for the economy to turn up again as it did in the mid-1990s. In this second decade of the 21st century everybody, governments and providers alike, could well be in for a very long wait.

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liveslived

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

A valued advisor and a trusted mentor

BY COMMUNICATIONS STAFF

During her more than 30 years of service at Queen's Margaret Hooey, the longtime Secretary of the University, was admired for her dedication to the university as well as the welfare of her colleagues, students, friends and family.

Dr. Hooey died peacefully on Jan. 13. She was 81.

From assistant to Queen's legendary Registrar, Jean Royce, Dr. Hooey went on to become Secretary of the University as well as Secretary of the Senate and the Board of Trustees. She was a valued adviser to four principals and their administrations, and a



Margaret Hooey

trusted mentor to students, staff, faculty and trustees.

She is also credited with playing a key role in shaping Queen's modern governance system and for being an advocate for the unique form of student government. More than her role as an administrator she was viewed by student leaders as a mentor and friend.

For many of these students, her signature as Secretary of the University on their degrees acts as a permanent reminder of her support, professionalism and kindness.

Her efforts in encouraging student leaders to know the deep history of student governance at Queen's, to work in partnership with each other as well as the administration, senate, board, alumni and Kingston community, and to believe in the difference they could make together for the 'community of the university,'

clearly showed her strength of conviction, says former Alma Mater Society president John Loughheed (1984-85).

Further supporting students, Margaret also played a key role on the awarding committees for the Jean Royce Fellowship and the Marty Memorial Fellowship.

For her dedication and work, Dr. Hooey received the Queen's Distinguished Service Award (1992), the John Orr Award (1998), and an Honorary Doctorate (2002).

Away from the university her home on Alfred Street was always active with students, colleagues and friends and was a home away from home for family members as they attended Queen's.

Dr. Hooey was well travelled, a talented piano player with a lifelong love of music. She enjoyed summers on the water and her faithful corgis. She was proud of

her own education, and the institutions she attended, earning a Bachelor of Arts (Honours) from the University of Toronto, and a master's from Bryn Mawr.

"I first got to know Marg soon after I arrived at Queen's in 1974 when Dawn Clarke and I helped Margaret look after former Registrar Jean Royce at Marg's home for the last three years of Jean's life. During that time, Marg's home was not only a sanctuary for Jean Royce, but was a beehive of activity with Marg's nieces and nephews, friends, and many of Queen's student leaders coming and going as part of their weekly routines," says long-time friend Bill Cannon, an associate professor with the Smith School of Business.

Dr. Hooey often helped draw young faculty out of their "departmental/school cocoons," Dr. Cannon explains, and into wider serv-

ice at Queen's, such as serving on Senate and its committees, "thus cross-fertilizing the engagement of diverse members of the Queen's community and thereby enriching it. She was widely known and appreciated as 'the conscience of Queen's' as she continually strove to dissuade administrators from skirting Queen's established governance rules and procedures simply for the sake of expediency."

Dr. Hooey was involved in many processes that have made Queen's the respected and supportive institution it is today, including helping set up the Ban Righ Centre and in organizing the university's sesquicentennial celebrations and Royal Convocations.

In all of her efforts she displayed competence, understanding, a flair for teamwork, a grasp of meticulous detail, and the power to inspire.



Queen's in the news

Highlights of Queen's experts in the media from April 15-May 10

INTERNATIONAL

Dylan Robinson's (Languages, Literatures and Cultures) efforts to begin a dialogue on appropriate use of Indigenous songs in performances is highlighted in a discussion surrounding the opera "Louis Riel" and the larger discussion of Canada's relationship with the Indigenous population, in *The New York Times*.

Dorit Naaman's (Film and Media) interactive documentary, "Jerusalem, We Are Here," was profiled on Al Jazeera.



NEWSPAPERS

Nicholas Bala (Law) discussed the Supreme Court's decision to deny Hamed Shafia leave to appeal his sentence, in *The Canadian Press*.

Kathleen Lahey (Law) argued that a basic guaranteed income could serve to further increase the gender pay gap, as existing transfer systems are already heavily weighted against enabling women to take paid work, in an op-ed in the *Toronto Star*.

Bruce Parady (Law) proposed a pay-for-performance method of compensation in the financial services industry, in an op-ed in the *Financial Post*.

Udo Schuklenk (Philosophy) commented on obesity and the question of whether obese people are to blame for their condition in the *National Post*.

Matthew Barrett (History) co-au-

thored an op-ed – along with former Veterans affairs minister Erin O'Toole – on the need for greater awareness of occupational stress injuries amongst military veterans, in *The Globe and Mail*.

Antonio Nicaso (Languages, Literatures and Cultures) said that the murder of mobster Angelo Musitano in Hamilton could be retribution for his previous crimes, in the *Hamilton Spectator*.

Kathy Brock (Policy Studies) says that the Senate has the power to expel Don Meredith, though cautions that the rationale for expulsion could be abused for political purposes, in the *Toronto Star*.



David Freedman (Law) examined the case of a 28-year-old Ontario man left out of his grandmother's will by a law excluding children born outside a marriage, in the *Canadian Press*.

William Nelson (Biology) explained to the *Kingston Whig-Standard* that the increase in the local tick population, and subsequent increase in Lyme disease infections, has followed the increase in the average temperature in Kingston - in particular, the minimum winter temperatures.

Nicole Robitaille (Smith School of Business) examined the disconnect between Canadians' views on organ donation - approximately 95 per cent in favour - and the rate of organ donation registry - less than 20 per cent, in *Metro News*.

Elaine Power (School of Kinesiol-

ogy and Health Studies) offered a counter-argument to an op-ed published previously on the impact of the Basic Income Guarantee on women, in the *Toronto Star*.

Gregory Davies (School of Kinesiology and Health Studies, Obstetrics and Gynaecology) said in the *Toronto Star* that being sedentary is more risky for pregnancy than being active.

ONLINE

Udo Schuklenk (Philosophy) looked at the differentiation that must be made between a coma and brain death, in the context of a Midland nurse charged with manslaughter for allegedly pulling the plug on her patient without approval, on *Cnn.com*.



Christopher Frank (Medicine) discussed potential impacts of legal marijuana on elderly populations, on *Globalnews.ca*.

Don Drummond (Policy Studies) examined whether the 2017 Ontario Budget was in-fact balanced as claimed, on *GlobalNews.ca*.

George Smith (MIR) examined the decision by Vice Canada staff to unionize & discusses unionization trends in the media industry, on *CBCNews.ca*.

Jonathan Rose (Political Studies) examined possible motivations behind Kevin O'Leary's endorsement of Deepak Obhrai as his second choice on the CPC leadership ballot, in the *Huffington Post*.

Mark Rosenberg (Geography and Planning) discussed the release of census demographics data, looking at the aging population and out-migration from First Nations communities, on *CBCNews.ca*.

Kristin Finkenzeller (Obstetrics and Gynecology) says there is no evidence of an increased risk of birth defects, miscarriage or other common pregnancy concerns in both pregnant women who work in hair salons and in pregnant women who dye their hair occasionally during pregnancy, on *Globalnews.ca*.

TELEVISION

Nathalie Ouellette (Physics, Engineering Physics and Astronomy) examined the significance of NASA's announcement that one of Saturn's moons, Enceladus, could have a favourable environment to support microbial life, on *CTV News Network, CBC News, CTVNews.ca, NewsTalk 770 and CKNW* on the same topic.



John Andrew (Business/Geography and Planning) discussed the newly announced measures to address the overheated Southern Ontario real estate market, including a tax on foreign real estate speculation and expanded rent control, on *CTV News Network and CKTB 610*.

Ryan Danby (Environmental Studies) commented on Earth Day on *CKWS Television*.

Christian Leuprecht (Political Studies) was interviewed on *CTV*

News Channel on the French terrorism watch list.

Marsha Singh (Physics, Engineering Physics and Astronomy) explained why there is a distinct difference in the sound produced when you pour hot vs. cold water, on *CBC Quirks and Quarks*.

John Smol (Biology) was featured on *TVO*, saying Canada's freshwater lakes are increasingly at risk due to climate change.

RADIO

Grant Amyot (Political Studies) commented on the French election on *CKNW (Vancouver radio)*.

Warren Mabee (Geography and Planning) commented on President Trump putting a tariff on softwood lumber on *CBC Radio* and in the *National Post*.



Julian Barling (Smith School of Business) spoke with *NewsTalk 770 (Calgary)* about his new research, which found women who believed they held "higher-status positions" compared to their husbands were more likely to experience "resentfulness or embarrassment" if their husband made less.

MAGAZINES

Lisa Kerr (Law) examined the possibility of a stay of proceedings in the case of Adam Capay, who was held in solitary confinement for 1,636 days while awaiting trial for murder, in *Maclean's*.

A chance to give back to local schools

BY ANDREW CARROLL,
GAZETTE EDITOR

Looking to give back to the schools and teachers they worked with during their practicums, the Education Students' Society recently held a school supply drive.

ESS members collected books, art supplies, pencils, pens and more to donate to four local schools, explains Allie Minuk, Concurrent Education Representative on the ESS.

With the support of the Faculty of Education's practicum office, the ESS selected Kingston community schools that have high needs, including a growing population of Syrian refugees and their families.

"We really see firsthand the lack of resources some schools in our community have while teachers take us into their classrooms, expecting nothing in return," Ms.

Minuk says. "They take their time and they teach us, shape us, molding us as educators and we see them day after day reach into their own pockets and wallets for supplies. That's a life we are all about to begin."

The drive was timed with the conclusion of studies for the concurrent education program with the hope that extra supplies might be found as students move out. The drive will pick up once again in June as consecutive education students complete their studies. Faculty members and staff also contributed to the drive.

The drive was geared toward specific requests from the participating schools, Ms. Minuk says. Skipping ropes were donated to one school that does not have a gym, while another requested art supplies. Another asked for books and more than 200 were collected.



Education Students' Society members, from left, Amber O'Reilly, Allie Minuk, Alisha Esteves, Christopher Suppa and Angie Allen, hold some of the supplies collected by their fellow students and members of the Faculty of Education. The supplies have been donated to four elementary schools in Kingston.





UNIVERSITY COMMUNICATIONS

The south wing of Mackintosh-Corry Hall will undergo renovations, including the development of two active learning classrooms and a renewed student street.

Creating new, diverse, modern learning spaces

BY ANDREW CARROLL,
GAZETTE EDITOR

Renovations to develop diverse and modern learning spaces will soon begin in Mackintosh-Corry Hall.

The revitalization of the southern wing of the building – home to the Department of Geography and Planning – marks the second year of Queen's multi-year commitment to improving teaching and learning environments on campus. The university is investing \$1 million per year for three years to upgrade centrally-booked classrooms and other learning spaces.

A focus of the Mackintosh-Corry Hall project is to provide a more diverse range of learning opportunities by creating two new active learning classrooms, renewing other classrooms, as well as enlarging the hallways and creating informal learning spaces, says Peter Wolf, Associate Vice-Provost (Teaching and Learning).

"We're basically renovating part of the wing with a recognition that there really aren't many informal learning spaces in this building, which is a major classroom complex where these types of spaces really are needed," he says. "We also need more flexible and active learning classrooms and we are doing this by consoli-

"We're basically renovating part of the wing with a recognition that there really aren't many informal learning spaces in this building, which is a major classroom complex where these types of spaces really are needed."

– Peter Wolf, Associate Vice-Provost (Teaching and Learning)

dating classrooms that were less used and configured in traditional ways and reworking them to provide more active learning."

The two new 49-seat active learning classrooms will be constructed in Rooms D201 and D205. A temporary partition between the rooms can be removed to create a 98-seat classroom as well, Mr. Wolf explains. Other classrooms will undergo more minor renovations while the hallways will be widened and informal study areas will be created.

The focus of the multi-year commitment, Mr. Wolf says, is on renewing large classrooms and increasing the proportion of active learning and flexible classrooms.

"The commitment has really given us a tremendous start for what we need to do for our classrooms, to make sure that the classrooms enable the diversity of

pedagogies that are being used and are in demand across all disciplines," he says. "We will continue to need lecture spaces and we also need other kinds of spaces. The goal of this project is to renew the classroom database while at the same time making sure that the classroom spaces and technologies provide the diverse contexts that our students need to learn the diverse things they are learning."

Another important aspect of the overall project is to make learning spaces across campus more accessible.

"A key part of a good learning environment is a fully accessible learning environment," Mr. Wolf points out. "That includes the technology, layout, stairs and ramps and lighting and good air."

In the initiative's first year, major renovations were conducted at Duncan McArthur Hall, including the main auditorium where new lighting, seating and presentation technologies were introduced.

Other classroom projects have taken place in Walter Light Hall, Theological Hall, Kingston Hall and Ellis Hall, where the first three active learning classrooms were introduced in 2014.

More information about active learning classrooms at Queen's is available online (queensu.ca/activelearningspaces/).

through the lens



UNIVERSITY COMMUNICATIONS

Managers from across Queen's University gathered May 5 for the second annual HR Summit. Hosted by the Human Resources Department at Goodes Hall, the summit featured a keynote address by Julian Barling (Smith School of Business), above, who spoke about how advanced ideas on leadership can be translated into everyday leadership behaviours and the positive impact. Later, a panel discussion featuring, from left, Steve Tanner, Director, Finance and Administration, Marie Doherty, Director, Client Services, Diane Pointer, Director, Total Compensation, and Heather Shields, Director and Counsel, Employee and Labour Relations, was held.



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Three researchers named Canada Research Chairs

BY CHRIS ARMES,
COMMUNICATIONS OFFICER

An internationally-renowned chemist who has reshaped the field, Cathleen Crudden (Chemistry) has been named the new Tier 1 Canada Research Chair in Metal Organic Chemistry.

Arriving at Queen's in 2002 as a Queen's National Scholar, Dr. Crudden's research investigates the interaction of organic compounds with metals in the synthesis of novel materials and for the development of highly active catalysts. Her work has widespread applications in pharmaceuticals, manufacturing and agriculture – a testament to the depth and breadth of her research.

Dr. Crudden's work in the field of organic chemistry has been lauded as revolutionary and has allowed for the synthesis of compounds previously thought impossible. In recent years, she has published nearly 100 papers in high-impact journals, and her research has been cited nearly 3,000 times. Committed to training the next generation of leading multi-disciplinary researchers, she has also supervised 20 doctoral candidates, 19 master's candidates and 31 postdoctoral fellows – many of whom have taken positions in research and industry.

"This grant will let me spend more time on research while still having the pleasure of teaching Queen's undergraduates," says Dr. Crudden. "Our research pro-



Cathleen Crudden (Chemistry) has been named the new Tier 1 Canada Research Chair in Metal Organic Chemistry. Dr. Crudden's research investigates the interaction of organic compounds with metals in the synthesis of novel materials and for the development of highly active catalysts.

gram has also become very international lately and this research chair will allow me to set aside time to visit collaborators in the U.S., Finland, Scotland, Japan and the rest of Canada."

Two other Queen's researchers have seen their Canada Research Chairs renewed. Peter Davies (Bio-medical and Molecular Sciences) has been renewed as the Tier 1 Canada Research Chair in Protein Engineering, while Mohammad Zulkernine (Computing) has been renewed as the Tier 2 Canada Research Chair in Software Reliability

and Security.

"The CRC program allows Queen's to attract top-calibre researchers, to provide them with the tools to succeed, and to make Canada an international leader in research and development," says John Fisher, Interim Vice-Principal (Research). "Queen's researchers, including the three CRC recipients announced today, are at the forefront of their fields, conducting research that addresses some of the most challenging and complex problems in science, with potential to have a global impact."

Dr. Davies' research focuses on how a protein's structure enables it to carry out its purpose and how the function of a protein can be changed by altering its structure. His research has numerous potential applications in health-care and biotechnology.

"I am delighted to have the support of the Canada Research Chair program for another seven years," Dr. Davies says. "This renewal is a vote of confidence for the research we have been doing in recent years, and it will allow my group to branch out into a new area. We have recently become involved in the study of adhesin proteins that bacteria use to form biofilms and infect various hosts. By studying and engineering these proteins we hope to interfere with their infectivity."

As technology becomes a larger aspect of our day-to-day lives, security and reliability are of paramount concern. Dr. Zulkernine's research is focused on addressing these issues at different stages of the development cycle, in order to better protect the next generation of mobile and cloud computing environments.

"This award actually belongs to my current and former graduate students and postdoctoral fellows who have worked hard with me to achieve my research goals," says Dr. Zulkernine. "I am also thankful to my collaborators in the School of Computing, Queen's, and industry partners for their continuous support. This

award will attract more high quality students and world renowned software security and reliability researchers to our Queen's Reliable Software Technology (QRST) research group."

Queen's will receive \$200,000 per year over seven years for each Tier 1 Chair and \$100,000 per year over five years for each Tier 2 Chair.

The Canada Research Chairs (CRC) program is at the centre of a national strategy to make Canada one of the world's top countries in research and development since 2000. The CRC program invests approximately \$265 million per year to attract and retain some of the world's most accomplished and promising minds. Canadian universities both nominate Canada Research Chairs and administer their funds.

For more information on the Canada Research Chairs program, visit the website (chairs-chaire.gc.ca/home-accueil-eng.aspx).

Queen's researchers lead the way in numerous fields, with notable advances made recently in particle astrophysics, cancer research, ecological history and environmental change, and clean energy technology. Through leading-edge research, Queen's is addressing many of the world's greatest challenges, and developing innovative ideas and technological advances brought about by discoveries in a variety of disciplines. Queen's University is a member of the U15 Group of Canadian Research Universities.

Pioneering work in power electronics earns medal

BY CHRIS ARMES,
COMMUNICATIONS OFFICER

Praveen Jain (Electrical Engineering) received the IEEE Canada Phoivos Ziogas Electric Power Medal in recognition of his numerous achievements as a pioneer in the field of power electronics.

One of Canada's leading power electronics expert has been recognized by his peers for his pioneering work in the field.

On May 1, Queen's electrical engineering professor Praveen Jain received the Phoivos Ziogas Electric Power Medal from the Canadian arm of the Institute of Electrical and Electronics Engineers (IEEE Canada). The award recognizes outstanding Canadian engineers who have made important contributions to the field of electric power engineering.

"This is one of the top awards in power engineering in Canada,



Praveen Jain (Electrical Engineering) received the IEEE Canada Phoivos Ziogas Electric Power Medal in recognition of his numerous achievements as a pioneer in the field of power electronics.

so it is a tremendous honour to be selected to receive the P. Ziogas Electric Power Medal," says Dr. Jain. "I was very excited and humbled to receive the news."

For over 30 years, Dr. Jain has been conducting leading-edge re-

search that has opened up new possibilities in solar power generation. His research has resulted in over 550 publications, 107 patents and numerous spin-off companies which have translated his research into real-world ap-

plications. Along with his colleagues and graduate students at the Queen's Centre for Energy and Power Electronics Research (ePOWER), Dr. Jain is working to develop new energy efficient, cost effective and environmentally friendly power electronic technologies to meet society's ever-increasing energy demands.

Dr. Jain's research has received substantial investments from government and industry alike, including a recently announced \$4 million grant from the Ontario Research Fund - Research Excellence to advance the development of more efficient, small-scale, point-of-use photovoltaic (solar) power systems for residential use. He explains this funding will go towards new, more efficient power systems that can meet growing demand for renewable energy.

"This will help reduce the burden on the existing power

grid in the short term and, in time, allow us to replace large-scale electrical generation infrastructure with point-of-use systems," he adds. "Renewable energy systems can help reduce our environmental impact and meet our growing energy needs. There is a worldwide effort to meet 50 per cent of our energy needs by solar power by the end of the century, and our research will play an important role in making that happen."

Established in 2007, the IEEE Canada P. Ziogas Electric Power Medal is awarded to outstanding Canadian engineers recognized for their important contributions to the field of electric power engineering.

For more information on IEEE Canada or the P. Ziogas Electric Power Medal, visit the IEEE Canada website (iee.ca/en/awards/member-awards/biography-p-ziogas/).



Honoured for mentoring, enhancing diversity work

BY ANITA JANSMAN, SPECIAL TO THE GAZETTE

Leela Viswanathan and Beverley Mullings both credit their upbringing and their experiences as visible minorities with their drive to become outstanding professors determined to make the world a better place.

"When I teach I make it a point that students hear multiple voices through readings, guests, and my own presence. As a representative of my discipline [planning] I am determined to build diversity into the teaching," says Dr. Viswanathan, who, along with Dr. Mullings, was recently recognized by the American Association of Geographers.

The pair are both professors in the Queen's Department of Geography and Planning. Dr. Viswanathan received the association's Enhancing Diversity Award for her pioneering efforts toward encouraging a more diverse discipline over the course of several years, while Dr. Mullings received the Susan Hardwick Excellence in Mentoring Award for demonstrating extraordinary leadership in guiding the academic growth of her students and junior colleagues.

Dr. Viswanathan's career and her commitment to ethnic diversity was informed by her early experiences as a girl of South Asian descent growing up in Montreal. She still holds up a picture to her undergraduate students of her 5-year-old self. "I am the only 'brown' little girl in the picture," she says. Her youthful experience has profoundly shaped her attitude and her desire to understand and educate people about ethnic diversity and all the complexities that comes with that.

"I try to understand places from the standpoint of people who live there, as opposed to only a theoretical or academic position," she says.

With a research focus on Indigenous decolonization efforts of urban First Nations communities and promoting activism needed to support these aims, Dr. Viswanathan is forging new directions in the planning profession. For example, she brought together a team of colleagues, graduate students, and partner members of the Mississaugas of the New Credit First Nation and Walpole Island First Nation to advocate for change to the 2014 Ontario Provincial Policy Statement (PPS).

"This was a successful effort



Beverley Mullings and Leela Viswanathan were both recently recognized by the American Association of Geographers. Dr. Mullings received the Susan Hardwick Excellence in Mentoring Award and Dr. Viswanathan received the Enhancing Diversity Award.

that led to reinforcing the rights of Aboriginal people to be included at all stages of the planning process under section 35 of Canada's Constitution," she explains.

Dr. Viswanathan brings an intense level of dedication to her students, and beyond in the wider community. She is a stalwart supporter and advocate for accessibility rights on campus and has supported students in need of an advocate. She is also co-editor with Scott Morgensen, Associate Professor (Gender Studies, Cultural Studies), of the *Journal of Critical Race Inquiry*, a journal that advances Canadian and international scholarship on race and racialization.

Belonging, mental health, and mentoring

As a young girl growing up in the Caribbean, Dr. Mullings enjoyed a sense of belonging within her community. Unfortunately, she lost that sense when she moved to the U.K.

"It was a profoundly alienating experience. There were no people of colour. I had no role models," she says.

"I got a student job at a place that focuses on issues of race and had a manager who really made me feel part of a community. That's where I learned that I have to reach out and help others."

While a young academic in Syracuse, she was mentored by mid-career feminists who encouraged her.

"I realized I must do the same, to always inquire and help students and junior academics about their well-being. My job is to teach them the lay of the land in the world of academics."

Dr. Mullings is a champion for

mental health issues, always reaching out to her colleagues and students in a compassionate way. At recent forums, she has been shedding light on the issue of mental illness and lack of care that often goes unremarked and unreported in the academy. A colleague who nominated her for the recent award noted that Dr. Mullings' activism serves as a testament to her commitment to mentoring and support in the academy, where the stresses of work can manifest in serious mental and physical illnesses.

In her various roles, as teacher, researcher, advocate for her geography profession, and community activist, Dr. Mullings is a trailblazer, building networks of solidarity by focusing on the voices of students and faculty who might find themselves on the outside looking in, because of their sexuality, race, or social status.

"A lot of your success in the academy is how you work your way through. How to navigate a world that was not built for women and minorities," she says.

At Queen's, both Dr. Viswanathan and Dr. Mullings now find themselves in a position of being the older and wiser members of the faculty. With that distinction comes a certain amount of confidence and determination to continue on their journeys to make the world a better place.

"It's easy to lose hope, to feel disillusioned," says Dr. Viswanathan. "But we cannot afford not to be hopeful. Diversity will continue and policies and practices need to change. Despite the disillusionment, we must always find our way back to hope, together."

through the lens



The Agnes Etherington Art Centre launched its spring season, featuring five new exhibitions. More than 350 people attended the special launch event at the Agnes on Friday, April 28, and were able to view the works featured in: Les Levine: Transmedia; Road Trip: Across Canada with Alan C. Collier; Alfred Bader Collects: Celebrating Fifty Years of The Bader Collection; Northern Latitudes: Landscape as Identity in European and Canadian Painting; and Absence/Presence: Contemporary Works in Dialogue. The shows run through to Aug. 6, with the exception of Alfred Bader Collects, which is on view to Dec. 3.



Smith international program offers diverse dynamic

BY WANDA PRAAMSMA, SENIOR COMMUNICATIONS OFFICER

Angela James knows first-hand and through years of watching students come and go on international exchanges that “growth happens on the fringes, when you’re pushing yourself and being challenged.”

Ms. James, Director of the Centre for International Management in Smith School of Business, felt it herself when she backpacked through Europe, and throughout her career in international education, which began at the University of Waterloo working in recruitment and as an academic adviser, a job that saw her welcoming and sending out exchange students.



Queen's In the World

“I was really shocked to see the transformation of students, both those who had gone on exchange overseas or who came to Canada to study. I thought, ‘this is something we can’t teach in the classroom,’” she says.

Now at Smith, Ms. James provides support, along with a team of eight others, to about 1,200 incoming and outgoing students every year (the largest international mobility program for exchange at Queen’s).

Within the Centre for International Management, there are two units, one providing support to the commerce program and another supporting the school’s graduate and professional master’s programs, including the Master of International Business



The Centre for International Management team includes, from left, Aileen Dong, Giovanna Crocco, Tenay Bartzis, Jacoba Franks, Angela James, Alison Darling, Alison Doyle, Kerri Regan, and Alina Jumabaeva. The staff members bring a wealth of expertise, including fluency in French, Italian, Korean, Mandarin, Russian, and Spanish.

(MIB), the MBA, the Master of Finance-Beijing, and the Saudi Industrial Development Fund program.

Since Ms. James began as director 12 years ago, and through focused goals set by Dean David Saunders, the centre has gradually increased the number of students participating in exchange and the number of schools Smith partners with around the world.

“When I started, it was just me and one other person. We were solely doing commerce exchange and we were exchanging just over 200 students, with about 30 partners. Now, we have close to 120 partners in 35 countries, supporting about 1,200 students,” explains Ms. James, who worked at the Bader International Study Centre

in the U.K. in admissions before joining Smith.

Diverse dynamic

The benefit of such a well-developed international program is the diversity of people and perspectives in the classroom, with upper-year classes almost 50 per cent exchange students and a big push within the school to keep bringing in a more diverse faculty complement.

“Professors and students both love the dynamic this creates and they are insisting on making it more diverse,” says Ms. James.

For international students, she explains, Smith and Queen’s are very attractive options. Many of them come from top business schools found in large city centres

around the world, and they love the small size of Kingston, the community spirit at Queen’s, and small class sizes at Smith. There is also great opportunity to interact and make friends with Canadian students through group work and through a student-led Exchange and Transfer Committee, which organizes events with the goal of integrating exchange students into life at Queen’s.

For domestic students, going out on exchange is an opportunity to launch themselves away from the safety net of Queen’s (and the busy social life) and gain new perspectives on the world, politics, and global affairs. Every student who comes to Smith is guaranteed a spot on exchange if they want it, and because international educa-

tion is an integral part of the MIB program, it is integrated into each student’s experience, either through exchange or one of 11 double degree programs.

“Change happens tenfold on exchange. Often, they are living in a big city centre and experiencing culture shock and missing home. They are able to better define who they are as a person,” says Ms. James. “They come back with a new sense of self-confidence and independence. And we help them verbalize the change they’ve gone through and translate their experience so they can include that on their resume. The international experience remains vivid for a long time – it lingers longer, with students reflecting on it for years to come.”

The Centre for International Management recently ran a photography contest for students on exchange. View their impressive photos on the Smith Facebook page.

Internationalization is one of the four pillars of the Queen’s University Strategic Framework 2014–2019. The Comprehensive International Plan was launched in August 2015 to help the university build on its international strengths and direct future internationalization efforts. The plan’s goals include strengthening Queen’s international research engagement and creating more opportunities for student mobility through academic exchange and study-abroad programs. The plan also aims to attract high-quality international students to Queen’s and to increase international educational opportunities on Queen’s campus. Learn more on the International website (queensu.ca/international).

gradstudies

THESIS DEFENCES

Friday, May 19

Anežka Borčinová Radková, Geological Sciences & Geological Engineering, ‘The Influence of Secondary Mineral Phase Crystallization on Antimony and Arsenic Mobility in Mine Drainage’. Supervisor: H.E. Jamieson, 527 Bruce Wing, 9 am.

Friday, May 19

Ryland Mulder, Microbiology & Immunology, ‘The Role of Polarized Macrophages in LCMV Infection’. Supervisor: S. Basta, 126 Bracken Library, 9:30 am.

Tuesday, May 23

Eric John Martin, Civil Engineering, ‘Gas Production and Mass Transfer During Electrical Resistance Heating of Clay Lenses’. Supervisors: K. Mumford; B.H. Kueper, 212 Ellis Hall, 9 am.

Tuesday, May 23, 2017

Moise Lionnel Ngue Djon, Geological Sciences & Geological Engineering, ‘Petrogenesis and Metallogenesis of the Northern Lac de Iles Complex, Ontario Canada’. Supervisors: G.R. Olivo; J. Miller, 527 Bruce Wing, 9 am.

Tuesday, May 23

Carl Watts, English Language and Literature, ‘Post-Nationality and the Bifurcated Nation-State in English-Canadian Fiction’. Supervisor: G. Willmott, 406 Watson Hall, 1 pm.

Wednesday, May 24

Jutae Kim, Chemistry, ‘Comprehensive Study of the Influence of Surface Roughness of Platinum Electrodes on Their Interfacial Mass Changes as Examined Using the Electrochemical Quartz-Crystal Nanobalance’. Supervisor: G. Jerkiewicz, 300 Chernoff Hall, 10 am.

Thursday, May 25

Nanfeng Liu, Geography, ‘Multi-Scale Remote Sensing of the Canadian High Arctic: Modelling Biophysical Variables’. Supervisor: P. Treitz, E314 Mac-Corry Hall, 9:30 am.

Friday, May 26

Andrew William Laird Dickinson, Computing, ‘Electromagnetically Tracked Personalized Surgical Guides’. Supervisor: R.E. Ellis, 524 Goodwin Hall, 9:30 am.

Wednesday, May 31

Robert Schuman Williams, History, ‘Poles Apart: The Challenge of Ensuring that Common Intent is Understood When Working in Military Coalition Operations’. Supervisor: A. English, 402B Gordon Hall, 1:30 pm.

Wednesday, May 31

Nicole Slipp, English Language and Literature, ‘Kinky Reading: Power, Pleasure and Performance in Middle English Texts’. Supervisor:

S.M. Straker, 517 Watson Hall, 9:30 am.

Thursday, June 1

Robert Mckeown, Economics, ‘Returns to Scale and Fire-Sales in the Canadian Banking System’. Supervisor: F. Milne, A516 Mac-Corry Hall, 1 pm.

Monday, June 5

Zhijun Li, Chemistry, ‘Self-Assembled N-Heterocyclic Carbene Monolayers on Gold as a Tunable Platform for Designing Biosensor Surfaces’. Supervisor: J.H. Horton, 300 Chernoff Hall, 1:30 pm.

Friday, June 2

Yehia Elshater, Computing, ‘Optimizing Data Locality in Analytic Workloads Over Distributed Computing Environments’. Supervisor: T.P. Martin, 524 Goodwin Hall, 9:30 am.

Tuesday, June 6

Sara Pavan, Political Studies, ‘Go-

ing Political: Integration Policies, Group Resources and the Opportunities for Immigrants’ Political Voice’. Supervisor: K.G. Banting; F.M. Kay, C326 Mac-Corry Hall, 1 pm.

Wednesday, June 7

Laura Levick, Political Studies, ‘Recasting Reform: An Analysis of Electoral Reform Initiatives in Fourteen Parliamentary Democracies’. Supervisors: E. Goodyear-Grant, J.W. Rose, C326 Mac-Corry Hall, 1 pm.

Thursday, June 8

Allison Elizabeth Anne Chapman, Education, ‘Assessment for Learning Explored in Grade 9 Applied Mathematics Classrooms’. Supervisor: D.A. Klinger, A115 McArthur Hall, 10 am.

Tuesday, June 13

Jesse Lai, Pathology & Molecular Medicine, ‘Mechanism of Innate Immunity Against Factor VIII in Hemophilia A’. Supervisor: D.P. Lillicrap, 102 Richardson Laboratory, 9:15 am.

Connecting through Experiential Learning Hub

BY J.S. TAMBAR, SPECIAL TO THE GAZETTE

At the nexus between theory and practice, experiential learning might seem like the newest buzzword. In fact, it's already exercised to great success all around us, through curriculum-based learning in internships and placements, as well as by co-curriculum-based strategies such as community service learning programs.

"While university education provides the opportunity for profound learning and personal transformation, great experiential learning deepens this and enables students to clearly articulate their transformation," says Chelsea Elliott, Manager, Experiential Learning and Partner Relations. "It empowers them to own their learning and have the skill to speak to their development when pursuing future endeavours, whether it be grad school, a job, or other opportunities."

Through Career Services in the Division of Student Affairs, Ms. Elliott leads and manages the Experiential Learning Hub (EL Hub), a new initiative dedicated to developing learning that goes beyond the classroom. In 2015, the Provost's Advisory Committee on Teaching and Learning (PACTL) established an Experiential Learning Working Group (ELWG) to lead discussions and develop a strategy around Experiential Learning; the creation of an EL Hub is one of the recom-



Chelsea Elliott, Manager, Experiential Learning and Partner Relations, leads and manages the Experiential Learning Hub, a new initiative dedicated to developing learning that goes beyond the classroom.

mendations to come out of their report. The EL Hub website helps faculty members design curricula in accordance with experiential learning principles and techniques, providing tools and consultation services. Further, there are resources for employers and partners to recruit Queen's students.

The purpose of the EL hub is to facilitate and advise.

"We are available for consultation as faculty, administrators and partners look to add or grow experiential learning activities," says Ms. Elliott. "If a faculty

member or partner is interested in creating and/or expanding an experiential learning opportunity, such as a practicum or internship, then the EL Hub can connect them with experts who are already working with partners and facilitate that coordination. We want to ensure that students get the most of their experience, and that community and employer partners also receive an outstanding Queen's experience."

When Abbie Rolf Von Den Baumen, a chemical engineering student, was finishing her final year at Queen's, she expressed to

Ms. Elliott the great benefits gained from her experiential learning experiences in a year-long internship through the Queen's University Internship Program (QUIP). Ms. Rolf Von Den Baumen worked at Devon Energy in Calgary as a Development Engineering Intern, discovering the wide applicability of her academic skills and grasping ways to articulate the advantages of her education to future employers.

"I didn't fully realize all the skills I learned in class until I was out at my internship and got a chance to apply them and then reflect on them. I wowed my boss," says Ms. Rolf Von Den Baumen. "When I came back to school, I felt even more connected to the things I learned in class. It made me want to get even more involved."

Ms. Elliott has worked for 18 years at Queen's and derives great personal satisfaction and professional success in linking students with employers for hands-on experience.

"One of my passions is developing teams and students, being a part of that transformative learning, and connecting them with partners," she says. "With a project management and strategic development background, I like to find ways to make communication and process happen more efficiently and effectively, so when I heard about an opportunity to manage the development of an

EL Hub in Student Affairs and work with partners, I was energized."

She is now leading the charge to support connecting learners with direct experience and reflect on the skills gained during their experience to relate that deeper knowledge and perspective back to their classroom work. And, she's no stranger to seeing the positive effects of experiential learning in action.

"I instruct an experiential learning course in design, analytical problem solving, team building, and professional communication in the Faculty of Engineering and Applied Science," she says. "Students complete projects for industrial, community and campus partners, which provide rich learning opportunities. From shaping this course I have learned how to prepare and support students, how to work with employer partners, and how to design the course to facilitate student learning and success. I have also developed an appreciation for the complexity in administration behind the scenes. There is a rich landscape of existing knowledge at Queen's: the EL Hub is here to connect you to that network."

Career Services is hosting an event on June 27 to celebrate the launch of the Experiential Learning Hub. RSVP to el.hub@queensu.ca or on the website (queensu.ca/experiential-learninghub/).

Two new plans for Arts and Science

BY COMMUNICATIONS STAFF

Following an already busy year filled with launching new initiatives, an additional two new plans are being introduced by the Faculty of Arts and Science for the 2017-18 academic year, just in time for plan selection for first-year students. The two new plans are a Politics-Philosophy-Economics Specialization and a major in Languages, Literatures and Cultures.

Politics-Philosophy-Economics Specialization

By combining the studies of economics, philosophy and politics, students will be prepared for graduate studies in their area of specialization, law, public service, international development, policy design and analysis, or any career path that calls for strong analytical and communication skills. The plan will approach contemporary

social issues and how society responds to these issues by bringing complementary intellectual skills together in analytical and critical ways. The plan is structured as an augmented medial, without sacrificing advanced skills areas of specialization. With more than 50 courses to choose from, students will have flexibility to create a degree path that works for them, with a focus that will stand out in the marketplace.

Major in Languages, Literatures and Cultures

A new major for the Department of Languages, Literatures and Cultures (LLCU), the plan builds upon the breadth of the unit which covers Arabic, Chinese, German, Hebrew, Inuktitut, Italian,

Japanese, Mohawk, Portuguese and Spanish languages and cultures, as well as Linguistics and

general/minor plans in Indigenous Studies and World Language Studies. The main aim of the new major is to develop students' intercultural competency, providing them with an understanding and awareness of cultural diversity grounded in second language acquisition. Its strong interdisciplinary and intercultural approach, together with an international perspective and collaboration with the Queen's University International Centre (students will concurrently earn an Intercultural Competence Certificate) means that it addresses the issues of today's world in a unique way. The plan's goal is to provide students with a set of diverse and flexible core competencies, supporting a solid and practical foundation for a remarkably wide range of post-graduate careers, graduate degree options, and professional programs.

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eventscalendar

SPRING CONVOCATION

Thursday, May 25, 10 am

Ceremony 1: School of Graduate Studies, Smith School of Business (Participating programs: MFIN, MIB, MMA, MEI, GDB, MPA, MIR). Grant Hall

Thursday, May 25, 2:30 pm

Ceremony 2: School of Graduate Studies, School of Medicine, School of Nursing; **Honorary Degree Recipient:** James Rutka, DSc. Grant Hall

Friday, May 26, 10 am

Ceremony 3: Smith School of Business, School of Graduate Studies (Participating programs: MBA - Americas; MBA - Executive; Education - Graduate programs). Grant Hall

Friday, May 26, 2:30 pm

Ceremony 4: Smith School of Business (Participating programs: MBA - Queen's; Accelerated). Grant Hall

Tuesday, May 30, 9:30 am

Ceremony 5: School of Graduate Studies, Faculty of Arts and Science (Participating programs: Biochemistry, Life Sciences). Athletics and Recreation Centre (ARC)

Tuesday, May 30, 2:30 pm

Ceremony 6: School of Graduate Studies, Smith School of Business (Participating programs: Management, Commerce); **Honorary Degree Recipient:** Stephen Smith, LL.D. Athletics and Recreation Centre (ARC)

Wednesday, May 31, 10 am

Ceremony 7: School of Graduate Studies, Faculty of Engineering and Applied Science (Participating programs: Chemical Engineering, Engineering Chemistry, Electrical and Computer Engineering). **Honorary Degree Recipients:** Gururaj and

Jaishree Deshpande, DSc. Grant Hall

Wednesday, May 31, 2:30 pm

Ceremony 8: School of Graduate Studies, Faculty of Engineering and Applied Science (Participating programs: Design & Manufacturing; Engineering Physics; Mechanical & Materials Engineering). **Guest Speaker:** Mary Ann Turcke. Grant Hall

Wednesday, May 31, 6:30 pm

Ceremony 9: School of Graduate Studies, Faculty of Engineering and Applied Science (Participating programs: Engineering - Civil, Geological, Mining; Mathematics and Engineering; GCCRE). **Guest Speaker:** Mary Ann Turcke. Grant Hall

Thursday, June 1, 2:30 pm

Ceremony 10: Faculty of Education (Participating programs: Education - Undergraduate Programs). Grant Hall

Friday, June 2, 10 am

Ceremony 11: School of Graduate Studies, Faculty of Arts and Science (Participating programs: Anatomy & Cell Biology; Anatomical Sciences; Biomedical & Molecular Sciences; Chemistry; Medicine; Microbiology & Immunology; Neuroscience; Pathology; Pediatrics; Pharmacology & Toxicology; Physiology; Public Health Sciences; Sociology). **Honorary Degree Recipient:** David Skegg, DSc. Grant Hall

Monday, June 5, 10 am

Ceremony 12: School of Graduate Studies, Faculty of Arts and Science (Participating programs: Aging and Health; Classics; Medieval Studies; Occupational Therapy; Physical Therapy; Political Studies; Rehabilitation Science). **Honorary Degree Recipient:** John Alderdice, LL.D. Grant Hall

Monday, June 5, 2:30 pm

Ceremony 13: School of Graduate Studies, Faculty of Arts and Science (Participating programs: Drama; Film and Media; Music; Philosophy; Religious Studies; Stage and Screen Studies; Theology). Grant Hall

Tuesday, June 6, 10 am

Ceremony 14: School of Graduate Studies, Faculty of Arts and Science (Participating programs: Art History and Art Conservation; Fine Art; Psychology). **Honorary Degree Recipient:** Otto Naumann, LL.D. Grant Hall

Tuesday, June 6, 2:30 pm

Ceremony 15: School of Graduate Studies, Faculty of Arts and Science (Participating programs: Environmental Studies; Economics; Risk Policy and Regulation). **Honorary Degree Recipient:** Frank McKenna, LL.D. Grant Hall

Wednesday, June 7, 10 am

Ceremony 16: School of Graduate Studies, Faculty of Arts and Science (Participating programs: Biology; Physics; Physics, Engineering Physics, and Astronomy). **Honorary Degree Recipient:** Arthur McDonald, DSc. Grant Hall

Wednesday, June 7, 2:30 pm

Ceremony 17: School of Graduate Studies, Faculty of Arts and Science (Participating programs: English Language & Literature; Gender Studies, Global Development Studies). Grant Hall

Thursday, June 8 10 am

Ceremony 18: School of Graduate Studies, Faculty of Arts and Science (Participating programs: Computing; Geography; Geological Sciences and Geological Engineering; Geology; Urban and Regional Planning). **Honorary Degree Recipient:** Fredy Peccerelli, DSc. Grant Hall

Thursday, June 8, 2:30 pm

Ceremony 19: School of Graduate Studies, Faculty of Arts and Science (Participating programs: History; French Studies; Jewish Studies; Languages, Literatures, and Cultures; Mathematics and Statistics). Grant Hall

Friday, June 9, 10 am

Ceremony 20: School of Graduate Studies, Faculty of Arts and Science (Participating programs: Cultural Studies; Indigenous Studies; Kinesiology and Health Studies) Grant Hall

Friday, June 9, 2:30 pm

Ceremony 21: School of Graduate Studies, Faculty of Law **Honorary Degree Recipient:** Donald Bayne, LL.D. Grant Hall

ACROSS

- 1) Femme fatale
- 5) Sax type
- 9) Indianapolis football team
- 14) Commodore Perry victory site
- 15) Be frightened of
- 16) Be of service
- 17) Stellar plea to quit fooling around?
- 19) See the old gang
- 20) San ___ (Texas city, casually)
- 21) Watched over
- 22) Utter
- 23) Archipelago unit (Abbr.)
- 25) Karate weapons
- 26) Stellar Scotch brand?
- 31) Latin percussion stick
- 35) Needing straightening
- 36) "Hello, ___!" (cell company slogan)
- 37) Apiary home
- 38) Belgrade natives
- 39) Amor, to the Greeks
- 40) Cast out
- 41) Celestial bear
- 42) Cara of "Fame"
- 43) Stellar hometown politico?
- 46) Crying shame
- 47) Sinus specialist, briefly
- 48) Altar affirmation
- 51) Fruit cup morsels
- 54) Like some clothing patches
- 56) Botches completely
- 57) Stellar fisherman?
- 60) "Tiny Alice" dramatist Edward
- 61) Obey a court order
- 62) ___ gunman theory
- 63) Tea leaf readers
- 64) Narcissist's love
- 65) Was in the hole

DOWN

- 1) "The City Without Clocks," for short
- 2) Match locale
- 3) Walter the daydreamer
- 4) Colombian currency
- 5) From square one
- 6) Fragrant neckwear
- 7) Letter after sigma
- 8) Surgery ctrs.
- 9) Life's work
- 10) Kitchen device that rings
- 11) Heap kudos upon
- 12) Trident prong
- 13) Wheelless vehicle
- 18) How fish may be packed
- 21) Reasons to cram
- 24) Word on a quarter
- 25) Beliebers, collectively
- 27) Biblical passage
- 28) Wound at the corrida
- 29) Bond's alma mater
- 30) Take a licking
- 31) Hayes' "South Park" character
- 32) Succotash bean
- 33) Tel __, Israel
- 34) Bill-killing ability
- 38) High-level execs, slangily
- 42) Prefix with "mural"
- 44) Hoses down
- 45) Org. supported by trick-or-treaters
- 48) Trailing behind
- 49) Lorna ___ cookies
- 50) NO RIGHT ___
- 51) Many Wall St. hires
- 52) Vogue competitor
- 53) Earring spot
- 55) Norse port
- 57) Priests (Abbr.)
- 58) Bit of baloney
- 59) Fashion monogram

STELLAR

By Fred Piscop

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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.

athletics & recreation

queensu.ca/gazette ■ May 16, 2017

14

Positive role models in the community

BY COMMUNICATIONS STAFF

A group of Gaels athletes recently took to the field with local schoolchildren for a day of fun activities. On April 10, Gaels from several different varsity teams and clubs – including hockey, football, baseball, and lacrosse – visited J.G. Simcoe Public School in Kingston's north end. After answering some of the students' questions, the athletes led a variety of outdoor games, from basketball and kickball to rugby and soccer.

The event, dubbed G.A.E.L.S. (Guidance from Athletes on Education, Leadership and Sports) Day, was organized by the Alma Mater Society (AMS), and is just one of dozens of initiatives aimed at connecting Queen's students with local youth throughout the year.

"The goal for the day was to show these students how important education and literacy truly are," says Meghan Saundercook, deputy of programs in the AMS'



Student-athletes from Queen's University speak to students at J.G. Simcoe Public School as part of the G.A.E.L.S. (Guidance from Athletes on Education, Leadership and Sports) program.

Municipal Affairs Commission. "By promoting athletics and literacy together, it created a fun and informative day for the students, as they were able to recognize the struggles that the varsity athletes also faced in elementary school and how they overcame these challenges in order to get them to

where they are today."

The day proved memorable for both the athletes and the young students.

"It means a lot to us as student-athletes to get involved and give back to the community that supports us so much," says Clare McKellar, a women's hockey team

member. "We strive to be role models to kids by showing the positive impacts of commitment to sport and the importance of teamwork. G.A.E.L.S. Day was perfect for that – getting athletes right into a school where they can showcase their leadership qualities by inspiring and having fun with the kids."

The day ended with the Gaels holding an autograph session for their enthusiastic new fans.

"We know that our students are most successful when communities and schools work together," says J.G. Simcoe vice-principal and Queen's alumnus Dan McRae. "G.A.E.L.S. Day is a perfect example of what is possible when inclusive schools and engaged community members create partnerships that are designed to support kids. As a Queen's University alumnus (Arts'05) I couldn't be prouder of this partnership and I hope that it continues for many years to come."

fittips

Walking to health

What can a little walk do? According to research, a lot! Moderate physical activity, such as walking, offers health benefits.

Here are a few examples:

- The American Cancer Society reported that an hour of daily walking may reduce a woman's risk of getting breast cancer by 14%, as well as colon cancer for both men and women. Walking is a proven cancer fighter!

- American Heart Association has stated that walking briskly for up to 30 minutes can prevent and control high blood pressure that can lead to stroke, reducing your risk by up to 27%.

- A University of California study found that age-related memory decline was lower in women who walked more. There have also been several studies that show that walking lowers the incidence of dementia and Alzheimer's disease.

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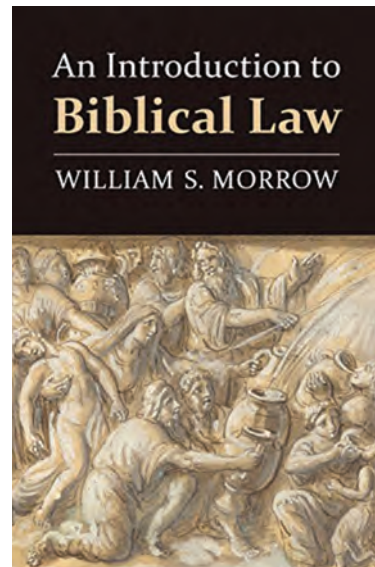
books

An Introduction to Biblical Law By William S. Morrow (Religion)

This innovative textbook describes the major collections of biblical law in the Pentateuch as dynamic systems of thought. Including discussion of such controversial subjects as slavery, revenge, gender inequality and religious intolerance, the book is intended to help contemporary students make sense of a genre of biblical literature they often find difficult to comprehend.

Attention to the interplay of literary organization and representative instructions demonstrates how each legal collection facilitated ancient Israel's efforts at self-definition by addressing a different form of social organization.

Their plurality of community-making strategies shows how law was used to maintain a sense of sta-



bility with the Mosaic tradition while also adapting to unprecedented cultural conditions.

How to Understand Statutes and Regulations, 2nd Edition By Nancy McCormack (Law)

This book introduces the reader to bills, acts and regulations, and describes how legislation works and is interpreted by the courts.

How Acts come into force, the various types of acts, and citation practices are discussed. The constituent elements of acts (short and long title, table of contents, preamble, provisos, statement of purpose, headings, parts, sections, punctuation, marginal notes, etc.) are explained along with how they contribute to the meaning and interpretation of acts.

E.A. Driedger's 'Modern Principle' approach to statutory interpretation is explored in detail along with the rules and legal maxims which apply in the examination of the text, context, purpose and consequences of acts. The role of the common law, the constitution, the charter, international law, and Interpretation acts in statutory construction, along with the rules which apply to specific types of enactments such as quasi-



constitutional legislation are set out. Crown immunity is reviewed, and the special rules applying to aboriginal treaties/legislation are discussed. The courts' role in sorting out gaps, mistakes, overlap and drafting errors is considered. The book includes an analysis of regulations specifically, and statutory instruments generally. A detailed glossary completes the work.

PUZZLE SOLUTIONS

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

STELLAR By Fred Piscop

V	A	M	P	A	L	T	O	C	O	L	T	S
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			C	H	I	V	A	S	R	I	G	E
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H	I	V	E	S	E	R	B	S	E	R	O	S
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S	E	E	R	S		S	E	L	F	O	W	E

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NOTICE

Renewal, Tenure, Promotion Applications

Under the terms of the Collective Agreement between Queen's and Queen's University Faculty Association (QUFA) for faculty, librarians and archivists, Aug. 15 is the deadline for

regular faculty to apply for renewal, tenure or promotion; librarians and archivists to apply for renewal, continuing appointment or promotion; and adjuncts to apply for promotion. Members must notify their unit head of their intent to apply for renewal, tenure, continuing appointment, or promotion by July 1.

Articles that refer to these procedures: Article 24 – Employment Equity; Article 30 – Renewal, Tenure and Promotion for Tenure-Track and Tenured Faculty; Article 31 – Renewal, Continuing Appointment and Promotion for Librarian and Archivist Members; Article 32.6 Promotion for Adjunct Faculty.

humanresources

Job postings

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

■ **Competition:** 2016-425

Job Title: Assistant Director, Institutional Research and Planning
Department: Office of Planning and Budgeting

Hours per Week: 35

Appointment Terms: Continuing Appointment

Closing Date: 10-Jun-2017

■ **Competition:** 2017-194

Job Title: Coordinator, Athlete Services (USW Local 2010)

Department: Athletics & Recreation
Hiring Salary: \$50,909 (Salary Grade 7)

Hours per Week: 35

Appointment Terms: Term Appointment until June 30, 2020

Closing Date: 22-May-2017

■ **Competition:** 2017-190

Job Title: Director, Municipal and Community Relations

Department: University Relations

Hours per Week: 35

Appointment Terms: Continuing Appointment

Closing Date: 08-Jun-2017

■ **Competition:** 2017-189

Job Title: Assistant Dean, Support Services and Community Engagement

Department: Division of Student Affairs

Hours per Week: 35

Appointment Terms: Continuing Appointment.

Closing Date: 28-Jun-2017

Apply to: Jane Griffith and/or Jason Murray queensadss@odgersberndtson.com

■ **Competition:** 2017-182

Job Title: Program Associate (USW Local 2010)

Department: Chemical Engineering
Hiring Salary: \$50,909 (Salary Grade 7)

Hours per Week: 35

Appointment Terms: Continuing

Appointment

Closing Date: 26-May-2017

■ **Competition:** 2017-162

Job Title: Surface Facility Instrumentation Manager

Department: Chemistry

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

Hours per Week: 35

Appointment Terms: Continuing Appointment

Closing Date: 12-Jun-2017

Successful Candidates

■ **Job Title:** Benefits Analyst

Department: Human Resources

Competition: 2017-028

Successful Candidate: Kate Spoljaric (Human Resources)

■ **Job Title:** Senior Solutions Specialist (USW Local 2010)

Department: Information Technology Services (ITS)

Competition: 2017-021

Successful Candidate: Stephen Beauregard (Information Technology Services (ITS))

■ **Job Title:** Project Manager

Department: International Centre for the Advancement of Community Based Rehabilitation

Competition: 2017-022/2017-R003

Successful Candidate: Anushka Joseph

■ **Job Title:** Graduate Program Assistant (USW Local 2010)

Department: School of Nursing

Competition: 2017-018

Successful Candidate: Colleen Donahoe

■ **Job Title:** Administrative Secretary (USW Local 2010)

Department: School of Computing

Competition: 2017-061

Successful Candidate: Carly Napier (Financial Services)

■ **Job Title:** Events Assistant (USW Local 2010)

Department: Alumni Relations and Annual Giving, Office of Advancement

Competition: 2017-059

Successful Candidate: Christine Van Willigen

Job Title: Coordinator, Research Activities and Communications (USW Local 2010)

Department: Vice-Principal (Research)

Competition: 2017-050

Successful Candidate: Mona Rahman

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

Department: General Accounting – Financial Services

Competition: 2016-437

Successful Candidate: Jeffery Thomas (Industrial Relations Centre)

■ **Job Title:** Manager, Media Relations and Issues

Department: University Communications

Competition: 2017-014

Successful Candidate: Mark Erdman

■ **Job Title:** Associate Director, Master of Finance

Department: Smith School of Business

Competition: 2017-033

Successful Candidate: Emily Saunders

■ **Job Title:** Office Assistant

Department: Centre for Advanced Computing

Competition: 2017-104/2017-R014

Successful Candidate: Paige Beddoe

■ **Job Title:** Information Services Supervisor

Department: Queen's University Library, Information Services

Competition: 2017-035

Successful Candidate: Katelyn Frenette

■ **Job Title:** Graduate Assistant Rehabilitation Science Program (USW Local 2010)

Department: School of Rehabilitation Therapy, Faculty of Health Sciences

Competition: 2017-070

Successful Candidate: Anne Lin-scott

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- Basketball - Elite Women Training and Scrimmage
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